SIX-MONTH REPORT OF THE TECHNICAL COMPLIANCE ADVISOR DECEMBER 10, 2016 – JUNE 9, 2017

Office of the Technical Compliance Advisor to the Agreement for the Sustainable Reform of the Puerto Rico Police Department

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A Message from the Technical Compliance Advisor

This is the Sixth Semi-Annual Report ("Report") of the Technical Compliance Advisor ("TCA") under the Agreement for the Sustainable Reform of the Puerto Rico Police Department ("Agreement"). It assesses and reports on the progress made toward implementing the Agreement by the Puerto Rico Police Department ("PRPD"), and summarizes the work conducted by the TCA for the six-month period ending on June 9, 2017.

The PRPD has made significant progress over the last six months in building capacity and implementing the eleven (11) Action Plans ("Plans") for the eleven (11) compliance areas required by the Agreement. The Plans, which are now finalized and translated into the English language, have been submitted to the Court. As per Paragraph 238 of the Agreement, "[o]nce the Action Plans are approved, the Parties will submit them to the Court as addendums to this Agreement. Upon submission to the Court, the Parties shall treat the Action Plans as fully incorporated, enforceable terms in this Agreement, unless the Court instructs otherwise." In the body of this Report and Appendix 4, the TCA provides a detailed assessment and compliance rating for each detailed step of the Plans.

Before enumerating PRPD's efforts, accomplishments, and remaining challenges, the TCA would like to acknowledge the historical milestone the Commonwealth of Puerto Rico reached by appointing its first female Police Superintendent, Dr. Michelle M. Hernández de Fraley. Dr. Fraley is no stranger to the PRPD. Superintendent Fraley was previously the Special Assistant to the Superintendent of the Puerto Rico Police, leading the Strategic Initiative Group. Under this initiative, Dr. Fraley was charged with analyzing the entire PRPD organization. Subsequently, she was the Auxiliary Superintendent for Education and Training. As the Director of the PRPD's Police Academy, she interacted and worked with all members of the PRPD, from their new recruits to their accomplished Colonels and Lieutenant Colonels. She also oversaw the first-ever pre-service training program and the training for the first Field Training Officer ("FTO") program in the history of the PRPD. The FTO program trained and evaluated new officers as they worked with the community they served and engaged in all practical aspects of policing. Dr. Fraley helped to usher in the new reform through an

academic and practical perspective. Superintendent Fraley assumed her new responsibility to lead the PRPD in January 2017, demonstrating early on her sharp focus on implementing the terms of the Agreement. The TCA and his team look forward to a continued meaningful professional relationship with Superintendent Fraley and the PRPD's Reform Office.

As the new Superintendent and her team have made the reform of the PRPD their top priority, the TCA has identified an increased enthusiasm by the PRPD leadership to address some of the thorny issues that previously plagued the police department and seemed to have lingered under the previous administration. Specifically, Superintendent Hernández de Fraley has become directly involved with addressing past questionable promotions, unexplained personnel transfers, and failed officer polygraph examinations. In addition to immediately addressing these issues, she has also directed that policies be developed to ensure that these deficiencies do not repeat in the future.

Superintendent Fraley's leadership and her efforts to develop new processes and mechanisms promoting the professionalization of the PRPD in compliance with the Agreement have been met with an extraordinary challenge, the enacting of Act 20 of 2017. In April 2017, Act 20-2017 consolidated several government agencies, including the Puerto Rico Police Department, establishing the Department of Public Safety ("DPS"). Governor Ricardo Rosselló Nevares appointed Former Police Superintendent Héctor Pesquera as Secretary of the newly created Department. Pursuant to the terms of the Act, Secretary Pesquera is the head of all the agencies consolidated under the new law and Superintendent Fraley reports to him under the title of Police Commissioner. The same hierarchical structure applies to all the other incumbent heads managing the government agencies consolidated under this law.

In the past month of February 2017, while Act 20-2017 was pending approval, the TCA prepared a twenty-two page confidential report with his team of constitutional advisors. The confidential report was shared with the Parties. The document examined how Act 20-2017 (creating DPS) could impact the implementation of the Agreement. In the referenced confidential document, the TCA identified potential problems that could follow the enactment of that law. The main concern was the proposed hierarchical structure and the imminent possibility of unnecessary power struggles. The then-confidential report also pointed out foreseeable problems with the Police Academy, should the training of cadets and retraining of policemen be relented to private institutions where assessment of teaching materials and instruction methods would

become unavailable. The TCA made these concerns known to the Court and the Parties. It is of utmost importance in this process that any changes that are made in the organization of the PRPD, as it is integrated into the newly created Department, should be promptly disclosed to the Court. The confidential report is now shared in the body of this Report after a decision to make the aforesaid document public.

Although in the Public Hearing held by the United States District Court on May 22, 2017, the Governor's representatives reported to the Court that under the new law "the Superintendent is fully in charge of the day-to-day operations and decisions of the PRPD," recent events, some of them which may still be in progress, confirm many of the TCA's concerns regarding the hierarchical issues and power struggles at the PRPD. For example, extensive changes were made to the security and operational plans for the Plebiscite of June 2017 as designed originally by Superintendent Fraley.

The TCA has continued to conduct all permissible assessments under the Agreement regarding the developments of the aforesaid issues and concerns, which may affect the reform process or in any way are contrary to the letter of the Agreement.

In keeping with the responsibility of the TCA consistent with Paragraph 241, the TCA completed his second survey of the community. This second community survey is to yield a better understanding of the police through the lenses of the community. The survey was completed during this reporting period and included in-depth discussions with diverse representatives of community groups. The methodology was a typical focus group study. These groups included representatives of traditionally underserved and underrepresented communities in Puerto Rico, such as blacks, LGBT, Dominican, Homeless, and public housing residents among others. Documenting greater community cooperation and trust, the TCA wants to acknowledge that many community leaders have assumed an active role in supporting the survey and providing input on the questions. They have sought greater inclusion by identifying affected groups, and working with the Puerto Rico and United States Departments of Justice in establishing a workable format to ensure the success of the survey. The survey's findings will be presented to the Parties and members of the community. They will be published in a special report to the Court, sometime in late July. The TCA always welcomes community advocacy groups into this ever-expanding umbrella of community cooperation with the police, and encourages better and more productive communication between the PRPD and the TCA.

These focus groups were conducted under the direction of renowned sociologist Dr. Richard Blanco Peck, where he and his team provided guided discussions to gauge community sentiments and experience with the PRPD. Dr. Blanco Peck conducted the first set of surveys. The findings of these focus groups will assist the PRPD in determining why the community retains certain beliefs, how change can come about, and which policies and community strategies need reassessment and revision.

Three years of cooperation have created a strong professional interaction between the PRPD and the TCA. The PRPD recognizing the subject matter expertise of the Core Team has asked the TCA under Paragraph 255 of the Agreement for technical assistance in addressing traditional challenges affecting the operations of the Traffic Bureau. The TCA will assist the PRPD in examining road and pedestrian safety, traffic enforcement and investigations, highway patrol, fleet management, and other areas of general traffic administration.

As the TCA last reported in his previous six-month report, the staffing study (Paragraph 13) that the PRPD must complete is an integral part to ensure that the PRPD can continue to sustain their progress made to reform. On May 16, 2017, the TCA attended the first convening between the PRPD and the selected consultant, V2A (Vision to Action), which has been contracted to complete the study. The timeline has been set to start immediately and to produce results in one year. The TCA will provide oversight and will report more extensively on the progress made on the staffing study in the next report. The TCA believes once PRPD is informed by the study, it will make the most judicious use of its human resources in this important time of fiscal constraint for the Commonwealth.

Until the staffing study is completed, the TCA recommends – based on his responsibility under Paragraph 137- that no additional promotions and supervisory decisions take place unless they are needed to address legislative and policy actions having substantial impact on officers near retirement. The PRPD will have limited information on the correct workload ratios and, consequently, for the PRPD to continue to make promotions throughout all ranks would be only based on historical precedent or guesswork of operational needs and in non-compliance with Paragraph 137. Similarly, promotions without a merit based framework and a carefully structured career path will always raise questions of the qualifications of those promoted. The TCA expects concrete changes both in law and policy as well as practice. The staffing study touches on all phases of police administration: command, control, promotion, communication and training to identify a few. Proper staffing is the thread that brings together police

organizations, and as such is critical to its success. The TCA acknowledges the crucial role the Reform's Unit has played in complying with the demands of Paragraph 13.

The TCA is compelled to comment on PRPD'S continued need to devote significant resources to the restoration of the infrastructure at the Police Academy. The Commonwealth should ensure that the PRPD is sufficiently funded to meet the challenges, particularly with respect to its infrastructure to support a meaningful reform.

The TCA has past reported on PRPD's use and failure to act on questionable polygraph results of certain members of the PRPD's Drugs, Narcotics, Vice, and Illegal Firearms Bureau ("Narcotics Bureau"). Police departments typically use polygraph examinations to verify information on application forms or to confirm or refute information the police discovered during a background investigation. For officers in specialty assignments, such examinations may ensure that officers have not compromised their position or otherwise engaged in any serious undetected criminal activity. For officers investigating narcotics, firearms, or other vices, polygraph examination can point to whether officers engaged in the use or sale of illegal narcotics or weapons. Though failing a polygraph test may not necessarily entail a finding of misconduct, it may sufficient reason to initiate an internal affairs investigation or transfer the officer pending the outcome of an investigation.

Under the past administration, the PRPD did not provide the TCA with any justifiable explanation on why certain members of its Narcotics Bureau have remained in the Bureau or at a minimum have not been investigated. The community the PRPD serves and the officers under the cloud of having failed the test deserve to have this specter of suspicion removed. Though there are a myriad of laws and regulations to ensure due process to the officers, to which the TCA agrees, keeping these officers investigating drug-related and gun-related offenses is akin to "putting the fox in the hen house." The TCA expects the PRPD to address and rectify this situation immediately and has informed the Superintendent that this matter will continue to receive his direct attention and the TCA will continue to mention the Superintendent's progress in fighting corruption in future reports. The TCA acknowledges the effort of Superintendent Fraley who took ownership of the issue and has transferred all personnel who has previously failed the polygraph test. The TCA feels encouraged that the PRPD will also follow-up with internal investigations where appropriate. This is the type of administrative action expected of leadership at the highest level to have a meaningful impact on reform.

The TCA is pleased to report on the continued cooperation and efforts of Colonel Clementina Vega and the PRPD Reform Unit. The political transition that occurred in January has not affected the collaborative efforts of the Reform Unit and the TCA.

The TCA has slightly changed the format of the report when measuring compliance with the Action Plans. Now the TCA's Report will contain detailed tables that describe what steps and activities the PRPD committed to undertake and the TCA's reviews and observations assessing whether the PRPD made progress toward the implementation of these activities and steps. This tabular design is more transparent and will make it easier for the public to gauge PRPD's accomplishments and challenges, while simultaneously viewing the TCA assessment process.

The TCA welcomes the newest member of its "Core Team," Dr. Alex del Carmen who previously was a subject matter expert with the Consent Decree Monitoring team for the New Orleans Police Department. Dr. del Carmen's Vita is appended to this report. The Report also updates the biographical note for Core Team member Dr. Marcos Soler, who was appointed to the position of Deputy Technical Compliance Advisor.

Finally, the TCA continues its open-door policy to serve as a constant conduit to the PRPD to raise community issues and concerns, as they relate to the Agreement, while ensuring that PRPD addresses those issues and concerns timely and appropriately.

Arnaldo Claudio, US Army, Col. (ret)
Technical Compliance Advisor

TCA Reports under the Agreement

Paragraph 250 of the Agreement:

"During the first four years, from the Appointment Date, the TCA shall file with the Court, written public reports every six months that shall include:

a) a description of the work conducted by the TCA;

b) a listing of each detailed step in the Action Plans and its timeframe indicating whether the timeframe has been met, and whether the Commonwealth of Puerto Rico is making satisfactory progress toward implementation of the Agreement by rating PRPD in full, partial, or non-compliance steps in the Action Plan;

c) the methodology and specific findings for each review conducted, where appropriate, and redacted as necessary for privacy concerns. An un-redacted version shall be filed under seal with the Court and provided to the Parties. The underlying data for each audit or review shall not be publicly available, but shall be retained by the TCA and provided to either or both Parties upon request;

d) for any detailed steps that were reviewed and found not to have been fully implemented in practice, the TCA's recommendations regarding necessary steps to achieve compliance; and

e) a projection of the work to be completed during the upcoming reporting period and any anticipated challenges or concerns related to implementation of the Agreement."

Paragraph 252 of the Agreement:

"The TCA shall provide a copy of the six-month reports to the Parties in draft form within 15 days after the end of the reporting period. The Parties shall have fifteen calendar days upon receipt of the draft report to allow the Parties to informally comment on the draft report. The TCA shall consider the Parties' responses and make appropriate changes, if any, and shall file the final report with the Court within 45 days of the end of the review period. DOJ and PRPD may file responses to the TCA's final report within 30 days."

Introduction

This is the Sixth Semi-Annual Report ("Report") of the Technical Compliance Advisor ("TCA"). The Report measures the progress made by the Puerto Rico Police Department ("PRPD") in meeting the requirements set forth in the Agreement for the Sustainable Reform of the Puerto Rico Police Department ("Agreement") for the period from December 10, 2016, through June 9, 2017. In particular, the Report focuses on the progress made in the implementation of the eleven Action Plans ("Plans") for the eleven compliance areas.

The TCA has the duties, responsibilities, and authority conferred by the Agreement under the supervision and order of the Court. He performs his duties without replacing or assuming the role and duties of the PRPD and its leadership. Pursuant to the terms of the Agreement, TCA provides technical assistance during the capacity building period while monitoring during the compliance period. He reviews and approves Plans , policies, procedures, programs, protocols, training, and programs of the PRPD; and conducts audits and assessments as the Parties, or the Court, deem appropriate. The TCA is also to report on the PRPD's implementation of this Agreement, their Plans, and their intended impact. It is the task of the TCA to measure the nature and the extent of the PRPD's compliance with the terms set forth in the Agreement and the Plans (which are deemed incorporated into the Agreement upon submission to and approval by the Court).

During this reporting period, the PRPD has made significant progress in building capacity and implementing detailed steps and activities set forth in the Plans and the Agreement. With diligence and hard work, the PRPD has reached substantial milestones in the areas of planning, policy making, training, use of force, and community engagement. This Report enumerates the most significant achievements, as well as short- and long-term obstacles towards implementation. In this introduction, the focus is on two examples where one finds both well-documented progress and current and anticipated challenges.

With only nine remaining policies on the schedule to be developed, it is a fact that in as little as sixteen months from now (October 2018) in many, if not all, eleven compliance areas, the PRPD should have in place both comprehensive policies and coherent training modules consistent with the requirements set forth by the Agreement and

nationally accepted standards of policing. From the perspective of building capacity, the distance traveled by the PRPD in issuing policies and conducting first-class training for the entire workforce far exceeds the distance that remains. However, the short- and long-term impact that the newly enacted Department of Public Safety ("DPS") will have in delaying the full implementation of policies and training remains unclear. For now, the TCA has agreed to the Commonwealth's request for a four-month extension of the capacity building period to accommodate the new institutional reality in Puerto Rico. As discussed in Section III of this Report, it is hard to predict next steps with so little is known about the actual implementation of DPS.

Another key example of the progress made by the PRPD under the Agreement is the steps taken towards de-escalation in the use of force. In addition to the successful enactment of well-established use of force policies and training for the past three years, the PRPD recently reported a 10% decrease on the use of force in three out of the four categories of force, including force greater than low-level Type I force. In total, there were 1,257 incidents of force in 2016 versus 1,403 cases of use of force in 2015. (This information about progress made in the use of force is also consistent with information documented in the second survey of the Community)

By categories, there was a 17% decrease in the highest-level Type IV force. Type IV incidents are the most serious forms of force (i.e., force which is likely to produce death or serious bodily injury such as use of firearm or use of baton in deadly force areas). There have also been significant decreases in the number of low- and moderate- level force incidents, 19% and 37% respectively. However, not all trends point downwards. During the same period, there was a substantial increase of 132 cases—a 36% increase—in the number of Type III force incidents. Type III incidents include use of a conducted electrical weapon (CEW, often referred to as taser), gun pointing, canine bites, or use of baton in non-deadly force areas.

The TCA recommends that the PRPD closely examine these statistics for additional information on emerging trends. The TCA will analyze use of force trends in the coming months to determine whether these statistics document sustained progress. During this phase of capacity building, these numbers require scrutiny to assess opportunities for greater improvement prior to the period of compliance. For example, the fact that Type III use of force incidents increased from 39 to 167--a 320% increase--in Carolina deserve close attention by the PRPD. To the extent that these numbers were to signal that officers, on the whole, were deescalating more incidents and reserving force for only those instances where it was necessary, proportional, and reasonable under the

circumstances in all Police Areas but Carolina, it would be helpful to understand what has gone differently with the implementation of policies and training in this geographic area. However, the TCA wants to be absolutely clear that these statistics do not indicate that there is a problem in Carolina; rather than the trends in Carolina differed from the other areas and this fact deserves further analysis without predetermining the findings of such analysis.

This Report consists of four major sections and four appendixes. In the first section, the Report comments on the PRPD's Status Report documenting the PRPD's self-reported accomplishments and progress made from November 26, 2016, through May 25, 2016. Consistent with Paragraph 250(a), this section also discusses the main highlights of the work conducted by the TCA in the last six months, from December 10, 2016, through June 9, 2017. It focuses on the work of the TCA in providing technical assistance to the PRPD, including work in the development of Plans, policies and procedures, and training materials. During this reporting period, this technical assistance has included assistance in the translation of these Plans. This section has three corresponding appendixes.

In its second section, the Report focuses on work of the Puerto Rico Police in developing Plans for the eleven substantive areas of the Agreement and complying with Paragraphs 234 through 238 of the Agreement. This part of the Report complies with Paragraphs 250(b) and 250(c). This section and its corresponding appendix include tables detailing activities and steps taken by the PRPD in accordance with the submitted Plans and rating the progress made towards their implementation.

In the third section, as required by Paragraph 250(d), the TCA recommends necessary steps to achieve compliance for any detailed activities or steps that were reviewed and found not to have been fully or partly implemented in practice. The purpose of this section is to identify issues that require further attention and/or may have a negative impact in the implementation of the Agreement. The list of topics is detailed in the table of contents.

The fourth section, as required by Paragraph 250(e), includes a projection of the work to be completed during the upcoming reporting period and reflects the TCA's vision of intended reviews of PRPD operations, including steps and activities taken towards building capacity. These plans highlight the areas of the Agreement that the TCA and/or the Court has identified as current top priorities.

The purpose of this report is to describe where the PRPD is in the capacity building process and, under the framework of the Agreement, how the PRPD achieves full and effective compliance with the Plans submitted to the Court. Pursuant to the Agreement, the PRPD had four years to build capacity through the structure agreed upon in the Plans. The role of the TCA is to assess the progress made by the PRPD towards building that capacity, and the PRPD's compliance with its own Plans. After three years of work and with less than eighteen months left, this Report seeks to provide with an overall summary of the status of compliance with the Plans and the assessment of the progress made.

Section I

The PRPD Status Report

On May 25, 2017, in compliance with the terms and deadlines set forth in Paragraph 261, the PRPD submitted its Sixth Status Report ("Status Report") assessing progress for each of the eleven (11) focus areas, steps towards implementation of the Agreement, and a response to prior concerns raised by the TCA. The Status Report documented the overall progress made by the PRPD for the period covering November 26, 2016, through May 25, 2017. Paragraph 261 requires that the Commonwealth "file with the Court sealed and unsealed versions of the Status Report, with a copy to the TCA and USDOJ, no later than 15 days before the end of the period under review."

The Status Report identifies both areas of progress and persistent obstacles. The purpose of this review is not to generate a particularized rebuttal of the PRPD of the Status Report on a particular area of compliance. The goal is to raise questions or concerns about PRPD self-assessment of the progress made towards implementation of the Plans and the Agreement where appropriate.

In pages 6 through 8, the Status Report documents the very important work the Reform Unit of the PRPD conducts in terms of self-assessment through monitoring field visits. The Status Report highlights some of the most significant findings made during the evaluation of certain Police Areas, such as the absence of training certification in

personnel records or vast deficiencies in the use of police forms. In this sense, the PRPD has adopted the recommendation of the TCA in prior reports that the PRPD uses the Status Report to identify what are the lessons learned from those self-assessment visits. In this Report, the TCA further recommends that these visits are used to document more than findings: which initiatives are working and which ones are not working, what obstacles have been encountered towards implementation, and what are the solutions and lessons learned from those visits. Also, the TCA recommends that the next Status Report details how these visits are bringing about changes in the areas visited. Specifically, the TCA recommends a follow-up report for the identified areas in the next report.

In the Status Report, there is also an extensive analysis of the progress made by the Reform Unit and the Police Academy in the drafting of policies and training modules. The Status Report continues to document a fact that the TCA has noted in prior reports: the evident progress made by the PRPD, led by the Reform Unit, in producing very detailed Plans and policies in accordance with agreed upon timeframes. In fact, the Reform Unit has become the center of policy development for the PRPD based on the Directive OS 1-1-378 of November 2016. The implementation of this directive has been a success and the transition has been seemingly smooth.

Notwithstanding these positive developments, the TCA has expressed serious concerns about the actual implementation in practice of these policies and how expeditious this implementation can be in the field. For example, just recently, in May 2017, the PRPD requested an extension of four months to the capacity building period to further develop additional policies and training manuals which are falling behind schedule or are impacted by the implementation of the new Department of Public Security ("DPS"). Measuring the effect and implementation of these policies and trainings is difficult when there are relevant delays in terms of the adoption of certain key policies.

The Status Report does not fully address the request for an extension of the capacity building period by the PRPD. The TCA submits that this issue is important and deserves a detailed explanation. Paragraph 239 of the Agreement requires the PRPD to explain in writing to the TCA if there is a need to modify any of the timeframes set forth in the Plans submitted to the Court. Pursuant to Paragraph 239, the PRPD considered that there was good cause for a modification to the timeframes set forth in the Plans, and submitted its request for timeframe extension.

Based on the correspondence submitted to the TCA by the Commonwealth of Puerto Rico, the argument for an extension is articulated as follows. The PRPD states that, since June 2014, the PRPD has been diligently drafting policies required by the Agreement to incorporate the Plans into the Agreement. Likewise, the PRPD claims that these policies have been drafted by the PRPD and submitted timely to the United States Department of Justice ("USDOJ"), and the TCA on a rolling basis for review as required by Paragraph 229. The TCA find these two statements to be factually accurate. The PRPD then argues that the exchanges of these drafts between the PRPD, USDOJ, and the TCA for several iterations of deliberation and review have resulted in the identification of many unanticipated, unexpected challenges. For the most part, the PRPD argues, "these challenges have been overcome after in-depth and fruitful discussions." Although these deliberations have been fruitful, they often have resulted in unavoidable delays even as the result was to finish with a better policy work product. The consequence of these extended deliberations is that some policies have been approved behind schedule impacting both production of training materials and training schedules. The TCA agrees with these statements by the PRPD and recognizes that the process of policy deliberation that is in place in Puerto Rico is quite time consuming. The TCA also acknowledges that these deliberations have produced excellent and lasting policies.

It is undisputed that the capacity building has benefited from a close cooperation between the PRPD's Reform Unit, the USDOJ, and the TCA's Core Team in producing policies and training materials. Although the PRPD has drafted all policies, the TCA have assisted through technical assistance, editing, and deliberation to the production of high quality policies and training manuals while performing many other tasks. Specifically, the TCA's Core Team has conducted extensive policy review while continuing to provide real-time feedback on the implementation of the Plans, conducting extensive field visits, ride-alongs, and a vast array of activities measuring the implementation of the Plans. In a recent report, the Seattle Police Monitor called this active approach "collaborative monitoring," which the Police Monitor compared to the old-fashioned model of passive monitoring.[1] In Puerto Rico, "collaborative monitoring" has been the norm since the appointment of the TCA in 2014.

[1] "The Monitor would be remiss if he did not thank the whole of the Monitoring Team that has contributed, to date, for its extraordinary, hard work provided to a significant degree on a pro bono and reduced fee basis. Over the years and currently, the Monitoring Team will have produced and is producing a slate of high-quality, methodologically-rigorous evaluations of SPD performance along a host of dimensions. The Team will have done so while continuing to provide real-time feedback on policies, procedures, and progress to SPD. This model of collaborative monitoring—in which a Monitoring Team works closely with the Parties and the wider community to address issues in real-time and critically analyzes departmental performance and compliance across time and incidents—necessarily requires substantially more time and resources than a passive model in which the Monitor might set artificial benchmarks for the Department to

Additionally, in their correspondence to the TCA, the PRPD argues that the approval of Act 20-2017 creating the Department of Public Safety "has shifted PRPD's efforts with the changes that had already been drafted to Act 53 of 1996 (Act 53-1996, as amended)." The Commonwealth also argues that, "with the creation of the Department of Public Safety, Act 53-1996 will be abolished; therefore, its content must be captured as separate efforts under General Orders and Regulations. Although the content exists, drafting new General Orders and Regulations to undergo the process of Requirement 229 will require additional time." The TCA agrees that this is one of the many areas of the police reform in place that will be impacted by the adoption and implementation of Act 20-2017.

The conclusion of the request submitted by the Commonwealth is that, for these two reasons (the deliberative nature of the policy-making process and the adoption of a new organizational structure by the Commonwealth), "the PRPD understands that an extension of four months is necessary to fully comply with the timeframes set forth in the Plans." The requested extension would extend the terms until October 8th, 2017.

After carefully reviewing the request, the TCA agreed that the request was in good cause and approved it. However, it also cautioned the Commonwealth that the implementation of Act 20-2017 is likely to create additional delays which must quickly be identified.

Regardless of the areas of progress reported above, the Status Report fails to document in greater detail the steps taken by the PRPD in addressing resources, funding, staffing, technology, capacity, and other infrastructure needs to place the PRPD in a position to implement each of the provisions and detailed steps of the Action Plans during the last six months. This analysis is sparse.

For example, there is a bare-bones discussion of Paragraph 13 and the relevance of the staffing study on page 10 of the report. The discussion about the TCA concerns

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reach and merely assesses, across short periods of time, whether the Department has technically "checked the box." Because such collaborative monitoring is capable of producing more rapid, comprehensive, and lasting progress, the Monitor thanks the Monitoring Team for its dedication to balancing the demands of both real-time monitoring and technical assistance with concurrent work on several assessments and other projects." Seattle Police Monitor, Compliance Status & Seventh Semiannual Report (September 2016), p.2. As it is the case in Seattle, the TCA Core Ream has provided this form of collaborative monitoring to a significant degree on a pro bono and reduced fee basis.

regarding the lack of implementation of Paragraph 13 and the lack of compliance with the original deadline is more extensive (pages 44 and 45), but still does not address the most pressing issue: does the PRPD have the funds, infrastructure, resources and capacity to complete the study in the next six months? As the Status Reports notes, the contract for the Staffing Allocation and Resource Study was executed on April 24, 2017. A meeting was also convened in May 2017 between PRPD leadership, the TCA, and the hired consultants. However, there is no reference to the budgetary situation and the fact that funds are not currently available for the study.

Similarly, the Status Report publishes statistics, but neglects to provide an explanation of how these numbers document the progress made, enhance PRPD's capacity, and how they assist to measure meeting objectives and outcomes. For example, on page 9 of the Status Report, the statistics on the implementation of training in the Zones of Excellence highlight that *Bayamon Oeste* has substantially fewer people trained in April 2017 than in October 2016. The Status Report provides no explanation for this retrogressive change and the basis for the reduction in the percentage of officers trained in this particular Zone of Excellence. Similarly, the Status Report does not address the fact that the numbers reported regarding the use of force cases in 2016 appear to be drastically different from the data reported in the previous Status Report: 605 cases from January through October 2016 versus 1,257 in Calendar Year 2016.

The TCA continues to recommend that the PRPD improves the production and reporting of statistics in the Status Report. The statistics reported lacked context and purpose. The PRPD continues to report on troubling statistics without offering a methodological response, an analytical framework, or an internal audit. There is no clear indication of what exactly the PRPD seeks to achieve by presenting these statistics. The TCA once again recommends that the PRPD should devote more attention to this issue. Similarly, in the Status Report, there is no substantial reference to the standards, yardsticks, timelines, or targets that are required under the Agreement. Without providing an analysis and a proper explanation for these figures in the Status Report, their production and reporting is totally de-contextualized and meaningless.

There is another area where the information provided by the PRPD is quite sparse and insufficient. The Status Report makes reference to the reorganization of the Bureau of Drugs, Narcotics, Vice and Illegal Weapons ("Narcotics Bureau") and the implementation of the polygraph tests. The section makes specific reference to the criteria adopted to be assigned to the Narcotics Bureau, including the fact that passing a

polygraph test is required. The Status Report also documents how many members of that Bureau failed these tests. However, the Status Report does not address the significance and relevance of these statistics. There is no reference to the various recommendations made by the TCA and the USDOJ that were rejected by the former Police Superintendent. Similarly, in that section of the Status Report, there is no mention of the findings made by the TCA regarding evidence rooms. Finally, there is no discussion of the steps taken by the PRPD's current leadership toward training and implementation of the reforms available for this Bureau.

Another deficiency is the lack of self-assessment in the section regarding information systems and online training. The Status Report only addresses the Information Technology ("IT") policies developed during this time period, and the fact that the PRPD has signed a contract with the National College of Business and Technology for the implementation of online training which will start in September 2017. Although the section informs when online training will be operational, it does not really explain how this tool will advance training schedules and the timeframe set forth in the Plans.

The table on administrative complaints received and investigated contains incomplete information. This table lacks context and analysis neglecting to discuss the issue of how many complaints are investigated within the timeliness set forth in the Agreement and the Plans. It also obviates important issues such as the type of findings made. For example, the Status Report highlights that almost a third of the complaints filed in 2017 have been investigated, but there is no reporting on the findings for these complaints. Similarly, it is noted that there are 161 complaints pending investigation from prior years but there is no reference to the age of these cases. Furthermore, in pages 31 and 32, the tables evaluating the disposition of complaints reveal interesting statistics that are not fully analyzed here. For example, 44% of complaints filed by the Office of Legal Affairs (OLA) are sustained versus 25% of those filed by the Superintendence in Professional Responsibility (SARP). Their exoneration rates are also vastly different: 8% for OLA versus 25% for SARP. There is no explanation of the reasons behind these vast differences, and their relevance (if any). The TCA does not suggest that the rates should be identical; rather than the PRPD should explain the reasons behind such different rates.

Another topic that the Status Report fails to document adequately is the problematic issue of promotions. There is not a single reference to this matter in the section addressing the Plan for Professionalization.

Finally, the TCA recommended in prior reports that the tables reporting on the number of cases of domestic violence needed to include complete information about the resolution of these cases. The TCA had previously recommended that the PRPD provide both, information about complaints as well as information about outcomes of domestic violence investigations and disciplinary action taken. The issue of domestic violence is neglected in this Status Report, period. More importantly, the Status Report does not address the persistent and frequent problem of domestic violence and its relationship, as applicable, to issues of mental health in light of the numerous cases experienced by the PRPD in past years.

A Description of the Work Conducted by the TCA: Paragraph 250(a)

During this reporting period, the TCA continued to provide technical assistance (for example, the TCA was involved in assisting the PRPD in the restructuring of the Traffic Division) while at the same time reviewing a considerable number of policies and training documents drafted and implemented by the PRPD. This process of reviewing policies and training materials followed the schedule agreed by the Parties and set by the Plans presented by the PRPD in compliance with Paragraphs 234 and 237.

To comply with the Action Plans, the PRPD had the obligation to draft a total of 99 policies. To date, 60 policies are completed, 31 are in progress, and eight (8) are in development. In addition, there are 75 policies not included in the Action Plans which must be drafted for operational reasons, of which 28 have been drafted or are in the process of development.

From December 2016 through May 2017, the Parties and the TCA successfully reviewed and revisited over 111 General Orders, Special Orders, Administrative Orders, regulations, and complementary forms. The TCA also reviewed more than 25 training documents. The TCA approved 39 policies, and they are listed in Appendix 1. On average, each policy has been discussed three times among the PRPD, the TCA, and the USDOJ.

Continuing with a practice agreed upon during the previous reporting period, the PRPD, the USDOJ, and the TCA continued to have monthly meetings to closely follow-up the development of policies and training materials. In these meetings, the TCA meets with the Director of the Reform Unit and the head of policy development for the Reform Unit to attend to matters about the status of General Orders, Administrative Orders, internal and external regulations, manuals, protocols, agreements, and other issues. These meetings have proven to be an effective way to identify obstacles. The goal is to jointly work on issues that may have an impact on the timely development and implementation of policies during the capacity building period.

In the Fifth Semi-Annual Report, the TCA noted that the Parties and the TCA were working in the development of a new protocol for policy review. The protocol sought to shed a different light into Paragraph 229 of the Agreement. The purpose of this protocol was to agree upon and set up realistic processes and achievable timelines involved in the review of the policies that PRPD creates as part of the activities of the Action Plans. The experience showed that the review of policies, both new and annual revisions, was being conducted in accordance with the terms outlined in Paragraph 229. However, there were practical issues regarding turn-around-times.

The Reform Office and the TCA estimated that each policy was taking an average of four months from development to approval, and not the forty-five (45) days outlined in Paragraph 229 of the Agreement. This substantial difference in policy production and review had to be addressed. Thus, the development and approval of the new protocol was likely to have the effect of amending Paragraph 229 by tempering the Agreement to the reality, to the processes of development and review of policies as they are taking place at present.

The Parties discussed various options to amend Paragraph 229. One option was for a new protocol to be submitted for consideration of the Federal District Court of Puerto Rico (case No. 3:12-cv-2039 [GAG]) through a joint stipulation by the Parties. This approach was consistent with Paragraph 296. The other option was to include this revised policy protocol as part of the Plans to be submitted to the Court for review and approval. To date, this matter is still under deliberation by the Parties.

During this reporting period, the TCA visited most of the PRPD command areas to review the nature and extent of use of force incidents as well as the use of force

reporting procedures. Based on the limited review of files during these visits and without a overstating the extent of the TCA's review and PRPD's compliance, the TCA determined the PRPD was generally complying with recording requirements in accordance with the Agreement and training procedures. It should be noted that the USDOJ conducted its own limited review of use of force files at the Force Investigations Unit, and it found "several [reporting] errors." These preliminary findings suggest further work is needed to more properly assess the extent of the PRPD's compliance until all records are electronically available.

The TCA and members of the Core Team have also participated in ride-alongs with the PRPD, which have enabled the technical compliance team to develop a hands-on approach, as well as one-on-one communication with officers on some of their concerns and the Agreement. For example, the Deputy TCA participated in a ride-along where the lack of appropriate equipment, in particular radios, became an issue. In response to the after-action memoranda, the PRPD acted promptly and diligently and a large number of radios were disseminated to officers in the field.

During the TCA monthly visits, a member of the TCA team always visited the Police Academy and reviewed curriculum development ensuring the entire pedagogical approach is consistent with best practices of police training. Similarly, a TCA member conducted five field visits to determine the implementation of the IT Action Plan.

During this period, the TCA continued to meet with many community stakeholders to persistently encourage their participation in the Reform process. This interaction between the community and the TCA was crucial in facilitating the implementation of a stratified selection of community and civic groups to serve as focus groups in the second round of community surveys. The list of activities and community engagements is included in Appendix 2.

Finally, to further drive the work of his office, the TCA nominated (and the Court approved with the support of the parties) the newest member of its "Core Team," Dr. Alex del Carmen who previously was a subject matter expert with the Consent Decree Monitoring Team for the New Orleans Police Department. Dr. del Carmen's Vita is appended to this report as Appendix 3. He is the national expert on policing and racial profiling, and the head of one of the most vibrant University Department in criminology in the United States.

Section II

PRPD's Action Plans ("Plans"): Paragraph 250(b) and 250(c)

During this reporting period, all eleven Plans were in full effect. In June, the PRPD submitted the Plans to the Court for final approval and incorporation into the Agreement.

Since June 2014, as set forth in the Agreement, the Parties and the TCA have worked together and identified appropriate activities and steps to be taken to build capacity and enhance each of the following substantive areas of compliance: (1) Professionalization; (2) Use of Force; (3) Searches and Seizures; (4) Equal Protection and Non-Discrimination; (5) Recruitment, Selection, and Hiring; (6) Policies and Procedures; (7) Training; (8) Supervision and Management; (9) Civilian Complaints, Internal Investigations, and Discipline; (10) Community Engagement and Public Information; and (11) Information Systems and Technology.

To carry out these capacity building reforms, the PRPD began to develop specific, tailored made Action Plans for each of these substantive areas. These Plans contain temporal benchmarks and set forth in detail the steps agreed upon to execute and implement the reforms and achieve the desired outcomes in each area within generally accepted professional standards. These steps and reforms required the implementation of policies, practices, training, data gathering and reporting, documentation, internal review, technological improvements, and oversight. The Plans describe temporal benchmarks and detailed activities and steps agreed upon to execute and implement the required reforms and to achieve the desired outcomes in each substantive area. Paragraphs 231 through 240 discussed in detail their development, implementation, and assessment. The Plans put forth policies and any required revisions, mandatory training, resources, staffing, budgetary requirements, and a schedule for when specific policies are to become field operational.

Consistent with Paragraph 234, for the past 30 months, the PRPD, with assistance from the Reform Unit, drafted the Plans that set forth the detailed steps the PRPD is to take

to implement and achieve compliance with each of the Agreement's provisions in Sections III through XIII of the Agreement. Under Paragraph 236, the TCA and USDOJ reviewed these Plans to ensure that they specified actions necessary to comply with all applicable substantive provisions of the Agreement and that timelines, implementation strategies, budgetary allocations and funding sources are reasonable, achievable, and prioritized to promote efficiency. In November 2016, the TCA and the USDOJ completed their review of all these Plans. The eleven Plans were approved as drafted in Spanish.

Pursuant to Paragraph 238, the Plans had to be translated into English and be submitted to the Court. After months of additional review by the Parties and the TCA, the PRPD completed the translation of the Action Plans on May 31, 2017. In June, the PRPD submitted these Plans to the Court as addenda to the Agreement. Upon submission to the Court, the Parties are to treat the Plans as fully incorporated, enforceable terms of this Agreement, unless the Court instructs otherwise.

Once the submitted Plans are approved by the Court, the Plans are deemed incorporated into the Agreement. The final step will be for the PRPD to make these Plans publicly available.

Given that it has taken more than 30 months of cooperative work between the Parties and the TCA to complete these eleven Plans for all compliance areas and there were unanticipated delays in some areas of the Agreement, in the last Semi-Annual Report the TCA recommended that the Parties renegotiate an extension of the capacity building period of, at least, one additional year. In May 2017, as discussed in Section I, five months after the recommendation of the TCA, the PRPD submitted a request for a four-month extension of the capacity building period based on Paragraph 239 of the Agreement.

In this section, the task of the TCA is to assess whether the PRPD is meeting the timeframe outlined in the Plans, and making satisfactory progress toward implementation of the Agreement by rating the PRPD in full, partial, or non-compliance with steps in the Action Plans. The TCA must also discuss the specific findings and methodology for each review, when appropriate. Finally, the TCA must include recommendations detailing the necessary steps to achieve compliance with any detailed steps that were found not to have been fully implemented.

In this past six months, consistent with Paragraph 250, the TCA continued to assess the progress made by conducting interviews, reviewing documents, analyzing statistical tables, and conducting ride-alongs and site visits to determine the nature and extent of the PRPD's progress with the activities and steps detailed in specific Plans. The detailed findings and ratings of the TCA regarding compliance with the timeframes and the progress being made in the implementation of the Plans are documented in Appendix 3. Here the Report summarizes and highlights some of the most relevant parts of the TCA's assessment and findings.

As noted in previous reports, the PRPD continued to make excellent progress in the drafting of new policies. The detailed tables show that the PRPD has met the deadlines for the development of policies in the overwhelming majority of instances. The delays are often attributed to the inherent complexity of making legislative reforms.

The PRPD also made important progress in training. The Police Academy continues to develop very polished training curricula based on a training development model that ensures a seamless transition from policy to training and eventually to implementation. In the rare instances when the development of training materials or the implementation of training were delayed, the delayed was often attributed to budgetary and contractual factors that the TCA already identified in prior reports.

Based on the information provided monthly by the PRPD, the TCA has documented significant advances in the number of officers trained on impact weapons, use of force, ethics, administrative complaints, pursuant to the requirements of Paragraph 237. In these areas, 80% of officers have been trained. In the areas of search and seizures and equal protection, the numbers also indicate progress but this progress is more uneven. The following tables from the PRPD document the progress in training made as of April 2017:

GOBIERNO DE PUERTO RICO
POLICÍA
SUPERINTENDENCIA AUXILIAR EN EDUCACIÓN Y ADIESTRAMIENTOS
Estadísticas de Adiestramiento PPR

MES: ABRIL AÑO: 2017

Áreas/ Superintendencias	M.P.P.R. Asignados	O.G. 601		O.G. 602					O.G. 603					O.G. 604				O.G. 612		O.G. 615			
		U.F.	% U.F.	16H DCE	8H DCE	2-3H. DCE	Cant. Personal DCE	% DCE	16H BATÓN	8H. BATÓN	2-3H BATÓN	Cant. Personal BATÓN	% BATÓN	OC	Read. OC - 8H	Cant. Personal O.C	% O.C.	R.A	% R.A	A.C.	Read A.C.	Cant. Personal O.C.	% A.C.
AGUADILLA	459	366	74%	128	243	0	441	88%	60	565	0	445	89%	459	0	459	94%	137	27%	385	0	385	77%
ARONFO	306	290	95%	1	290	0	291	96%	2	285	0	287	94%	297	0	297	97%	290	95%	294	0	294	96%
ARECIBO	555	552	99%	152	337	63	552	99%	69	435	9	513	93%	555	0	555	99%	263	46%	558	0	555	99%
BAYAMON	1093	822	75%	472	358	60	908	83%	228	665	0	893	82%	843	62	905	83%	338	31%	903	0	903	83%
CAGUAS	426	323	77%	242	133	0	395	93%	191	207	0	398	93%	371	0	371	88%	34	8%	265	0	265	63%
CAROLINA	605	605	100%	376	229	0	605	100%	496	83	0	583	93%	578	10	588	97%	127	21%	603	2	605	100%
FAJARDO	317	216	69%	152	156	0	308	97%	110	167	23	300	95%	288	4	290	91%	15	5%	180	0	180	57%
GUAYAMA	309	262	85%	78	171	0	249	81%	48	201	0	249	81%	237	0	237	77%	170	55%	239	6	239	77%
HUMACAO	275	270	98%	84	218	0	272	99%	57	217	0	274	100%	273	0	273	99%	206	75%	262	0	262	95%
MAYAGUEZ	555	542	98%	343	101	82	526	97%	334	164	52	520	97%	529	0	529	89%	105	18%	455	0	455	82%
PONCE	817	618	75%	527	166	0	673	82%	549	216	0	765	94%	709	2	711	87%	119	14%	550	0	550	68%
SAN JUAN	1222	976	80%	745	593	29	1347	86%	595	652	61	1019	83%	1042	20	1062	87%	37	3%	838	6	944	77%
UTUADO	274	271	99%	13	257	0	270	99%	63	207	3	273	100%	269	4	273	100%	270	99%	272	0	272	99%
S.A.O.C.	66	59	89%	38	22	0	60	88%	41	19	0	60	91%	60	0	60	91%	9	14%	53	0	53	80%
NEG. DE TRANSITO	913	733	80%	63	387	113	563	62%	211	422	45	678	74%	656	0	656	94%	279	31%	721	0	721	79%
F.U.R.A.	548	503	92%	125	319	0	444	81%	143	347	0	490	89%	533	0	533	97%	60	11%	509	0	509	93%
OOTM	65	64	98%	33	31	0	64	98%	28	36	0	64	98%	65	0	65	100%	1	2%	65	0	65	100%
NEG. REL. COMUNIDAD	21	17	81%	19	0	0	19	90%	19	1	0	20	95%	21	0	21	100%	3	14%	17	0	17	81%
S.A.I.C. (GLOBAL)	3832	2918	76%	1454	1606	311	3371	88%	1312	2080	217	3609	94%	3026	282	3308	86%	2019	53%	2873	456	3329	87%
S.A.R.P.	173	173	100%	9	150	0	159	92%	33	133	0	166	96%	171	0	171	99%	65	38%	161	0	161	93%
S.A.E.A.	209	207	99%	134	65	0	199	95%	101	98	0	197	94%	199	0	199	95%	138	66%	200	0	200	96%
S.A.S.G.	56	45	80%	34	11	0	45	80%	9	33	4	46	82%	45	0	45	80%	3	5%	37	0	37	66%
Superintendencia Relaciones Comunitarias	61	58	95%	15	24	16	55	90%	28	25	3	54	89%	58	0	58	95%	13	21%	58	0	58	95%
FORTALEZA	134	121	90%	18	114	0	132	99%	21	113	0	134	100%	9	123	132	99%	9	7%	74	0	74	55%
Total	13373	11135	83%	5023	5974	907	11854	87%	4476	7234	417	12127	91%	11502	937	12309	93%	4702	35%	10727	455	11193	84%

GOBIERNO DE PUERTO RICO
POLICIA
SUPERINTENDENCIA AUXILIAR EN EDUCACION Y ADIESTRAMIENTOS
Estadísticas de Adiestramiento PPR

MES: ABRIL

AÑO: 2017

Áreas/ Superintendencias	O.G. 617		O.G. 622		O.G. 623		O.G. 624		O.G. 627			
	Etica	% Etica	D. S.	% D. S.	Persec.	% Persec.	Trans	% Trans	V. D.	% V. D.		%
AGUADILLA	455	91%	29	6%	415	83%	366	73%	44	9%		0%
AISONITO	292	95%	264	86%	255	83%	295	96%	68	22%		0%
ARECIBO	564	100%	247	44%	253	45%	407	72%	153	27%		0%
BAYAMON	883	81%	248	23%	584	54%	512	47%	24	2%		0%
CAGUAS	312	74%	150	36%	275	65%	300	71%	103	25%		0%
CAROLINA	605	100%	229	38%	425	70%	334	55%	112	19%		0%
FAJARDO	275	87%	45	15%	235	74%	72	23%	64	20%		0%
GUAYAMA	280	91%	88	28%	214	69%	186	60%	54	17%		0%
HUMACAO	273	99%	227	83%	249	91%	237	86%	84	31%		0%
MAYAGUEZ	583	98%	263	44%	115	19%	560	94%	94	16%		0%
PONCE	651	80%	297	36%	452	57%	523	64%	122	15%		0%
SAN JUAN	921	75%	118	9%	614	50%	618	51%	31	3%		0%
UTUADO	273	100%	188	69%	273	100%	272	99%	53	19%		0%
S.A.O.C.	63	95%	21	32%	52	79%	63	95%	1	2%		0%
NEG. DE TRANSITO	782	86%	243	27%	881	96%	495	54%	97	11%		0%
F.U.R.A.	460	84%	71	13%	313	57%	443	80%	20	4%		0%
DOTM	57	88%	21	32%	59	91%	64	98%	5	8%		0%
NEG. REL. COMUNIDAD	20	95%	10	48%	17	81%	20	95%	0	0%		0%
S.A.I.C. (GLOBAL)	3237	84%	1353	35%	2307	60%	3001	78%	899	23%		0%
S.A.R.P.	172	99%	89	51%	170	98%	172	99%	93	54%		0%
S.A.E.A.	204	98%	199	95%	205	98%	205	98%	195	93%		0%
S.A.S.G.	43	77%	0	0%	35	64%	23	41%	7	13%		0%
Superintendencia, Reforma, Ensayo y Tecnica	56	92%	31	51%	53	87%	32	52%	4	7%		0%
FORTALEZA	129	96%	65	48%	103	77%	110	82%	53	40%		0%
Total	11590	87%	4498	34%	8562	64%	9307	70%	2380	18%	0	0%

Firma de la Afiliada correcta

FECHA

Page 2 of 2

In the introduction, the Report documented the apparent progress made in the use of force based on the statistics provided by the PRPD. Here these statistics from the PRPD documents the progress in training, including training in search and seizure. The TCA found that the PRPD is properly prioritizing training on search and seizures and arrests and summons for investigative units such as CIC's and Drug Units, as these are the units most likely to request and receive search warrants and arrest warrants. The Academy reported that as of the end of April 2017, 53% of all investigators assigned to

SAIC have been trained in Search and Seizure and 87% have been trained in Arrests and Summons.

There are, however, areas of concern in which the TCA recommends for the PRPD to make notable adjustments. While most CIC's and Drug Units are up to date in these trainings, the TCA found that only 5 officers (6%) out of 81 at the Fajardo CIC were trained on GO 600-612 (Search and Seizure) and 52 officers (64%) were trained on GO 600-615 (Arrests and Summons). The TCA recommends that the PRPD Academy keeps track of and rectifies this situation.

Similarly, the Director of San Juan Grand Larceny Auto (GLA) Unit reported to the TCA that only 11 officers (32%) out of 34 have been trained in 600-615 (Arrests and Summons) and that only 3 officers (9%) out of 34 are trained in 600-612 (Search and Seizure). The GLA Division is a unit expected to be involved in many arrests and possibly many searches of vehicles per year. The TCA believes that training rate for Arrests and Summons is too low when compared to San Juan Police Area-wide which is at 50%, and the Department-wide numbers, which are well above the 50% percent mark—at 84%--that the Agreement requires. Training on Search and Seizure for stolen vehicles is ahead of schedule in general terms but it is also low in the San Juan Police Area. The TCA recommends that this type of investigative units should be given priority. The Reform Unit was notified to take corrective action.

The TCA has also identified other training issues involving searches and seizures. The TCA has made specific recommendations for additional training of personnel in the Narcotics Division given the fact that Puerto Rico has been subjected to the importation of previously unavailable and little known controlled substances which require additional training to ensure the safety of the community and law enforcement personnel.

The TCA also recommends that the PRPD provides basic tactical entry training to investigators, so they are trained at making an emergency entry in the absence of SWAT personnel. A familiarization course on K-9 procedures should also be provided for investigators. In addition, the PRPD should provide investigators with off-duty type of holsters that properly secure the weapon. The TCA recommends that the PRPD trains officers on it. Also, bullet-proof vests that are worn under civilian clothes would be more proper for investigators while performing their duties rather than vests worn over clothing. Vests worn outside of clothing are more proper for visibility when making an entry to serve an arrest or search warrant.

During their field visits, the TCA noted that data gathering is not automated and is presently being done manually. However, there are units within the PRPD that have taken it upon themselves to create methods for uploading PRPD forms into the system and make them fillable on computer screens. For example, San Juan Drug Unit personnel converted the PRPD Forms from PDF to MS-Word or Excel so they could fill them out on the computer, print them, and sign them. The TCA learned that other units do the same. This is a good practice that works until the proper systems are put in place. However, the problem is that there is no consistency on how this is done or to what format each form is converted. The TCA recommends that the Reform Unit provides specific instructions to all units on how to convert these forms using a consistent format to make them writeable on computers. This will save officers time and save the PRPD money by using less paper and providing standardized procedures for conversion.

There are other achievements that the TCA highlights, because of their real impact in the implementation of the Plans and in the development of capacity. First, the PRPD revamped the Polygraph Examiner's Unit testing the Narcotics Bureau as part of the reorganization of that unit. This task resulted in the transfer and administrative investigation of a considerable number of members of the Bureau for failure to pass the administered test. In the past, the TCA reported on the PRPD's failure to act on questionable polygraph results of certain members of the PRPD's Narcotics Bureau. Police departments typically use polygraph examinations to verify information on application forms or to confirm or refute information the police discovered during a background investigation. For journey officers in specialty assignments, these tests may ensure that officers have not compromised their position or otherwise engaged in any serious undetected criminal activity. For officers investigating narcotics, firearms, or other vices, polygraph examinations can point to whether officers engaged in the use or sale of illegal narcotics or weapons. Though failing such a polygraph examination containing pinpointed questions relating to narcotics and weapons may not sustain disciplinary action, it may initiate an internal affairs investigation or transfer the officer pending its outcome. Under the previous administration, the PRPD did not provide the TCA with any justifiable explanation on why certain members of its Narcotics Bureau remained in the Bureau after failing the tests, or, at a minimum, were investigated.

The community and the officers deserve to have this specter of suspicion removed. Though there are a myriad of laws and regulations to ensure due process to the officers, all of which the TCA agrees with, keeping these officers in a unit investigating offenses dealing with drugs and guns, and having officers display deception on a test

directed toward their illegal use or possession, is akin to "putting the fox in the hen house."

In 2016, the TCA expected the PRPD to address and rectify this situation immediately. When the new administration took control of the PRPD, the TCA informed the Superintendent that this issue continued to be a top priority for the reform and that the TCA planned to report on the PRPD's progress in subsequent reports. Here the TCA acknowledges the effort of Superintendent Fraley. She took ownership of the issue and transferred all officers who previously failed the polygraph examinations. The Superintendent also informed the TCA that the PRPD was to conduct internal investigations of officers where appropriate. This is the type of administrative action expected of leadership at the highest level to have a meaningful impact on the reform.

Another area of progress is the drafting of a General Order for the much-contested issue of Transfers and Promotions for the benefit of the Members of the Police of Puerto Rico (MPPR). Similarly, the PRPD made substantial progress by drafting a General Order to address the deplorable conditions of the Evidence Rooms with a vision toward the prosecution of cases with a methodology designed to preserve the evidence and account for every step in the chain of custody.

In general terms, the work of the PRPD in the implementation of the Community Interaction Councils (General Order 801) is a major achievement, and it is a decisive step toward improving community relations.

The TCA commends the PRPD for looking into the challenges of the Traffic Bureau and for requesting the technical assistance of the TCA and his team. The PRPD and the TCA are working together in examining road and pedestrian safety, traffic enforcement, traffic investigations, highway patrol tactics, fleet management, and other areas of general traffic administration. The TCA is currently drafting a report of its findings and recommendations to the Superintendent.

Finally, the TCA wants to thank the PRPD for supporting the TCA's efforts related to the design and implementation of the surveys under Paragraph 241. In order to complete this task in a timely fashion, the TCA has worked with community leaders, who have assisted in identifying areas of concerns and were instrumental in supporting the operations and coordination of the project.

Section III

Current and Anticipated Challenges in the Implementation of the Agreement and the Plans: Paragraph 205(d)

In this section of the Report, the TCA examines the main activities and steps that were reviewed and found not to have been fully, or partially, implemented. It also discusses the TCA's recommendations regarding necessary steps to achieve compliance with the timelines and activities identified in the Plans.

During this reporting period, the two most significant challenges towards the implementation of the Plans continued to be the implementation of sustainable reforms identified under the Professionalization Plan and the practical steps to be taken towards a timely and efficient implementation of the technological innovations required under Information and Technology Plan.

In the previous Semi-Annual Report, the TCA identified actions taken by the PRPD leadership in the areas of staffing, promotions, and career development that were inconsistent with the Agreement. However, in the last six months, the TCA has identified an increased commitment by the PRPD, led by Superintendent Fraley, to address some of the thorny issues that previously plagued the professionalization of the PRPD and seemed to have lingered under the previous administration. Specifically, the Superintendent has addressed head-on past illegitimate promotions, unexplained personnel transfers, and failed officer polygraph examinations. In addition to immediately rectifying these issues, she has directed that policies and procedures are put in place to ensure that they do not happen again.

Under the Agreement, the substantive area of Professionalization has three key objectives and three main interrelated activities: the development of a staffing plan (Paragraph 13), the adoption of merit-based promotions (Paragraphs 14 through 20), and the implementation of a developmental career path (Paragraph 21). The goal of these three interconnected activities is for the PRPD to develop processes and

mechanisms that promote professional, ethical, and respectful policing services to effectively address Puerto Rico's public safety challenges. These processes and mechanisms must consistently and uniformly apply constitutional police practices. They must also build public confidence, including the confidence of the PRPD personnel, and must strengthen PRPD's institutional structures.

To attain these goals in Professionalization, the PRPD must take reasonable measures to achieve performance expectations in this area of the Agreement. The TCA examines these issues and make specific recommendations for improvement.

Paragraph 13: Staffing Allocation and Resource Study

In the previous Semi-Annual Report, the TCA identified significant delays in the originally planned implementation of Paragraph 13 and documented the collateral negative effect this form of inaction was having in other areas of the Agreement. This Report provides an update of the progress made in the last six months and identifies current obstacles for a timely and complete implementation. The TCA acknowledges the key leadership role the Reform's Unit has played in driving the PRPD to comply with the demands of Paragraph 13.

Paragraph 13 requires the PRPD to conduct a staffing allocation and resource study to assess human resource needs for the entire organization. This task is extraordinarily complex. For most police department, the completion of a task of this magnitude often requires contracting external expertise. The case of the PRPD is no exception. The study is important because it is the cornerstone of the professionalization reforms and the basis for a staffing and resource allocation master plan rooted in community-oriented policing principles. This requirement is part of the approved Plan on Professionalization, which detailed steps and timelines have been updated to account for these delays.

Paragraph 13 of the Agreement, entitled "Staffing and Community Policing," reads as follows:

> *"PRPD shall assess the appropriate number of sworn and civilian personnel to perform the different department functions necessary to fulfill its mission. To do*

so, PRPD shall conduct a staffing allocation and resource study. The study shall form the basis for a staffing and resource allocation plan that is consistent with community-oriented policing principles and supports the systematic use of partnerships and problem-solving techniques. To foster community-oriented policing, the plan shall consider deployment practices that offer officers opportunities to serve the communities in which they reside."

Based on the original proposal in the Action Plans, the deadline to develop this study was June 2016. The PRPD did not meet with the Plan's timeline and was found in non-compliance. The Plan was modified and the Parties and the TCA agreed to three new activities and deadlines. At present, section IV of the Plan on professionalization (implementation objectives) includes three activities toward the implementation of Paragraph 13: activity 1.1 (establishing a working group to develop a work plan toward the implementation of Paragraph 13 on or before December 2016), activity 1.2 (conduct a study on or before December 2017), and activity 1.3 (develop a plan based on the findings of the study on or before December 2017).

When the PRPD failed to meet the June 2016 deadline, the TCA urged the PRPD to prioritize compliance with Paragraph 13. In response to the TCA calls for action, the PRPD created a working group and this is where the role of dedicated PRPD leaders played a key role in driving compliance with this requirement further. The working group consisted of a team of representatives from the Office of the Superintendent and each of the Auxiliary offices. The group was headed by the Auxiliary Superintendent for General Services. The Auxiliary Superintendent was ultimately responsible for the development of the work plan for conducting an evaluation of the Staffing Allocation and Resource Study.

As part of the work plan, in October 2016, the PRPD informed the TCA that the PRPD was issuing a Request for Proposals ("RFP") to conduct the study. The deadline for submission of proposals was November 4th, 2016.

The PRPD created an evaluation committee to review the submitted proposals. The committee consisted of representative of the Reform Office, Human Resources, Information Systems and Technology, Grants, and Field Operations. The committee developed an evaluation rubric with the following criteria: experience, subject matter expertise, expertise, professional references, evaluation of the proposal and its content, services, and available resources. The committee selected one of the companies that

submitted the application. However, the committee gave the new administration the opportunity to evaluate the recommendation of the committee. The new administration confirmed the decision of the working group.

The selected consultant was V2A (Vision-to-Action). V2A is to work closely with Dr. Alexander Weiss. Dr. Weiss is one of the top national experts on police staffing. He has conducted multiple staffing analyses for a number of small, medium, and large police departments in the United States. He is the co-author of *A Performance-Based Approach to Police Staffing and Allocation*, the reference handbook for studies of this kind. The handbook was published by the COPS Office of the United States Department of Justice and is used frequently as the master guide by many police department undertaking this type of task. In addition, the PRPD needs to accomplish a number of prerequisite tasks before a successful study can be launched and completed. The two most important such prerequisite tasks are (a) gathering necessary data and (b) compiling and maintain the data in a form that the consultants can access and use it.

V2A plans to conduct a workload-based analysis, which requires significant data collection and reporting. Traditionally, there have been four basic approaches to determining workforce levels: per capita, minimum staffing, authorized level, and workload-based. Each differs in its assumptions, ease of calculation, usefulness, validity, and efficiency. In his prior semi-annual report, prior to the selection of the consulting firm, the TCA recommended an evidence-based approach to police staffing, addressing the needs of the PRPD based on consistent, long-term workload demands. The TCA was familiar with the best practices and academic literature, and was quite familiar with the workload-based methodology approach led by Dr. Weiss. The TCA had no objections to the selection of V2A and Dr. Weiss.

The TCA is aware that the sole responsibility for the lack of progress and delays of the past lies in the PRPD's former leadership. However, the TCA remains concerned about the current speed of the project. On April 24, 2017, four months after the consultant was identified, the PRPD and the selected consultant executed the contract.

On May 16, 2017, the TCA attended the first entry briefing between the PRPD and the consultant. PRPD provided a more recent update in July. The current proposed timeline is to start immediately and to produce results within in a year, which would not meet the timeframes set forth in activities 1.2 and 1.3 discussed above. The expected submission date for the study is April 2017 and there is no date for the work plan. This

will entail that the PRPD would continue to be in non-compliance with these two steps detailed in the Action Plan. Additionally, the TCA is aware that, although the contract has been executed, the funding for this project - as of the time of this Report - is currently on hold.

It is the assessment and the recommendation of the TCA that the PRPD's top priority in the next six to twelve months should be to totally focus on this project so it can turn into an instrument to measure organizational progress. The goal is to conduct a significant and important reorganization of the PRPD structure to better serve Puerto Rico and its citizens. The TCA will continue to provide support to the work of the PRPD in this area. Until the staffing study is completed, the position of the TCA is that the PRPD will continue to be ill-informed on the correct supervisor-to-officer ratio and, consequently, promotional and staffing decisions are likely to be based only on guesswork of operational needs.

For the TCA, the staffing study is to address all phases of police administration: command, control, promotions, communications, and training. Proper staffing is the thread structuring police organizations and as such is critical to its success. The TCA is concerned that the implementation of the new DPS will bring additional changes to the structure and administration of the PRPD that will further impact the production of the study. The TCA cautions that, before any changes to organizational structure are implemented, they should be put on hold until the study is completed.

The fact that the PRPD is three years into the capacity building period and there is no objective way to measure and assess its staffing and resource capacities is nothing short of an inexcusable failure. One person is primarily responsible for this failure, the past Police Superintendent, but the current leadership must be responsive and take charge. This assessment is the basis of the recommendation of the TCA to the Court and the Parties that no additional promotions and transfer--except when absolutely needed--should be made until the study is completed and a complete overhaul of the merit system is in place. The TCA is concerned that the current administration will continue to ignore these recommendations just as the past Police Superintendent ignored them on two prior occasions. As the TCA has documented this lack of compliance with Paragraph 13, the cost of these decisions to the implementation of the Agreement has been extraordinarily high in terms of public safety and the trust in the commitment of the PRPD to sustainable reform.

Developmental Career Path, Promotions, and The Need to Amend the Current Legal Framework

In past reports, the TCA found that promotions without an objective, scientific merit-based framework and a carefully structured career path raised questions of the qualifications of those promoted. The TCA recommended the PRPD and the Commonwealth to initiate legislative and policy changes to make sure progress was made toward the implementation of competitive merit-based promotions (Paragraphs 14 through 20), and the adoption of a developmental career path (Paragraph 21).

In 2016, the Commonwealth agreed in principle to implement comprehensive legal and policy changes, but they never took place. Under the new administration, the PRPD has taken very positive steps toward compliance but the much-needed structural changes must be implemented in the coming months. For example, in a recent public hearing before the House of Representatives, the Superintendent acknowledged the failures of the past and indicated that the promotions of more than 30 members of the PRPD have been or are currently under investigation. This is a very positive step, but long-term reforms require additional legal and policy steps. This Report points to the most significant steps: the adoption of a new competitive method for promoting high ranking officers, those who aspire to the rank of Captain and above, and amendments to Act 53 or its current equivalent.

Under the Agreement, the development of a staffing plan (Paragraph 13) and the adoption of competitive merit-based promotions (Paragraphs 14 through 20) are intrinsically connected. Although they are two distinct directives, they are closely linked. In the past, the PRPD failed to comply with the demands of these requirements. In fact, the persistent failure to see the interconnection between these Paragraphs was one the greatest obstacles for the PRPD's to make progress toward the implementation of the Agreement in the compliance area of Professionalization. The TCA understands that the current leadership of the PRPD is fully committed to making progress, but there are persistent concerns about the speed of these changes.

Previously, the TCA documented systemic shortcomings for the promotional process conducted in 2015. In the post-promotion evaluation of the 2015 promotions, the USDOJ and the TCA agreed to assess together the validity of the promotional process given the importance of Paragraphs 14 through 21 of the implementation of a

Professionalization plan. The audit found that no standard, objective criteria for evaluation of candidates had been established for such an important process in the PRPD. Based on these findings, the TCA recommended adhering to several commonly accepted police practices regarding promotion procedures. All these recommendations were consistent with Paragraphs 14-21 and were missing in one way or another in PRPD's past promotional processes.

In July 2016, the Police Superintendent announced that the Office of Management and Budget had authorized another round of promotions, and the PRPD implemented more than 200 promotions that summer. These promotions involved officers who had taken written examinations in 2015 who were on a waiting list, and officers aspiring to the ranks above Captain (which were not subject to written examinations). Some of these promotions, in particular, for high raking positions, were highly questionable.

After several meetings with the former Governor of Puerto Rico and the Superintendent, the Commonwealth agreed to promote more transparency and to initiate a fast track revision of Act 53 of 1996. The Commonwealth also agreed to an audit of the files and documents pertaining to the promotion of more than 200 members of the PRPD.

As noted in the Fifth Semi-Annual Report, the audit found significant systemic problems with the promotions. This review documented the worst fears, including the fact that promotions to ranks above Captain were not based on objective criteria even if they were defined as "merit-based" promotions. It was undisputed that certain officers (in particular, several high-ranking officers) should not have been promoted.

The USDOJ and the TCA agreed to assess together the validity of the promotional process given the importance of Paragraphs 14 through 21 to the implementation of a professionalization plan. This assessment was conducted in two phases: the ranks from Sergeant to Captain and the higher echelons comprising the ranks of Inspector to Colonel. With regards to the promotions above Captain, it became apparent to the TCA that the files and documentation presented by the PRPD could not support promotions based on the criteria of the law requiring "an objective and scientific method" to determine the qualifications of each candidate for promotion. It was also clear to the TCA that no standard criteria for evaluation had been established for such an important process. Part of the failure was with the former Superintendent, part was attributable to the limitations of Act 53.

In accordance with Act 53 of June 10, 1996, 25 Laws of Puerto Rico Annotated, 1001 and 1005(e), the Superintendent of the PRPD had the authority to promote personnel to the ranks of Inspector, Commander, Lieutenant Colonel, and Colonel. There were some supposed limitations to this power. The statute required that the process be "objective and scientific" and the criteria employed be part of the agency's rules and regulations (25 L.P.R.A. 1005). The criteria included the following elements: (a) evaluation of the applicant's prior conduct, (b) leadership skills, (c) initiative and attitude, (d) academic qualifications, (e) years of service and (f) physical condition. The Agreement also requires objective criteria, but does not define it.

Section 1001 and 1005(e) of Act 53 ended with the following mandatory legal disposition:

> "[T]he Superintendent must take into consideration the above-recited requirements to give his recommendation to the Governor. The Superintendent must prepare a "concise report" about the candidate, containing all information pertinent and necessary to demonstrate that the candidate meets the requirements."

Based on the findings of the audit, amending Act 53 of 1996 became a priority. As noted, the Commonwealth agreed to fast track these amendments with the recommendations of the TCA, but this commitment soon proved to be a travesty.

In November 2016, when the TCA received the proposed amendments to Act 53-1996, the proposed amendment did not include the terms agreed upon in August regarding the promotion of high ranking officers. The TCA responded to the proposal of the Commonwealth. The TCA noted that the Commonwealth had committed to his recommendation of creating a multi-faceted, competitive form of testing for the ranks from Inspector to Lieutenant Colonel and to discard the highly problematic, highly partisan method of the past. (The PRPD uses to define these promotions as "merit-based" promotions but there was no indication that they were based on the basis of a competitive method to determine outstanding professional performance). This was one of the most critical reforms that were agreed to by the Commonwealth in order to comply with the requirements of professionalization set forth by the Agreement and the Plans.

In response to the TCA, the then-Superintendent noted that promotions in the ranks from Inspector to Lieutenant Colonel were to remain unchanged and based on what the PRPD defined as the "merit" system. During the first week of December 2016, the PRPD notified the TCA that the fast track amendment to Act 53 will not proceed. This was obviously in direct contradiction to the August commitment of the Commonwealth. The PRPD also informed the TCA that the proposed amendment will be submitted to the new Superintendent for review and consideration.

In January, the TCA agreed to give the new administration and the new Superintendent the time to evaluate his current proposal and make appropriate revisions and amendments to Act 53, if needed. The current Superintendent agreed to amend the promotional process to the requirements of the Agreement and to adopt the recommendations of the TCA, but the process of implementation has proven complex and time-consuming, particularly after the implementation of Act 20 of 2017.

The implementation of Act 20 and the derogation of Act 53 have added an unanticipated level of complexity to the needed reforms in this area. In mid- February, with his team of legal and policy advisors, the TCA prepared a twenty-two page confidential report to the Court, which was shared with the Parties, on how Act 20-2017 (creating the Department of Public Safety) impacted the implementation of the Agreement. In the referenced confidential document, prepared after a meticulous study of the law as drafted, the TCA found specific challenges that were to affect the implementation of the Agreement and made them known to the Parties. One of the most poignant examples of the immediate impact that Act 20-2017 would have on the Agreement was the need to incorporate in a timely fashion the legislative changes regulating the PRPD to the reality of the Agreement and its requirements. Under the old framework, these changes required to amending Act 53; under the new framework, these changes needed to be incorporated in amendments to the current legal order.

In the previous Semi-Annual Report, the TCA noted delays in the implementation of policies associated with the need to amend Act 53 of 1996. These delays persist today and, as a result, the Commonwealth is found in non-compliance with the terms of the Agreement and the Action Plans in all activities and detailed steps requiring amendment of Act 53 or its current equivalent. Until recently, Act 53 was the main legislative document governing the structure and operations of the PRPD. The recent enactment of Act 20 of 2017 has replaced Act 53, but has not replaced the need to adjust the legislative reality to the terms of the Agreement, the Action Plans, and the commitments

to professionalization made by the Commonwealth. The Commonwealth must find a way to move forward without further delays

As noted earlier, the purpose of the four-month extension request made by the Commonwealth and approved by the TCA is to adjust the production of policies and training materials to the new organizational structure stemming from the implementation of Act 20 replacing Act 53. The recommendation of the TCA is that this extension is first used to address reforms to the promotion of high ranking officials to which the Commonwealth has committed.

In this Report, the TCA continues to stand by the recommendation that the most objective method of promotion of high ranking official is to adhere to a multi-faceted form of testing rather than merit based promotional system. The TCA submits that the history of promotions in the PRPD has been highly partisan and no matter how much effort is placed in trying to define merit or enumerating attributes that may be considered meritorious, when it comes to deciding who deserves the promotion among those with "merit," the current system seems subjective and suspicion becomes prevalent among the candidates. The position of the TCA is based on two arguments. First, competitive testing only recognizes merit in the highest grade. A system based on recognizing who has the highest grade will never be called partisan. Second, the current PRPD's definition of merit is discriminatory. If the so-called non-competitive "merit" system is applicable only to higher ranked officers, then such application unduly discriminates against those in the ranks from Sergeant to Captain. Due process of law, a paramount requirement of the Agreement, entails equal application and equal protection under the law.

The Impact of Act 20 of 2017

In the early months of 2017, the Puerto Rico House of Representatives approved Bill 741 to create the Department of Public Security ("DPS") within the government of the Commonwealth of Puerto Rico. The purpose of this legislation submitted by the Governor was to reorganize and consolidate seven agencies of the government in charge of public safety into one Department. Specifically, the proposed legislation integrated the Puerto Rico Police Department, the Fire Department, the Emergency Management Agency, the Medical Emergencies Management Agency, the Bureau of

Special Investigations, and the Institute of Forensic Sciences into the proposed new DPS. Each of the then-separate agencies were to become a bureau of the new department and were to be headed by a commissioner appointed by the Governor.

At that point, the TCA actively engaged with the Parties, in particular USDOJ, and researched the Bill to make sure it complied with the requirements of the Agreement. The authority of the TCA to review the impact of this legislation stems from the Agreement. Paragraph 286 specifically reads as follows:

> "This Agreement is binding on all Parties hereto, by and through their officials, agents, employees, and successors. If the Commonwealth of Puerto Rico establishes or reorganizes a government agency or entity whose function includes overseeing, regulating, accrediting, investigating, training, or reviewing the operations of PRPD, any aspect thereof, or of its officers, the Commonwealth of Puerto Rico agrees to ensure that these functions and entities are consistent with the terms of this Agreement and shall incorporate, to the extent possible under applicable law, the terms of this Agreement into the oversight, regulatory, accreditation, investigation, training, or review functions of the government agency or entity as necessary to ensure full implementation of this Agreement".

It is undisputed that this new legislation had to be evaluated through the lenses of Paragraph 286 as it integrated the Puerto Rico Police Department into a new government agency or entity. Also, it is undisputed that the legislation had the potential of directly affecting important aspects of the Action Plans submitted by the PRPD in accordance with Paragraph 237 of the Agreement, all of which have been approved by the TCA and the USDOJ. Given this situation, the TCA began to carefully monitor developments in the legislative process.

In February, the TCA was invited by the Commonwealth House of Representatives to participate in a Public Hearing to present his assessment of the proposed legislation. On February 16, 2017, the TCA brought to the attention of the USDOJ the ongoing efforts of the Commonwealth regarding the draft of the aforesaid project, pursuant to instructions of the District Court. After the TCA's conversation with USDOJ representatives, the attorney in charge indicated he was going to brief his superiors. After conversing with his superiors, the attorneys representing USDOJ and the TCA again discussed the pending issues and the following was agreed to:

1. The PRPD should manage this issue by itself in coordination with PRDOJ and provide to both, USDOJ and TCA information on how does this bill affects the reform process;

2. Neither the TCA nor the USDOJ should testify before the House of Representatives as they may, in an unintended way, give the appearance of intervening in the local legislative process either in favor or against the bill;

3. The PRDOJ was to identify the potential problems and risks the bill represents to the implementation of the Action Plans and Policies approved by the TCA and the USDOJ during the capacity building period;

4. Because the Commonwealth was the defendant in the case before the United States District Court, the USDOJ should not provide advice directly to the Government of Puerto Rico about this specific Bill;

5. USDOJ concurred with briefing on the Reform Process and its effects to a small group of members of the House and the Senate in closed meetings;

6. PRDOJ did not provide advanced notice concerning this Bill to the USDOJ and the TCA.

7. PRDOJ was expected to discern the incongruities between the bill and the mandates of the Reform Process to be able to advice on any issues before the Governor signs the Bill into law.

8. USDOJ and the TCA agreed that once the new law was in effect, it could potentially challenge some aspects in the implementation of the Reform.

On February 17, 2017, the Court issued an order (Docket 494) taking judicial notice of the fact that at that time the Legislative Assembly of the Commonwealth of Puerto Rico was entertaining a Bill which intended to consolidate, among other administrative bodies, law enforcement agencies in the local jurisdiction, including the PRPD. Moreover, the Court also took judicial notice of the fact that the Legislative Assembly had been considerate enough to extend an invitation to the Technical Compliance Adviser ("TCA"), Colonel Arnaldo Claudio, to address matters related to the possible enactment of the above-mentioned legislative initiative. Due to the above, the Court was compelled by constitutional mandate to articulate about any potential participation of the TCA in the above-mentioned legislative process. The Court found it was imperative to clarify that the TCA acts and exercises his authority pursuant to the Consent Agreement

(Docket No. 60) as an arm of the Federal Judiciary. Hence, in his official capacity, all opinions that the TCA renders must be limited to the confines of the Consent Agreement and the jurisdictional limitations of the Court.

In that same Order, the Court extended an official invitation to all members of the Legislative Assembly to the Public Hearing to be held on Friday, February 24, 2017 at the José V. Toledo U.S. Courthouse in Old San Juan, Puerto Rico. Lastly, the Court informed the Legislative Assembly that the TCA and his team were authorized to offer additional information regarding the Agreement in a non-public, educational type forum. It should be further noticed that these forums were not requested by either the House of Representatives or the Senate.

On February 22, 2017, the TCA met with the Governor's advisors and the Parties to discuss the Bill. Information and concerns were exchanged and the TCA was advised that he would again be consulted and not to be concerned because the Bill would not affect the ongoing Reform process. A second meeting never took place.

On February 24, 2017, the Governor's representatives testified at the February Public Hearing and informed that the Commonwealth would comply with the Judge's request of consulting with USDOJ and the TCA prior to the signing of the Bill. That consultation never took place. Neither the proposed meeting took place nor was there any effort to convene it.

On March 27, 2017, the Bill was approved by the House of Representatives and referred to the Senate (PS 306) where it was approved without any amendments. It was subsequently sent to the Governor of Puerto Rico for his approval and signing into law.

This Report identified the areas of concerns that the implementation of the new Act could have upon the Reform Process which is being implemented according to the Agreement signed by the Department of Justice of the United States and the Commonwealth of Puerto Rico and approved by the U. S, District Court for the District of Puerto Rico.

A detailed analysis of the Act strongly suggests the following areas of the Agreement and the Action Plans that could be directly affected by the new law unless proper measures are taken by the new department (DSP) to continue implementing the Reform without undue delay.

Primary Areas of Concern:

A detailed analysis of the Act strongly suggests the following areas of the Agreement and the Action Plans that could be directly affected by the new law:

1. Policies
2. Command and Control (Supervision and Management)
3. Budget
4. Human Resources
5. Self-sustained IT system for data analysis and reporting
6. Capacity Building and Evaluation Process
7. Police Academy, Training and Evaluation

At the top of the TCA list of concerns was the need to complete the Staffing Study (Paragraph 13 of the Agreement) and the impact of derogating Act 53, as it takes away the ability to promote, transfer, provide disciplinary actions and train the Police force. In other words, all drafted and approved policies of the last three years needed to be revised and changed into internal orders and again run the process of approval by the USDOJ and the TCA. This process also called for additional expenses. These two concerns have been addressed in prior portions of this section.

The main concern for the TCA was, under the aegis of this Bill, for the creation of an external PRPD training base different from the Police Academy. Among other problems, the creation of a new training facility could turn into significant expenses to a government already facing a very severe fiscal crisis.

The TCA is aware that on Article 9.02 (Disposiciones transitorias) of the Act, there was specific language that affirmed that the restructuring of PRPD would be subject to the implementation of the Agreement which reads as follows:

> "El proceso de consolidación del Negociado de la Policía estará sujeto al cumplimiento con lo establecido en el acuerdo entre el Departamento de Justicia de los Estados Unidos, el Gobierno de Puerto Rico y la Comisionada de la Policía (Agreement for Sustainable Reform of Puerto Rico Police Department). **La fusión dispuesta en esta Ley se realizará en coordinación con las autoridades federales que forman parte y/o supervisan el acuerdo de Reforma de la Policía de Puerto Rico.** (emboldened for emphasis)"

The TCA acknowledged the meaning of the paragraph cited above but there were open questions about the role and participation of the USDOJ and the TCA in some sort of transitional team to oversee compliance with the Police Reform singling out the Bureau of Police among the other agencies comprising the Security Agency.

The TCA's analysis of the new legislation was based on the premise that Paragraph 286 of the Agreement for the Sustainable Reform of the Police of Puerto Rico makes the Agreement binding on all Parties by and through their officials, agents, employees, and successors. Said paragraph further states that "If the Commonwealth of Puerto Rico establishes or reorganizes a government agency or entity whose function includes overseeing, regulating, accrediting, investigating, training, or reviewing the operations of PRPD, any aspect thereof, or of its officers, the Commonwealth of Puerto Rico **agrees to ensure that these functions and entities are consistent with the terms of this Agreement and shall incorporate, to the extent possible under applicable law, the terms of this Agreement into the oversight, regulatory, accreditation, investigation, training, or review functions of the government agency or entity as necessary to ensure full implementation of this Agreement.** (Emboldened for emphasis).

Pursuant to the Agreement for the Sustainable Reform of the Puerto Rico Police Department and to ensure the reform process is carried out, the PRPD developed Action Plans in each of the eleven Areas set by the Agreement; (1) Professionalization; (2) Use of Force; (3) Searches and Seizures; (4) Equal Protection and Non-Discrimination; (5) Recruitment, Selection, and Hiring; (6) Policies and Procedures; (7) Training; (8) Supervision and Management; (9) Civilian Complaints, Internal Investigations, and Discipline; (10) Community Engagement and Public Information; and (11) Information Systems and Technology. These Action Plans set forth in detail the steps agreed upon to execute and implement the Reform process and achieve the desired outcomes in each area. Any deviation from these Action Plans in time, space, effort and allocated resources would jeopardize the on-going process and set back the

progress already obtained. The creation of new policies, practices, training, documentation, internal review, continuous improvement, and oversight by leaders and subordinates provide a platform for success that should not be detained.

On the Statement of Motives of the Bill (Exposicion de Motivos), it stated in its pertinent part as follows:

> "Disponer para la ordenada transición hacia la integración de las entidades que formarán parte del Departamento de Seguridad Pública en aras de lograr ahorros y eficiencias, mejorar los servicios que recibe la ciudadanía, cumplir con los requerimientos de la reforma de la Policía y salvaguardar los fondos federales; y para otros fines relacionados."

Although these objectives were well intentioned, the concern was that the text of the Act did not include specific language about the Action Plans consistent with Paragraph 293 of the Agreement, that is, "Except where otherwise specifically indicated, PRPD shall implement the provisions of this Agreement in accordance with the Action Plans developed in consultation with the TCA and incorporated into this Agreement by reference.

In other words, the concern is that the Act did not recognize the obligations of the Commonwealth under the Action Plans, which are enforceable terms of the Agreement. This could have been addressed by including a more suitable language expressing the following: "cumplir con los requerimientos de la reforma de la Policía como estipulado en los Planes de Acción."

The fact that there was no reference to the Action Plans in the body of the Act was highly problematic. Neither there was a reference to the capacity building period, a feature unique to this Agreement, which was requested by the government in consideration to the needs of the PRPD. The Act merely mentioned in Article 2.04, that the Commissioner of the Bureau of Police, among his powers and duties, will assure compliance with the Agreement. More specificity in the text of the Bill would have assured all the parties that compliance will be met pursuant to the requirements of the Agreement and will advance the reform process ridding it of unnecessary litigation. Needless to mention, had this been done, it would avoid unnecessary additional expenses on matters that have long been resolved.

In the Statement of Motives of the Bill, the following was expressed:

> "Antes del Acuerdo para la Reforma Sostenible de la Policía de Puerto Rico, agencias como la Policía de Puerto Rico, adiestraban recursos humanos para realizar funciones específicas y luego estos eran trasladados a otras unidades y áreas para ejercer funciones en las cuales no habían sido adiestrados y donde no se aprovechaban los conocimientos de ese recurso . Es preciso que utilicemos nuestros recursos de forma más efectiva y eficiente para el mejoramiento de nuestro recurso humano y los servicios de seguridad que se presentan a la ciudadanía".

The TCA was very concerned with the fact that before any changes in personnel were to be contemplated, the study required by Paragraph 13 of the Agreement must be completed. Said study was scheduled to commence no later than 1 August 2017, and should bear results on or about April 2018 with a work plan to be developed thereafter. Paragraph 13 mandates that PRPD shall assess the appropriate number of sworn and civilian personnel to perform the different departmental functions necessary to fulfill its mission. To do so, PRPD shall conduct an allocation and resource study. The study shall form the basis for a staffing and resource allocation plan that is consistent with community-oriented policing principles and supports the systematic use of partnerships and problem-solving techniques. To foster community-oriented policing, the plan shall consider deployment practices that provide officers opportunities to serve the communities in which they reside. Such essential language is not included in the body of the law nor there is a reference to the same. For example, the Act could have specifically mentioned this pending matter by including the following language:

> "Antes del Acuerdo para la Reforma Sostenible de la Policía de Puerto Rico, agencias como la Policía de Puerto Rico, adiestraban recursos humanos para realizar funciones específicas y luego estos eran trasladados a otras unidades y áreas para ejercer funciones en las cuales no habían sido adiestrados y donde no se aprovechaban los conocimientos de ese recurso . Es preciso que utilicemos nuestros recursos de forma más efectiva y eficiente para el mejoramiento de nuestro recurso humano y los servicios de seguridad que se presentan a la ciudadanía. <u>En cuanto al Negociado de Policía de Puerto Rico, estaremos en espera de los resultados del estudio del Párrafo 13 del Acuerdo para establecer las necesidades de esta agencia".</u>

The Statement of Motives of the Bill and the body of the law noted that compliance with the Agreement would be observed, however, specificity was necessary to assure no variances or departures taking place in its implementation. The TCA assumes the responsibility of informing any disparities or deviations.

In Page 7 of the Statement of Motives of the Bill, the following was expressed:

> "Esta iniciativa está cimentada en el firme compromiso de desarrollar una estrategia que funcione y que se oriente a la seguridad en sus diversas vertientes y que trabaje de forma integrada con otras agencias del Gobierno de Puerto Rico. Hay el firme compromiso de poder desarrollar una Iniciativa que: sea abarcadora y que vaya a la raíz del problema; atienda los pilares de la seguridad de forma coherente y en cumplimiento con lo requerido por la Reforma de la Policía"

However, the TCA was concerned that this text made no mention of the importance of the effective implementation of the Action Plans previously approved. Had it included the following language, we would not be so concerned:

> 'Atienda los pilares de la seguridad de forma coherente y en cumplimiento con lo requerido por la Reforma de la Policía según enmarcado en sus Planes de Acción'

The TCA was particularly concerned with the restructuring of the Police Academy and its integration to a new Center for Training and Development of Public Safety. (Centro de Capacitacion y Seguridad Publica). The language in Page 8 of the Bill, and its counterpart, as it appeared on Article 1.11 of the Bill was of special concern to the TCA. It stated the Police Academy would be replaced by a "Centro de Capacitación y Desarrollo de Seguridad Pública." The text cited is the following:

> "Instrucción adecuada y centralizada para la profesionalización y capacitación de todo el personal de DSP. En el nuevo Centro de Capacitación y Desarrollo de Seguridad Pública, contaremos con instructores certificados para cada área de conocimiento relevante a los trabajos de cada Negociado incluyendo instructores certificados bajo los parámetros de la Reforma de la Policía y otros recursos del

> más alto calibre incluyendo la posibilidad de allegar y/o ampliar los recursos pedagógicos mediante acuerdos con instituciones federales de ley y orden así como instituciones educativas públicas o privadas".

The TCA cautioned of any deviation from providing new and active PRPD members with the opportunity to attain training at the Police Academy. The Academy, as an agent of change, serves as a point of entry and exit of all the changes that are being carried out through the Reform.

As a recent survey of the TCA revealed (Paragraph 214 of the Agreement), the Police of Puerto Rico is a very experienced institution, but with a high number of members of the Department that are closer to the age of retirement and separation. It is for this reason, among others, that the TCA recommended in several reports to the Court and the Parties, and in conversations with the police, that the Academy is vital for the progress of the reform and that the Police Department should consider the implementation of at least two annual classes of new cadets. This measure would be highly beneficial for the rejuvenation and the transformation of the police. In addition, the Police Academy has developed very polished training curricula based on a training development model that ensures a seamless transition from policy to training, and eventually to implementation. The TCA has also documented advances in the number of officers trained on impact weapons, use of force, ethics, administrative complaints, searches and seizures, and equal protection in accordance with the requirements of Paragraph 237. The TCA has persistently recommended that the Academy must remain sufficiently funded to adequately deal with the required maintenance and that no changes be made by this law until full implementation of the training requirements in the Agreement, as set forth by the Action Plans, are completed; including the Field Training Officer program. The TCA further submits that training and the recruitment of new cadets is fundamental to the success of the Agreement. Finally, to provide guidance by way of example, the United States District Court, in order to ensure strict compliance with the Agreement, issued a "Transition Order" to prevent a transfer of critical personnel that would jeopardize the Reform process. The Court provided those directives to enable the PRPD to continue the process by maintaining key personnel in the Reform Unit and the Police Academy, unless there is just cause for a transfer.

In page 9 of the Statement of Motives of the Bill there was the following language:

> "Para poder enfrentar los retos de criminalidad, violencia y emergencias de Puerto Rico hay que reorganizar, reformar, modernizar y fortalecer nuestros

> instrumentos de seguridad pública a nivel estatal para incrementar su capacidad, eficiencia y efectividad. Reformar y modernizar las agencias de seguridad pública es una necesidad imperativa".

As it is clearly stated in paragraph 1 of the Agreement, the commitment of both Parties is for "vigorous and constitutional law enforcement. The Parties jointly entered this Agreement to ensure that the Puerto Rico Police Department ("PRPD") delivers policing services in a manner that upholds civil rights guaranteed by the Constitution and laws of the United States and the Commonwealth of Puerto Rico. This Agreement is also intended to promote public safety by providing PRPD officers with the tools, guidance, and resources that they need to fight crime effectively. The Parties recognize that public safety, constitutional policing, and the community's trust in its police force are interdependent. The full and sustained implementation of this Agreement, will protect public safety, guarantee individual civil rights, and increase public confidence in the police". Furthermore, the Action Plan for Professionalism states, "the goal of developing processes and mechanisms that will contribute to promoting professional, ethical, and respectful police services to address the public security challenges Puerto Rico is facing in an effective manner; applying constitutional police practices in a consistent and uniform manner to restore the community's trust in the Puerto Rico Police Department (PRPD); and promoting ongoing improvement in the work performance of all its personnel. Decisions made by PRPD supervisors and officers can have a direct impact on the services provided to communities". We suggested that no changes be made in the process of providing an adequate training resource to the Police; i.e. the Academy should not be modified or changed until such activities in the Action Plan for Professionalism and Training are completed. It should be noted that a considerable amount of expenses had already been incurred in refining the curricula and training manuals of the Academy to meet the standard of "best practices." Any changes would amount to a substantial waste of taxpayers' monies.

In page 11 of the Statement of Motives of the Bill, the definition of the "reform" was incomplete and inconsistent with Paragraph 2 of the Agreement. The text is included below for comparison purposes:

> "Reforma" o "Reforma de la Policía– Significa el Acuerdo para la Reforma Sostenible del Departamento de la Policía de Puerto Rico suscrito entre los Estados Unidos, el Gobierno de Puerto Rico y la Policía de Puerto Rico. Esta definición incluye cualquier enmienda futura u orden relacionada emitida por el Tribunal Federal para el Distrito de Puerto Rico.

This was an incorrect definition of the Reform. The "Reform" (per paragraph 2 of the Agreement) consists of the initiatives negotiated after an extensive period of cooperation and consultation between PRPD and the Department of Justice ("DOJ"). "The Parties recognize that the modernization and professionalization of PRPD are important priorities and have agreed on comprehensive reforms to accomplish these objectives".

The Agreement was definitely the main part of the decision issued by the Hon. Gustavo Gelpí, United States District Judge, in case number, No. 12-cv-2039 (GAG), that the defendant, the Commonwealth of Puerto Rico, must fully comply with. The "Reform, "is not something that may be obviated or complied with in any other way or form other than what is established in the Agreement. Its mandatory terms cannot be diverted from strict compliance by the creation of a local law or the inclusion of the PRPD in a Security Agency. The decision of the United States District Court, specifically the decision regarding the implementation of the Agreement, is an exacting mandate to the Commonwealth of Puerto Rico.

Paragraph 1 of the Agreement reads as follows:

> "The Commonwealth of Puerto Rico and the United States are committed to vigorous and constitutional law enforcement. The Parties jointly enter this Agreement to ensure that the Puerto Rico Police Department ("PRPD") delivers policing services in a manner that upholds civil rights guaranteed by the Constitution and laws of the United States and the Commonwealth of Puerto Rico. This Agreement is also intended to promote public safety by providing PRPD officers with the tools, guidance, and resources that they need to fight crime effectively. The Parties recognize that public safety, constitutional policing, and the community's trust in its police force is interdependent. The full and sustained implementation of this Agreement, will protect public safety, guarantee individual civil rights, and increase public confidence in the police."

Another issue of concern was found in page 11 of the Exposition of Motives, which read as follows:

> "Determinará, mediante reglamento, con el consentimiento del Secretario y en cumplimiento con el Acuerdo para la Reforma de la Policía de Puerto Rico, el sistema de rango a ser utilizado".

The above assertion we read in conjunction with the same issue on the text of the Bill at Article 2.11:

> "Los rangos de los miembros de Negociado de la Policía serán los que se establezcan administrativamente conforme a las mejores prácticas policíacas y lo requerido por el Acuerdo para la Reforma de la Policía".

The TCA submitted that concerning promotions in the PRPD, the new Law needed to take into serious consideration the present state of affairs that led to questionable and possible illegal promotions and acts of favoritism. The Action Plan on Professionalization had three key components, which are all interrelated, as discussed in prior portions of this Report.

In prior semi-annual reports, the TCA recommended that the PRPD should not make any additional promotions until they had completed the staffing study and ensured that personnel decisions were made on both, operational needs and the establishment of a rigorous system of merit-based promotions. the TCA argued against the PRPD promoting personnel without first understanding the strategic demands of the organization and having established a tested and reliable merit-based system of promotions. As it is documented in the TCA's Fifth Semi-Annual Report, the recent round of promotions was plagued with deficiencies, violated the terms of the Agreement, and in our opinion, caused irreversible damage toward the implementation of a career plan for supervisors by giving an unfair advantage to individuals who lacked the qualifications to be promoted. After reviewing the files used to promote candidates, the TCA presented his findings on the systemic and widespread problems to the PRPD. The TCA had separate meetings on those issues with the former Governor of Puerto Rico and his staff, the Secretary of Justice, and the Police Superintendent. They were fully informed of the nature of these findings. We recommended, and the Commonwealth agreed to make, important legislative and policy changes.

On Article 2.14 of the Bill creating the Department of Public Security, the TCA encountered yet another issue which was of great concern:

> "El Secretario y el Comisionado deberán tomar todas las medidas administrativas necesarias para garantizar la seguridad y la secretividad de la identidad de los encubiertos, y en cumplimiento al Acuerdo para la Reforma de la Policía de Puerto Rico".

This measure could simply take away from the Police Superintendent the power to manage undercover agents and leave that program without a policy to manage such an important asset. It should be noted that the creation of a new plan to manage undercover agents, when there is one already in place, will result in an additional waste of taxpayers' monies and resources to a government already confronting a fiscal crisis.

Another important issue was the fact that there were some undercover agents that were grandfathered into the system without meeting certain academic criteria. The new legal framework could not let this important program and its personnel be untouched by the Reform process as it would continue to gather unqualified people for police services.

On Article 2.21 of the Bill we found yet another conflicting difference with the intent of the Agreement:

> "El Comisionado determinará mediante reglamentación interna todo lo relativo a los Consejos Comunitarios de Seguridad conforme a las mejores prácticas policíacas y lo dispuesto en el Acuerdo para la Reforma de la Policía".

The TCA submitted that the "Consejos Comunitarios de Seguridad" was not a part of the Agreement. However, Paragraphs 209 through 213 do require the PRPD to maintain Community Interaction Councils ("CICs") jointly with community representatives to facilitate regular communication and cooperation between the PRPD and community leaders at the local level. In other words, the establishment of the CIC"s is not a discretionary matter determined by internal regulations.

Additional Areas of Concern:

Reporting and Data Collection:

The TCA was also concerned that the Act did not include a specific commitment to develop policies and procedures to continue with professionalization of the police force; provide services in an equitable, respectful, and unbiased manner; strengthen the community's trust; and comply with constitutional guarantees and generally accepted police practices. All members of the PRPDs will be required to inform their supervisor of any arrest for a felony, obstruction of justice, or resisting arrest. Arrests will also be

documented in an electronic form, using as reference the automatic mechanized dispatch system adopted by the Agency to write up arrests, interventions, and searches electronically. Also, the adding of an Early Identification System (EIS) will be paramount in identifying recurrent offenders. Again, improvising on issues already settled and approved will also unnecessarily affect the taxpayers pocket.

Recruitment:

The Act provided no guidance for the recruitment of police services. The TCA was cognizant that the absence of this language jeopardized the efficiency that must be obtained to conduct a reliable Recruitment program.

Pursuant to the Agreement for the Sustainable Reform of the Puerto Rico Police Department, the Recruitment, Selection, and Hiring Compliance Area has the goal of developing and establishing an effective Recruitment Program to select and hire candidates who are qualified to perform the role of a Member of the PRPD (MPRPD) to maintain or increase the personnel's efficiency and performance, as well as the efficiency of the PRPD, and in turn, help earn the community's trust. It also has the goal of establishing alliances with historically underrepresented groups in the PRPD to successfully attract candidates from different cultures and to have a better understanding, to address the needs of the community and the factors that contribute to crime". The absence of this language in the Bill, reiterating the importance of an effective and merit basis recruitment jeopardizes the efficiency that must be obtained to conduct a reliable Recruitment Program.

Policy and Procedure Development:

With the derogation of Law 53, many of the existing new policies must be changed and substituted by internal regulations. The policies and procedures developed by the PRPD are to establish the specific rules and processes that will direct supervisors to fulfill their duties, and to prevent, identify, and correct misconduct. These policies and procedures will serve as guidelines for the professional development of the personnel in charge of directly supervising MPRPDs, and will enable close and effective supervision that is effective and consistent with generally accepted police practices. Based on the Agreement, these policies will be reviewed annually during the first three (3) years following the appointment of the Technical Compliance Advisor (TCA), and every two

years thereafter. A change in that ongoing process or a change provoked by the Law will bring significantly delays in the creation and implementation of these important policies.

Information and Technology Systems Requirements:

Pursuant to the Agreement for the Sustainable Reform of the Puerto Rico Police Department, the Information Systems and Technology Compliance Area has the goal of updating its technological information systems infrastructure to improve the police processes and procedures in the administrative and operational areas. The Puerto Rico Police Department (PRPD) will efficiently and effectively establish data communication and information systems infrastructures to support the daily activities of its employees. In that sense, the PRPD will collect and maintain all the necessary information, including records, required reports, and statistical data, to document the implementation of and compliance with the Agreement in each compliance area. Additionally, it will facilitate public access to all information required by the compliance areas and related to the Agreement. In the technological aspect, it will promote the safety of individuals and members of the Puerto Rico Police Department (MPRPD). Because of the budget constraints due to the pervasive fiscal crisis, the PRPD is way behind the mandated requisites for compliance. Imposing such additional burden of funding multiple Bureaus within the Security agency would totally disrupt progress in this area, which is critical for safety concerns and needs immediate implementation.

Budget:

The Act did not present a logical and sequential budget for the PRPD. Furthermore, it had no language that supported the Reform funding requirements, which have been estimated in not less than $20 million. As committed in the Action Plans, at a minimum, each action plan will: identify each policy and procedure change required; the dates by which these changes will be drafted for submission to the TCA and USDOJ; the date for preparation of training curricula, modules, or plans; a schedule for training (by precinct, zone, rank, or another appropriate categorization); a schedule for the implementation of policies and procedures in the field; the budgetary allocations and funding sources to execute the tasks in the Action Plan; and the date(s) by which compliance data will begin to be collected and the requirement shall be ready for compliance review by the TCA. The budget committed under the Plans is now part of the Agreement.

In closing, the TCA was fully aware of the importance of government plans regarding this legislation. However, lack of precision in understanding the complexities of the Agreements and the Action Plans, and the legal commitment made already by the Commonwealth might slow down the progress achieved by the reform so far under the guise of progress and reorganization. This was clear when members of the Administration made public statements about complying with the terms of the Agreement in a shorter than committed timeframe. The TCA further acknowledged that the TCA acts and exercises his authority pursuant to the Consent Agreement (Docket No. 60) as an arm of the Federal Judiciary but is not a party to this case. Furthermore, the above concerns were made in an overabundance of caution and were shared with the parties for the sole purpose of advancing the progress of the reform.

Reorganization of the Drugs, Narcotics, Vice, and Illegal Firearms Bureau ("Narcotics Bureau") and Findings from Polygraph Review

In prior semi-annual reports, the TCA has been critical of the operational readiness and protocols of the Drugs Division driven by the unfortunate reality of very shocking public scandals. In his commitment to decrease these occurrences, the TCA provided literature, written suggestions, and recommendations to the PRPD to enhance the reorganization of this Division. The TCA also attended meetings and discussions with the PRPD and other stakeholders to provide input.

These immoderate occurrences prompted the former police Superintendent to determine the need for reorganization and requested the assistance and recommendations of the TCA. On May 2016, the PRPD created a new General Order to reorganize and restructure this Unit and to correct deficiencies that have plagued this Division, which it appears has nurtured an environment and sustained a culture where officers believe they were impervious to detection and punishment. The purpose of this General Order was to reorganize the Division, redefine its organizational structure and procedures, set selection criteria of personnel, and improve training. New areas in the reorganization are guidelines for recruitment, transfer of personnel, increased supervision, polygraph examinations, training, specific duties, and responsibilities, and the internal restructuring of the unit for better quality control, evidence control, and data collection.

The TCA reviewed, commented, and provided recommendations to the PRPD on the reorganization and improvement of the Drugs Division, which the Superintendent approved on September 13, 2016. The TCA made several recommendations and the PRPD adopted some but not all of the recommendations.

If there was an area where the TCA found policy changes fell short of the requirements of the Agreement, this area was the PRPD initiatives addressing internal corruption, reorganizing internal controls, and creating a basic baseline from which to measure progress. Furthermore, if there was an area where the former Superintendent failed to share relevant information with the TCA, that was the results of polygraph testing. Under the current Superintendent, that situation has been remedied and the TCA had the opportunity to evaluate the progress made.

Background

On September 29, 2015, the former Superintendent, Jose L. Caldero, reacting to a rash of recent arrests and allegations of police corruption in the Bureau of Narcotics, Vice and illegal Firearms ("Narcotics Bureau") ordered that all members of the Narcotics Bureau submit to a polygraph test. The initiative was made known to the public through a press release on the same date. Notwithstanding the aforesaid initiative, allegations of misconduct persisted and further arrests of members of this Unit by the FBI continued to make headlines in local newspapers.

The TCA and the Reform Unit of the PRPD have continued to work on Action Plans, Regulations, General Orders and new policies in an effort to improve all directives within the province of the Agreement, including policies affecting the Narcotics Bureau. The goal was to develop and improve the capacity of police officers, their relations with the community, and to restore the image and confidence of the citizens in the Police of Puerto Rico.

In early September 2016, the former Superintendent informed the TCA that a considerable number of the personnel working for the Narcotics Bureau had failed the polygraph tests; however, these individuals continued to work for said Bureau. This information was relayed to the former Secretary of Justice, Cesar Miranda. The PRPD failed to provide additional information to the TCA and share concrete statistics and documents.

When the new administration took over the reins of the PRPD and the former Director of the Narcotics Bureau and his assistant were removed from their positions, the number of officers who had failed the polygraph test was still unknown and they had remained in their positions. During this reporting period, the TCA asked Police Superintendent Fraley for a meeting with the former Director of the Narcotics Bureau and the former director of the Deputy Superintendence of Criminal Investigations, S.A.I.C., and the members of the Polygraph Unit of the PRPD, in an effort to determine the current status of polygraph testing and the measures, if any, taken against those that failed said test. The Superintendent agreed to the meeting.

Puerto Rico Police Department's Policy on Polygraph Examinations

Currently, the PRPD's policy on polygraph testing is regulated by Regulation No. 65-07; "*Rules, Regulation and Governing Guidelines Regarding the Use of Polygraph Testing in the PRPD*." This regulation was signed into law on August 20, 2002. These governing guidelines are applicable to any proceeding where the agency carries out a polygraph examination, whether to job applicants, by request of another agency, to witnesses, and the like.

Under this regulation, the data obtained from the polygraph examination must not be considered the "result" of the test.

Article 5. j. states that:

> "No test will be considered valid until it passes quality control checks. Results have to be signed and validated by the Director of the Psychological Services Unit."[2]

Once the process reaches its resolution, the results are not published automatically. The publications of the results are heavily regulated by the guidelines, and, depending

[2] Rough translation. Original Article 5. J. "Ninguna prueba se considerará válida hasta que haya sido sometida al programa de control de calidad y el informe haya sido firmado por el Director de la Unidad de Psicología Forense." Reglamento 6507 de la Policía de Puerto Rico.

on the subject being examined, different standards are applied. Regarding the results of the test, Article 5. I Subsection (8) ("Final Report on Results") reads:

> "The (final) results of the polygraph exam are confidential and will not be published **outside the agency** without the Superintendent's consent."[3]

Another relevant section of the regulation pertains to examining members of the Police Department. Article M. 5 reads:

> "Polygraph testing will be employed when an investigative agent or official deems it necessary, consistent with established parameters ( )."[4]

The General Order on the Reorganization of the Narcotics Bureau (G.O. No. 100-122) also includes certain disposition regarding polygraph testing within the Division. The G.O. incorporates a Board of Evaluation that is tasked to review the qualifications of the candidates who applied to the Narcotics Bureau, and to reevaluate their performance to determine if they have met expectations and have not deviated from the standard expected of them.

The Board will conduct a performance review every three years. One of the areas subjected to this survey will be polygraph testing. However, the purpose of this Board is not to act upon the result of the exam, but to consider it when it carries out its review every three years.

Fact Finding Meeting:

Given the TCA focus on the patterns and practices related to the design, implementation and analysis of findings relevant to the polygraph testing practices of the PRPD, a meeting took place on March 23, 2017. The meeting was portioned in two segments or components—the first segment took place with the former commander of

[3] Rough translation: Original Article 5. I Subsection (8) "Los resultados de dichas pruebas serán mantenidos dentro de la más estricta confidencialidad y no serán divulgados a terceras personas sin autorización del Superintendente Auxiliar en Integridad Pública."

[4] Rough translation. Full text of original Article M.6: "Las pruebas de polígrafo a empleado de la Policía de Puerto Rico serán administradas en casos en que el agente u oficial investigador estime pertinentes, conforme a los parámetros aquí establecidos para dudar del testimonio de la misma o que sean ordenadas por previa autorización del Superintendente o Superintendente Auxiliar en Integridad Pública."

the Division and with the former director of the Auxiliary Superintendent of Criminal Investigations, S.A.I.C.. Both officers acknowledged that their presence at the meeting was on a voluntary basis. The second segment took place with the PRPD's certified polygraph examiners. Interviews with both groups were based on questions previously drafted by the TCA's staff which focused on the patterns and practices of polygraph examinations with the intent of identifying the number of individuals tested, passing and failure rates, and specifically on the action taken, if any, on the individuals that had failed the polygraph test in the Drugs Unit.

Meeting with Command Staff Members

The first meeting with both former command staff members revealed that, according to both interviewees, they only had a general idea of the manner in which the polygraphs were being implemented and, more specifically, did not really have exact knowledge on the numbers and/or names of individuals that had passed or failed the polygraphs; or any follow up to those that failed. When pressed for an answer as to the number of officers that were subjected to the polygraph test in addition to those that failed, they acknowledged that a significant number of officers failed the test.

They emphasized that they did not have an exact number. The former director of the Auxiliary Deputy Superintendence of Criminal Investigations, S.A.I.C., specifically mentioned that he had no prior knowledge on the outcomes of the polygraph tests (this was later contested by a member of the Polygraph Unit who indicated, during the meeting with the TCA, that at least twice, the former director had requested and obtained an outcome report on those officers that had failed the polygraph).

Moreover, they both pointed out that the information that they had received on polygraph examinations was "general" in nature and not "specific" on individual performance. The sense provided to the TCA during the course of the meeting was that they had a "passive" role at receiving information and depended largely from the direction of the Office of the previous Superintendent.

They emphasized the notion that if a police officer failed the polygraph test, it did not imply that the officer was guilty. In short, they seemed to be more concerned about the due process of individual officers and less concerned about following up on the outcome of those officers that were assigned to the Drug Unit and had failed the polygraph test.

They both added, during the meeting, that there were no specific guidelines provided on polygraph administration prior to the implementation of the most recent policy on polygraphs (Chapter 100, Sec. 122, effective September 13, 2016). They were also unsure if a "Junta" or disciplinary board had been created as required by the most recent policy. They suggested that the lack of follow up to the number of members of the Narcotics Bureau that had failed the polygraph along with the staleness in the creation of the Board, was not intentional.

Meeting with Polygraph Examiners:

The second meeting took place with the members of the Polygraph Unit of the PRPD along with their corresponding Supervisor. The TCA noted the level of competence and professionalism of the examiners during the course of the meeting.

The first item of discussion related to a detailed explanation on the polygraph testing method. The polygraph examiners said they draft a total of 9 questions; 4 of which are considered to be "relevant;" however, all of them, for the purpose of the examination, must be answered "no." That is, questions that relate to the specific issue leading to the polygraph test. Further, 5 of the 9 questions are considered to be "control" based which allow the examiner to create a behavioral baseline for the individual being tested.

The outcome of a question being asked, during the course of the polygraph test, can be either "favorable" or "unfavorable", according to the polygraph examiners. A testing outcome deemed as unfavorable is based on the notion that the individual being tested failed at least 1 of the 4 relevant questions. It must be emphasized that the aforesaid polygraph design, administration and testing of individuals is consistent with best practices and professional standards in the United States. This, added to the fact that all members of the PRPD Polygraph Unit are trained and certified according to U.S. standards, leads the TCA to conclude that there are no major issues of concern related to the actual testing or professionalism of the polygraph unit.

It became apparent during the interview that the examiners did not have knowledge of each other's work per se. That is, each individual examiner is responsible for his/her own work and they submit the outcome of their tests to the corresponding supervisor at a central location at PRPD headquarters.

When asked about specific data regarding testing trends, the examiners provided the following information:

a) Their goal is to complete a total of 600-650 polygraphs.
b) Approximately 465 polygraphs had been rendered.
c) A significant number of officers failed the polygraph (*It was possible that several officers that failed the polygraph were still assigned to the Narcotics Bureau*).
d) They were requested to re-test an officer.
e) None of the test outcomes were asked to be reviewed beyond initial assessment. If this would ever take place, a panel of 3 examiners would come together and review the test.
f) No one refused to undergo the polygraph testing. Only in one instance did an officer request to re-schedule testing date (which was granted).
g) Individuals tested varied in rank and assignment (highest rank to had been tested was a captain).

During the course of the meeting, the examiners indicated that the Board had not been convened.

The TCA was informed by the staff of the Polygraph Unit that in two occasions, **the former director had requested and obtained an outcome report on those officers that had failed the polygraph.** This was in direct contradiction of the Colonel's statement during the meeting with the TCA where he indicated that he had no prior knowledge on the data relevant to the individuals that had failed the polygraph test.

Findings:

The TCA found that the critical issue has to do with the fact that despite the professional implementation of polygraphs and the implementation of the new policy on polygraphs since September 13, 2016, there seems to be no action taken by the previous Superintendent on individuals that are assigned to the Narcotics Bureau and fail the polygraph test. The TCA feels that this is a critical and urgent matter that must be addressed immediately.

TCA Recommendations:

Based on the findings previously discussed in this report, the TCA recommends the following action items to be implemented immediately:

1. Implement the appropriate administrative process (including removal) to all members of the Drugs Unit who failed the polygraph test. The PRPD should also instruct SARP to initiate a comprehensive investigation regarding past performances by those officers in conducting criminal investigations, searches and seizures, problems in the chain of evidence and/or disappearance of evidence, allegations of fabrication.

2. Modify the current polygraph policy and rules (based on best practices in the U.S.) so that the appropriate polygraph testing is conducted on all drug and specialized (undercover) units, on an on-going basis. Further, establish the same polygraph testing requirements in place for drug unit officers, to all officers currently assigned to undercover work or on specialized assignments.

3. Establish a "real time" and automatic communication process in order to ensure that the information relevant to the individuals that pass or fail the polygraph test is immediately relayed to the Superintendent, through the chain of command. This process needs to be in place immediately and this information, in the form of a report, needs to be relayed on a daily basis (automated) regardless of whether or not a request is made for this information.

4. Complete all pending polygraph tests on drug unit personnel, within 30 to 60 days.

5. Refer all individuals that failed the polygraph tests to SARP in order to initiate the appropriate investigative protocols.

6. Re-examine the process by which information is shared among decision makers relevant to cases involving officers that failed in order to improve the speed, communication, and disciplinary action, if any, initiated by the PRPD.

7. Work with the Reform Unit in order to monitor the progress of all polygraph tests administered.

8. Commence to restructure the current PRPD unit immediately. Initially, re assign all drug unit officers, who pass the polygraph to support federal law enforcement agencies who specialize in drug, narcotics and firearms intervention. This will initiate a new branding of the unit until such time that PRPD can ensure a highly professional unit is form and then revert back to internal command and control of the forces purely by PRPD.

9. The Polygraph Unit should focus on which of the pertinent questions the subjects of the examination failed the most in order to, considering the percentages obtained in the statistical study, determine if a common trait exists among those that failed the test in that specific question, as it may relate either to a behavioral pattern or a flaw in investigative directives.

10. Immediately, and in accordance with Chapter 100, Sec. 122, effective September 13, 2016, create the "junta" or disciplinary board as required by policy. The purpose of the board is not to conduct quality control of the work of the examiners, who are the only ones trained and certified to conduct such task, but to determine next steps and best practices for this program.

On June 15, 2017, during a public hearing before the House of Representatives, the Superintendent acknowledged the failures of the past and indicated that the changes had been made to the Narcotics Bureau, and officers that did not pass the polygraph test had been transferred.

The Consent Decree and Complaints of Unpaid Overtime

In his first semi-annual report, the TCA identified an important area of concern that was however not included in the Agreement. This issue had the potential to project itself into a prominent and sensitive issue in the intended reform process. The TCA felt compelled to address matters about the compensation of police officers, including overtime and sick leave which were fraught with delays. Those issues had created a mood of cynicism among the police rank and file, whose acceptance and effective cooperation with the Agreement is crucial to the success of the Reform. The TCA noted that, although he was cognizant these important matters were not explicitly addressed

in the Agreement, they deserved attention for broader implications. Thus, for example, the lack of proper overtime compensation was having a negative effect on morale. The TCA had observed first-hand and had received reports of work slowdowns and increased sick leave. The TCA concluded that, although these controversies were being partly addressed by the PRPD, the situation was reaching a breaking point that could hurt the implementation of the reforms associated with the Agreement.

In October, these matters reached the courts. The case regarding the unpaid overtime compensation of PRPD members was before the consideration of the United States District Court (Thomas E. Perez v. Puerto Rico Police Department and Commonwealth of Puerto Rico, et al., USDC-PR, Case No. 16-2849 (GAG)).

The matter began with a complaint by the Federal Department of Labor against the PRPD for unfair labor practices filed in the United States District Court for the District of Puerto Rico. The matter addresses the claims of 2,642 enlisted and retired members of the PRPD asking for a total of $8.7 million in payments in arrears of overtime hours during the period between June 2010 and August 2014.

In October 2016, the Court designated the TCA as the federal monitor on this matter. The presiding judge in the Police Reform Agreement Case, 12-2039 (GAG), commended the Parties for the resolution of the overtime matter. The Court also noted that the TCA had cautioned about this matter in his first semi-annual report. (Docket No. 203 at page 7). The Court told the Parties that the TCA was assigned to the case at no cost to the Commonwealth. The Court felt compelled to designate him and put him at the Parties' disposal to ensure that this important matter of overtime compensation did not become a recurrent issue and interfere in the long-term with the Reform efforts. Finally, the Court noted that an adequately compensated police force is essential to the overall morale of the PRPD during this critical time of Reform.

During this reporting period, as noted in the PRPD Status Report, the PRPD has agreed to this Consent Judgment in good faith and to avoid further expenses. The PRPD agreed to pay its current and former employees the amount of $8,732,386.52 in compensation for overtime hours worked during the period from June 13, 2010 through August 31, 2014, plus interest from November 30, 2016 through October 31, 2023. Funds for the payment of October 31, 2017, are in the hands of the Office of Management and Budget (OMB).

Also, on January 12, 2017, the Superintendent issued a directive (OS-01/01-15) ordering the publication of a poster containing the rights of PRPD's employees on overtime pay.

Current Issues regarding Recruitment

In the compliance area of Recruitment, Selection, and Appointment, there are outstanding issues that require further attention. In 2016, a full recruit class was not possible for PRPD. As of June 2017, no decision has been made by the Superintendent concerning a 2017 PRPD recruit class and how many cadets will attend, but there is indication that will be no class by year end. The PRPD is an aging force and it is anticipated many agents will retire in the near future. As a result, the PRPD must be in a position to implement and fast-track a new recruiting plan as soon as possible. There are two problems: the lack of a clear recruitment work plan and strategy, and the uncertainty about the future of the Police Academy.

The PRPD has many outstanding agents who would be excellent as recruiters. The task of recruiting qualified candidates for police departments across the country has become increasingly difficult, and Puerto Rico is no exception. The Dallas and Las Vegas Police Departments each have shortages in excess of 500 personnel. PRPD recruiters are additionally stymied by the job's lower pay, increasingly tougher standards for new recruits, and limited job flexibility. In the case of the PRPD, there have been scandals involving the Narcotics Bureau, as well as negative publicity, affecting the Department. But despite the various obstacles, there are still qualified people in Puerto Rico who want to become police officers.
It is incumbent on PRPD to develop a strategy to find these qualified individuals. In addition, as per the Agreement, PRPD must develop a specific strategy for attracting a diverse pool of applicants, including members of groups that have been historically underrepresented in the PRPD, such as Dominicans. They must also ensure that this diversity is represented and respected within their own organizational structure and culture.

In the Recruitment Action Plan, Objectives of the Development of Policies and Procedure Section: (Activities) 1.1, it states that PRPD will continue to require two years of college or an associate degree from a university or educational institution recognized

by the CEPR. This is important to continue, since it is a national trend among police department and recognized best practice.

In the Recruitment Action Plan, Implementation Objectives Section: 1.4, it discusses how PRPD will develop a publicity campaign attractive to the various sectors of the community to promote the recruitment of candidates for the PRPD. In many instances, individuals who have served in the armed forces seek a police career. Therefore, it would be advantageous for the PRPD to seek out these individuals. Many States allow those that are currently in the military to take the police exam, expediting the process to become a police officer.

As part of the recruiting campaign, the PRPD should make presentations to high school seniors to get them thinking about a police career as they enter college. The TCA Core Team is aware of several police departments in the States that offer a high school training corps, primarily in California. Members of the corps are given special training (physical fitness) and incentives to continue their interest in pursuing a police career. Some universities will allow the courses to be applied as college credits.

Many police departments in the States, including the Denver Police Department and the NYPD, allow college students to work part time in the police department as police cadets. As an incentive for working part time, the student's college tuition is paid for by the police department, with the stipulation that the student will enter the police academy upon becoming 21 and/or graduating from college.

In the Recruitment Action Plan, Implementation Objectives Section: 1.5, the PRPD intends to analyze the best recruiting practices used by police departments in the United States and Latin America. The TCA Core Team recommends that the PRPD utilize a Best Practices approach for police recruiting.

The following ten strategies come from the International Association of Chiefs of Police (IACP) which is recognized as the premier organization of law enforcement. The PRPD could utilize these strategies to improve their police recruitment:

- Develop a Recruitment Plan
- Conduct Research

- Personalize the Recruitment Process
- Select and Train the Right People as Recruiters
- Build Strong Partnerships
- Develop an Employee Referral Program
- Improve the Selection Process
- Develop an Advertising Plan
- Develop an Internet Presence
- Use Effective Recruitment Strategies

For example, the PRPD should allow candidates to participate in a ride-along with members of PRPD. Many police agencies currently use this technique in the States. The IACP has developed an English language ride-along program and explain the responsibilities of a police officer: The PRPD should consider developing a Spanish language, virtual ride-along, similar to the IACP ride-along. Similarly, the PRPD could hire temporary employees in other capacities as a way to bring potential recruits into the agency. The PRPD could also develop an ad campaign asking employees to tell their story (on camera or in writing) about what attracted and keeps them working for the agency, and put those stories on the agency website. This is currently being done by the commanders of the Denver, Colorado Police Department where commanders have a web page and they talk about why they love working in the police department and what attracted them to the profession.

The TCA also recommends that the PRPD implement an Oral Board for prospective candidates. This Oral Board should include scenario-based questions involving ethics, use of force, and knowledge of the PRPD. Members of the community or other federal and State employees could also be involved in the Oral Board process.

Also, the TCA recommends that the PRPD continue institutionalizing mentoring into all structures of the department. One of the most beneficial aspects of mentoring is how it appeals to police recruits who represent new generational needs and attitudes. In the

past five years, the PRPD has experienced a reduction in veteran officers due to retirement. In many areas of the States, mentoring is having a significant impact on lowering employee turnover and helping provide a better leadership development process.

The PRPD should be prepared by July of this year, to implement a full recruitment plan for 2017–2018. Time is of the essence and lack of recruiting efforts, could result in major problems for the PRPD.

The uncertainty about the future of the Academy is also affecting the development of a recruitment strategy. The PRPD Police Academy's role is to provide the foundational piece of training. A firmly built foundation with proper materials (i.e., policy, procedures and directives; standards; assessment tools; centralized training records; core curriculum; appropriate equipment, use of technology; quality instructors, and the like) will directly affect the structural integrity and success of the entire PRPD. In the prior Section, the Report has discussed how the implementation of the DPS is likely to affect the progress made to date.

Paragraph 241: Community Surveys and Focus Groups

During this reporting period, the TCA completed his second round of surveys using the methodology of focus groups. The findings of this second, more qualitative study confirm those of the first quantitative report. For this reason, the Report summarizes the goals and findings of the prior surveys and introduces the main findings of the current survey.

Paragraph 241 of the Agreement establishes that in assessing the PRPD's overall compliance with and the effectiveness of this Agreement, the TCA shall conduct a reliable, comprehensive survey of members of the Puerto Rico community regarding their experiences with and perceptions of PRPD once during the first three years of this Agreement and annually thereafter. The community survey should be statistically valid, based on a sound methodology, and conducted by an independent entity. This community survey shall include measures to ensure input from individuals of each

demographic category. The survey shall also assess the number and variety of community partnerships with PRPD and the depth and effectiveness of those partnerships. Specifically, the survey shall:

a) include interviews with a random sample of residents of Puerto Rico, PRPD officers, and detainees arrested by PRPD within the past week;
b) ensure the anonymity of all interview participants; and
c) survey participants regarding community-police relations; PRPD's integrity, effectiveness, and service; and how it treats members of different demographic groups.

The Agreement required that the TCA conduct a survey of these three populations by an independent entity measuring and reporting on the experiences and perceptions of these groups on police-community relations. The people and groups surveyed consisted of residents, detainees, and PRPD members. The first survey began on Aug 14, 2015 (resident survey), and the last survey was completed on April 12, 2016 (detainees).

It was important that these surveys included a representative sample of each demographic category of the population. Residents of Puerto Rico, PRPD officers, and detainees arrested by PRPD were surveyed anonymously and were asked about the state of community-police relations, PRPD's integrity, effectiveness, and service; and how the PRPD treats members of different demographic groups. Because of these three separate surveys and their findings, the TCA made specific recommendations to the PRPD.

The police officer survey, which was conducted from November 8, 2015, to December 19, 2015, is a historical precedent for the PRPD. This survey is to serve as a foundation for future surveys against which real internal change can be measured, and how well the Agreement is meeting its purpose of sustained constitutional policing. This survey addressed the work-related behavior of officers and supervisors, as well as improvements promoted by the Agreement.

The detainee survey, which was conducted from February 29, 2016, to April 12, 2016, examined those who were being held at PRPD precincts and inquired on their treatment, cell conditions, and officer behavior.

Though the TCA recognizes that this was the first set of surveys, the findings that he found most informative and disappointing at the same time were those that indicated that 20% of PRPD officers had little or no knowledge of the reform process. With a cadre of approximately 15,000 officers, to have 3000 officers without a clear understanding of the Agreement and its specific reporting requirements, portrays a dim view of the professionalism of the PRPD. Fortunately, this shortcoming is being rectified through increased training and continued discussion at all command levels to the rank and file members. Nevertheless, once this deficiency was made known to the Police Superintendent, he immediately addressed all thirteen (13) area commanders to institute immediate training.

Similarly striking to the TCA was the finding that 80% of the residents of Puerto Rico were unfamiliar with the Agreement and the reform process. Once this was made known to the Superintendent, there was an immediate response through increased social media and advertising to raise public awareness so that the continuing efforts by the PRPD to reform its organization do not go unnoticed or unappreciated by the residents they serve. The second survey suggests that this social media campaign did not increase awareness.

During this reporting period, the TCA noted a commitment to expanding the survey to all sectors of the community by using focus groups. This methodology provides an in-depth analysis of people's concerns, fosters continued dialogue with the PRPD, and facilitates the design and implementation of remedies to address concerns. The TCA completed its second survey of the community generating a better understanding of the police through its community survey, which was completed this period and included in-depth discussions with diverse community groups. These groups included women who were victims of crime, homeless people in rehabilitation, homeless people suffering addicting, college students, blacks, LGBT, Dominican, and public housing residents.

The vast majority of people who participated in the focus groups had a very negative view of the police and they were very dissatisfied with the members of the PPR. They indicated lack of professionalism when intervening with their communities. The PRPD has significantly improved its relationship with community leaders in the last two years. However, it seems that this is not the case with the community as a whole.

In the use of force, the participants mentioned that the factors determining the use of force depends on the situation in which the officer is. However, they believe that there

has been an improvement in the use of force by the police. In their entirety, the participants express the need for greater supervisors and police oversight in their daily duties. In addition to supervision, during the searches and seizures carried out by the police, there is a greater prevalence of force. In the use of force, the perceived disproportionate use of force by police officers with marginalized communities and the homeless is mentioned again and again.

In the area of search and seizure, many participants believe that members of the uniform are abusers. They indicate that not only physical force is used, but is also exercised verbally. The community believes that officers use the fact that they are policemen to intimidate the citizenry with arrogant and violent attitudes. In addition, they use excessive force to handle simple interactions. Communities expressed great concern for children and the elderly during the raids and searches. They also express discomfort with the destruction of private property during these proceedings.

About the issue of equal protection and non-discrimination, participants exhibit divided opinions. On the one hand, some argue that they do not perceive police discrimination towards certain sectors, but recognize that this perception may vary depending on the sector, social class or group to which the individual belongs. However, the poorer communities and the LGBTQ group interviewed for this qualitative study indicated a lot of discrimination and lack of protection.

Regarding the topic of Supervision and Administration, the participants interestingly found difficult to identify the ranks of the police and, therefore, they cannot identify when they are approached by a supervisor or a senior officer. They suggest renewing the hierarchy of the PRPD, by a new group of officers and civilians with a new vision for the Department. They supported a total restructuring of the department with a new institutional culture.

Lastly, with regards to the topic of Interaction with the Community and Public Information, students from Mayagüez mention that the Puerto Rican Police has improved in terms of interaction or communication with the community compared to previous years. All other eight groups indicated that the PRPD had not been integrated into the communities (residential, poor neighborhoods and marginalized groups) and lacks an extensive path to interweaved dialogue and understanding. These communities are extremely resentful of the past behavior of the PRPD.

Overall, all the focus groups point out that the purpose of the Agreement has hardly been publicized. There is much uncertainty about the Reform because it lacks disclosure and information. These groups suggest that information be disseminated systematically in the community and not just in meetings with community leaders.

About 73% of the people who participated in this qualitative study indicated that they did not read or know or read or know very little about the Reform. Therefore, almost three-quarters were unaware of the ongoing Reform of the Puerto Rico Police Department. The findings of this qualitative study confirm those of the quantitative report.

Information Systems

During the reporting period, the TCA and members of his team conducted various site visits and held meetings with members of the PRPD's information System team. The primary objective of these meetings and site visits was to coordinate closure and finalization of the General Order for Information Systems and Technology ("IT"), the IT Action Plan, and to monitor the overall progress being made in IT. Other topics reviewed in depth during these filed visits include:

1. The Office of Technology Reorganization proposal
2. The highly significant context of the Office of Technology's and CIO's relationships with leadership and customers for the effective implementation of IT Governance and oversight
3. Conceptual overarching assessment and monitoring methodology which must include the definitive alignment of guidance (leading to actions required) such as the decree, policies, General Orders, Action Plans, and tasks.

Consistent with the terms set forth in the Agreement and the Plans, the PRPD's Bureau of Technology ("BT") continues to make "routine" progress during this reporting period in relative compliance with the Capacity Building phase. General Orders, policies and manuals continue to be developed with varying degrees of quality and success. For example, in the last six months BT has successfully prepared CAD, systems administration and CIW GO, Policy and manual documents. But substantial or "reach" transformational change eludes the PRPD's technology delivery team due to deficits in

areas of experienced and skilled staff, budgetary resources, and comprehensive management, budget, and procedural baselines. Given that the TCA interprets the intent or "spirit" of the Agreement to include aspirational transformation of culture beyond the specific and discreet improvements identified in the Agreement and the Plans, it is reasonable to submit that the PRPD and its Bureau of Technology have far to go in order to not only comply with the Agreement but also self-actualize. That being said, the pace of IT actions and outcomes may require a reconsideration of the length of Capacity Building for IT.

Complicating BT's effort to comply and operationalize its actions and initiatives are suboptimal collaborations with other PRPD offices due to priorities and resource allocations. As well, accountability for task accomplishment where there is more than one organizational element responsible is often in question. Examples include training syllabi and curricula due from the Training Academy that trail behind IT Systems operationalization and deployment. This disconnect can therefore jeopardize data collection and analysis regarding improvements in policing doctrine and culture. And, finally, the volume of workload, both to satisfy operational demands as well as transformational initiatives required by the Agreement, is significant.

Noting the above overall, skepticism of BT's current state and efforts is prudent as to whether or not BT can be successful beyond merely answering and meeting the demands of the capacity building categories while also transforming in concert with the spirit of the Agreement. Concerning risk, technology risk is not uncommon to systems development and operational improvement in addition, effective application of management principals is essential to mitigating risk and transforming organizations. Unfortunately, at this stage of capacity building, it is not fully clear that BT is effectively implementing oversight and management mechanisms such as; Life Cycle program reviews, cataloging systems and infrastructure requirements which are fundamental to effective technology stewardship.

In summary, given the short time remaining for capacity building the CIO and his BT team must not only maintain its focus on capacity building but also find valid ways to share its workload with credible partners. The following should be acted on or taken under advisement in order to build technological capacity in addition to meeting the demands of the Agreement:

1) Completion of Capacity Building tasks

2) Effective partnering with other PRPD organizations to jointly impact operationalization of systems such as CAD and its training syllabus.

3) Populate CIW and EIS with credible data

4) Develop an analytical strategy for exploiting collected data from systems

5) Identify and evaluate valid outsourcing partnerships for BT services in lieu of securing adequate internal staff and infrastructure.

6) Focus on improving organic BT management, oversight and review practices that would be necessary to oversee collaborative IT service providers

Transfers

Pursuant to Paragraph 227 of the Agreement, the TCA has authority to review and report on activities related to the Agreement and issue ad hoc reports. During this reporting period, the TCA informed the Parties that he reviewed personnel transactions from September 2016 to January 2017. The assessment pays special attention to Paragraph 197 of the Agreement and to General Order No. 2010-12 (entitled "Standards and Procedures for Transactions of Range System Personnel").

Paragraph 197 expressly prohibit any form of retaliation, whether subtle or direct, including deterrence, intimidation, coercion, reassignment of employment, or adverse action against any person, civilian or PRPD employee, who reports improper conduct, files a complaint for misconduct, or cooperates with an investigation of this nature. The General Order details procedures for transfers.

The first task of the TCA was to review transfer transaction reports for rank and classified system personnel of the PRPD. The term "transfer transactions" within the Puerto Rico Police refers to the "change of place or job of a MPPR from one unit to another within the same Police Area, Superintendency, Bureau or Office."

Findings: 1

In the transfer reports submitted by the PRPD for the period comprising the months mentioned in the first paragraph, the following information was found:

1. During the period covered by this report (5 months), some 1,016 transactions were reported in the PRPD for the rank system, namely:

- September / 2016: 354 transfers
- October / 2016: 128 transfers
- November / 2016: 69 transfers
- December / 2016: 249 transfers
- January / 2017: 216 transfers

2. It is noted that not all transactions reported for the month in question correspond to it. Transactions of previous months were identified in all monthly reports. This results in monthly reports that do not necessarily reflect the actual information of the transactions made in the reporting month.

Observation with regards to finding #2:

In relation to the latter, the month of January 2017 stands out. In this month, of a total of 216 reported transfers transactions, approximately 96 were reported for other months, namely:

- 69 transfers for the month of December / 2016
- 17 transfers for the month of November / 2016
- 1 corresponding transfers October / 2016
- 3 transfers for the month of September / 2016
- 5 transfers for the month of August / 2016
- 1 transfer corresponding to the month of April / 2016.

That is, 45% of the transfer transactions reported during the month of January 2017 correspond to previous months.

3. The TCA observed that the information related to the name, plaque, rank / position,

date of transfer and characteristics of the transfer, was provided in almost all instances.

Observation with regards to finding #3:

The report said "in almost all instances", because in some cases the workplace was not provided (particularly in September / 2016). This information is essential for this report.

4. As for the information related to the name of the transferred member of the PRPD, sometimes the first name is first thing provided, and at other times the family or last name is given. This makes it difficult to find a particular case, when necessary.

5.The dates that the information is given is poorly collected. Occasionally the date follows the American sequence (month / day / year) and in others with the Latin sequence (day / month / year). We also note that the month may be mentioned by its name and in others by its number. This situation may be misleading in trying to determine the date of the transfer.

6. Regarding the information related to the workplace (where the member of the PRPD was working prior to the transfer) and where it was transferred, the TCA made the following observations:

• In a few cases this information was not provided. Particularly, in the column of place of work, as mentioned in the observation of subsection 3.

• In some cases, the physical location (area, district, seal) of the workplace where the officer was transferred is unclear. As an example, for the "workplace" it is indicated that it was SARP and, for "place where it was transferred", it indicates that it is SAIC. The report fails to identify where that function will physically take place. This information is essential in this type of report.

• On other occasions, the report only mentions the municipality (eg Bayamón, Ponce, Aguadilla), but it does not indicate in which operational area it yields or will perform its functions (SAIC, SAOC, SARP, Command Center, Patrol Bureau, among others).

7. The columns on the "type of transfer" (exceptional, temporary, or barter) and on "reconcentrations" (pregnancy, breastfeeding and others) are being underused. They provide valuable information that can help contextualize the circumstances of the

transfer.

Observation regarding finding #7:

Inconsistencies in providing information or failing to provide essential information make it difficult to obtain a clear, complete and reliable view of the transfer. Not by the content itself; rather by the way it is expressed.

8. From the reports of transfers provided, it was observed that for the months of December 2016 and January 2017, about 150 transfer transactions were related to the Auxiliary Superintendent of the Police in Fortaleza (SAPF and / or Fortaleza). These transactions represent 32% of all transactions reported in those two (2) months.

About 75 members of the PRPD were transferred from La Fortaleza to other service areas, with transfer characteristics as "external" and "voluntary". About 60 members were transferred from other areas to La Fortaleza, with characteristics of the transfer as "internal" and "due to service requirements". Transfer transactions related to La Fortaleza during the month of December 2016 were 54% of total reported transactions.

In January 2017, there were 15 transfer transactions related to La Fortaleza. All transfers were with "external" and "voluntary" characteristics. All were transferred from Fortaleza to other areas of service. Transfer transactions related to La Fortaleza during January 2017 were 7% of total reported transactions.

Observations for finding #8:

It is important to highlight the number of transfers made in La Fortaleza after the electoral process. This caught the TCA's attention, and it seems inconsistent with the professionalization reforms.

In this respect, it is not clear why all the MPPR transfers that came to SAPF / Fortaleza were classified as "internal" and "due to service requirements". It is also unclear to the TCA why all the transfers from members that left their SAPF functions were classified as "external" and "voluntary". Prima facie, it appears that the justification or reason for

the movements of transfers mentioned in this subsection were the result of the electoral process celebrated last November rather than professional police service reasons. Also, these transfers give the impression that the police personnel working woking in SAPF or La Fortaleza must have the "trust" of the Governor of Puerto Rico.

This is important because the Revised General Order 100-104: Creation of the Auxiliary Superintendent of the Police Force of La Fortaleza (February 13, 2013) does not address this issue. The TCA found that the order does not express anything about this respect, trust from the current governor, nor does it indicate that this criterion ("being an employee of trust") is relevant to the provision of police services.

It should be pointed out that, for the only posts that General Order 100-104 expressly states that it is a post of trust, it is for the post of Assistant Superintendent of the Police of La Fortaleza. The General Order requires that the Assistant Superintendent and his second in command must be appointed through consultation and recommendation and/or authorization of the Governor.

In sum, this situation suggests in a preliminary manner that these transfers have been given by partisan political considerations, and not by a real need for the police service these officers provide. It is also possible that the Assistant Superintendent is playing favorites within the Department.

In order to achieve a better understanding of this process and to leave aside speculation, the TCA requested the following information from the PRPD:

-In order to establish the legal basis governing transfer transactions, TCA asked for the Commonwealth to provide any legal or political provision regarding these transfers that were not considered by the TCA in this report.

-The TCA requested that the necessary information be provided to show the rationale or justification why the transfers that occurred during the months of December 2016 and January 2017 related to the SAPF were classified as: (a) "internal" and "By service requirements" when MPPRs come to work for SAPF and, (b) "external" and "volunteers" when MPPRs leave SAPF

- In order to have a clear idea of this process, the TCA requested to examine at least five (5) files and / or documents of transfers to the SAPF and five (5) files and / or documents of MPPR transfers that left the SAPF to render functions of the SAPF to other areas of the agency.

-In relation to the 135 transfers made and reported for the month of December / 2016, it is not clear to us by whom they were authorized. The TCA requested that this information be provided.

-The TCA requested copies of the communications used to inform the transactions of transfers to the MPPR.

-The TCA requested the report (s) that have been generated corresponding to "Activities 1.2.1, 1.2.2 and 1.2.3" of the Professionalization Plan: Part V. Self-Assessment Objectives, related to the collection of data and periodic monitoring for the updating of the information of transfers and assignment of new functions, among others.

Finally, the TCA requested a number cases. They are not included here for confidential reasons.

The TCA also conducted a number of telephone interviews with members of the PRPD that were transferred during this period of time. The methodology is described as follows:

The TCA has carried out a study for the review of the processes related to the transfers in the PPR, through "telephone interviews" of members of the PRPD. This activity was carried out in order to obtain information about their experience with the process. It was carried out in accordance with what is required in Paragraph 197 of the Agreement, above, and with Activities 1.1, 1.2 and 1.3 of the Professionalization Plan.

Under the methodology used by the TCA for the development of this study, the following steps were performed:

1. The PRPD randomly selected the names of the members of the PRPD who would be invited to participate in the study from the Transfer Transactions reports provided by the PRPD for the five (5) months covered by this report (September / 2016 to January / 2017).

2. An invitation was sent in writing and via email, requesting to communicate with the TCA Office. Emails were provided thanks to the collaboration of the PRPD.

3. Telephone interviews were conducted personally by the TCA on Wednesday, February 22, 2017. During the interviews, a representative of the PRPD assisted in the setting of the communications.

4. The questions asked were three (3): a. When was your last transfer? B. What was the reason for it? C. What has been the impact that the transfer has had on its personal character; As well as, in the performance of its role as Police of Puerto Rico?

5. The entire process was conducted under strict confidentiality.

6. A commitment was made to the members of the PRPD contacted that their name will not be disclosed.

Findings:

1. The TCA observed that in the 100% of the cases examined through the interviews, the Human Resources representatives did not take part in the process.

2. In several of the cases, the officer indicated that two (2) transfer transactions were carried out within a period of less than 30 days.

3. In several of the cases, the officer indicated that when they presented themselves to the person who was to supervise them, the latter was unaware of the transfer.

4. In a number of cases, the TCA noted that the officer that was the subject of the transfer did not meet the requirements to adequately perform the new functions to which he or she was assigned.

5. The TCA noted that in some cases, transfers classified as "internal" did not carry out the formal procedure and were not reported. For administrative purposes, the position occupied in the internal transfer remained vacant.

6. In one case, the officer indicated that when s/he arrived at the place where s/he was transferred, there were several officers with the same rank (they were "high ranking"), and they did not know what to do with the person transferred. The option was to assign the new person to the night shift, to resolve the situation. There was no analysis of any need.

The above is indicative that transfers are occurring that do not address the excess of personnel of the same rank in the area in question and as a consequence, functions are assigned that do not necessarily correspond to their rank and / or the capacity of the MMPR in question.

7. The TCA observed that in 100% of the cases examined through the interviews, it did not receive training prior to be assigned to new functions.

8. The TCA noted that in 100% of the cases examined through the interviews, there was no transition process that would have facilitated the early incorporation of the officer to perform his/her functions at full capacity from day one. A mentor supervisor was not assigned or present to provide the necessary support. There was no identification of the necessary equipment (in an orderly and official way) to be assigned to the officer, among other aspects.

9. The TCA noted that, as a result of the telephone interviews, actual transfers did not reflect the context that was recorded in official documents of the agency (such as the transfer transaction report). That is, one thing is what the report indicates and another is what reflects the reality of the transfer.

On this issue, in response to the type of transfer requested by the officers, one must identify the real reason for the transfer. While the agency records indicate that the transfer was requested through the voluntary transfer process, the reality is that none of officers interviewed received their transfer following such a request. Their transfer resulted as the consequence of unofficial efforts made by them. Although registered as a voluntary transfer, the true cause of most of the transfers, according to what the police officer interviewed said, was that they were transfers for alleged service requirements.

For example, when a police officer who was on the list of volunteers to be moved on a duty-for-service basis appears to be "hanging out" (which means that the transfer is not honored), it should also be considered that, since the actual transfer is of service requirement, and it is pointed out as a voluntary one, it is not evidenced that the process of service requirement has been carried out. Consequently, it is not known what is the criterion by which the transfer was approved or denied by requirement of service that was carried out unofficially.

This shows that the process is fractured and divided, and nothing prevents the police from being able to use simultaneous procedures. In the telephone interview, several police officers admitted that they had come directly to negotiate their transfers with the auxiliary superintendent, the area command, or the officer with the legal authority to assign a transfer for service requirements, and have used this type of process. Human Resources was not involved. To get the transfer they wanted to get, they circumvented the process. Although the voluntary transfer was not achieved in an ordinary way, the police officer was astute and sought the means of obtaining his transfer through unofficial channels.

Observation:

-There are several types of transfers contained in General Order 2010-12, supra. The interviews focused on the following: (a) those that were "Transfers to the Specialized Divisions" or, (b) "Voluntary Transfers." We observed that the transfers made to the Specialized Divisions were those transfers categorized by "of service." While the transfers categorized as "volunteers" are those where the same MPPR can request their relocation.

Specific Recommendations:

To this end, the TCA recommends that all transfer arrangements be handled through the Office of Human Resources. This means that the HR officers will be responsible for administering all transfers, and they will be able to ensure that all the requirements to grant the transfer are satisfied according to the requirements established in the order.

Accordingly, it may be appropriate to recommend that HR makes sure that the officer who is transferred may discharge his duties competently and efficiently, and that the officer can receive training in preparation to the transfer.

Likewise, Human Resources staff will have to ensure that everyone complies with the requirement established in the order, including that the officer requesting a transfer for service requirement provides adequate justification so that the HR office can grant and dispose of the human resource to attend the real needs of the PRPD.

It should be arranged that the place where the officers is to be transferred know all the details of the transfer. Thus, for example, they will know that the transfer will be made and that person will come to do a specific function. This guarantees equal treatment of all persons who are subject to transfer.

Finally, conditioned transfers must be supervised by the HR office in order to comply with the restrictive condition (i.e. not more than 5 years in a supervisor position).

In short, the Human Resources Office must become the central administrative authority in all matters relating to transfers, regardless of the type of transfer.

Under this system, the PRPD should accept the transfer as a uniform process where there is only one reason for the transfer, although the process can be started for different reasons. By subjecting all those transferred to the same rigor, it is guaranteed to comply with the due process of law to which the personnel to be transferred is entitled, just as it puts the agency in a better position to make informed decisions regarding its human resource, respecting that the police officer is a person with family obligations and in need of closeness to his/her family should be taken into account. The

result is likely to be that the police officer will be able to devote his/her energies to their profession, because they will not have to carry the weight of the distance from their home.

General Recommendations to the Transfer Process:

1. The TCA recommends that the Transactions Reporting of the Rank System and Classified System be standardized in light of the findings presented in Part I of this document.

2. The TCA recommends that the entire transfer process (from start to finish) be generated and worked by the Office of Human Resources. The objective is to centralize this management to maintain the necessary administrative controls, as mentioned in detail in Part II, Specific Recommendations.

3. The TCA recommends that no officer in the hierarchy of the PRPD be able to carry out a transfer process. It is highly necessary that the transfers be consulted and managed through the Office of Human Resources. Likewise, it is necessary to verify that there is a need for the transfer because the place is available in the requested area and have informed the new command about its transfer, that the officer is trained and checked, that the officer is able to perform optimally. All of the above must be coordinated by Human Resources.

4. From the examples observed, it appears that the shift system established by the PPR is not being respected. In keeping with this situation, the TCA recommends that the list be updated and published so that the PRPD has reliable information. Also, that this process of reporting is carried out strictly, under the jurisdiction of Human Resources.

5. The Transactions Report of Personnel Transfer of the Rank System and Classified System, presents serious deficiencies, as presented in Part I of this report. The TCA recommends that the information provided in this document be presented in a uniform and standardized manner. In this way, the reader will not enter into speculations by interpreting the information related to the transfer in question.

6. The TCA recommends that the PRPD gives up the practice of informing transfers at or after the date of the transfer. If for extraordinary reasons, a transfer is not reported in the month that corresponds to it, the TCA recommends that a supplementary report be made, so as to be able to make an easy reference of all the transfers of the month in question. This report could be considered as an "addendum" of the month report to which it corresponds.

7. The TCA recommends rigorously following the processes of informing and training the members of the PRPD about the consequences of a transfer.

8. The TCA recommends that the officers being transferred be received by a liaison officer to carry out an appropriate transition to enable the MPPR to perform its functions in an optimal manner.

9. The TCA requests that the recommendations contained in this report be incorporated (if they have not been presented previously) in the General Transfer Order that is currently being revised. Likewise, considering the provisions related to transfers contained in Act No. 8 of 2017, better known as the Administration and Transformation of Human Resources in the Government of Puerto Rico. The TCA requests an analysis of the scope of this legislation in the processes related to the transfers and their impact with the requirements of the Agreement and that a copy of the requested analysis be provided. This application is extended to P. de S. 306 of 2017.

To conclude, the TCA understands that this process (as well as the process of promotions) is covered by considerations of a political-partisan nature, which do not fully comply with the principles and requirements of the Agreement and the Action Plans developed for Compliance. They must end if the PRPD is serious about complying with the demands of the Professionalization Plan and the Agreement.

Section IV
Projected Activities: Paragraph 205(e)

Consistent with Paragraph 250 (e), the TCA will continue to work in the upcoming six months providing technical assistance and review for the policies that the PRPD will submit in subsequent months. The TCA will continue to provide support to the Police Academy while emphasizing on more comprehensive IT technical assistance. The TCA will also work with the PRPD in the review of the pending and outstanding training modules.

There are two reports that will be completed during the next reporting period.

First, the TCA will complete the analysis of the Traffic Bureau. The TCA will provide a report assisting the PRPD in examining road and pedestrian safety, traffic enforcement and investigations, highway patrol, fleet management, and other areas of general traffic administration.

Second, pursuant to instructions of the Court, as directed in Court Docket 509, the TCA is to conduct an assessment of the demonstrations and incidents that occurred at the Capitol building on April 18, 2017, and those that took place on May 1, 2017 (Worker's Day). On May 11, 2017, the TCA began the administrative portion of this investigation. Upon completion, the TCA will submit a report to the Court and brief the Parties. The main focus of this assessment is the PRPD's compliance with policies, procedures, protocols, General Orders and training on policing of mass demonstrations, its command and control, as well as communications and the use of force and arrest conducted during and after the demonstrations.

The areas of attention during the next six months are as follows:

1. Consistent with Paragraph 250 (e), the TCA will continue to work in the upcoming six months providing technical assistance and review for the policies that the PRPD will submit in subsequent months.

2. Will continue to support the implementation of Paragraph 13.

3. Will continue to provide support to the Police Academy while emphasizing more comprehensive IT technical assistance.

4. Will analyze use of force trends to document whether there is sustained progress

5. Will continue to conduct random visits to districts, precincts and units to determine that records relating to incidents of use-of-force have been prepared and completed.

6. Will conduct random visits to districts, precincts and units to determine whether the Supervisors of the PRPD have conducted reviews and investigations on use-of force.

7. Will continue to monitor the implementation of the NIBRS policy. The TCA will review the production schedule and will interview IT staff to monitor it.

8. Provide support to the Court in the implementation and execution of Public Hearings.

9. Continue the execution of Paragraph 241

10. Continue to meet with stakeholders to ensure Reform information is properly disseminated and relations are developed.

11. Continue with the visits to the Zones of Excellence to assess progress.

12. Conduct ride-alongs to verify compliance with new established policies.

13. Continue to monitor the progress of the PRPD Information Technology Infrastructure development.

14. Closely Assess the progress of the Drug, Vice, and Illegal Firearms Division.

Appendix 1

List of Approved Policies

DECEMBER 2016

Orden General: Normas y Procedimientos para las Transacciones de Traslado del Personal del Sistema de Rango
General Order: Rules and Procedures for Transfer of the Rank System Personnel.

Orden General: PREA ("Prison Rape Elimination Act")
General Order: PREA ("Prison Rape Elimination Act")

Orden General: Ingresos y Egresos de Celdas
General Order: Cell Admission and Discharges

Orden General: Negociado de Tecnología
General Order: Bureau of Technology

Orden General: Normas para el Uso de los Sistemas Computadorizados
General Order: Rules for the Use of Computerized Systems

Orden General: Normas y Controles para el Uso de Sistemas Computadorizados
General Order: Rules and Controls for the Use of Computerized Systems

Acuerdo Colaborativo Interagencial (Departamento de Corrección, Departamento de la Familia, Departamento de Justicia y Policía de Puerto Rico
Interagency Collaborative Agreement (Department of Correction, Department of the Family, Department of Justice and PRPD)

Orden General: Estructura y Funcionamiento Organizacional de la Oficina de Prensa
General Order: Structure and Functional Organization of the Press Office

Orden General: Divulgación de Información de Incidentes
General Order: Dissemination of Incident Information

Orden General: Investigación sobre el Maltrato y/o Negligencia en Instituciones Juveniles

General Order: Investigation on Maltreatment and/or Neglect in Juvenile Institutions

Orden Administrativa: Programa de Ayuda al Empleado
Administrative Order: Employee Assistance Program

Orden General: Reorganización de la Superintendencia Auxiliar en Educación y Adiestramiento
General Order: Reorganization of the Auxiliary Superintendence in Education and Training

Protocolo de Intercambio de Información: Retroalimentación de Componentes del Sistema de Justicia Criminal de Puerto Rico (Requerimientos 73 & 158)
Protocol of Exchange of Information: Feedback of Components of the Puerto Rico Criminal Justice System (Requirements 73 & 158)

Orden General: Restructuración de la Oficina de la Reforma
General Order: Restructuration of the Reform Office

JANUARY 2017

Orden General: Investigación sobre Maltrato y o Negligencia en Instituciones Juveniles
General Order: Investigation on Maltreatment and Neglect in Juvenile Institutions

MARCH 2017

Orden General: Intervención con Menores en la Comisión de Faltas Orden
General Order: Intervention with Youth Offenders

General 600-635: Investigación sobre Maltrato y/o Negligencia en Instituciones Juveniles
General Order 600-635: Investigation on Maltreatment and/or Neglect in Juvenile Institutions

Orden General: Cuartos de Evidencia
General Order: Evidence Room

Orden Administrativa: Programa de Información Pública y Querellas Administrativas
Administrative Order: Public Information Program and Administrative Complaints

Orden General: Reuniones Mensuales
General Order: Monthly Meetings

Orden General: Fotografía Criminal
General Order: Criminal Photography

Orden General: Personas Desaparecidas
General Order: Missing Persons

Orden General: Programa Previo al Servicio
General Order: Pre-Service Training

Orden General: Bienes Advenidos
General Order: Assets

Orden General: Comités de Interacción Ciudadana
General Order: Community Interaction Councils

Manual "Copy Rights"
Copyrights Handbook

Orden General: Reorganización de la Unidad Montada de la PPR
General Order: Reorganization of the PRPD Mounted Division

Orden General: Unidad Canina
General Order: Canine Unit

MAY 2017

Orden General 300-305: Normas y Procedimientos para las Transacciones de Traslado del Personal de Sistema de Rango
General Order 300-305: Rules and Proceedings for the Transfer of Personnel of the Rank System

Orden General 100-117: Reorganización de la División de Armas y Tácticas
General Order 100-117: Reorganization of the Division of Special Weapons and Tactics (SWAT)

Manual Operacional de Violencia Doméstica
Operational Handbook on Domestic Violence

Manual del NIBRS
NIBRS Handbook

Orden General 600-621: NIBRS
General Order 600-621: NIBRS

Orden General 600-624: Interacción con Personas Transgénero y Transexuales
General Order 600-624: Interaction with Transgender and Transsexual People

Orden General: Reclutamiento de Aspirantes a Cadetes de la PPR
General Order: Recruitment of Prospective Cadets of the PRPD

Orden General 100-126: Reorganización del Centro de Operaciones de Radio Control y Centro de Mando
General Order 100-126: Reorganization of the Center of Operations of Radio Control and Command Center

Orden General: Reorganización de la Superintendencia Auxiliar en Investigaciones Criminales
General Order: Reorganization of the Auxiliary Superintendence in Criminal Investigations

Manual de Explosivos
Handbook on explosives

Reglamento para el Establecimiento de Prácticas Policiacas Libres de Discrimen, Hostigamiento, Conducta Sexual Impropia y Represalias de la PPR
Regulations for the Establishment of Police Practices Free of Discrimination, Harassment, Sexual Misconduct and Retaliation of the PPR

Appendix 2

TCA Activities and Community Engagements

Monthly meetings with the Parties

- In accordance with Paragraph 253 of the Agreement, the TCA has conducted monthly meetings with all Parties during this period, for the considerations of the pending matters. Also, continuous written and telephone communications have been made on a regular basis to ensure the effectiveness and timely response to the situations regarding the status of implementation of the Agreement.

- Assistance and participation in Fourth Public Hearing (Case No. 12-20139) held on February 24th, 2017 and May 22nd, 2017.

- During the past six months, the TCA has maintained constant communication with the Hon. Gustavo Gelpí, Judge for the United States District Court of Puerto Rico, for issues or situations that have required his intervention.

- Throughout this period, the TCA has conducted more than 25 meetings with different police agents *of the Puerto Rico Police Department (PRPD)*, for the attention of specific claims and/or complaints that have against the agency because of alleged violations to their administrative due process.

Meetings and activities in accordance with Paragraph 254 of the Agreement

Meetings with Commonwealth Officials

- Hon. Luis Rivera Marín, Secretary of the State of PR. (February 2017)
- Ramón Rosario, Senior Legal Advisor for Governor Ricardo Roselló (February 2017)
- Hon. Tomás Rivera Shatz, President of the Puerto Rico Senate (January 2017)
- Alfonso Orona, Esq., Governor's Representative in the Agreement For The Sustainable Reform of the Puerto Rico Police Department (April 2017)
- Hon. Wanda Vázquez, Secretary of Justice of Puerto Rico (January & March

2017)

Meetings with Federal Government Officials:

- TCA meet with Douglas Leff of Federal Bureau of Investigation (FBI) Agency (February 2017)
- TCA meet with Antonio Cordova of Housing Urban Development (HUD) (March 2017)

Meetings with Representatives of Executive Agencies:

- Leo Torres, Esq., Sub-director of Infrastructure Financing Authority (Known for its initials in Spanish as AFI) (April 2017)
- Iris Miriam Ruiz, Office of the Ombudsman (January & March 2017)
- Georgina Candal, Esq., Puerto Rico Civil Right Commissions (March 2017)

Meetings with Mayors and/or Municipal Security Commissioners:

- Ángel Martínez, Bayamón Municipality Security Commissioner (February 2017)
- Hon. Carmen Yulín Cruz, Major of San Juan Municipality (February & May 2017)
- Hon. Rosa Rivera Santana, Major of Gurabo Municipality (May 2017)

Meetings with Puerto Rico Police Reform Unit:

- Regular ongoing communication and meetings with Police Superintendent (January, February, March, April & May 2017)
- Regular ongoing communication and meetings with Col. Clementina Vega, Director of the Puerto Rico Police Reform Office, and other personnel of the PRPD.
- Monthly meetings with the Police Reform Unit designated personnel for the review, analysis and comments on the Action Plans presented by the PRPD.
- Numerous meetings, conference calls and documents' presentation with review of the politics of the PRPD with the Reform Unit's professionals and/or with the USDOJ and PRDOJ for the analysis, discussions and technical support to the final drafts of following Generals Orders, Policies, Actions Plans and PRPD Forms. Please see Table
- TCA Core Team meeting with Police Reform Unit and other divisions (January, February, March, April & May 2017)

Meetings with Puerto Rico Police Department representatives:

- Meeting with Col. Wilfredo Melendez, Guayama Area Headquarters (January 2017)
- Several visits to the Police Academy, and meeting with Col. Orlando Rivera and his staff (February, March & April 2017)
- Meetings with Superintendence of Professional Responsibility known by its Spanish initials as SARP (February 2017)
- TCA and TCA Constitutional Lawyers active participation during this period with PRPD's Board of Examinations for Promotions (February 2017)
- TCA & TCA Constitutional Lawyers active participation for Public Hearing Preparation and Act 20 analysis (March, April and May 2017)
- Meeting with Col. Luyando Pérez from Caguas Area Headquarters (March 2017)

Visits and meetings to Police Regional Headquarters and Police Stations and Specialized Units:

- TCA and Core Team visit to Aibonito Police Station (January 2017)
- TCA and Core Team visit to Ponce Headquarters (March 2017)
- TCA and Core Team visit to Quebradillas Police Station (March 2017)
- TCA and Core Team visit to Caguas Police Headquarters (March 2017)
- Visit to Police Fire Range at Gurabo (March 2017)
- TCA and Core Team visit to Fajardo Police Station (January 2017)
- TCA and Core Team visit to Utuado Headquarters (March 2017)
- TCA and Core Team visit to Bayamon Area Headquarters (April 2017)
- TCA and Core Team visit to Guayama Police Station (January 2017)
- TCA and Core Team visit to Arecibo Area Headquarters (April 2017)
- TCA and Core Team visit to Police Academy (January, February & March 2017)

Visits and Meetings to Police Specialized Units:

- CIC, Drugs and Narcotics Arecibo, Aibonito, Mayaguez and Aguadilla Units
- CIC, Use of Force Unit in Mayaguez, Aibonito and Aguadilla
- San Juan SARP Unit

Meeting and communications with representatives of the following Puerto Rico Police's associations and others worker's union:

- Ismael Rivera, Police Association (February 2017).
- Gregorio Matías, Police Organize Associations (January & February 2017).
- Diego Figueroa, Federación Unida Policias Organizados, (February 2017)

Meetings and activities of the Community Interaction Council ("*Consejo de Interacción Ciudadana*")

- Open Meeting for Yauco Area "Agreement for the Sustainable Reform of the PRPD presentation in Yauco. (March 2017)
- Open Meeting for Caguas Area "Agreement for the Sustainable Reform of the PRPD" presentation in University of El Turabo (April 2017)
- Open Meeting for Loiza Area "Agreement for the Sustainable Reform of the PRPD" presentation in Loiza. (March 2017)
- Open Meeting for San Juan Area "Agreement for the Sustainable Reform of the PRPD" presentation in San Juan. (March 2017)

Meetings with Community Leaders and other interaction community's activities:

- Meeting with Tati Escobar Office of Advocate for Individuals with Disabilities (March & April 2017)
- Meeting with Cecilia La Luz from "*Centro Comunitario LGBTT*", Transgender Group (January 2017)
- Meeting with Modesta Irizarry, Loiza community leader (February 2017)
- Meeting with Pedro Julio Serrano, LGBTT Community and Civil Rights Activist (March 2017)

Meetings with Stakeholders:

- Esq. William Ramírez, ACLU (January, April & May 2017)
- Dr. Richard Blanco Peck, University of Puerto Rico Public Administration Graduate School for the discussion and analysis of Paragraph 241 of the Agreement (January, February, March, April & May 2017)
- Mari Mari Narvaez Espacios Abiertos (April & May 2017)
- Jose Rodríguez, Dominican Community Leader (January & February 2017)
- Roberto "Papo" Christian Community Leader (January 2017)
- Fondita de Jesus Board of Directors (January 2017)
- TCA and Core Team attendance to Plaza Las Americas for the PRPD presentation of "The Agreement for the Sustainable Reform of the pRPD" (February 2017)
- Zenia Galán – Director of Asociación de Padre de Niños con Impedimentos" (January 2017)

Appendix 3

Biographical Notes (Updates)

Technical Compliance Advisor

Colonel (ret.) Arnaldo "Arnie" Claudio is the Technical Compliance Advisor ("TCA") of the Agreement for the Sustainable Reform of the Puerto Rico Police Department. He was selected by the Parties and appointed by Judge Gustavo Gelpi on June 6, 2014.

TCA Claudio is a retired Army Colonel and a native of Santurce, Puerto Rico. He attended the University of Puerto Rico and was commissioned a Second Lieutenant on January 5, 1979, in the U.S. Army Military Police Corps. During his 30 years of military service, he held numerous highly sensitive positions culminating as Chief of Staff and Chief of Police for the Joint Force Headquarters - National Capital Region (JFHQ-NCR) and the U.S. Army Military District of Washington (MDW). Some of his most prominent assignments included: Chief Security Operations for Pope John Paul II; Special Forces/Police Advisor for Presidential Hostage Rescue Forces, Colombian Armed Forces; Military Group Advisor for counter-narcotics and Counterterrorism, Peru, El Salvador and Bolivia; Assistant to the Special Advisor for Central and Eastern European Affairs of the Office of the Secretary General of NATO for counter-narcotics; White House Senior Drug Control Analyst for Central America and the Caribbean, Office of the National Drug Control Policy (ONDCP); Police Advisor for the Cuban and Haitian Refugees Operations in Guantanamo Bay, Cuba; Joint Staff Interagency representative in the development of the Government of Panama National Security Strategy; Department of Defense Security Coordinator and Interagency Coordinator for President Ronald Reagan and President Gerald R. Ford's State Funerals and President George W. Bush and President Barack Obama's Presidential Inauguration; Brigade Commander, Military Police Brigade, 25th Infantry Division; and Provost Marshal/Chief of Police of the Multinational Coalition Forces and XVIII Airborne Corps in Iraq.

Upon Retirement from the U.S. Army, TCA Claudio served as the Executive Director for the Office of Information Technology, Oversight and Compliance at the Department of Veterans Affairs. In March 2009, he joined the Peace Corps as the Chief of Staff for Operations, Volunteer Recruitment, and Selection. Since February 2010 until his

appointment as TCA, he served as the JFHQ-NCR's Interagency Program Director and Advisor to the Commanding General. In this position, TCA Claudio was the direct representative for the Commanding General in matters related to the integration and synchronization of Homeland Defense and Defense Support to Civilian Authorities within the JFHQ-NCR. He coordinated directly with local, state and federal partners concerning National Security Special Events within the NCR Interagency (FBI, Secret Service, US Capitol Police, FEMA, HLS, Metro Police Department, Fire and Rescue, others) and led the critical relationships that JFHQ-NCR sustains with governmental and non-governmental agencies on a daily basis, which play a critical role in the ability to execute operational plans for the safety and security of the Nation's Capital.

TCA Claudio's significant military and civilian awards include the Distinguished Service Medal, Defense Superior Service Medal, Legion of Merit (2 OLC), Bronze Star Medal, Meritorious Service Medal (7 OLC), Joint Service Commendation Medal, Army Commendation Medal (3 OLC), Joint Service Achievement Medal (1 OLC), Army Achievement Medal (4 OLC), National Defense Service Medal (with Star), Armed Forces Expeditionary Medal (2 OLC), Iraq Campaign Medal, Global War on Terrorism Medal, Humanitarian Service Medal (1 OLC), Armed Forces Reserve Medal, Army Service Ribbon, Overseas Service Ribbon (7th), Inter-American Defense Board Ribbon, U.S. Army Combat Action Badge, U.S. Army Airborne Badge, U.S. Army Air Assault Badge, United States Air Force Senior Security Police Badge, Republic of Colombia - Military Order of Merit Award (Jose Maria de Cordova), Colombian Airborne Badge, Colombian Urban Counterterrorist Badge, German Spotabzeichen, German Airborne Badge, Joint Chiefs of Staff Identification Badge, Inter-American Defense Board Identification Badge, Order of the Marchaussee (Military Police in Bronze), Order of Saint Barbara (Field Artillery), Order of Saint Maurice (Legionnaire, Infantry), United States Capitol Police Distinguished Service Medal and the Civilian Joint Service Achievement Medal.

TCA Claudio is a graduate of the FBI's Citizen's Academy, the Marine Corps Command and Staff College, and the Joint Staff Senior Level Counterterrorism School. During his tenure at White House's ONDCP, he assisted in the development and implementation of U.S. Government counter-drug policies, strategies, and programs governing counter-narcotics activities of all defense and federal agencies; assessed the effectiveness of counter-drug programs in Central America and the Caribbean and made recommendations to the Director of the ONDCP, a senior US cabinet official.

TCA Claudio is a Ph.D. candidate in Management, with a concentration in Homeland Security, at the Colorado Technical University. He has previously earned a Master of Science in Education from Jacksonville State University. He is also a graduate of the Inter-American Defense College, where he completed a thesis titled, "The *United Sates National Drug Control Strategy and its Impact on Latin America*", based on his experiences working with White House US Drug Czar, General Barry McCaffrey. Other significant publications include: "Peru, Sendero Luminoso and the Narco Trafficking Alliance," "Bolivian Armed Forces and the War on Drugs," "Training Foreign Police Forces: Assisting El Salvador in its Transitions to Peace."

TCA Claudio possesses a top secret/SCI clearance adjudicated by the Department of Defense. He is fluent in Spanish.

Deputy Technical Compliance Advisor

Marcos Soler is the Deputy Technical Compliance Advisor. He was nominated by the TCA, approved by the Parties, and appointed by Judge Gustavo Gelpi in January 2017. Since July 2014, Marcos has been a member of the TCA Core Team.

Marcos the Chief of Staff at the Mayor's Office of Criminal Justice (MOCJ) in New York City. MOCJ advises the Mayor of the City of New York on criminal justice policy, developing and implementing strategies to reduce crime and incarceration and to promote fairness and legitimacy. As the Mayor's chief advisor on public safety strategy, MOCJ shapes and funds strategies at every stage of the criminal justice system – from interactions with police officers and first responders on the street, to how cases are processed through the criminal justice system, to connecting individuals leaving City jails with programs and services to help them build productive and healthy futures.

Marcos is an Adjunct Assistant Professor at John Jay College of Criminal Justice of the City University of New York (CUNY). Since 2005, Marcos has taught undergraduate and graduate courses in three different departments: Political Science, Public Management, and Criminal Justice. He teaches courses and senior seminars on judicial policies and processes, civil rights and liberties, constitutional powers, and constitutional politics. He also teaches a graduate course in public oversight of law enforcement, and co-teaches a graduate seminar in criminal justice which is part of the New York Police Department (NYPD) Graduate Leadership Program. From 2012 to

2013, Marcos was a Visiting Professor of Constitutionalism and Politics at the Technical University of Dresden (Germany).

Marcos holds a PhD in Politics from the New School for Social Research (New York). He is the recipient of the Hannah Arendt Award to the Best Dissertation in Politics. He also holds a MS in Management and Policy Analysis from The New School. Marcos began his undergraduate education in Europe studying philosophy and law and continued his education earning four graduate degrees: a LLM in Legal Theory, a MA in Constitutional Law and Politics, a MA in Law and Society, and a Ph.D. in Jurisprudence. He was a Member of the Department and a Research Fellow in Jurisprudence at the University of Valencia Law School (Spain). He was also a Research Fellow at the Spanish Center for Constitutional and Political Studies (Madrid, Spain).

TCA's Core Team (New Appointment in 2017)

Dr. Alejandro (Alex) del Carmen is the newest member of the TCA's Core Team. He was nominated by the TCA, approved by the Parties, and appointed by Judge Gustavo Gelpi in January 2017.

Dr. del Carmen is currently Professor and Executive Director of the School of Criminology, Criminal Justice and Strategic Studies at Tarleton State University (Texas). The School was formed in 2014 and houses the Departments of Criminal Justice and Military Science along with several institutes, including the Institute for Homeland Security, Cybercrime and International Criminal Justice Studies, and the Institute for Predictive and Analytical Policing Science. Dr. del Carmen was a member of the federal monitoring team in New Orleans.

Dr. del Carmen received a Ph.D. in Criminology from the College of Criminology at the Florida State University. He is considered an authority on the topics of terrorism and race and crime, with particular emphasis on racial profiling in law enforcement. Dr. del Carmen has written over 40 academic manuscripts in internationally recognized journals and has authored numerous books. Among these is the nationally recognized book titled "Racial Profiling in America," which he published with Prentice Hall. Dr. del Carmen has presented his research findings throughout the world (Scotland, Belgium, Slovenia, Spain, United Arab Emirates, and Italy). He often appears in interviews in newspapers and television stations throughout the United States and Canada.

Appendix 4

Paragraph 250(b): Compliance Tables

SIX-MONTH REPORT OF THE TECHNICAL COMPLIANCE ADVISOR DECEMBER 10, 2016 – JUNE 9, 2017

Office of the Technical Compliance Advisor to the Agreement for the Sustainable Reform of the Puerto Rico Police Department

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Notes to the reader:

In this Report, compliance with a policy deadline is determined by the date the PRPD submitted the policy for review, not the date the policy was approved.

Unless otherwise noted, the training statistics are based on PRPD self-reported data on the percentage of members of the PRPD trained and certified out of the 13,373 total members of the PRPD

Compliance Tables for Professionalization

Action Plan

Section III. Professionalization

Requirements: 12 to 21

I. Policy and Procedure Development Objectives:

Activity III.I.1.1

III.I.1.1	Collaborate in the review of the Puerto Rico Police Department Personnel Regulation (No. 4216) to tailor it to the requirements of the Agreement for the Sustainable Reform of the Puerto Rico Police Department in relation to the following matters: promotions, transfers, and responsibilities and duties by rank. **This policy is part of the Policies and Procedures Compliance Area Action Plan.**
Due Date	November 2017
TCA Assessment	**See Policies and Procedures Compliance Area Action Plan.**
Recommendations	
TCA Rating	See Policies and Procedures Compliance Area Action Plan.

Activity III.I.1.2

III.I.1.2	Review General Order, Chapter 600, Section 617, entitled "Code of Ethics of the Members of the Puerto Rico Police Department"
Due Date	April 2015
TCA Assessment	The PRPD met the formal requirement to draft the policy.
Recommendations	The TCA will continue annual reviews in accordance with Agreement requirements
TCA Rating	Timeframe was met. (Note to the reader: In this Report, compliance with a policy deadline is determined by the date the PRPD submitted the policy for review, not the date the policy was approved.) The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity III.I.1.3

III.I.1.3	Review General Order No. 2010-12, entitled "Rules and Procedures for Transfer Transactions of Sworn Personnel" to tailor it to the requirements of the Agreement for the Sustainable Reform
Due Date	May 2016
TCA Assessment	The PRPD met the formal requirement to draft the policy. However, the TCA is concerned about the transfer transactions in practice. See Section III of the current Report: TCA audit.
Recommendations	The TCA will continue annual reviews in accordance with Agreement requirements. These reviews will include the findings of the TCA assessment of 2017.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity III.I.1.4

III.I.1.4	Review the Interagency Collaborative Agreement between the PRPD and the PR Office of Government Ethics signed on March 16, 2015, for the purpose of joining efforts through SAEA and promoting an exchange of training opportunities
Due Date	July 2016
TCA Assessment	The PRPD met the formal requirement to draft the policy.
Recommendations	The TCA will continue annual reviews in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity III.I.1.5

III.I.1.5	Repeal Regulation No. 6644, entitled "Regulation for Promotions Based on Merit and/or Heroism up to Rank of Captain," and the "Regulation for the Administration of Promotion Exams" to develop a new regulation establishing that written exams will be administered up to the rank of Captain
Due Date	December 2016
TCA Assessment	The PRPD met the formal requirement to draft the policy. However, the TCA is concerned about the way in which the PRPD has handled 2015 and 2016 promotions. See Section III of the current Report. TCA is concerned about impact of Act 20 and derogation of Act 53.
Recommendations	Continue annual review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity III.I.1.6

III.I.1.6	Develop General Order establishing the descriptions, functions, duties, responsibilities, and minimum requirements of each position included in the PRPD Rank System.
Due Date	September 2016
TCA Assessment	The PRPD met the formal requirement to draft the policy. However, the TCA is concerned about the way in which the PRPD has handled 2015 and 2016 promotions. See Section III of the current Report. TCA is concerned about impact of Act 20 and derogation of Act 53.
Recommendations	Continue annual review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

II. Training Development Objectives:

Activity III.II.1.1

III.II.1.1	Through the Auxiliary Superintendency for Education and Training (SAEA, Spanish acronym), the PRPD will create a multitopic Training Program to **develop employees' ethical and professional judgment and values** with the collaboration of the Office of Government Ethics (OGE), as stipulated in the Collaborative Agreement between the two agencies. These training courses will be part of continuing education and will be certified as contact hours by the OGE. The Program will include, but not be limited to the following topics: (Table 6) 1.1.1 General Order 617: MPRPD Code of Ethics 1.1.2 police ethics and integrity 1.1.3 ethical leadership 1.1.4 ethical attitudes in the workplace 1.1.5 ethical principles in management and supervision (this training course is contemplated in the Supervision and Management Compliance Area Action Plan) 1.1.6 managing emotions for ethical coexistence 1.1.7 community policing principles (this training course is contemplated in the Community Interaction and Public Information Compliance Area Action Plan) 1.1.8 techniques to guide and manage MPRPDs in an effective manner and promote effective and ethical police practices (effective supervision) (this training is contemplated in the Supervision and Management Compliance Area Acton Plan), and 1.1.9 Federal and commonwealth non-discrimination laws and PRPD policy (this training is contemplated in the **Equal Protection and Non-Discrimination Compliance Area Action Plan**).
Due Date	May 2016

TCA Assessment	During the period covered by this report, the TCA reviewed training materials. The TCA approved the training designs (syllabus) of the topics that will be object of the Multitopic Training Program. These trainings were scheduled to begin in February/2017 to June/2017. However, the PRPD continues in the development phase of the materials needed for these training. The TCA highlights that the PRPD has been offering the training of the General Order 617: MPRPD Code of Ethics (1.1.1). This policy was developed in compliance with the Agreement. The PRPD statistics show 87% compliance in Code of Ethics training. (Note to the reader: In this Report, unless otherwise noted, the training statistics are based on PRPD self-reported data on the percentage of members of the PRPD trained and certified out of the 13,373 total members of the PRPD)
Recommendations	Continue review of training materials in accordance with Agreement requirements.
TCA Rating	Timeframe was met for 1.1.1 (GO 617 training materials). Timeframe was not met for 1.1.2 through 1.1.9 The Commonwealth of Puerto Rico is in full compliance with 1.1.1. The Commonwealth of Puerto Rico is in partial compliance with 1.1.2 through 1.1.9

Activity III.II.2.1

III.II.2.1	PRPD, through the Auxiliary Superintendency for Education and Training (SAEA, Spanish acronym), will create a **Training Program for all members of the Promotion Exams Board** to guarantee that promotions in the PRPD are in accordance with equal employment opportunity principles and non-discrimination laws and comply with the three (3) areas of educational activities—cognitive, affective, and psychomotor—necessary to perform successfully the management and supervisory tasks related to the requirements of the rank that the candidates aspires to obtain. The Program will include, but not be limited to, the following topics: (Table 7) 2.1.1 Agreement for the Sustainable Reform of the Puerto Rico Police Department 2.1.2 designing exams to measure cognitive activities 2.1.3 drafting questions that will measure knowledge, comprehension, application, and analysis, and 2.1.4 designing and preparing question banks for each topic that will be examined.
Due Date	Activity was carried out in June 2016. The next dates will be set once the Superintendent constitutes the Exams Board.
TCA Assessment	The PRPD met the formal requirement of developing the training program.

Recommendations	Continue review of training materials in accordance with Agreement requirements. The TCA would like to train members of the Board on the requirements of the Agreement (2.1.1)
TCA Rating	Timeframe was met. The Commonwealth of Puerto Rico is in full compliance.

Activity III.II.3.1

III.II.3.1	With the purpose of professionalizing the personnel who perform supervisory and management tasks, training courses will be developed to provide them with the resources needed to carry out effective and direct supervision in accordance with the Constitution and laws of the U.S. and the Commonwealth of Puerto Rico, and generally accepted police practices. These training courses are contemplated in the **Supervision and Management Compliance Area Action Plan**.
Due Date	n/a
TCA Assessment	**This policy is part of the Supervision and Management Compliance Area Action Plan.**
Recommendations	
TCA Rating	This policy is part of the Supervision and Management Compliance Area Action Plan.

III. Training Implementation Objectives:

Activity III.III.1.1

III.III.1.1	With the purpose of promoting the development of ethical judgment and their professional development, the PRPD will implement training courses for all of its employees. In relation to MPRPDs, the training courses will be focused on police ethics and integrity pursuant to generally accepted police practices and applicable laws.
Due Date	Within the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train fifty percent (50%) of PRPD personnel through its certified instructors, with the collaboration of personnel from Ethical Judgment Development Center (CDPE, Spanish acronym) at the Office of Government Ethics to **develop ethical and professional standards and values**. The remaining fifty percent (50%) of the PRPD personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the announcement issued by the SAEA and the training plan provided by each police area and auxiliary superintendency once approved by SAEA. (Table 8)

	Training courses will be implemented as indicated in Appendix C – Training Implementation Process.
TCA Assessment	Except for the training on General Order 617: MPRPD Code of Ethics (1.1.1), trainings were scheduled to begin between February/2017 to June/2017. However, the PRPD continues in the development phase of the materials needed for these training. GO 617 training is underway. The PRPD statistics show 87% compliance in Code of Ethics training.
Recommendations	n/a
TCA Rating	Timeframe was met for 1.1.1 (GO 617 training materials). Timeframe for 1.1.2 through 1.1.9 was not met. Having met the 50% requirement on or before October 2016, the Commonwealth of Puerto Rico is in full compliance with G.O 617 training. With 87% current compliance, it is well underway to achieve full compliance by October 2017. The Commonwealth of Puerto Rico is in non-compliance with 1.1.2 through 1.1.9 during this reporting period.

Activity III.III.1.2

III.III.1.2	1.2 The PRPD will begin by training **MPRPDs who are first responders and provide direct service to communities:** 1.2.1 personnel assigned to Zones of Excellence (SAOC) 1.2.2 Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons (SAIC) 1.2.3 districts, precincts, and posts (SAOC).
Due Date	Training courses will be implemented as indicated in Appendix C – Training Implementation Process.
TCA Assessment	Except for the training on General Order 617: MPRPD Code of Ethics (1.1.1), trainings were scheduled to begin between February/2017 to June/2017. However, the PRPD continues in the development phase of the materials needed for these training. GO 617 training is underway. The PRPD statistics show 87% compliance in Code of Ethics training.
Recommendations	n/a
TCA Rating	Timeframe was met for 1.1.1 (GO 617 training materials). Timeframe for 1.1.2 through 1.1.9 cannot be assessed. For SAOC and SAIC,having met the 50% requirement on or before October 2016, the Commonwealth of Puerto Rico is in full compliance with G.O 617 training. With 95% and 84% current compliance, respectively, both SAOC and SAIC units are well underway to achieve full compliance by October 2017.

	Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance with 1.1.2 through 1.1.9 cannot be assessed during this reporting period.

Activity III.III.1.3

III.III.1.3	The PRPD **will continue training by giving priority to the MPRPDs who belong to the following Divisions and Units**: 1.3.1 Division of Tactical Operations (DTO) (SAOC) 1.3.2 Division of Special Weapons and Tactics (SWAT) (SAOC) 1.3.3 Bureau of Highway Patrols (SAOC) 1.3.4 Bureau of Vehicle Theft Investigations (SAIC) 1.3.5 Arrests and Extraditions Division (SAIC) 1.3.6 Force Investigation Unit (FIU) (SARP) 1.3.7 Members of Joint Task Forces (SAIC) 1.3.8 K-9 Division (SAIC) 1.3.9 remaining personnel of the Auxiliary Superintendency for Field Operations 1.3.10 remaining personnel of the Auxiliary Superintendency for Criminal Investigations 1.3.11 Auxiliary Superintendency for Professional Responsibility 1.3.12 Auxiliary Superintendency for the La Fortaleza Police, and 1.3.13 Auxiliary Superintendency for Managerial Services
Due Date	Training courses will be implemented as indicated in Appendix C – Training Implementation Process.
TCA Assessment	Except for the training on General Order 617: MPRPD Code of Ethics (1.1.1), trainings were scheduled to begin between February/2017 to June/2017. However, the PRPD continues in the development phase of the materials needed for these training.

	GO 617 training is underway. The PRPD statistics show 87% compliance in Code of Ethics training.
Recommendations	n/a
TCA Rating	Timeframe was met for 1.1.1 (GO 617 training materials). Timeframe for 1.1.2 through 1.1.9 cannot be assessed. Having met the 50% requirement on or before October 2016, the Commonwealth of Puerto Rico is in full compliance with G.O 617 training. With 87% current compliance, it is well underway to achieve full compliance by October 2017. Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance with 1.1.2 through 1.1.9 cannot be assessed during this reporting period.

Activity III.III.2.1

III.III.2.1	Through the Auxiliary Superintendency for Education and Training (SAEA), the PRPD will create a **Training Program for all members of the Promotion Exams Board** to guarantee that promotions in the PRPD are in accordance with equal employment opportunity principles and non-discrimination laws. (Table 9)
Due Date	The first Exams Board established after the Agreement was trained in March 2015. The next dates will be 60-90 days after the Superintendent constitutes a new Promotion Exams Board.
TCA Assessment	The training was adequate to the Task.
Recommendations	n/a
TCA Rating	Timeframe was met. The Commonwealth of Puerto Rico is in full compliance.

IV. Implentation Objectives:

Activity III.IV.1.1

III.IV.1.1	The PRPD will establish a working group constituted by a representative from the auxiliary superintendency and from each auxiliary superintendent. The leader of the working group will be the Auxiliary Superintendent for Managerial Services, who will be responsible for developing a work plan that will define the responsibilities of each member of the working group and allow for conducting a personnel and resources allocation study that will result in an effective assignment of the personnel. The purpose of the study is to consider the appropriate number of personnel in the rank and classified systems to fulfill the operational and administrative work necessary to fight crime. The results of the study will help to appropriately distribute all PRPD personnel and to group tasks, which will redound in: reducing costs, hiring and promotion processes, redirecting work and appropriately deploying personnel in work units based on service demands, availability, and the feasibility of the community policing philosophy. (Table 10)
Due Date	December 2016
TCA Assessment	The PRPD noted in the Plan that they had sufficient internal human resources and no obstacles were anticipated. However, there was no commitment from PRPD leadership to get this activity done in a timely fashion. The Working Group was constituted last semester, prior to the compliance date established by the Action Plan.

	The Work Plan of the Working Group team was sent for review December 2017; and, reviewed and discussed by the TCA in January 2017. The Working Group drafted the Request for Proposal (RFP) necessary for the hiring of the consultant that will carry out the study required in paragraph 13 of the Agreement. The contract for the consultant that will carry out the study was executed in April. The selected consultant began to work on the study in May 2017. In the last revision of the Professionalization Action Plan, the compliance date for the delivery of the study was changed to December 2017. The TCA understands that the delays in the fulfillment of Paragraph 13 had a negative impact in the decision making in the PRPD. The completion of the study is essential for the PRPD to improve its level of compliance with all areas covered by the Agreement.
Recommendations	See Section III of the Report
TCA Rating	Timeframe was met. The Commonwealth of Puerto Rico is in full compliance.

Activity III.IV.1.2

III.IV.1.2	Conduct a study of PRPD human resources, taking into consideration their status and the operational and administrative work performed by employees in order to identify existing needs and subsequently in decision-making. (Table 11)
Due Date	December 2017
TCA Assessment	The PRPD noted that the study will require a separate budget from Reform funds once hiring need is reported. This requires obtaining approval of an expedited process among agencies involved in the hiring and contract process. TCA is concerned that the current budget is not available. See Section III of the Report for more in-depth analysis.
Recommendations	See Section III of the Report
TCA Rating	Original timeframe was not met. There is a new deadline. This deadline is not due yet. Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance with IV.1.2 through IV.1.3 cannot be assessed during this reporting period. However, the Commonwealth was in non-compliance with the original timeframe.

Activity III.IV.1.3

III.IV.1.3	The superintendent will make decisions regarding the reassignment of human resources, the opening of new announcements for promotions, and/or recruitment of personnel that are consistent with the community policing principles of equality and non-discrimination and in accordance with generally accepted police practices based on service needs so that the PRPD can fulfill its mission. This plan will be based on the study that will be conducted. (Table 12)
Due Date	December 2017
TCA Assessment	The TCA submits that that the fiscal situation of the government of Puerto Rico could significantly affect some of the personnel transactions that may be needed. All additional obstacles will be identified as part of the evaluation that will be conducted.
Recommendations	See Section III of the Report
TCA Rating	Original timeframe was not met. There is a new deadline. This deadline is not due yet. Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance with IV.1.2 through IV.1.3 cannot be assessed during this reporting period. However, the Commonwealth was in non-compliance for the original timeframe.

Activity III.IV.2.1

III.IV.2.1	The superintendent will appoint the members of the Promotion Exams Board to carry out the procedures related to promotion exams established by regulation. The PRPD will develop the promotion exams in consultation with the TCA based on generally accepted police practices and the applicable federal and state law. Select and appoint the members of the Promotion Exams Board. (Table 13)
Due Date	6-12 months prior to the date of the Promotion Exams Announcement once determined by the superintendent, after considering the needs and allocation of fiscal resources for said purpose. The Promotion Exams Board is constituted by the superintendent while there are promotion exams scheduled; once the exams are administered, the Board will be dissolved.
TCA Assessment	For additional information on promotions, see Section III of the Report
Recommendations	For the recommendations of the TCA regarding promotions, see Section III of the Report
TCA Rating	Timeframe was met. The Commonwealth of Puerto Rico is in full compliance.

Activity III.IV.2.2

III.IV.2.2	The SAEA will offer consultation for the development and administration of promotion exams to ensure that they are tailored to generally accepted learning performance measurement standards. It will also evaluate performance-related qualifications in accordance with the needs of the rank, as established in the Agreement for the Sustainable Reform of the PRPD and in applicable policies and procedures. (Table 14)
Due Date	The first Exams Board constituted after the Agreement was trained in **March 2015**. The next dates will be 60-90 days after the superintendent constitutes a new Promotion Exams Board.
TCA Assessment	For additional information on promotions, see Section III of the Report
Recommendations	For the recommendations of the TCA regarding promotions, see Section III of the Report
TCA Rating	Timeframe was met. The Commonwealth of Puerto Rico is in full compliance.

Activity III.IV.2.3

III.IV.2.3	The Promotion Exams Board will develop the tests for the candidates to promotion and it will also organize and carry out all activities related to the administration and scoring of said tests. (Table 15)
Due Date	Session I: Sergeant: August 29, 2015 Session II: Captain and Lieutenant I: October 24, 2015 Session III: Lieutenant II: December 5, 2015 The date of the Promotion Exams Announcement will depend on the needs identified and the fiscal resources allocated for said purpose. Exams will be completed on the date determined by the Promotion Exams Board.
TCA Assessment	For additional information on promotions, see Section III of the Report
Recommendations	For the recommendations of the TCA regarding promotions, see Section III of the Report
TCA Rating	Timeframe was met. The Commonwealth of Puerto Rico is in full compliance.

V. Self-Assessment Objectives:

Activity III.V.1.1

III.IV.1.1	1.1 The PRPD, through the Office of Reform, will use various data collection strategies and will conduct periodic, specific, and random monitoring of the different activities, operations, services, investigations, and training courses it provides, starting with Zones of Excellence and gradually continuing through all thirteen (13) police areas and offices of auxiliary superintendents, such as: 1.1.1 Use the training plan and the training announcement issued by the SAEA for each of the courses to identify their start date, the time police areas and the corresponding auxiliary superintendencies have to complete the training, and the work units that will be given training priority. The training plans for each of the thirteen (13) police areas and Auxiliary Superintendencies, as approved by the SAEA, will also be considered to check the specific dates during which each training course identified in this Action Plan will be provided. The Office of Reform will verify that MPRPDs are participating in scheduled training courses by using the above-mentioned sources and the attendance records for each course. 1.1.2 Making random visits to each of the thirteen (13) police areas and auxiliary superintendencies using the training plan approved by the SAEA for each of the training courses

	developed for this Compliance Area in order to guarantee that PRPD personnel are being trained in accordance with the syllabi, instructor handbooks, presentation, and approved assessment methodology. 1.2 The PRPD, through the Office of Reform, will use various data collection strategies and conduct periodic, specific, and random monitoring of the different activities, operations, services, investigations, training courses it provides, such as: 1.2.1 On an annual basis, compiling a random sample of data from the Human Resources System and comparing it to the data obtained from the reports of the auxiliary superintendencies to ensure that the System is maintained up-to-date with transfers and new assignment of duties. 1.2.2 Monitoring the distribution of personnel as they were reassigned by visiting the various work units. 1.2.3 Compiling information about personnel who are about to retire or resign to determine vacancy needs. 1.3 On a biannual basis, compiling a random sample of the work MPRPDs are carrying out to make sure they are performing the duties corresponding to their ranks. (Table 16)
Due Date	Ongoing, Not applicable
TCA Assessment	The PRPD Report adequately documents PRPD's self-assessment process. PRPD must review more closely the reliability of data to be used in the paragraph 13 study. It should also more closely monitor data from the evaluation of 2015 and 2016 promotions.

Recommendations	See Section I of the Report.
TCA Rating	Timeframe is not applicable The Commonwealth of Puerto Rico is in partial compliance.

VI. Budget:

TCA Assessment: no applicable

VII. Revision of the Action Plan:

TCA Assessment: no applicable

Compliance Tables for Use of Force

Action Plan

Section IV. Use of Force: Internal Controls and Accountability

Compliance Area Summary:

TCA Assessment: no applicable

I. Policy and Procedure Development Objectives:

Activity IV.I.1.1

IV.I.1.1	Review General Order, Chapter 600, Section 603, entitled "Use and Handling of Impact Weapons." (Table 1)
Due Date	February 2015

TCA Assessment	General order Chapter 600, Section 603 Use and Management of Impact Weapons was approved by the Superintendent on January 31, 2015. To Date, 91% of members of the department have been trained based on PRPD's self-reported data.
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.2

1.2	Review General Order, Chapter 600, Section 604, entitled "Use and Handling of Chemical Agents." (Table 2)
Due Date	January 2015
TCA Assessment	General Order Chapter 600, Section 604 Use and management of Chemical Agents was approved by the Superintendent on March 27, 2015. To date, 90 % of members of the department have been trained
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.3

IV.I.1.3	Develop General Order to establish the Force Review Boards. (This policy became General Order, Chapter 500, Section 502, entitled "Creation of Force Review Boards of the Puerto Rico Police Department"). (Table 3)
Due Date	July 2015
TCA Assessment	General Order Chapter 500, Section 502 creating review Boards to Evaluate Incidents of Use of Force by PRPD Members was approved by Superintendent on July 16, 2015. To date, all board members have been trained by the PRPD Academy, including non-voting legal advisors.
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.4

IV.I. 1.4	Review General Order 2004-3 entitled "Rules and Procedures for the Use, Carrying, Maintenance, Changing, Seizure, Reassignment, and Disposal of Police Service Weapons" to turn it into the General Order entitled "Use and Handling of Service Weapons." (This policy was partially repealed by General Order, Chapter 600, Section 618, entitled "Use and Handling of Service Weapons." The section on rearming remains in effect.) (Table 4)
Due Date	July 2015
TCA Assessment	General Order Chapter 600 Section 617 Use and management of Regulation Firearm was signed by Superintendent on June 1, 2015
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.5

IV.I.1.5	Review General Order, Chapter 600, Section 602, entitled "Use and Handling of Electronic Control Weapon." (Table 5)
Due Date	December 2014
TCA Assessment	General Order Chapter 600, Section 602, Use and Management of Electronic Control Device was approved by the Superintendent on April 10, 2015. Training and retraining commenced on November 30, 2015. To date, 87% of members of the department have been trained.
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.6

IV.I.1.6	Review General Order, Chapter 600, Section 601, entitled "Rules for the Use of Force by MPRPDs" to incorporate the recommendations of the TCA and USDOJ. (Table 6)
Due Date	April 2015
TCA Assessment	PRPD prepared General Order Chapter 600, Section 601, Use of Force. The policy was approved and signed by the Superintendent. To date 83% of members of the department have been trained on the policy
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.7

IV.I.1.7	Review General Order, Chapter 600, Section 605, "Report and Investigation of Use-of-Force Incidents by Members of the Puerto Rico Police Department" to incorporate the recommendations of the TCA and USDOJ. The PRPD established in this Policy the disclosure of information to the members of the families of the civilians involved in an incident where there was use of force. (Table 7)
Due Date	April 2015
TCA Assessment	General Order Chapter 600, Section 605, Reporting and Investigating Use of Force Incidents by PRPD Members was approved by the Superintendent on June 1, 2015. To date 90% of members of the department have been trained on the policy
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.8

IV.I.1.8	Develop General Order to Create Force Investigation Unit (FIU). (This policy became General Order, Chapter 100, Section 113, entitled "Force Investigation Unit (FIU).") (Table 8)
Due Date	June 2015
TCA Assessment	PRPD drafted General Order Chapter 100, Section 113, creation of Force Investigating Unit (FIU). The members of FIU have been selected. To Date: 100% of FIU personnel have been trained on use of force policies (GO Chapter 600, Sections 601 & 605), all have been trained in force related policies.
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.9

IV.I.1.9	Review General Order 73-4 entitled "Rules and Procedures for the Tactical Operations Unit." The Order will include the requirements for eligibility and permanence in specialized units, as well as the recruitment and selection processes that must be followed. It will also include the requirement of documenting activities related to mobilizations and/or activations, as well as the reporting requirement after they are carried out. (This General Order was repealed by General Order, Chapter 100, Section 112, entitled "Reorganization of Tactical Operations Units.") (Table 9)
Due Date	July 2015
TCA Assessment	General Order Chapter 100, Section 112, Reorganization of the Tactical Operations Division (DOT) was approved by the Superintendent on January/2016.
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.10

IV.I.1.1.10	Develop the General Order for the Mobilization of the Division of Special Weapons and Tactics (SWAT). The Order will include the requirements for eligibility and permanence in the Division, as well as the recruitment and selection processes that must be followed. It will also include the requirement of documenting activities related to mobilizations and/or activations, as well as the reporting requirement after they are carried out. (This policy became General Order, Chapter 100, Section 117, entitled "Reorganization of the Division of Special Weapons and Tactics (SWAT).") (Table 10)
Due Date	August 2015
TCA Assessment	General Order 100, Section 11, Reorganization of the Division of Special Weapons and Tactics (SWAT) was approved by the Superintendent on January/2016.
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.11

IV.I.1.11	Develop General Order for the Use of Less-Lethal Munitions and Any Other Technology. (This policy became General Order, Chapter 600, Section 620, entitled "Rules and Procedures for the Use of Specialized Weapons by Members of the Specialized Tactical Units (STUs).") (Table 11)
Due Date	October 2015
TCA Assessment	PRPD drafted General Order Chapter 600, Section 620, Procedure for the Use of Intermediate and Specialized Weapons (less than lethal). The policy went in to effect in February of 2016.
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.12

IV.I.1.12	Develop General Order for Crowd Control and Incident Management. (This policy became General Order, Chapter 600, Section 625, entitled "Crowd Control and Management.") (Table 12)
Due Date	October 2015
TCA Assessment	The policy was signed by the Superintendent April/2016
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.13

IV.I.1.13	Review General Order, Chapter 600, Section 607, entitled "Rules to Initiate and Manage Foot Pursuits by Members of the PRPD." (This General Order became General Order, Chapter 600, Section 623, entitled "Rules for the Management of Police Pursuits.")
Due Date	November 2015
TCA Assessment	Incorporated into the Vehicle Pursuit policy.
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements. See 1.14 (Signed by the Superintendent March/2016)
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.14

IV.I.1.14	Review General Order, Chapter 600, Section 609, entitled "Driving Vehicles in Emergency Situations and Police Pursuits." (This General Order became General Order, Chapter 600, Section 623, entitled "Rules for the Management of Police Pursuits.") (Table 14)
Due Date	November 2015
TCA Assessment	Signed by the Superintendent March/2016. Expanded to include foot pursuits.
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.15

IV.I.1.15	Protocol to Regulate K-9 [Officers] in Patrolling Duties. This policy became General Order, Chapter 100, Section 116, entitled "Reorganization of the K-9 Division." (This GO repealed GO 2010-5, entitled "Reorganization of the K-9 Division and Creation of the K-9 Training Center."). (Table 15)
Due Date	September 2015
TCA Assessment	Signed by the Superintendent January 2016
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

II. Data Collection and Reporting Objectives:

Activity IV.II.1.1

IV.I.1.1	Develop an information sub-system for the compilation and monthly review of use-of-force incidents using the Criminal Incidence [Data] Collection Information System as a reference. The printed forms used for said purposes, such as Form PPR-854, Use of Force, and Form PPR-877, Supplementary Report, will also be considered. The instrument will document, among other things, a detailed description of the incident and the acts that led to the use of force, any injury to an arrestee or allegation of excessive use of force, and the measures taken to treat the injured. Likewise, any MPRPD who is involved in a use-of-force incident will be under the obligation to notify his or her supervisor immediately unless exigent circumstances exist. This sub-system will be contemplated in the Criminal Incidence Data Collection System included in the **Equal Protection and Non-Discrimination Action Plan**. Said sub-system will be initially implemented in Zones of Excellence and gradually in all work units, as established in the **Information Systems and Technology Compliance Area Action Plan.** (Table 16)
Due Date	12 months (once NIBRS and any other policies affecting System are ready) (Approximate date: January 2017)

TCA Assessment	**This activity is part of the Information Technology Compliance Area Action Plan.** The TCA has provided technical support to the PRPD in the development of informational sub-systems, data collection methods, and practical implementation of forms. The TCA has monitored the implementation of the NIBRS policy and the subsequent development of the sub-system. Sub-system developed in 2016 and is currently operational. Compliance with activity will depend on the Commonwealth's ability to implement contracts executed to develop the crime data collection system mentioned in the Equal Protection and Non-Discrimination Action Plan, since several modules or instruments, such as the one mentioned here, will have to be developed together with system. The TCA continue to have concerns about the ability of the Commonwealth to execute these contracts. They should have been executed on or before January 2017.
Recommendations	
TCA Rating	This activity is part of the Information Technology Compliance Area Action Plan. See rating there.

Activity IV.II.1.2

IV.II.1.2	Develop an information sub-system for the collection and monthly review of information on the activation and mobilization of specialized tactical units (STUs) that will include operational plans and subsequent reports. This sub-system will be contemplated in the Criminal Incidence Data Collection System included in the **Equal Protection and Non-Discrimination Action Plan**. Said information sub-system will be initially implemented in the Police Areas in which the Zones of Excellence are found and gradually in all other Police Areas, as established in the **Information Systems and Technology Compliance Area Action Plan.** (Table 17)
Due Date	12 months (once NIBRS and any other policies affecting System are ready) (Approximate date: January 2017)
TCA Assessment	**This activity is part of the Information Technology Compliance Area Action Plan.**
Recommendations	With the NIBRS policy in effect, the PRPD should focus on their ability to implement the data collection system contracts.
TCA Rating	This activity is part of the Information Technology Compliance Area Action Plan. See rating there.

III. Review and Investigation Objectives:

Activity IV.III.1.1

IV.III.1.1	PRPD supervisors must complete the reviews and investigations on use of force within no more than five (5) business days pursuant to the provisions of General Order, Chapter 600, Section 605, entitled "Report and Investigation of Use-of-Force Incidents by Members of the Puerto Rico Police Department," in order to determine whether the conduct of the MPRPDs was justified or in keeping with the corresponding policies and procedures. (Table 18)
Due Date	12 months (once NIBRS and any other policies affecting the System are ready) (Approximate date: January 2017)
TCA Assessment	The TCA Core Team continues to conduct site visits to ensure progress is being made towards implementation in the field. The TCA is also checking that all Use of Force Reports are maintained on file at SARP/FIU. The PRPD Reform Units reports they conduct similar activities
Recommendations	The TCA will continue review in accordance with Agreement requirements

TCA Rating	Timeframe was not met Compliance rating could not be determined for this activity based on the fact that there is not enough data.

Activity IV.III.1.2

IV.III.1.2	The PRPD will use the information sub-system for the collection and monthly review of use-of-force incidents so that use-of-force incidents, the reviews and investigations of said incidents, and the information on the activation and mobilization of the specialized tactical units (STUs) can be tracked in a reliable and precise manner. This sub-system is included in the **Equal Protection and Non-Discrimination Action Plan**; it will be initially implemented in Zones of Excellence and gradually in all work units, as established in the **Information Systems and Technology Compliance Area Action Plan**. The PRPD will perform a complete analysis of use-of-force incidents on a yearly basis to identify significant trends. This analysis will help correct the deficiencies that are identified, pursuant to generally accepted police practices, the public policy of the Agency, and federal and state law. (Table 19)
Due Date	June 2015
TCA Assessment	Given the IT component necessary to carry out this task, PRPD has not developed a formal method.
Recommendations	The TCA will continue review in accordance with Agreement requirements.

TCA Rating	Timeframe was not met Compliance rating could not be determined for this activity

Activity IV.III.1.3

IV.III.1.3	Perform a study to determine the number of supervisors needed to comply with the requirement. **This activity will be part of the Professionalization Action Plan.**
Due Date	December 2017
TCA Assessment	**This activity will be part of the Professionalization Action Plan.**
Recommendations	
TCA Rating	This activity will be part of the Professionalization Action Plan.

IV. Training Development Objectives:

Activity IV.IV.1.1

IV.IV.1.1	Review Training on the Use and Handling of Impact Weapons. (Table 20)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Development Process.
TCA Assessment	PRPD drafted the training module for impact weapons on June 30, 2015. The module has been reviewed by the TCA and approved. To date: 91% have been trained
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.2

IV.IV.1.2	Develop Training on the Use and Handling of Chemical Agents. (Table 21)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Development Process.
TCA Assessment	The TCA had reviewed and approved the module. General Order Chapter 600, Section 604, Use and Management of Chemical Agents was approved by the Superintendent on March 27, 2015. Field training of personnel began on November 22, 2015. To date: 90% have been trained
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.3

IV.IV.1.3	Develop Training Program for Members of the Force Review Board and the Superintendent's Force Review Board (SFRB). (Table 22)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Development Process.
TCA Assessment	The TCA has reviewed and approved the module. As of December, 2015, 100% of the board members were trained, as well as the non-voting legal advisors. Since that date, additional members have been added to the board to replace members on the boards, they have all received the required training.
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step.

Activity IV.IV.1.4

IV.IV.1.4	Review Training on the Use and Handling of Service Weapons. The **Training Action Plan** will include the mechanism to be used by the SAEA to record and update who has taken the firearm training courses. (Table 37)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Development Process.
TCA Assessment	Training is ongoing on the following schedule: Jan-March Night-Training, April-September Day-Training. Oct-Dec Rifle Training Firearms training is a yearly requirement. It is expected that by the end of year all officers will have completed required firearms training.
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this step

Activity IV.IV.1.5

IV.IV.1.5	Review Training on the Use and Handling of Electronic Control Weapon. (Table 24)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Development Process.
TCA Assessment	The module has been approved by the TCA. General Order Chapter 600, Section 602, Use and Management of Electronic Control Device was approved by the Superintendent on April 10, 2015. Training and retraining commenced on November 30, 2015. During site visits it was confirmed that all supervisors were equipped with Tasers along with some selected agents. PRPD at this time has a limited number of Tasers
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.6

IV.IV.1.6	Review Training on Use-of-Force Rules and Report and Investigation of Use-of-Force Incidents by Members of the Puerto Rico Police Department. (Table 25)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Development Process.
TCA Assessment	The module has been approved by the TCA. PRPD has prepared General Order Chapter 600, Section 601, Use of Force. The policy has been approved and signed by the Superintendent.
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.7

IV.IV.1.7	Develop Training for the Force Investigation Unit (FIU). (Table 26)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Development Process.
TCA Assessment	The TCA has completed his review of the module and it has been approved. The members of FIU have been selected. To Date: one hundred (100) percent of FIU personnel have trained on use of force policies (GO Chapter 600, Sections 601 & 605), all have been trained in force related policies. In June /2016 FIU personnel began and completed training at the PRPD Academy on criminal investigations.
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.8

IV.IV.1.8	Develop Multi-topic Training on the Mobilization of the Tactical Operations Unit. (Table 27)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Development Process.
TCA Assessment	The module has been approved by the TCA. The General Order policy has been finalized by PRPD with the approval of the TCA. The policy went in to effect in February of 2016.
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.9

IV.IV.1.9	Develop Multi-topic Training on the Mobilization of the Division of Special Weapons and Tactics ("SWAT"). (Table 28)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Development Process.
TCA Assessment	The Module has been developed by PRPD and approved by the TCA.
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.10

IV.IV.1.10	Develop Training on Special Weapons by Members of the Specialized Tactical Units (STUs). (Table 29)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Development Process.
TCA Assessment	The training has been developed by PRPD and approved by the TCA
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.11

IV.IV.1.11	Develop Training on Crowd Control and Management for MPRPDs and Specialized Tactical Units (STUs). (Table 30)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Development Process.
TCA Assessment	The PRPD has developed the training module and it has been approved by the TCA
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.12

IV.IV.1.12	Develop Training on Rules for the Management of Police Pursuits. (Table 31)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Development Process.
TCA Assessment	This has been incorporated into the Vehicle Pursuit Training Module
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.13

IV.IV.1.13	Develop Training on Driving Vehicles in Emergency Situations and Police Pursuits. (Table 32)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Development Process.
TCA Assessment	The PRPD has developed the training module and it has been approved by the TCA
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.14

IV.IV.1.14	Develop Training for Patrol Dog Handlers. (Table 33)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Development Process.
TCA Assessment	The PRPD has developed the training module and it has been approved by the TCA,
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.15

IV.IV.1.15	Develop Training on the Use and Management of the Automated System to Prepare Electronic Incident Reports. This activity will be carried out pursuant to the **Equal Protection and Non-Discrimination Action Plan.**
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Development Process.
TCA Assessment	Not completed as of this time
Recommendations	
TCA rating	This activity will be carried out pursuant to the Equal Protection and Non-Discrimination Action Plan. See Action Plans for rating.

V. Training Implementation Objectives

Activity IV.V.1.1

IV.V.1.1	To continue with professionalization, achieve a reduction in use-of-force incidents and equality in the provision of services, and restore the community's trust, the PRPD will implement training, new policies and procedures, equipment, technologies, and operational and administrative strategies.
Due Date	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of **MPRPDs**. The remaining fifty percent (50%) of the MPRPDs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval.
TCA Assessment	Assessment is not applicable here, but rather in each invidual step.
Recommendations	n/a
TCA Rating	n/a

IV.V.1.1a	Training on the Use and Handling of Impact Weapons.
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The TCA has been monitoring PRPD's training schedules and monthly statistical reports on training. To date: 91% have been trained
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe was met for phase I. Having met the 50% requirement on or before September 2016, the Commonwealth of Puerto Rico is in partial compliance. With 91% current compliance, it is well underway to achieve full compliance by October 2017.

IV.V.1.1b	Training on the Use and Handling of Chemical Agents.
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The TCA has been monitoring PRPD's training schedules and monthly statistical reports on training. To date, 90 % of the department have been trained
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe was met for phase I. Having met the 50% requirement on or before November 2016, the Commonwealth of Puerto Rico is in partial compliance. With 91% current compliance, it is well underway to achieve full compliance by November 2017.

IV.V.1.1c	Training for the Force Review Board and the Superintendent's Force Review Board (SFRB).
Due Date	One hundred percent (100%) of members of FRBs and SFRB will be trained within twelve (12) months following training design process and approval and incorporation of recommendations.
TCA Assessment	The TCA has been monitoring PRPD's training schedules and monthly statistical reports on training. The TCA has reviewed and approved the module. As of December, 2015, 100% of the board members were trained, as well as the non-voting legal advisors. Since that date, additional members have been added to the board to replace members on the boards, they have all received the required training.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe was me for phase I. The Commonwealth of Puerto Rico is in full compliance with this detailed step.

IV.V.1.1d	Training on Use and Handling of Service Weapons. The **Training Action Plan** will include the mechanism to be used by the SAEA to record and update who has taken the firearm training courses.
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The TCA has been monitoring PRPD's training schedules and monthly statistical reports on training. It is expected that by the end of year all officers will have completed required firearms training.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance with 1.1.2 through 1.1.9 cannot be assessed during this reporting period.

IV.V.1.1e	Training on the Use and Handling of Electronic Control Weapon.
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The TCA has been monitoring PRPD's training schedules and monthly statistical reports on training.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe was met for phase I. Having met the 50% requirement on or before December 2016, the Commonwealth of Puerto Rico is in partial compliance. With 87% current compliance, it is well underway to achieve full compliance by December 2017.

IV.V.1.1f	Training on Use-of-Force Rules and Investigation of Use-of-Force Incidents by Members of the Puerto Rico Police Department.
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The TCA has been monitoring PRPD's training schedules and monthly statistical reports on training.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.

IV.V.1.1g	Training for Force Investigation Unit (FIU).
Due Date	One hundred percent (100%) of FIU members will be trained within twelve (12) months following training design process and approval and incorporation of recommendations.
TCA Assessment	The TCA has been monitoring PRPD's training schedules and monthly statistical reports on training.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe was met. The Commonwealth of Puerto Rico is in full compliance with 100% of FIU members trained.

IV.V.1.1h	Multi-topic Training on Mobilization of Tactical Operations Unit.
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.

IV.V.1.1i	Multi-topic Training on Mobilization of Division of Special Weapons and Tactics (SWAT).
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The TCA has been monitoring PRPD's training schedules and monthly statistical reports on training.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.

IV.V.1.1j	Training on Special Weapons by Members of the Specialized Tactical Units (STUs).
Due Date	One hundred percent (100%) of STU members will be trained within twelve (12) months following training design process and approval and incorporation of recommendations.
TCA Assessment	The TCA has been monitoring PRPD's training schedules and monthly statistical reports on training.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.

IV.V.1.1k	Training on Crowd Control and Incident Management for MPRPDs and Specialized Tactical Units (STUs).
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations, starting with SWAT and TO as priority groups and, then, the remaining MPRPDs. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The TCA has been monitoring PRPD's training schedules and monthly statistical reports on training.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.

IV.V.1.1l	Training on Rules for the Management of Police Pursuits.
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	Vehicle/Foot Pursuit incorporated into one policy. The TCA has been monitoring PRPD's training schedules and monthly statistical reports on training.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.

IV.V.1.1m	Training for Patrol Dog Handlers.
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The TCA has been monitoring PRPD's training schedules and monthly statistical reports on training.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.

IV.V.1.1n	a. Training on the Use and Management of the Automated System to prepare Electronic Incident Reports. This activity will be carried out in accordance with the **Equal Protection and Non-Discrimination Action Plan**. 1.2 The PRPD will start training **MPRPDs** who belong to the following work units: 1.2.1 Members of Joint Forces (SAIC); 1.2.2 Personnel assigned to Zones of Excellence (SAOC) 1.2.3 Division of Tactical Operations – DTO (SAOC) 1.2.4 Division of Special Weapons and Tactics (SWAT) (SAOC) 1.2.5 Force Investigation Unit – FIU (SARP); 1.2.6 Bureau of Highway Patrols (SAOC); 1.2.7 Motorized Unit (SAOC); 1.2.8 Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons (SAIC); 1.2.9 Bureau of Vehicle Theft Investigations (SAIC); 1.2.10 Arrests and Extraditions Division (SAIC).

	1.3 The PRPD will then train **MPRPDs** who belong to Districts, Precincts, and Offices of Assistant Superintendents, taking the following into consideration: 1.3.1 number of incidents per location; 1.3.2 number of incidents of domestic violence; 1.3.3 number of interventions with intoxicated persons; 1.3.4 number of arrests made; 1.3.5 number of tickets from police interventions; 1.3.6 number of complaints filed with the SARP on the following grounds: assault; use of unjustified violence; physical and/or psychological coercion; and assault against MPR 1.3.7 distance from support units; and 1.1.8 frequency of occurrence of demonstrations (i.e. mass protests)
Due Date	See Action Plans for Equal protection
TCA Assessment	Currently the Incident Report (PPR-468) is one of the PRPD reports in the CAD System. PRPD on or about April 3, 2017 instituted a "Pilot Program" whereby Utaudo Precinct (ZOE) began completing the report digitally however, officers will still be required to prepare the report by hand.

Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet. Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.

VI. Behavioral or Mental Health Crisis Response Objective

Activity IV.VI.1.1

IV.VI.1.1	Develop General Order for the Crisis Intervention Team (CIT). Policy now included in the Policy titled: Hostage Negotiator Order # 600-28
Due Date	December 2015
TCA Assessment	The CIT Policy was incorporated into the Policy titled: Intervention Procedure with Persons in Crisis and Hostages Negotiations Policy, General Order Chapter 600 Section 628, signed by Superintendent April/2017. To date, training has not commenced
Recommendations	The TCA will continue to review in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

VII. MPRPD Crisis Intervention Training Development Objective

Activity IV.VII.1.1

IV.VII.1.1	Develop Training for Behavioral or Mental Health Crisis Response for MPRPDs belonging to the CIT.
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The CIT Policy was incorporated into the Policy titled: Intervention Procedure with Persons in Crisis and Hostages Negotiations Policy, General Order Chapter 600 Section 628, signed by Superintendent April 2017. To Date, no training curriculum has been approved and training has not commenced
Recommendations	The TCA will continue to review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance with this step of the Action Plan cannot be determined during this reporting period

Activity IV.VII.1.2

IV.VII.1.2	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will simultaneously train fifty percent (50%) of **MPRPDs belonging to the CIT** in relation to **Behavioral or Mental Health Crisis Response** through instructors it has certified.
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	Policy signed April 2017. Training has not commenced
Recommendations	The TCA will continue to review in accordance with Agreement requirements
Compliance	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance with this step of the Action Plan cannot be determined during this reporting period

Activity IV.VII.1.3

IV.VII.1.3	Develop Training on Behavioral or Mental Health Crisis Response for MPRPDs.
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	Policy creating the position signed by Superintendent April/2017. To date, training has not commenced
Recommendations	The TCA will continue to review in accordance with Agreement requirements
Compliance	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance with this step of the Action Plan cannot be determined during this reporting period

Activity IV.VII.1.4

IV.VII.1.4	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will simultaneously train fifty percent (50%) of **MPRPDs** in relation to **Behavioral or Mental Health Crisis Response**, as established by the Agreement for the Sustainable Reform of the PRPD. The remaining fifty percent (50%) of the MPRPDs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin in accordance with the date indicated in the Announcement issued by the SAIC and the Training Plan provided by each Police Area and Office of the Assistant Superintendent after SAEA approval.
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	Policy creating the position signed by Superintendent April/2017. To date, training has not commenced.
Recommendations	The TCA will continue to review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet

	Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance with this step of the Action Plan cannot be determined during this reporting period

VIII. Self-Assessment Objectives:

Activity IV.VIII.1.1

The PRPD, through the Office of Reform, will use various data collection strategies and conduct periodic, specific, and random monitoring of the different activities, operations, services, investigations, training courses, among others, it provides, starting with Zones of Excellence and gradually continuing through all thirteen (13) Police Areas and Offices of Assistant Superintendents, such as: (Table 52)

IV.VIII.1.1a	Using the Training Plan and Training Announcement issued by the SAEA for each of the courses to identify their start date, the time Police Areas and the corresponding Offices of Assistant Superintendents will have to complete it, and the work units that will be given training priority. The Training Plans for each of the thirteen (13) Police Areas and Offices of Assistant Superintendents, as approved by the SAEA, will also be considered to check the specific dates during which each training course identified in this Action Plan will be offered. The Office of Reform will verify that MPRPDs are participating in scheduled training courses by using the above-mentioned sources and the attendance records for each course.

Due Date	N/A
TCA Assessment	During monthly 'Site Visits" to PRPD Area Commands the TCA Core Team checks to ensure that PRPD is complying with the above. Documentation relating to training of personnel as well as training calendars are reviewed by the TCA Core Team. During these site visits the TCA Core team is accompanied by Reform Unit Personnel
TCA Rating	The TCA will continue to review in accordance with Agreement requirements
TCA Rating	Timeframe is not applicable The Commonwealth of Puerto Rico is in full compliance.

IV.VIII.1.1b	Making random visits to each of the thirteen (13) Police Areas and Offices of Assistant Superintendents using the Training Plan approved by the SAEA for each of the training courses developed for this Compliance Area in order to guarantee that PRPD personnel are being trained in keeping with the syllabi, instructor handbooks, presentation, and assessment methodology approved by the Technical Compliance Advisor.

Due Date	N/A
TCA Assessment	During monthly 'Site Visits" to PRPD Area Commands the TCA Core Team checks to ensure that PRPD is complying with the above. During these site visits the TCA Core Team is accompanied by Reform Unit personnel
Recommendations	The TCA will continue to review in accordance with Agreement requirements
TCA Rating	Timeframe is not applicable The Commonwealth of Puerto Rico is in full compliance.

IV.VIII.1.1c	Visiting SARP to do random evaluations of the files related to use-of-force incidents in order to determine if they have been prepared and completed at the work units and are under the custody of the SARP as established in General Order 605, Chapter 600, Section 605,

	entitled "Report and Investigation of Use-of-Force Incidents by Members of the Puerto Rico Police Department."
Due Date	N/A
TCA Assessment	The TCA Core Team has conducted "site Visit" to SARP to ensure compliance with the above. During these site visits the TCA Core Team is accompanied by Reform Unit personnel.
Recommendations	The TCA will continue to review in accordance with Agreement requirements
TCA Rating	Timeframe is not applicable Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance with this step of the Action Plan cannot be determined during this reporting period

IV.VIII.1.1d	Making random visits to the districts, precincts, and units to interview and corroborate whether the Supervisors of the PRPD have performed use-of-force reviews and investigations to evaluate that they are being performed in accordance with the provisions of General Order, Chapter

	600, Section 605, entitled "Report and Investigation of Use-of-Force Incidents by Members of the Puerto Rico Police Department."
Due Date	N/A
TCA Assessment	During monthly 'Site Visits" to PRPD Districts and Precinct the TCA Core Team checks to ensure that PRPD is complying with the above. During these site visits the TCA Core Team is accompanied by Reform Unit personnel.
Recommendations	The TCA will continue to review in accordance with Agreement requirements
TCA Rating	Timeframe is not applicable The Commonwealth of Puerto Rico is in full compliance.

IV.VIII.1.1e	Verifying compliance with the provisions of General Order, Chapter 600, Section 602, entitled "Use and Handling of Electronic Control Weapon" in relation to the recovery of the data stored in the Electronic Control Weapon (ECW) during the evaluation of the file corresponding to the use-of-force incident in which an ECW was used.

Due Date	N/A
TCA Assessment	
Recommendations	The TCA will continue to review in accordance with Agreement requirements
TCA Rating	Timeframe is not applicable Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance with this step of the Action Plan cannot be determined during this reporting period

IV.VIII.1.1f	Verify that MPRPDs have completed form PPR-892 – "Electronic Control Weapon Use Record" registering the arcing test, as established in General Order, Chapter 600, Section 602, entitled "Use and Handling of Electronic Control Weapon."
Due Date	N/A

TCA Assessment	
Recommendations	The TCA will continue to review in accordance with Agreement requirements
TCA Rating	Timeframe is not applicable Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance with this step of the Action Plan cannot be determined during this reporting period

Compliance Tables for Search and Seizure

Action Plan

Section V. Searches and Seizures: Internal Controls and Accountability

Requirements: 58 to 79

I. Policy and Procedure Development Objectives:

Activity V.I.1.1

V.I.1.1	Review General Order, Chapter 600, Section 615, entitled "Authority of the Puerto Rico Police Department to Conduct Arrests and Serve Citations."
Due Date	December 2014
TCA Assessment	General Order 600-615 was approved by Superintendent November 2015. The TCA conducted the annual review of this general order in February 2016.
Recommendations	The TCA will continue annual reviews in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity V.I.1.2

V.I.1.2	Review General Order No. 2008-13 entitled "Rules and Procedures for the Receipt, Custody, Delivery, and Disposition of Property Constituting Evidence" with the purpose of ensuring an effective control of the evidence from the beginning of a criminal act, to the collection thereof, and until it is presented at trial.
Due Date	September 2016
TCA Assessment	This General Order was created on September 30, 2016 and reviewed by the TCA in October 2016, with changes incorporated in November 2016. The policy is still pending approval as of May 2017.
Recommendations	The TCA will continue annual reviews in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity V.I.1.3

V.I.1.3	Review General Order, Chapter 600, Section 612, entitled "Authority of the Puerto Rico Police Department to Conduct Searches and Seizures" to incorporate the recommendations of the TCA and USDOJ.
Due Date	August 2015
TCA Assessment	Approved by Superintendent November 2015. The annual review of this general order was last conducted by the TCA in March 2017.
Recommendations	The TCA will continue annual reviews in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity V.I.1.4

V.I.1.4	Develop a protocol for the digital recording and storage of communications between the immediate supervisor and the MPRPD through Command Center and Radio Control communication channels in which the MPRPD states the elements of probable cause he or she used to make an arrest for a felony, obstruction of justice, or resisting arrest.
Due Date	May 2016
TCA Assessment	A protocol has been created by PRPD and submitted to the TCA on May 31, 2016. It has been reviewed by the TCA and approved by the Superintendent in October 2016. Legacy system is in place in Zones of Excellence and San Juan Area- no new system yet due to cost considerations.
Recommendations	The TCA will continue annual reviews in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this step of the Action Plan

II. Reporting and Data Collection Objectives.

Activity V.II.1.1

V.II.1.1	Develop an information subsystem to collect incidents resulting in arrests and searches, using the National Incident-Based Reporting System as a reference. The printed forms used for such purposes (**PPR-853**, Plan to Carry Out Arrests/Detentions and Searches/Seizures, and **PPR-880**, Member of the PRPD Incident Report Narrative) will be also taken into consideration.
Due Date	12 months (once NIBRS and any other policies affecting System are approved and signed by Superintendent). (Estimated date: January 2017)
TCA Assessment	All data gathering is still manual as of the end of April 2017. This subsystem will be contemplated in the National Incident-Based Reporting System included in the **Equal Protection and Non-Discrimination Compliance Area Action Plan**. The subsystem will be initially implemented in the Zones of Excellence and then gradually in all work units, as established in the **Information Systems and Technology Compliance Area Action Plan**. In May 2017, TCA reports that the system has not been developed.
Recommendations	
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non- compliance with this step of the Action Plan based on non-automated analysis.

Activity V.II.1.2

V.II.1.2	When it incorporates the TCA and USDOJ recommendations into General Order, Chapter 600, Section 612, entitled "Authority of the Puerto Rico Police Department to Conduct Searches and Seizures," the PRPD will ensure that all MPRPDs will be required to obtain and document a person's consent to a voluntary search of his or her person or vehicle unless a search without the person's consent is legally justified.
Due Date	August 2015
TCA Assessment	During this reporting period, the TCA conducted follow-up site visits to San Juan Drug Unit, Vehiculos Hurtados (M/V Theft Unit) Divisions in Humacao, San Juan, Ponce; CICI's in Fajardo, Humacao, Bayamon, Ponce; and Transit Division in Fajardo, The TCA found that Consents to Search, are being properly documented on PPR-879.
Recommendations	See Section II of Report
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan based on non-automated analysis.

Activity V.II.1.3

V.II.1.3	Upon the annual review of General Order, Chapter 600, Section 615, entitled "Authority of the Puerto Rico Police Department to Conduct Arrests and Serve Warrants," the PRPD will ensure that it maintains the requirement that MPRPDs continue informing the Command Center and a supervisor immediately after making an arrest, or as soon as possible.
Due Date	December 2014
TCA Assessment	For this period, the TCA inspected several sites, including PRPD CIC's, Vehiculos Hurtados (Auto Theft Unit), Drug Units, Transit Units, and Police Areas, and found that supervisors are being notified when an arrest was made.
Recommendations	See Section II of Report
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan based on non-automated analysis.

Activity V.II.1.4

V.II.1.4	Develop an automated system for the digital recording and storage of communications between the immediate supervisor and the MPRPD through Command Center and Radio Control communication channels that have been used to communicate the elements of probable cause used to make an arrest for a felony, obstruction of justice, or resisting an MPRPD. This system will be initially implemented in the Zones of Excellence and gradually in the subsequent work units, as established in the **Information Systems and Technology Compliance Area Action Plan**.
Due Date	18 months once corresponding policy (NIBRS) is approved
TCA Assessment	This sub-section is dependent on the **Information Systems and Technology Compliance Action Plan**, which is being worked on as of April 2017. This subsection is dependent on approval of NIBRS policy which is pending as of May 2017.
Recommendations	
TCA Rating	For rating, see the Information Systems and Technology Compliance Action Plan

III. Review and Investigation Objectives:

Activity V.III.1.1

V.III. 1.1	PRPD Supervisors must review each search and seizure report to evaluate and determine if the search and seizure was conducted in accordance with the provisions of PRPD policies and the Agreement
Due Date	Not Applicable
TCA Assessment	For this reporting period, the TCA-CT randomly inspected several search warrant files, including applications and affidavits at several PRPD CIC's, Vehiculos Hurtados (Auto Theft Unit), Homicide Units, Drug Units and Transit Units for compliance. All pertaining PPR forms inspected were completed and signed accordingly (PPR-853, PPR264, PR-879, PPR-468, PPR-880, PR-126, PPR-47, PPR-82, and PR-128, etc.) by supervisors and officers, and appeared to have been checked and approved by supervisors.
Recommendations	See Section II of Report
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan based on non-automated analysis.

Activity V.III.1.2

V.III. 1.2	The PRPD will use the information subsystem to collect and review, on a monthly-basis, incidents that result in arrests and seizures. This subsystem will be contemplated in the National Incident-Based Reporting System included in the **Equal Protection and Non-Discrimination Compliance Area Action Plan**. The subsystem will be initially implemented in the Zones of Excellence and then gradually in all work units, as established in the **Information Systems and Technology Compliance Area Action Plan**. On a yearly basis, the PRPD will perform a complete analysis of the compiled information about searches and seizures conducted to identify significant trends with the purpose of correcting the deficiencies that are identified, pursuant to the law and generally accepted police practices.
Due Date	On a yearly basis after approval of corresponding general orders.
TCA Assessment	This subsystem will be contemplated in the National Incident-Based Reporting System included in the **Equal Protection and Non-Discrimination Compliance Action Plan.** This sub-section is dependent on the **Information Systems and Technology Compliance Action Plan**, which is still being worked on as of the end of May 2017.
Recommendations	
TCA Rating	For rating see the Equal Protection and Non-Discrimination Compliance Action Plan.

Activity V.III.1.3

V.III.1.3	Conduct an evaluation of the PRPD human resources, taking into account their status and the operational and administrative work performed by the employees, in order to identify existing needs and, later on, make decisions in order to determine the number of supervisors needed to meet the requirement. This activity will be part of the **Professionalization Compliance Area Action Plan**.
Due Date	N/A
TCA Assessment	This activity will be part of the Professionalization Compliance Area Action Plan, which is in progress as of May 2107.
Recommendations	
TCA Rating	For rating, see the Professionalization Compliance Area Action Plan.

IV. Training Development Objectives:

Activity V.IV.1.1

V.IV.1.1	The Auxiliary Superintendency for Education and Training (SAEA) will create courses to train all MPRPDs through instructors certified by SAEA. The training courses are as follows: 1.1.1. Training on General Order, Chapter 600, Section 615, entitled "Authority of the Puerto Rico Police Department to Conduct Arrests and Serve Summons"; and 1.1.2. Training on General Order [entitled] "Rules and Procedures for the Receipt, Custody, Delivery, and Disposition of Property Constituting Evidence" with the purpose of ensuring an effective control of the evidence from the beginning of a criminal act, in the collection thereof, and until it is presented at trial.
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed in accordance with process established in **Appendix B** – Training Design Process.
TCA Assessment	1.1.1 Training module on GO 600-615, Arrests and Summons, was reviewed and approved by the TCA; 1.1.2 This training module has not been created as of May 2017
Recommendations	none

TCA Rating	Timeframe was met for GO 600-615. Timeframe pending for 1.1.2. The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan until 1.1.2 training is developed. [note: Having met the 50% requirement on or before October 2016, the Commonwealth of Puerto Rico is in partial compliance with G.O. 615 training. With 84% current compliance, it is well underway to achieve full compliance by October 2017. Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance with 1.1.2 cannot be assessed during this reporting period]

Activity V.IV.1.2

V.IV. 1.2	Review training on General Order, Chapter 600, Section 612, entitled "Authority of the Puerto Rico Police Department to conduct Searches and Seizures."
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed in accordance with process established in **Appendix B** – Training Design Process.: April 27, 2016
TCA Assessment	The TCA reviewed and approved the training curriculums on this general order for new police cadets and for in-service training in May 2016. As of May 2017, training is on-going and is at 36% of the Department.
Recommendations	See Section II of the Report regarding prioritization and uneven progress
TCA Rating	Timeframe was met. The Commonwealth of Puerto Rico is in full compliance with the detailed step of the Action Plan. [Note: Having to meet the 50% requirement on or before August 2017, the Commonwealth of Puerto Rico is in partial compliance with Phase I of G.O 612 training. With 36% current compliance, it is well underway to achieve partial compliance by October 2017.]

Activity V.IV.1.3

V.IV.1.3	Develop a Training Program for Supervisors and High-Ranking Officers on arrest, search, and seizure policies, writing techniques, and report review.
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed in accordance with process established in **Appendix B** – Training Design Process.
TCA Assessment	In May 2017, policy has been approved; and training is on-going. The TCA has reviewed signed class rosters at the PRPD Academy and at the Area Police Headquarters where training is also happening. The TCA has also audited a Search and Seizure class at the PRPD Academy.
Recommendations	none
TCA Rating	Timeframe was met. Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.

Activity V.IV.1.4

V.IV.1.4	Develop training for the personnel assigned to the Command Center and Radio Control on how to use the automated system for the digital recording and storage of the communications between the immediate supervisor and the MPRPD through the Command Center and Radio Control communication channels.
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed in accordance with process established in **Appendix B** – Training Design Process
TCA Assessment	This sub-section is dependent on the **Information Systems and Technology Compliance Area Action Plan**, which is being worked on as of end of May 2017. However, training has been reviewed and approved by the TCA.
Recommendations	
TCA Rating	For rating, see the Information Systems and Technology Compliance Area Action Plan

V. Training Implementation Objectives:

Activity V.V.1.1

V.V.1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will simultaneously train fifty percent (50%) of **MPRPDs** through its certified instructors. The remaining fifty percent (50%) of the MPRPDs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the announcement issued by the SAEA and the training plan provided by each police area and auxiliary superintendency upon SAEA approval. The training to be implemented will cover the following topics: a. Training on General Order, Chapter 600, Section 615, entitled "Authority of the Puerto Rico Police Department to Conduct Arrests and Serve Summons"; and b. Training on General Order [entitled] "Rules and Procedures for the Receipt, Custody, Delivery, and Disposition of Property Constituting Evidence" with the purpose of ensuring an effective control of the evidence from the beginning of a criminal act, in the collection thereof, and until it is presented at trial. c. Training on General Order, Chapter 600, Section 612, entitled "Authority of the Puerto Rico Police Department to Conduct Searches and Seizures."

	d. Training Program for Supervisors and High-Ranking Officers on the policies, writing techniques, and review of arrests, searches, and seizures reports. e. Train personnel assigned to the Command Center and Radio Control on how to use the automated system for the digital recording and storage of the communications between the immediate supervisor and the MPRPD through the Command Center and Radio Control communication channels.
Due Date	Training courses will be implemented as indicated in **Appendix C** – Training Implementation Process. (50% 12 months after approval of the general orders, and the remaining 50% 12 months thereafter)
TCA Assessment	a. The TCA has inspected signed training rosters at several Area Police stations and Zones of Excellence districts, as well as at the PRPD Academy. As of the end of April 2017, training on GO 600-615, Arrests and Summons, is at 84%. b. Approval of General Order "Rules and Procedures for the Receipt, Custody, Delivery, and Disposition of Property Constituting Evidence" is still pending, therefore, no training has commenced as of May 2017. c. Training on GO 600-612, Search and Seizure, is at 36% as of the end of April 2017. d. Training for Supervisors and High Ranking Officers on GO 600-612, Search and Seizure, is at 36% in general, which includes supervisors and high ranking officials. e. The policy for this training is still pending, therefore no training has been scheduled as of May 2017. f.
Recommendations	none

TCA Rating	Timeframe was partially met. Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period given the complexity of elements which are part of this training

Activity V.V.1.2

V.V.1.2	The PRPD will begin training **MPRPDs** who belong to the following work units: 1.2.1. Criminal Investigation Corps (SAIC); 1.2.2. Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons (SAIC); 1.2.3. Bureau of Vehicle Theft Investigations (SAIC); 1.2.4. Arrests and Extraditions Division (SAIC); 1.2.5. Bureau of Internal Affairs (SARP); 1.2.6. Members of Joint Forces (SAIC); 1.2.7. Force Investigation Unit (FIU) (SARP); 1.2.8. Personnel assigned to Zones of Excellence (SAOC); 1.2.9. Division of Tactical Operations (DTO) and Division of Special Weapons and Tactics (SWAT) (SAOC); and 1.2.10. Bureau of Highway Patrols, Motorized Unit, Command Centers, and Radio Control (SAOC).
Due Date	
TCA Assessment	The TCA has visited several PRPD sites (CIC's, Narcotics Unit, Auto Theft Units, Highway Patrol, Zones of Excellence, among others) during the months of January through May 2017 and has learned that PRPD is prioritizing these units for training on Search and Seizures and Arrests and Summons.
Recommendations	none

Compliance	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.

Activity V.V.1.3

Activity 1.3	The PRPD will continue training **MPRPDs** who belong to Districts, Precincts, and auxiliary superintendencies, taking the following into consideration: 1.3.1 number of incidents per location; 1.3.2 number of incidents of domestic violence; 1.3.3 number of interventions with intoxicated persons; 1.3.4 number of arrests made; 1.3.5 number of tickets from police interventions; 1.3.6 number of complaints of incidents on the following grounds: assault; use of unjustified violence; physical or psychological coercion; and assault against an MPRPD; 1.3.7 distance from support units; 1.3.8 frequency of occurrence of demonstrations (i.e. mass protests); and 1.3.9 places inside the district and precinct that have been identified as having a high compiled criminal incidence.
Due Date	
TCA Assessment	Training is concentrated at Specialized Units as of May 2017.
Recommendations	none
Compliance	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period

VI. Feedback Committee Creation Objectives:

Activity V.VI.1.1

Activity 1.1	Create a protocol to receive comments regularly from the offices of district attorneys, public defenders, and judges of the Commonwealth of Puerto Rico regarding the quality of the investigations, arrests, court testimony, and indications of improper conduct by MPRPDs.
Due Date	May, 2016
TCA Assessment	The TCA received a Protocol draft from PRPD on May 31, 2016. Protocol has not yet been approved as of May 2017.
Recommendations	none
Compliance	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance.

VIII. Self-Assessment Objectives:

Activity V.VII.1.1

V.VII. 1.1	PRPD, through the Office of the Reform, will use various data collection strategies and conduct periodic, specific, and random monitoring of the different activities, operations, services, investigations, training courses it provides, starting with Zones of Excellence and gradually continuing through all thirteen (13) police areas and auxiliary superintendencies, such as: a. Using the training plan and training announcement issued by the SAEA for each of the courses to identify their start date, the time police areas and the corresponding auxiliary superintendencies have to complete the training, and the work units that will be given training priority. The training plans for each of the thirteen (13) police areas and auxiliary superintendencies, as approved by the SAEA, will also be considered to check the specific dates during which each training course identified in this Action Plan will be offered. The Office of Reform will verify that MPRPDs are participating in scheduled training courses by using the above-mentioned sources and the attendance records for each course. b. Conducting random visits to each of the thirteen (13) police areas and the corresponding auxiliary superintendencies using the training plan approved by the SAEA in order to guarantee that PRPD personnel are being trained in accordance with the syllabi, instructor handbooks, presentation, and assessment methodology approved by the TCA. c. Visiting each of the thirteen (13) police areas and the corresponding auxiliary superintendencies and conducting

	random reviews of files to verify that PPR-264, "Rights for Suspects in Custody Form," has been completed in each incident where there has been an interrogation, in accordance with the provisions of General Order, Chapter 600, Section 615, entitled "Authority of the Puerto Rico Police Department to Conduct Arrests and Serve Summons." d. Visiting each of the thirteen (13) police areas and the corresponding auxiliary superintendencies and conducting random reviews of files to verify that PPR-82, "Conditions of People Arrested and Placed in a Cell," has been completed in each incident where an arrest and placement in a cell has been reported, in accordance with the provisions of General Order, Chapter 600, Section 615, entitled "Authority of the Puerto Rico Police Department to Conduct Arrests and Serve Summons." e. Visiting each of the thirteen (13) police areas and conducting random reviews of files to verify that PPR-126, "Seized Property Inventory," has been completed in each incident where property was seized as a result of either an arrest or a search, and that the seizure has been reported in accordance with the provisions of General Order, Chapter 600, Section 612, entitled "Authority of the Puerto Rico Police Department to Conduct Searches and Seizures."
Due Date	Not Applicable
TCA Assessment	The TCA has been informed by the Reform Unit that it performs periodic audits of Units and Districts to inspect for training, and proper filling of PRPD forms, such as PPR-126, PPR-468, PPR-264, etc. TCA was present in February 2017 when a Reform Unit Lt. had conversation with Bayamon Auto Theft Unit Director about an audit the Lt. had conducted the week before at his unit.

Recommendations	See Section I of the Report.
TCA Rating	Timeframe is not applicable The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Compliance Tables for Equal Protection

Action Plan

Section VI: Equal Protection and Non-Discrimination

Requirements: 80 to 100

Activity VI.I.1.1

VI.I 1.1	Collaborate in the review of Regulation 4216, "Puerto Rico Police Department Personnel Regulation," so that it establishes mechanisms that guarantee equal protection of the law in the recruitment process. **This policy will form part of the Recruitment, Selection, and Hiring Compliance Area Action Plan.**
Due Date	
TCA Assessment	See Recruitment Action Plan
Recommendations	n/a
TCA Rating	For rating, see Recruitment Action Plan

Activity VI.I.1.2

VI.I 1.2	Collaborate in the review of General Order 2008-3 entitled "Rules and Procedures for the Evaluation of Members of the Police Department and Classified Personnel." The evaluation process will establish criteria to evaluate MPRPDs in relation to whether they provide unbiased services. This policy will form part of the Supervision and Management Compliance Area Action Plan.
Due Date	
TCA Assessment	See Supervision Action Plan
Recommendations	
TCA Rating	For rating, see Supervision Action Plan

Activity VI.I.1.3

VI.I 1.3	Collaborate in the review of the "Regulation to Administer Promotional Exams in the Puerto Rico Police Department" so that these requirements are based on the knowledge, skills, and ability needed to perform administrative and supervisory tasks successfully in the principal substantive areas corresponding to the rank to which [a candidate] aspires to be promoted. This policy will form part of the Professionalization Compliance Area Action Plan.
Due Date	
TCA Assessment	See Professionalization
Recommendations	
TCA Rating	For rating, see Professionalization Action Plan

Activity VI.I.1.4

VI.I 1.4	Review Regulation 6508 entitled "Regulation to Establish the Public Policy and Procedure to File Sexual Harassment Complaints in the Puerto Rico Police Department." This regulation will be amended and known as "Puerto Rico Police Department Internal Regulation to Prevent Harassment, Discrimination, and Retaliation."
Due Date	March 31, 2015
TCA Assessment	Focus is now on training and implementation The TCA is aware that the USDOJ finds the assessment and rating of full compliance objectionable. PRPD has not appoved a harassment regulation that complies with Title VII, the Settlement Agreement, or the TCA's resolution of the USDOJ objections.
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity VI.I.1.5

VI.I 1.5	Develop the PRPD Regulation to Establish Police Practices without Discrimination, Harassment, Improper Sexual Conduct, and Retaliation. It will cover PRPD processes for interacting with citizens
Due Date	March 31, 2015
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.6

VI.I 1.6	Develop General Order for the Investigation of Domestic Violence Incidents, which will repeal General Order 2006-4 entitled "Policy and Procedure for the Criminal Investigation of Domestic Violence Incidents," to establish clear and detailed guidelines from a victim-centered approach.
Due Date	June 2015
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.7

VI.I 1.7	Review General Order 2006-5 entitled "Reorganization of the Puerto Rico Police Department Domestic Violence Division."
Due Date	June 2015
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.8

VI.I 1.8	Develop an Administrative Order for the Investigation of Domestic Violence Incidents Involving PRPD Employees, which will describe the processes to be followed when a PRPD employee is involved in a domestic violence incident.
Due Date	June 2015
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.9

VI.I 1.9	Review General Order 2007-1 entitled "Duties and Responsibilities of Sexual Crimes and Child Abuse Divisions" to create a General Order for the Investigation of Sexual Assault Incidents establishing clear and detailed guidelines for investigation processes from a victim-centered approach. **The processes to operate the sexual crimes hotline island-wide, 24 hours a day, 7 days a week will also be established.**
Due Date	September 2015
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.10

VI.I 1.10	Develop an Administrative Order to Investigate Sexual Assault Incidents for cases in which an incident of sexual assault involving PRPD employees occurs.
Due Date	September 2015
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.11

VI.I 1.11	Develop General Order for Interaction with Transgender and Transsexual People to provide guidelines to address matters related to this group, including transportation, booking, custody, and medical treatment.
Due Date	October 2015
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.12

VI.I 1.12	Develop General Order for Interaction with Foreigners
Due Date	December 2015
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.13

VI.I 1.13	Review General Order 2000-3 entitled "Controls on the Use, Filing, and Final Disposition of Incident Reports (NIBRS) at the Puerto Rico Police Department."
Due Date	August 2015 (Activity No. 13)
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.14

VI.I 1.14	Develop General Order for Hate Crime Data Collection and Management.
Due Date	April 2016 (Activity No. 14)
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.15

VI.I 1.15	Develop Hate Crime Management and Investigation Manual. The PRPD will use the FBI Hate Crime Data Collection [Guidelines and Training] Manual as a reference.
Due Date	April 2016 (Activity No. 15)
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.16

VI.I 1.16	Develop an Evaluation Protocol on Compliance with Best Practices for Operational Programs to review documents, forms, policies, and procedures related to arrests, traffic stops, searches, property seizures, and administrative complaints.
Due Date	June 2016 (Activity No. 16)
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.17

VI.I 1.17	Review Special Order 2006-2 entitled "Rules and Procedures for the Criminal Investigation of Institutional Abuse and/or Negligence Complaints Related to Minors in Juvenile Correctional Institutions."
Due Date	August 2016
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.18

VI.I 1.18	Review "Interagency Agreement for the Investigation of Allegations of Abuse in Juvenile Institutions."
Due Date	August 2016
TCA Assessment	PRPD and the other agencies have not finalized and implemented the MOU
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

II. Training Development Objectives:

Activity VI.II.1.1

VI.II. 1.1	1.1 The Auxiliary Superintendency for Education and Training will create courses to train all MPRPDs through certified instructors. The training courses are as follows: 1.1.1 Training on the Puerto Rico Police Department Internal Regulation to Prevent Harassment, Discrimination, and Retaliation (Table 8), and 1.1.2 PRPD Regulation to Establish Police Practices Free of Discrimination, Harassment, Improper Sexual Conduct, and Retaliation
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed according to process established in **Appendix B** – Training Design Process.
TCA Assessment	The TCA reviewed and approved the training materials
Recommendations	The TCA will continue to conduct anual reviews of the training materials
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.II.1.3

VI.II. 1.3	1.1.3 Training on Investigation of Domestic Violence Incidents.
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed according to process established in **Appendix B** – Training Design Process.
TCA Assessment	The TCA reviewed and approved the training materials
Recommendations	The TCA will continue to conduct anual reviews of the training materials
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.II.1.4

VI.II. 1.4	Training on Investigation of Sexual Assault Incidents.
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed according to process established in **Appendix B** – Training Design Process.
TCA Assessment	The TCA reviewed and approved the training materials
Recommendations	The TCA will continue to conduct anual reviews of the training materials
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.II.1.5

VI.II. 1.5	1.1.5 Training on Identification of and Intervention with People from the Transgender and Transsexual Community.
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed according to process established in **Appendix B** – Training Design Process.
TCA Assessment	The TCA reviewed and approved the training materials
Recommendations	The TCA will continue to conduct anual reviews of the training materials
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.II.1.6

VI.II. 1.6	Training on Intervention with Foreigners
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed according to process established in **Appendix B** – Training Design Process.
TCA Assessment	The TCA reviewed and approved the training materials
Recommendations	The TCA will continue to conduct anual reviews of the training materials
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.II.1.7

VI.II. 1.7	1.1.8 Training on Techniques to Collect Demographic Information.
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed according to process established in **Appendix B** – Training Design Process.
TCA Assessment	See IT Action Plan
Recommendations	
TCA Rating	For rating, see IT Action Plan

Activity VI.II.1.78

VI.II. 1.8	Training on Techniques to Collect Demographic Information
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed according to process established in **Appendix B** – Training Design Process.
TCA Assessment	
Recommendations	
TCA Rating	Timeframe: not due yet Whether the Commonwealth is in compliance cannot be assessed during this reporting period

Activity VI.II.1.9

VI.II. 1.9	1.1.9 Training on Hate Crime Data Collection, Management, and Investigation.
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed according to process established in **Appendix B** – Training Design Process.
TCA Assessment	
Recommendations	
Compliance	Timeframe: not due yet Whether the Commonwealth is in compliance cannot be assessed during this reporting period

Activity VI.II.1.10

VI.II. 1.10	Training on Investigation of Incidents at Juvenile Institutions Related to Complaints of Institutional Abuse and/or Negligence against Minors.
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed in accordance with process established in Appendix B – Training Design Process.
TCA Assessment	
Recommendations	
Compliance	Timeframe: not due yet Whether the Commonwealth is in compliance cannot be assessed during this reporting period

Activity VI.II.1.11

VI.II. 1.11	MultiTopic training
Due Date	6 months after approval and signing of the "*Regulation to Prohibit Discrimination, Harassment, and Retaliation*" by superintendent (regulation was approved on April 13, 2016)
TCA Assessment	Focus is now on implementation
Recommendations	The TCA will continue to conduct anual reviews of the training materials
Compliance	Timeframe was met Tthe Commonwealth is in full compliance with this detailed step of the action plan

Activity VI.III.1.1

VI.III. 1.1	To provide police services in an equitable, respectful, and unbiased manner; foster greater professionalization; promote more trust in the community; and prevent more crime, PRPD will implement training , new policies and procedures, equipment, technologies, operational and administrative strategies, among others. The training to be implemented will cover the following topics: a. training on Regulation to Prohibit Discrimination, Harassment, and Retaliation (Table 21) b. training on investigation of domestic violence incidents (Table 21) c. training on investigation of sexual assault incidents (Table 21) d. training on gender identification and expression in the transgender and transsexual community (Table 20) e. training on intervention with foreigners (Table 21) f. use of automated system to prepare electronic incident reports (NIBRS), as established in the Information Systems and Technology Compliance Area Action Plan (Table 21) g. more effective techniques to collect demographic information accurately (Table 21) h. training on hate crime data collection, management, and investigation (Table 21) i. training on investigation of incidents at juvenile institutions regarding complaints of institutional abuse and/or negligence against minors (Table 20) j. multitopic training aimed at MPRPDs (Table 21) k. Multitopic training aimed at civilian employees of the PRPD (Table 21)

Due Date	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will simultaneously train fifty percent (50%) of PRPD personnel through its certified instructors. The remaining fifty percent (50%) of the MPRPDs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on
TCA Assessment	Focus is now on implementation
Recommendations	
Compliance	Whether the Commonwealth is in compliance cannot be assessed during this reporting period

Activity VI.III.1.4

VI.III. 1.4	Sexual Crimes Hotline to answer calls island-wide 24 hours a day, 7 days a week. The Hotline will be implemented in accordance with the provisions and guidelines adopted in the Sexual Crimes General Order .
Due Date	After approval of policy
TCA Assessment	Focus is now on implementation
Recommendations	Next steps is to audit hotline information
Compliance	Timeframe was met The Commonwealth is in full compliance cannot be assessed during this reporting period.

Activity VI.III.1.5

VI.III. 1.4	The SASG, through the Medical Services Office and the Division of Psychology of the PRPD, will implement the corresponding processes to evaluate the competence of MPRPDs who have been involved in sexual assault or domestic violence incidents and determine if their physical and/or mental state warrants disarming or rearming them, according to the corresponding policies of the PRPD.
Due Date	After approval of policy
TCA Assessment	Focus is now on implementation
Recommendations	Next steps is to audit PRPD documentation
Compliance	Whether the Commonwealth is in compliance cannot be assessed during this reporting period

Activity VI.III.1.6

VI.III. 1.6	The SASG will establish guidelines and periodically evaluate the effectiveness of the programs, operational plans, initiatives, and activities, as well as the efficiency of its processes. The duties of the corresponding work unit at the SASG will include studying, analyzing, and evaluating work processes in PRPD units, proposing and developing measurement indicators for the service areas of the PRPD, and measuring and documenting the same. The corresponding work unit at the SASG must make recommendations to the superintendent about actions that must be taken to correct the identified deficiencies, taking into consideration generally accepted police practices .
Due Date	After approval of policy
TCA Assessment	Focus is now on implementation
Recommendations	Next steps is to audit PRPD documentation. To date, the TCA has not seen any protocolo r evaluation schedule
Compliance	Timeframe: not due yet Whether the Commonwealth is in compliance cannot be assessed during this reporting period

Activity VI.IV.1.1

VI.III. 1.6	Develop crime rate data collection system using the criminal incident and resource allocation reporting system as a starting point to prepare electronic incident reports. This system is already being used in the Utuado Zone of Excellence as part of a pilot plan to evaluate its operation and to improve its processes. It will eventually be implemented in the remaining Zones of Excellence and other units as established in the Information Systems and Technology Compliance Area Action Plan. (Table 25)
Due Date	12 months (once NIBRS and any other policies affecting System are ready) (policy was approved on January 1, 2016)
TCA Assessment	See IT Action Plan
Recommendations	
Compliance	For rating, see IT Action Plan

Compliance Tables for Recruitment

Action Plan

Section VII. Recruitment, Selection, and Hiring

Requirements: 101 to 108

I. Policy and Procedure Development Objectives:

Activities:

Activity VII.I.1.1

VII.I.1.1	Collaborate in the development of the **General Order establishing the profile of PRPD officers** as a guideline for the selection of the best suited and most qualified candidates. This profile consists of a description of the abilities, attitudes, and aptitudes that a candidate will need to hold the rank of officer efficiently and is made up of a set of standards describing the following: • basic knowledge candidates must have to be an MPRPD; • abilities candidates must possess; • attitudes candidates must adopt; • aptitudes candidates will apply to demonstrate their competence; • outcomes officers will obtain in the performance of their duties; • contexts in which said performance takes place.

	This set of standards is based on the ideal performance of an PRPD officer. **This General Order is included in the Professionalization Compliance Area Action Plan.**
Due Date	September 2016
TCA Assessment	TCA has not reviewed a General Order establishing the profile of PRPD officers. Pending review.
Recommendations	The PRPD must make this a priority
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity VII.I.1.2

VII.I.1.2	Collaborate in the review of Public Law No. 53-1996, as amended, Puerto Rico Police Department Act, to adapt it to the requirements of the Agreement for the Sustainable Reform of the Puerto Rico Police Department and to require an associate degree or its equivalent as part of the requirements for MPRPD candidates. This activity was completed through Public Law No. 112 of July 30, 2014, which amended the PRPD Act. This policy will form part of the **Policy and Procedure Compliance Area Action Plan**.
Due Date	November 2017
TCA Assessment	Due to new DPS law, Public Law No. 53 has been vacated. Pending review.
Recommendations	TCA has not reviewed a General Order establishing the profile of PRPD officers. Pending review. The TCA will continue annual reviews in accordance with Agreement requirements.
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity VII.I.1.3

VII.I.1.3	Collaborate in the development of a **draft bill to amend Public Law No. 53 of June 10, 1996, as amended, better known as the "Puerto Rico Police Department Act"** to establish the probationary period evaluation requirements and the fact that hiring a person for the rank of cadet is provisional until the candidate completes the training, which will include 800 hours of field training. Once the above-mentioned requirements are met, the person will be promoted to the rank of officer. This activity is included in the **Policy and Procedure Compliance Area Action Plan**.
Due Date	March 2017
TCA Assessment	Due to new DPS law, Public Law No. 53 has been vacated. Pending review.
Recommendations	TCA assessment has not reviewed a General Order establishing the profile of PRPD officers. Pending review. The TCA will continue annual reviews in accordance with Agreement requirements.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity VII.I.1.4

VII.I.1.4	Collaborate in the review of Regulations Number 4216, "PR Police Department Personnel Regulations," to establish eligibility criteria in the MPRPD candidate investigation process that will include a psychological evaluation, credit history, criminal record, employment history, use and abuse of controlled substances (including anabolic steroids), ability to work with diverse communities, and impartiality. To such effect, any candidate who meets the selection requirements and has passed each phase of the recruitment process satisfactorily will be included in a roster of eligible candidates for the rank of cadet. The roster of eligible candidates will be in effect for six (6) months. This policy will form part of the **Policies and Procedures Compliance Area Action Plan**.
Due Date	November 2017
TCA Assessment	Time period for eligible candidate list is still under discussion by the PRPD and DOJ. Pending review.
Recommendations	TCA assessment has not reviewed a General Order establishing the profile of PRPD officers. Pending review.
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity VII.I.1.5

VII.I.1.5	Collaborate in the review of **Regulations No. 6403, "Puerto Rico Police Department Officials and Employees Controlled Substance Detection Program Regulations,"** to include the process to have PRPD candidates undergo controlled substance detection tests. **This activity is part of the Administrative Complaints Action Plan**.
Due Date	TBD
TCA Assessment	Pending review.
Recommendations	TCA assessment has not reviewed a General Order establishing the profile of PRPD officers. Pending review.
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity VII.I.1.6

VII.I.1.6	Develop a **General Order for the MPRPD Recruitment Program** establishing clear guidelines and objectives to recruit MPRPD candidates. This General Order will establish the responsibilities of the PRPD Division of Recruitment director, whose duties are equivalent to those of the recruitment officer as established in the Agreement. The director will be responsible for implementing the **MPRPD Recruitment Program**. (Table 1)
Due Date	September 2016
TCA Assessment	Decision to have a recruit class in 2017 has not yet been determined by the PRPD. Impact of General Order remains to be seen.
Recommendations	See Section III of the Report
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VII.I.1.6

VII.I.1.7	The **recruitment policies for undercover officers** will be reviewed to guarantee compliance with the requirements established in the Agreement for the Sustainable Reform of the PRPD. This procedure will be established by the superintendent because of the nature of their duties, the security measures that will be taken, and the danger of the investigations conducted by said personnel. The review and implementation of this policy will, therefore, be strictly confidential. (Table 2)
Due Date	May 2017
TCA Assessment	See Activity VII.1.1.6
Recommendations	See Section III of the Report
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

II. Training Development Objectives:

Activity VII.II.1.6

VII.II.1.1	The SAEA will **develop a multi-topic training course** aimed at the personnel who will work on the various phases of the recruitment process, which will address the following topics: 1.1.1 General Order for MPRPD Recruitment (includes candidate eligibility requirements and rules and procedures to follow in each phase of the process); 1.2.1 phases of recruitment process; 1.3.1 guidance on effective recruitment interview techniques; 1.4.1 applicable equal protection and non-discrimination statutes, as well as generally accepted police practices; 1.5.1 candidate profile; 1.6.1 informational guide on recruitment process; and 1.7.1 techniques to interview members of community organizations. (Table 3)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process.
TCA Assessment	Given that the training course has not yet been developed, the TCA has not reviewed this multi-topic training course aimed at personnel who will work on the various phases of the recruitment process.

Recommendations	The TCA will continue training reviews in accordance with Agreement requirements.
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity VII.II.1.2

VII.II.1.2	The SAEA will **create a field investigations training course** together with personnel from the Office of Safety and Protection assigned to SAIC in order to train investigators on criminal record investigation techniques and PRPD candidate recruitment procedures to continue professionalizing the personnel and to strengthen the community's trust and help provide police services in an equitable, respectful, and unbiased manner in accordance with generally accepted police practices. (Table 4)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process
TCA Assessment	Given that the training course has not yet been developed, the TCA has not reviewed this
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

III. Implementation Objectives:

Activity VII.III.1.1

VII.III.1.1	The recruitment officer of the PRPD superintendent will be the Division of Recruitment director, who will be responsible for implementing the **General Order for the PRPD Recruitment Program** together with a task force that includes officers with various work experiences and for establishing alliances with historically unrepresented groups in the PRPD. (Table 5)
Due Date	August 2017
TCA Assessment	TCA Assessment will be due during next six-month assessment.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity VII.III.1.2

VII.III.1.2	With the purpose of defining and standardizing the various phases that make up the PRPD recruitment process and guarantee the uniformity of the same for all candidates for the position of cadet, the recruitment officer and his or her task force will develop a **flowchart** of the various phases of the recruitment process, from the announcement to the selection, which will allow for the specification and standardization of the process in equal conditions for all candidates. The limitations and weaknesses of the process will be discovered by analyzing it to make it more streamlined and efficient to successfully attract and promote the hiring of qualified candidates, pursuant to the applicable non-discrimination statutes and protecting candidates' rights in accordance with generally accepted police practices. This flowchart will be included in the **General Order for the MPRPD Recruitment Program**. (Table 6)
Due Date	September 2016
TCA Assessment	TCA assessment has not reviewed flowchart for recruitment program because the PRPD has not submitted it. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan during this reporting period

Activity VII.III.1.3

VII.III.1.3	Develop an informational and procedures brochure or guide for candidates for the position of cadet at the PRPD that will provide guidance and help them identify various aspects of the recruitment process so that they can successfully complete it.
Due Date	September 2016
TCA Assessment	Decision to have a recruit class in 2017 has not yet been determined by the PRPD. Pending review. PRPD did not develop a brochure by September 2016.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was not met Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity VII.III.1.4

VII.III.1.4	Develop and implement an attractive advertising campaign to promote recruiting PRPD candidates targeted at various sectors of the community in educational institutions (including high schools), job fairs, shopping centers, press, radio, military bases, social networks, public service programs offered by the television media, and the PRPD webpage. To such effect, the PRPD will carry out the following activities: • Publish the minimum requirements established to qualify for the position of cadet on the PRPD webpage and the government portal. The announcement and requirements for candidates will also be published in local, regional, and national newspapers. • Develop informational brochures about the recruitment process including the minimum requirements and steps to follow to complete the process successfully, which will be distributed at the various job fairs that will be organized throughout the island. • Design a recruitment poster with the requirements that must be met to become a candidate for the position of cadet and general information about the recruitment process, which will be distributed at various universities, technical colleges, and educational, shopping, and community centers. (Table 8)
Due Date	Once the Superintendent has made the decision and vacant positions and budgets have been identified.
TCA Assessment	Decision to have a recruit class in 2017 has not yet been determined by the PRPD. Pending review.

Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity VII.III.1.5

VII.III.1.5	The PRPD Office of Safety and Protection will establish an Analysis, Control, and Quality Committee to guarantee the integrity and reliability of job candidate investigations. (Table 9)
Due Date	When recruitment process begins.
TCA Assessment	Decision to have a recruit class in 2017 has not yet been determined by the PRPD. TCA assessment has not reviewed information on Analysis, Control, and Quality Committee. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity VII.III.1.6

VII.III.1.6	The PRPD and the SAEA will establish performance evaluation requirements that comply with the objectives required by the PRPD. The evaluation of cadets will establish parameters to evaluate their performance, aptitude, and abilities during their training period at the PRPD Academy, which will include 800 hours of field training. Once they have passed the training, they will be promoted to the rank of officer. (Table 10)
Due Date	After recruitment and after training requirements are met cadets will be officers.
TCA Assessment	Performance evaluation requirements have been established by the PRPD and SAEA.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity VII.III.2.1

VII.III.2.1	Within the twelve (12) months following the final approval of the training material of the Recruitment Manual and the Multi-topic Workshop on the recruitment process and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of PRPD employees. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The following topics will be addressed: 2.1.1 General Order for MPRPD Recruitment (includes candidate eligibility requirements and rules and procedures to follow in each phase of the process); 2.1.2 phases of recruitment process; 2.1.3 guidance on effective recruitment interview techniques; 2.1.4 applicable equal protection and non-discrimination statutes, as well as generally accepted police practices; 2.1.5 candidate profile; 2.1.6 informational guide on recruitment process; and 2.1.7 techniques to interview members of community organizations. (Table 11)

Due Date	Training will be implemented as indicated in **Appendix C** – Training Implementation Process.
TCA Assessment	Decision to have a recruit class in 2017 has not yet been determined by the PRPD. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

IV Self-Assessment Activities:

Activity VII.IV.1.1

VII.IV.1.1	The PRPD, through the Office of Reform, will conduct periodic, specific, and random monitoring of the different activities, services, investigations, and training courses.
Due Date	May 2017
TCA Assessment	The PRPD Report adequately documents PRPD's self-assessment process
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VII.IV.1.2

VII.IV.1.2	On an annual basis, [the PRPD] will compile a random sample of the work MPRPDs are performing to verify the positions available.
Due Date	May 2017
TCA Assessment	The PRPD Report adequately documents PRPD's self-assessment process
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VII.IV.1.3

VII.IV.1.3	The Implementation and Compliance Section of the Office of Reform, together with the Analysis, Control, and Quality Committee of the Office of Safety and Protection, will develop a Candidate Investigation Monitoring Program to ensure compliance with the Job Candidate Investigation Guide and guarantee high-quality, efficient investigations.
Due Date	May 2017
TCA Assessment	The PRPD Report adequately documents PRPD's self-assessment process
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VII.IV.1.4

VII.IV.1.4	The Implementation and Compliance Section of the Office of Reform, together with the Analysis, Control, and Quality Committee of the Office of Safety and Protection, will design the evaluation instrument to conduct efficient, high-quality monitoring of the components of the recruitment process.
Due Date	May 2017
TCA Assessment	The PRPD Report adequately documents PRPD's self-assessment process
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Compliance Tables for Policies

Action Plan

Section VIII. Policies and Procedures

Requirements: 109 to 116

Compliance Area Summary:

Assessment: no applicable

I. Policy and Procedure Development Objectives:

Activities:

Activity VIII.I.1.1

VIII.I.1.1	Develop a draft bill to amend Public Law Number 53 of June 10, 1996, as amended, known as the "Puerto Rico Police Department Act," to adapt it to the requirements established in the Agreement for the Sustainable Reform of the PRPD.

Due Date	March 2017
TCA Assessment	With the implementation of the new DPS law (Act 20-2017), Law Number 53 (Act 53-1996) has been vacated
Recommendations	See Report Section III
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan. To date, PRPD has not addreesed the issue of how will codify relevant provisions of the Agreement in the absence of Law 53.

Activity VIII.I.1.2

VIII.I.1.2	Review General Order, Chapter 100, Section 102, entitled "Reorganization of the Puerto Rico Police Department Organizational Structure," with the purpose of adjust said General Order to the changes resulting from the creation and reorganization of other work units and the Agreement.
Due Date	September 2017
TCA Assessment	TCA assessment not yet due
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity VIII.I.1.3

VIII.I.1.3	Review General Order, Chapter 100, Section 106, entitled "Creation of the Office of the Assistant Superintendent for Field Operations," to incorporate the changes in the structure and duties of the Office of the Assistance Superintendent for Field Operations and the Zones of Excellence.
Due Date	November 2016
TCA Assessment	PRPD reviewed the above policy with TCA input during this reporting period
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.I.1.4

VIII.I.1.4	Review General Order, Chapter 100, Section 111, entitled "Creation and Functional Organization of the Office of Reform," to adjust it to the changes that have been made after its creation.
Due Date	October 2016
TCA Assessment	Signed by Superintendent April/2015 Revised Oct/2016
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.I.1.5

VIII.I.1.5	Review General Order, Chapter 100, Section 107, entitled "Creation of the Office of the Assistant Superintendent for Criminal Investigations," to incorporate the changes made in the organizational structure to comply with the provisions of the Agreement.
Due Date	September 2016
TCA Assessment	PRPD reviewed above order with TCA input during this reporting period
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.I.1.6

VIII.I.1.6	Develop a General Order establishing the organizational and functional structure of the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons, as well as its duties and responsibilities, in accordance with the Agreement and generally accepted police practices.
Due Date	April 2016
TCA Assessment	PRPD developed the above order with TCA input during last reporting period Signed by Superintendent Sept/2016
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.I.2.1

VIII.I.2.1	Review Regulations No. 4216, entitled "Puerto Rico Police Department Personnel Regulations," in its entirety to adapt it to Public Law No. 53-1996, as amended, known as the "Puerto Rico Police Department Act of 1996;" to Public Law No. 184-2004, as amended, known as the "Public Service Human Resources Administration Act;" to other applicable legislation; and to the requirements of the Agreement for the Sustainable Reform of the PRPD. The Regulations will also clarify that they will only apply to the personnel belonging to the PRPD Rank System.
Due Date	November 2017
TCA Assessment	
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period.

Activity VIII.I.3.1

VIII.I.3.1	Review AO 2015-1-IV, entitled "Administrative Order for Traffic Stops," to adapt it to the new generally accepted police practices in relation to the services provided to people and police interventions with them.
Due Date	March 2016
TCA Assessment	Pending, waiting approval of the Superintendent.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period because approval of the policy is pending.

Activity VIII.I.3.2

VIII.I.3.2	Review Uniform Crime Reporting Handbook (NIBRS).
Due Date	November 2016
TCA Assessment	Pending, waiting approval of the Superintendent. NIBRS manual approved Jan 2016.
Recommendations	Continue review in accordance with Agreement requirements. Review Pilot status and forms in July and August with PRPD (see IT Action Plan Section IV.1.2.1 Table 30)
TCA Rating	Timeframe was met Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period because approval of the policy is pending.

Activity VIII.I.4.1

VIII.I.4.1	Review the corresponding Memoranda of Understanding with federal and state agencies to adapt them to the Agreement and establish requirements that federal agencies must meet to request the services of PRPD officers, procedures that federal agencies must follow in relation to MPRPDs assigned to task forces in order to comply with the Agreement, and required processes, such as training, performance evaluations and reporting of any incident of improper conduct or use of force by MPRPDs under their supervision, among others.
Due Date	February 2017
TCA Assessment	The PRPD submitted a list of proposed changes. The TCA reviewed the list, but has not seen these changes implemented.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period until the changes are fully implemented

Activity VIII.I.4.2

VIII.I.4.2	Develop an Operations Manual establishing the rules and procedures that MPRPDs assigned to the investigation units of the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons will follow to incorporate the new and revised policies in accordance with state and federal laws and generally accepted police practices related to searches, seizures, arrests, and extraditions. This Operations Manual will be classified as confidential due to the nature of the operations conducted, the protection and confidentiality of the logistics during the time it takes to search for information, the danger of the investigations, and the security measures that these MPRPDs must take.
Due Date	November 2016
TCA Assessment	It is the understanding of the TCA that this Manual is currently being worked on.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity VIII.I.4.3

VIII.I.4.3	Develop a Procedures Manual for Investigators of the Criminal Investigation Corps to standardize the processes conducted during the entire criminal investigation in order to meet the fundamental requirements in accordance with the law and generally accepted police practices and to safeguard the confidentiality of the same. This Operations [sic] Manual will be classified as confidential due to the nature of the operations conducted, the protection and confidentiality of the logistics during the time it takes to search for information, the danger of the investigations, and the security measures that these MPRPDs must take.
Due Date	November 2016
TCA Assessment	Procedures Manual for CIC Investigators developed by PRPD and approved by TCA during this reporting period
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.I.5.1

VIII.I.5.1	Review Special Order No. 2010-7, entitled "Local Monthly Academies,'" to establish the procedure that will be followed when developing the continuous monthly training and at the beginning of each shift or service periods; and to record and certify the discussion of general orders and/or administrative orders during local "academies" as an alternate valid method to the training offered by the SAEA in order to supplement the 40 hours of formal training in accordance with the Supervision and Management Compliance Area.
Due Date	October 2016
TCA Assessment	The Special order has been developed, and approved by the TCA
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.I.6.1

VIII.I.6.1	Develop a General Order to create the Virtual Library on the PRPD webpage where all policies and procedures in force, as well as the different forms, will be published and indexed so that PRPD employees can easily access them and the general public can also have access to the information. Thus, people from the community and MPRPDs will be able to access laws, regulations, policies, and procedures applicable to the PRPD that are not confidential. A section will be established in this webpage where people from the community can submit comments about policies and procedures in process or approved by the superintendent. The comments will be evaluated and analyzed by the Office of Reform and, if they are in keeping with generally accepted police practices and the respective Constitutions and laws of the United States of America and the Commonwealth of Puerto Rico, they will be incorporated, as appropriate, during the annual reviews. **This activity is included in the Information Systems and Technology Action Plan**.
Due Date	December 2016

TCA Assessment	To date has not been established by IT Bureau. According to IT Action Plan pending finalization of all policies before implemented.
Recommendations	
TCA Rating	For rating, see IT Action Plan

Activity VIII.I.6.2

6.2	Develop an Administrative Order establishing the rules and procedures PRPD personnel must follow to protect the copyrights of graphic works and photos and the source codes of software, among others, produced by the PRPD. (Table 15)
Due Date	October 2016
TCA Assessment	Changed from Administrative Order to a Regulation. The Regulation requires process through PR Administrative Law. That is ongoing. IT Action Plan reports pending finalization all policies before implementing
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.I.7.1

VIII.I.7.1	Review General Order 73-4, entitled "Rules and Procedures for the Tactical Operations Unit." This policy is included in the **Use of Force Action Plan**.
Due Date	
TCA Assessment	See Use of Force (boxes)
Recommendations	
TCA Rating	For rating, see the Use of Force Action Plan.

Activity VIII.I.7.2

VIII.I.7.2	Develop General Order for the Mobilization of the Division of Special Weapons and Tactics (SWAT). This policy is included in the **Use of Force Action Plan**.
Due Date	
TCA Assessment	See use of Force (boxes)
Recommendations	
TCA Rating	For rating, see the Use of Force Action Plan.

Activity VIII.I.7.3

VIII.I.7.3	Develop Protocol to Regulate K-9 [Officers] in Patrolling Duties. This policy is included in the **Use of Force Action Plan**.
Due Date	
TCA Assessment	See Use of Force (boxes)
Recommendations	
TCA Rating	For rating, see the Use of Force Action Plan.

Activity VIII.I.7.4

VIII.I.7.4	Develop General Order for Crowd Control and Incident Management. This policy is included in the **Use of Force Action Plan**.
Due Date	
TCA Assessment	See Use of Force (Boxes)
Recommendations	
TCA Rating	For rating, see the Use of Force Action Plan.

Activity VIII.I.7.5

VIII.I.7.5	Develop General Order to Create Force Investigation Unit (FIU). This policy is included in the **Use of Force Action Plan**.
Due Date	
TCA Assessment	See use of Force (boxes)
Recommendations	
TCA Rating	For rating, see the Use of Force Action Plan.

Activity VIII.I.7.6

VIII.I.7.6	Review General Order 2010-14, entitled "Creation of the Office of the Assistant Superintendent for Professional Responsibility." This policy is included in the **Administrative Complaints Action Plan**.
Due Date	
TCA Assessment	See administrative complaints (boxes)
Recommendations	
TCA Rating	For rating, see the Administrative Complaints Action Plan.

Activity VIII.I.7.7

VIII.I.7.7	Review Regulations 6506, entitled "Regulations to Process Administrative Complaints against Members of the Force and Civilian Personnel who Work at the PRPD," to adopt the new "**Regulations to Receive, Process, and Manage Administrative Complaints**." This policy is included in the **Administrative Complaints Action Plan**.
Due Date	
TCA Assessment	See administrative complaints (boxes)
Recommendations	
TCA Rating	For rating, see the Administrative Complaints Action Plan.

Activity VIII.I.7.8

VIII.I.7.8	Develop the Administrative Complaint Investigation Procedures Manual. This policy is included in the **Administrative Complaints Action Plan**.
Due Date	
TCA Assessment	See administrative complaints (boxes)
Recommendations	
TCA Rating	For rating, see the Administrative Complaints Action Plan.

Activity VIII.I.7.9

VIII.I.7.9	Review General Order 2010-1, entitled "Reorganization of the Internal Audit Office." This policy is included in the **Supervision and Management Action Plan**.
Due Date	
TCA Assessment	See Supervision Action Plan (boxes)
Recommendations	
TCA Rating	For rating, see the Supervision Action Plan.

Activity VIII.I.7.10

VIII.I.7.10	Develop Procedures Manual establishing Guidelines to Conduct Operational and Administrative Inspections. This policy is included in the **Supervision and Management Action Plan**.
Due Date	
TCA Assessment	See Supervision Action Plan (boxes)
Recommendations	
TCA Rating	For rating, see the Supervision Action Plan.

Activity VIII.I.7.11

VIII.I.7.11	Review Regulations No. 6403, entitled "Puerto Rico Police Department Officials and Employees Controlled Substance Detection Program Regulations." This policy is included in the **Administrative Complaints Action Plan**.
Due Date	
TCA Assessment	See Administrative Complaints (boxes)
Recommendations	
TCA Rating	For rating, see the Administrative Complaints Action Plan.

Activity VIII.I.7.12

VIII.I.7.12	Review General Order, Chapter 600, Section 605, entitled "Report and Investigation of Use-of-Force Incidents by Members of the Puerto Rico Police Department." This policy is included in the **Use of Force Action Plan**.
Due Date	
TCA Assessment	See Use of Force (boxes)
Recommendations	
TCA Rating	For rating, see the Use of Force Action Plan.

Activity VIII.I.7.13

VIII.I.7.13	Develop General Order to establish the Force Review Boards. This policy is included in the **Use of Force Action Plan**.
Due Date	
TCA Assessment	See Use of Force (boxes)
Recommendations	
TCA Rating	For rating, see the Use of Force Action Plan.

Activity VIII.I.7.14

VIII.I.7.14	Develop General Order for the Investigation of Domestic Violence Incidents. This policy is included in the **Equal Protection and Non-Discrimination Action Plan**.
Due Date	
TCA Assessment	See Equal Protection (boxes)
Recommendations	
TCA Rating	For rating, see the Equal Protection Action Plan.

Activity VIII.I.7.15

VIII.I.7.15	Develop Administrative Order for Intervention in Domestic Violence Incidents Involving PRPD Employees. This policy is included in the **Equal Protection and Non-Discrimination Action Plan**.
Due Date	
TCA Assessment	See Equal Protection (boxes)
Recommendations	
TCA Rating	For rating, see the Equal Protection Action Plan.

Activity VIII.I.7.16

VIII.I.7.16	Develop General Order for the Investigation of Sexual Assault Incidents. This policy is included in the **Equal Protection and Non-Discrimination Action Plan**.
Due Date	
TCA Assessment	See Equal Protection (boxes)
Recommendations	
TCA Rating	For rating, see the Equal Protection Action Plan.

Activity VIII.I.7.17

VIII.I.7.17	Develop General Order for the Investigation of Sexual Assault Incidents. This policy is included in the **Equal Protection and Non-Discrimination Action Plan.**
Due Date	
TCA Assessment	See Equal Protection (boxes)
Recommendations	
Compliance	For rating, see the Equal Protection Action Plan.

Activity VIII.I.7.18

VIII.I.7.18	Develop Administrative Order to Investigate Sexual Assault Incidents for cases in which an incident of sexual assault involving PRPD employees occurs. This policy is included in the **Equal Protection and Non-Discrimination Action Plan**.
Due Date	
TCA Assessment	See Equal Protection (boxes)
Recommendations	
TCA Rating	For rating, see the Equal Protection Action Plan.

Activity VIII.I.7.19

VIII.I.7.19	Develop **General Order for the MPRPD Recruitment Program** establishing clear guidelines and objectives to recruit MPRPD candidates. This policy is included in the **Recruitment, Selection, and Hiring Action Plan**.
Due Date	
TCA Assessment	See Recruitment Action Plan (boxes)
Recommendations	
TCA Rating	For rating, see the Recruitment Action Plan.

Activity VIII.I.7.20

VIII.I.7.20	Develop General Order establishing the rules and procedures for the Cadet Training Program. This policy is included in the **Training Action Plan**.
Due Date	
TCA Assessment	See Training Action Plan(boxes)
Recommendations	
TCA Rating	For rating, see the Training Action Plan.

Activity VIII.I.7.21

VIII.I.7.21	Review General Order, Chapter 700, Section 701, entitled "Creation of the Operational Supervision Officers Program." This policy is included in the **Training Action Plan**.
Due Date	
TCA Assessment	See Training Action Plan(boxes)
Recommendations	
TCA Rating	For rating, see the Training Action Plan.

Activity VIII.I.7.22

VIII.I.7.22	Review Operations Manual of the Field Training Program (FTOs). This policy is included in the **Training Action Plan**.
Due Date	
TCA Assessment	See Training Action Plan (boxes)
Recommendations	
TCA Rating	For rating, see the Training Action Plan.

Activity VIII.I.7.23

VIII.I.7.23	Develop Administrative Order establishing the rules and procedures for the development and implementation of training and re-training for PRPD employees. This policy is included in the **Training Action Plan**.
Due Date	
TCA Assessment	See Training Action Plan (boxes)
Recommendations	
TCA Rating	For rating, see the Training Action Plan.

II. Training Development Objectives:

Activity VIII.II.1.1

VIII.II.1.1	The Office of the Assistant Superintendent for Education and Training will develop a Multi-topic Training Program to train **all MPRPDs assigned to SAIC** on the law, applicable case law, and the rules and procedures to follow when conducting criminal investigations. The Program will begin with training on the following topics: (Table 16) 1.1.1 criminal law; 1.1.2 Rules of Criminal Procedure; 1.1.3 evidence law; 1.1.4 constitutional and civil rights; 1.1.5 criminal investigation techniques; 1.1.6 interview and interrogation techniques; 1.1.7 scene work; 1.1.8 court testimony; 1.1.9 criminal photography; and 1.1.10 preparation of files and reports. MPRPDs assigned to the SAIC will also take training corresponding to the following policies during the period established on the timeline:

	1.1.11 General Order, Chapter 100, Section 107, entitled "Creation of the Office of the Assistant Superintendent for Criminal Investigations"; and 1.1.12 Operational Manual for Criminal Investigation Corps Investigator Procedures.
Due Date	
TCA Assessment	Training module not yet developed
Recommendations	
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity VIII.II.1.2

VIII.II.1.2	The Office of the Assistant Superintendent for Education and Training will develop a Multi-topic Training Program to train all MPRPDs **assigned to the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons** on the following topics: (Table 17) 1.2.1 criminal law; 1.2.2 Rules of Criminal Procedure; 1.2.3 evidence; 1.2.4 criminal investigation techniques; 1.2.5 interview and interrogation techniques; 1.2.6 Confidential Special Order 2010-1; 1.2.7 police corruption; 1.2.8 identification of controlled substances; 1.2.9 undercover operations; 1.2.10 controlled substance sale surveillance; 1.2.11 court testimony; 1.2.12 forensic photography and video 1.2.13 General Order to create the "Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons"; and 1.2.14 Operations Manual establishing the rules and procedures that MPRPDs assigned to the investigation units of the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons will follow.

Due Date	
TCA Assessment	Training module not yet developed
Recommendations	
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity VIII.II.2.1

VIII.II.2.1	The Office of the Assistant Superintendent for Education and Training will develop a training course aimed at **all MPRPDs** on the law, applicable case law, and the rules and procedures to follow when conducting **traffic stops** in various scenarios, answering emergency calls, and inspecting motor vehicles, among others. (Table 18)
Due Date	
TCA Assessment	Training module not yet developed
Recommendations	
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity VIII.II.3.1

VIII.II.3.1	The Office of the Assistant Superintendent for Education and Training will develop a training course aimed at **all MPRPDs** on the **Uniform Crime Reporting Handbook (NIBRS)**. (Table 19)
Due Date	
TCA Assessment	Training module not yet developed
Recommendations	
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

III. Training Implementation Objective:

Activity VIII.III.1.1

VIII.III.1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of **all MPRPDs assigned to the SAIC** on the **topics included in the Multi-topic Program**. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The Multi-topic Training Program that will be implemented will address the following topics: i. criminal law; ii. Rules of Criminal Procedure; iii. evidence law; iv. constitutional and civil rights; v. criminal investigation techniques; vi. interview and interrogation techniques; vii. scene work; viii. court testimony;

	ix. criminal photography; x. preparation of files and reports; xi. General Order, Chapter 100, Section 107, entitled "Creation of the Office of the Assistant Superintendent for Criminal Investigations"; and xii. Operational Manual for Criminal Investigation Corps Investigator Procedures.
Due Date	
TCA Assessment	
Recommendations	
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity VIII.III.1.2

VIII.III.1.2	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of all MPRPDs **assigned to the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons**. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The Multi-topic Training Program that will be implemented will address the following topics: (Table 21) 1.1.1 criminal law; 1.1.2 Rules of Criminal Procedure; 1.1.3 evidence law; 1.1.4 criminal investigation techniques; 1.1.5 interview and interrogation techniques; 1.1.6 Special Confidential Order 2010-1; 1.1.7 police corruption; 1.1.8 controlled substances identification; 1.1.9 undercover operations;

	1.1.10 controlled substance sale surveillance; 1.1.11 court testimony; 1.1.12 forensic photography and video; 1.1.13 General Order to create the "Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons"; and 1.1.14 Operations Manual establishing the rules and procedures that MPRPDs assigned to the investigation units of the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons will follow.
Due Date	
TCA Assessment	
Recommendations	
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity VIII.III.1.3

VIII.III.1.3	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of **all MPRPDs** on the law, applicable case law, and the rules and procedures that must be followed when conducting **traffic stops** in various scenarios, answering emergency calls, and inspecting motor vehicles, among others. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval.
Due Date	
TCA Assessment	
Recommendations	
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity VIII.III.1.4

VIII.III.1.4	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will simultaneously train fifty percent (50%) of **all MPRPDs** on the **Uniform Crime Reporting Handbook (NIBRS)**. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval.
Due Date	
TCA Assessment	
Recommendations	
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

IV. Implementation Objectives:

Activity VIII.IV.1.1

VIII.IV.1.1	The PRPD will develop a Strategic Plan for Implementation in Zones of Excellence establishing the goals, objectives, and activities aimed at measuring the percentage of MPRPDs who have been trained on each of the implemented policies to comply with the procedures related to the eleven (11) compliance areas included in the Reform Agreement. (Table 24)
Due Date	
TCA Assessment	
Recommendations	
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity VIII.IV.1.2

VIII.IV.1.2	Hold local "academies" at each work unit based on the guidelines provided by the PRPD to ensure that the PRPD personnel know the policies and procedures established by the Agency.
Due Date	ongoing
TCA Assessment	The TCA has visited local academies during the Core Team filed visits and has reviewed training logs
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

V. Self-Assessment Objectives

Activity VIII.V.1.1

VIII.V.1.1	The PRPD, through the Office of Reform, will evaluate the effectiveness of the rules and procedures adopted in its policies and the knowledge acquired in the training of PRPD employees. The results of these evaluations will be analyzed to measure the level of knowledge, attitudes, aptitudes, and abilities; to identify if there is a substantial deficiency; and, if necessary, to take the corrective actions in the policies, training courses, and re-training courses so that the procedures adopted are feasible, operationally enforceable, and sustainable. This activity will be conducted through an Evaluation Protocol on Compliance with Operational Programs Best Practices, which will help measure the effectiveness of the rules and training of PRPD employees by reviewing documents, forms, policies, and procedures related to arrests, traffic stops, searches, property seizures, and administrative complaints to ensure that police services are provided in an equitable, respectful, and unbiased manner; attaining ongoing professionalization of MPRPDs; restoring the community's trust; and effectively preventing crime based on generally accepted police practices and without prejudice on the

	basis of race, color, ethnicity, national origin, religion, sex, age, disability, sexual orientation, gender identity or expression, or political beliefs or affiliation and pursuant to the rights, privileges, and immunities guaranteed or protected by the respective Constitutions and laws of the United States and the Commonwealth of Puerto Rico. **The development of this Protocol will be part of the Equal Protection and Non-discrimination Compliance Area Action Plan.**
Due Date	ongoing
TCA Assessment	
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.V.1.2

VIII.V.1.2	The PRPD, through the Office of Reform, will submit a monthly report to the superintendent on the policies and procedures scheduled as of the date submitted so that collaborators from the various Offices of the Assistant Superintendents can provide draft policies and procedures in advance on the date scheduled for each of them and avoid affecting their delivery to the TCA and USDOJ.
Due Date	ongoing
TCA Assessment	
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.V.1.3

VIII.V.1.3	The PRPD, through the Office of Reform, will submit a monthly report to the superintendent on the progress of the policies and procedures, according to the due date and status of each with the TCA and USDOJ.
Due Date	ongoing
TCA Assessment	
Recommendations	
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.V.1.4

VIII.V.1.4	On a monthly basis, the PRPD, through the Office of Reform, will verify that the corresponding policies have been delivered as scheduled, including the annual reviews established in the Agreement. In the event of noncompliance, it will evaluate the situation that resulted in not delivering the policy or procedure on the scheduled date and prepare a report for the superintendent stating the reasons for the noncompliance, its findings and recommendations, and any agreements reached with the TCA and USDOJ.
Due Date	ongoing
TCA Assessment	
Recommendations	
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.V.1.5

VIII.V.1.5	The Implementation and Compliance Section of the Office of Reform will compile the statistical data and information needed to ensure that MPRPDs are being informed about the new and revised policies and procedures established by the PRPD through the local "academies." This will allow the PRPD to obtain the statistical data and information needed to make sure that MPRPDs are receiving the corresponding training and to measure progress and the level of compliance during the first twelve (12) months and the twelve (12) months following the final approval of the training material, starting with the Zones of Excellence and, afterwards, according to the priority work units established in this Action Plan. It will also identify the aspects that need to be corrected or amended.
Due Date	ongoing
TCA Assessment	
Recommendations	

TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.V.1.6

VIII.V.1.6	The PRPD, through the Office of Reform, will evaluate the recommendations received from all PRPD employees and people from the community in relation to all the policies and procedures in force that are not confidential in nature. The comments will be evaluated and analyzed by the Office of Reform and, if they are in keeping with generally accepted police practices and the respective Constitutions and laws of the United States of America and the Commonwealth of Puerto Rico, they will be incorporated, as appropriate, during the annual reviews.
Due Date	ongoing
TCA Assessment	
Recommendations	
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Compliance Tables for Training

Action Plan

Section IX. Training

Requirements: 117 to 134

Activity IX.I.1.1

IX.I.1.1	Develop a General Order establishing the rules and procedures of the Prior-to-Service Education and Training Program (Cadets) and the review of said curricula.
Due Date	October 2016
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has complied with the requirement outlined in the Action Plan.
Recommendations	Continue annual reviews in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity IX.I.1.2

IX.I.1.2	Develop the new PRPD Academy Student Regulations, which will repeal Regulations No. 7669, entitled "Puerto Rico Criminal Justice College Student Regulations," to adapt them to the amendments to Public Law No. 53-1996, as amended, known as the "Puerto Rico Police Department Act," and with the requirements of the Agreement.
Due Date	July 27, 2017
TCA Assessment	In progress.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity IX.I.1.3

IX.I.1.3	Review General Order, Chapter 100, Section 108, entitled "Creation of the Office of the Assistant Superintendent for Education and Training," to incorporate the requirements included in the Reform Agreement and establish, among other things, the powers and responsibilities in relation to guaranteeing that PRPD employees receive full and effective training aimed at protecting their security and that of the people through theoretical and practical training and re-training that integrate community policing principles and that these principles promote equitable, respectful, and unbiased police services. The selection, certification, and recertification processes and the responsibilities of instructors will also be included. Furthermore, the duties and responsibilities of PRPD training coordinators will be established.
Due Date	September 2016
TCA Assessment	General Order entitled "Creation of the Office of the Assistant Superintendent for Education and Training," has been approved by the Superintendent.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity IX.I.1.4

IX.I.1.4	Develop an Administrative Order establishing the rules and procedures to develop and implement training and re-training for PRPD employees. It will also include the rules and procedures for enrollment, compiling information (statistics), files, and certification of training and re-training taken by PRPD personnel, as well as the electronic distribution of the annual Training Plan prepared by the SAEA and the PRPD training coordinators.
Due Date	August 2017
TCA Assessment	In progress.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period

Activity IX.I.1.5

IX.I.1.5	Review General Order, Chapter 700, Section 701, entitled "Creation of the Operational Supervision Officers Program," to adapt it to the Operations Manual of the Field Training Program and the requirements of the Agreement.
Due Date	March 2016
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity IX.I.1.6

IX.I.1.6	Review the Operations Manual of the Field Training Program (FTOs) to adapt it to the new and revised policies established at the PRPD.
Due Date	March 2017
TCA Assessment	Review of the Operational Manual of the Field Training Program has been approved by the TCA and approved by the Superintendent to adapt it to the new and revised policies established at the PRPD.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity IX.I.1.7

IX.I.1.7	Review General Order 88-1, entitled "Rules and Procedures for the Appearance of Police Department Personnel at Court and Administrative Proceedings," to adapt it to the requirements of the Agreement and make sure that appearances at court and administrative proceedings will not affect MPRPD attendance at the training established in the different Action Plans. The Protocols establishing the processes to follow to carry out the appropriate coordination are included in the **Searches and Seizures and the Supervision and Management Action Plans**.
Due Date	November 2016
TCA Assessment	General Order 88-1 entitled "Rules and Procedures for the Appearance of Police Department Personnel at Court and Administrative Proceedings" has not yet been approved. The TCA has been monitoring PRPD's progress. PRPD has not complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	For rating, see Supervision and Search and Seizure Action Plans

II. Pre-service Training Development Objectives:

Activity IX.II.1.1

IX.II.1.1	The Criminal Justice College ceased to exist on July 30, 2014, with the passing of Public Law No. 112-2014, which repealed Public Law No. 155-1999, as amended, that had created the Criminal Justice College. Thus, the SAEA no longer offers college degrees, and as such, the accreditations of the Puerto Rico Council on Higher Education or the Middle States Association of Colleges and Schools are no longer required. To such effect, the SAEA took steps to request the closing of the CJC and submitted certification number 2015-175 signed by Mr. Ricardo Aponte Parsi, chairman of the Puerto Rico Council on Higher Education, acknowledging the closing of the Gurabo and Villalba campuses of the Criminal Justice College effective July 30, 2014. The TCA requested a copy of the certification. The SAEA has assumed responsibility for the CJC, thus complying with requirement number 118 of the Agreement.
Due Date	See Schedules B & C.
TCA Assessment	General Order has been approved but may be changed. The TCA has been monitoring PRPD's progress. PRPD has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	n/a

Activity IX.II.2.1

IX.II.2.1	The SAEA will develop a Prior-to-Service Education and Training Program (cadets), which will consist of at least nine hundred (900) contact hours. The Program will be based on an analysis of factors, which will include, but will not be limited to, the following topics: 2.1.1 criminology; 2.1.2 fundamentals of communication and writing reports and forms; 2.1.3 basic techniques in the use and management of force; 2.1.4 fundamentals of psychology and human relations in the police context; 2.1.5 ethical police principles; 2.1.6 criminal law; 2.1.7 introduction to human and civil rights; 2.1.8 basic use and handling of firearms; 2.1.9 physical efficiency; 2.1.10 special legislation; 2.1.11 criminal procedure; 2.1.12 searches and seizures; 2.1.13 fundamentals of the administration of the Traffic Act;

	2.1.14 psychosocial and investigative aspects of domestic violence, sexual harassment, and LGBTTIQ communities; 2.1.15 conflict mediation and resolution; 2.1.16 intermediate use and handling of firearms; 2.1.17 intermediate techniques in the use and management of force; 2.1.18 certification in the use and handling of pepper spray; 2.1.19 introduction to juvenile justice; 2.1.20 Rules of Evidence and court testimony; 2.1.21 organizational conduct in the police context; 2.1.22 criminal investigation; 2.1.23 management and protocol in crisis situations; 2.1.24 operational skills simulated scenarios; 2.1.25 community policing; 2.1.26 cybernetics in criminal investigation; 2.1.27 blood pathogens, response in cases of emergency, and basic first-aid skills; 2.1.28 interview and interrogation; and 2.1.29 equal protection and non-discrimination (homeless persons) and human trafficking.
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with

	the process established in **Appendix B** – Training Design Process.
TCA Assessment	Prior-to-Service Education and Training Program (cadets) has been approved by the TCA and the Superintendent.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

III. Field Training Development Objectives:

Activity IX.III.1.1

IX.III.1.1	The SAEA will develop the FTO Training Program to train future FTOs or re-train MPRPDs who have previously acted as FTOs. It will consist of a minimum of eighty (80) contact hours, which include theory and practice. The Training and Re-training Program will be based on an analysis of factors, which will include, but will not be limited to, the following topics: (Table 9) 1.1.1 Agreement requirements; 1.1.2 introduction to the Field Training Program; 1.1.3 use of force and use-of-force incident reports; 1.1.4 reports and forms; 1.1.5 criminal law and criminal procedure; 1.1.6 civil rights (focused on protections against unreasonable searches and seizures and equal protection and non-discrimination); 1.1.7 Traffic Act and traffic stops; 1.1.8 sexual harassment and other prohibited employment practices; 1.1.9 criminal investigation; 1.1.10 supervision and management; 1.1.11 arrests and citations; 1.1.12 mechanics of the arrest; 1.1.13 searches and seizures; 1.1.14 community policing (effective conflict resolution techniques); 1.1.15 interaction with transgender and transsexual persons;

	1.1.16 intervention with foreigners; 1.1.17 weapons authorized by the PRPD; 1.1.18 police ethics; 1.1.19 crisis intervention; 1.1.20 Operations Manual of the Field Training Program; and 1.1.21 basic teaching techniques.
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process.
TCA Assessment	FTO Training Program has been developed, implemented, and approved by the TCA and the Superintendent.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity IX.III.1.2

IX.III.1.2	The PRPD will develop **the Field Training Program** for recently graduated officers, which will consist of at least eight hundred (800) hours of practice and be divided into four (4) phases as detailed below: 1.2.1 Phase I – Integration – Response to Incidents Not Constituting an Emergency; 1.2.2 Phase II – Response to Incidents Constituting an Emergency; 1.2.3 Phase III – Activities while Patrolling; and 1.2.4 Phase IV – Criminal Investigations.
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process
TCA Assessment	The Field Training Program has been developed, implemented, and approved by the TCA and the Superintendent.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

IV. Training and Re-training Implementation Objectives:

A. Pre-service Training Program:

Activity IX.IV.A.1.1

IX.IV.A.1.1	The SAEA will implement a Prior-to-Service Education and Training Program (cadets) that will consist of at least nine hundred (900) contact hours. The Program will be based on an analysis of factors, which will include, but will not be limited to, the following topics: (Table 11) 1.1.1 criminology; 1.1.2 fundamentals of communication and writing reports and forms; 1.1.3 basic techniques in the use and management of force; 1.1.4 fundamentals of psychology and human relations in the police context; 1.1.5 ethical police principles; 1.1.6 criminal law; 1.1.7 introduction to human and civil rights; 1.1.8 basic use and handling of firearms; 1.1.9 physical efficiency; 1.1.10 special legislation;

	1.1.11 criminal procedure; 1.1.12 searches and seizures; 1.1.13 fundamentals of the administration of the Traffic Act; 1.1.14 psychosocial and investigative aspects of domestic violence, sexual harassment, and LGBTTIQ communities; 1.1.15 conflict mediation and resolution; 1.1.16 intermediate use and handling of firearms; 1.1.17 intermediate techniques in the use and management of force; 1.1.18 certification in the use and handling of pepper spray; 1.1.19 introduction to juvenile justice; 1.1.20 Rules of Evidence and court testimony; 1.1.21 organizational conduct in the police context; 1.1.22 criminal investigation; 1.1.23 management and protocol in crisis situations; 1.1.24 operational skills simulated scenarios; 1.1.25 community policing; 1.1.26 cybernetics in criminal investigation; 1.1.27 blood pathogens, response in cases of emergency, and basic first-aid skills; 1.1.28 interview and interrogation; and

	1.1.29 equal protection and non-discrimination (homeless persons) and human trafficking.
Due Date	Training will be implemented as indicated in **Appendix C** – Training Implementation Process.
TCA Assessment	Prior-to-Service Education and Training Program (cadets) has been approved by the TCA and the Superintendent. The TCA has been monitoring PRPD's progress. PRPD has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

B. Field Training Program:

Activity IX.IV.B.1.1

IX.IV.B.1.1	It will consist of a minimum of eighty (80) contact hours, which include both theory and practice. The Training and Re-training Program will be based on an analysis of factors, which will include, but will not be limited to, the following topics: (Table 12) 1.1.1 Agreement requirements; 1.1.2 introduction to the Field Training Program; 1.1.3 use of force and use-of-force incident reports; 1.1.4 reports and forms; 1.1.5 criminal law and criminal procedure; 1.1.6 civil rights (focused on protections against unreasonable searches and seizures and equal protection and non-discrimination); 1.1.7 Traffic Act and traffic stops; 1.1.8 sexual harassment and other prohibited employment practices; 1.1.9 criminal investigation; 1.1.10 supervision and management; 1.1.11 arrests and citations; 1.1.12 mechanics of the arrest; 1.1.13 searches and seizures; 1.1.14 community policing (effective conflict resolution techniques); 1.1.15 interaction with transgender and transsexual persons; 1.1.16 intervention with foreigners;

	1.1.17 weapons authorized by the PRPD; 1.1.18 police ethics; 1.1.19 crisis intervention; 1.1.20 Operations Manual of the Field Training Program; and 1.1.21 basic teaching techniques.
Due Date	Training will be implemented as indicated in **Appendix C** – Training Implementation Process.
TCA Assessment	The Training and Retraining Program has been developed and implemented by PRPD and approved by the TCA and the Superintendent. The TCA has been monitoring PRPD's progress. PRPD has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity IX.IV.B.2.1

IX.IV.B.2.1	Phase I – Integration – Response to Incidents Not Constituting an Emergency; Phase II – Response to Incidents Constituting an Emergency; Phase III – Activities while Patrolling; and Phase IV – Criminal Investigations. (Table 13)
Due Date	Training will be implemented as indicated in **Appendix C** – Training Implementation Process.
TCA Assessment	The TCA has been monitoring PRPD's progress. PRPD has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

V. In-Service Training and Re-training Development and Implementation Objectives:

Activity IX.V.1.1

IX.V.1.1	The PRPD, through the SAEA, will create a Multi-topic Training Program to develop employees' ethical and professional thinking and values with the collaboration of the Office of Government Ethics (OGE), as stipulated in the Mutual-Aid Agreement between the two agencies. These training courses will be part of the continuing education and certified as contact hours by the OGE. The Program will include, but will not be limited to, the following topics: 1.1.1 General Order 617 – MPRPD Code of Ethics; 1.1.2 Police Ethics and Integrity; 1.1.3 Ethical Leadership; 1.1.4 Ethical Attitudes in the Workplace; 1.1.5 Ethical Principles in Management and Supervision (this training course is contemplated in the **Supervision and Management** Compliance Area Action Plan); 1.1.6 Managing Emotions for Ethical Coexistence; 1.1.7 Community Policing Principles (this training course is contemplated in the **Community Engagement and Public Information** Compliance Area Action Plan); 1.1.8 Techniques to guide and manage MPRPDs in an effective manner and promote effective and ethical police practices (effective supervision) (this training is contemplated in the

	Supervision and Management Compliance Area Action Plan); and 1.1.9 Federal and Commonwealth discrimination legislation and PRPD policy (this training is contemplated in the **Equal Protection and Non-Discrimination** Compliance Area Action Plan).
Due Date	See Schedules B & C
TCA Assessment	The TCA has been monitoring PRPD's progress. PRPD has not complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity IX.V.1.2

IX.V.1.2	The PRPD, through the SAEA, will create a **Training Program for all members of the Promotion Exams Board** to guarantee that promotions in the PRPD will be in keeping with equal employment opportunity principles and discrimination legislation and comply with the three (3) areas of educational activities—cognitive, affective, and psychomotor—needed to perform successfully the management and supervisory tasks related to the requirements of the rank that the candidates wish to obtain. The Program will include, but will not be limited to, the following topics: 1.2.1 Agreement for the Sustainable Reform of the Puerto Rico Police Department; 1.2.2 designing exams to measure cognitive activities; 1.2.3 *(this was blank in the master document)* 1.2.4 drafting questions that will measure knowledge, comprehension, application, and analysis; and 1.2.5 designing and preparing question banks for each topic that will be examined.
Due Date	See Schedules B & C
TCA Assessment	The TCA has been monitoring PRPD's progress. PRPD has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.

TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan

Activity IX.V.1.3

IX.V.1.3	The SAEA will create a Multi-topic Training Program to train **MPRPDs who have passed the promotion exams** before assuming the responsibilities of their new rank. The Program will be designed taking into consideration the profile corresponding to each rank and will consist of at least forty (40) contact hours. **These training courses will be contemplated in the Supervision and Management Compliance Area Action Plan.**
Due Date	See Schedules B & C
TCA Assessment	The TCA has been monitoring PRPD's progress. PRPD has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan

Training Implementation Activities:

Activity IX.V.1.3

1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of PRPD personnel to **develop ethical and professional thinking and values** through and with the collaboration of the personnel from the Office of Government Ethics Ethical Thinking Development Center (CDPE, Spanish acronym). The remaining fifty percent (50%) of the PRPD personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The priority groups for training and re-training are established in the **Professionalization Action Plan**.
Due Date	See Schedules B & C
TCA Assessment	The TCA has been monitoring PRPD's progress. PRPD has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Professionalization Action Plan

B. Use of Force Compliance Area

Training Development Activities:

1.1	To achieve a reduction in use-of-force incidents, promote professionalization, [achieve] equality in the provision of services, and restore the community's trust, all Members of the PRPD will be trained in use of force at least every two (2) years during the first four (4) years after the Agreement herein comes into effect. Thereafter, all use-of-force policies and training will be evaluated one (1) time per year so that they conform to the applicable law and generally accepted police practices. The training courses corresponding to this compliance area are detailed below: 1.1.1 Review Training on the Use and Handling of Impact Weapons; 1.1.2 Review Training on the Use and Handling of Chemical Agents; 1.1.3 Develop Training Program for the Members of the Force Review Board; 1.1.4 Review Training on the Use and Handling of Service Weapons; 1.1.5 Review Training on the Use and Handling of Electronic Control Weapon; 1.1.6 Review Training on Use-of-Force Rules and Investigation Report on Use-of-Force Incidents by Members of the Puerto Rico Police Department; 1.1.7 Develop Training for Force Investigation Unit;

	1.1.8 Develop Multi-topic Training on the Mobilization of the Tactical Operations Unit; 1.1.9 Develop Multi-topic Training on the Mobilization of the Division of Special Weapons and Tactics ("SWAT"); 1.1.10 Develop Training on Less-Lethal Munitions and Other Technology; 1.1.11 Develop Training on Crowd Control and Incident Management for MPRPDs and Specialized Tactical Units; 1.1.12 Develop Training on Rules for the Management of Police Pursuits; 1.1.13 Develop Training on Driving Vehicles in Emergency Situations and Police Pursuits; 1.1.14 Develop Training for Patrol Dog Handlers; 1.1.15 Develop Training on the Use and Management of the Automated System to Prepare Electronic Incident Reports (this activity will be carried out in accordance with the **Equal Protection and Non-Discrimination Acton Plan**); 1.1.16 Develop Training for Behavioral or Mental Health Crisis Response for MPRPDs belonging to the CIT (this activity will be carried out in accordance with the **Use of Force Action Plan**); and 1.1.17 Develop Training on Behavioral or Mental Health Crisis Response for MPRPDs (this activity will be carried out in accordance with the **Use of Force Action Plan**).
Due Date	See Schedules B & C

TCA Assessment	The TCA has been monitoring PRPD's progress. PRPD has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA rating	See Use of Force Action Plan

Training Implementation Activities:

1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of **MPRPDs**. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. Priority groups for training and re-training are established in the **Use of Force Action Plan**.
Due Date	See Schedules B & C
TCA Assessment	The TCA has been monitoring PRPD's progress. PRPD has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Use of Force Action Plan

C. SEARCHES AND SEIZURES COMPLIANCE AREA

Training Development Activities:

1.1	To achieve a reduction of civil right violation incidents, promote professionalization, achieve equality in the provision of services, and strengthen the community's trust, the PRPD will train all its members on the corresponding arrest, search, and seizure policies at least every two years during the first four years after this Agreement comes into effect, and on a yearly basis thereafter. The training courses will be evaluated on a yearly basis so that they are in keeping with the applicable law and generally accepted police practices. The design of the training courses mentioned below is included and duly explained in the Searches and Seizures Action Plan. The Program will include, but will not be limited to, the following topics: 1.1.1 Training on General Order, Chapter 600, Section 615, entitled "Authority of the Puerto Rico Police Department to Conduct Arrests and Serve Citations"; 1.1.2 Training on General Order, Chapter 600, Section 612, entitled "Authority of the Puerto Rico Police Department to conduct Searches and Seizures." 1.1.3 Training Program for Supervisors and High-Ranking Officers on the policies, writing techniques, and review of arrests, searches, and seizures reports. 1.1.4 Training on General Order entitled "Rules and Procedures for the Receipt, Custody, Delivery, and Disposition of Property Constituting Evidence" with the purpose of ensuring an effective control of the evidence from the

	beginning of a criminal act, to the collection thereof, until it is presented at trial. **This activity is included in the Searches and Seizures Compliance Area Action Plan**; and 1.1.5 Training for the personnel assigned to the Command Center and Radio Control on how to use the automated system for the digital recording and storage of communications between the immediate supervisor and the MPRPD through the Command Center and Radio Control communication channels.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has complied with 1.1.1 through 1.1.4 the requirement outlined in the Action Plan and the Agreement. 1.1.5 Training for the personnel assigned to the Command Center and Radio Control on how to use the automated system for the digital recording and storage of communications between the immediate supervisor and the MPRPD through the Command Center and Radio Control communication channels has not been developed.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Search and Seizure Action Plan

Training Implementation Activities:

1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of **MPRPDs**. The remaining fifty percent (50%) of the MPRPDs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The priority groups for training and re-training are established in the **Searches and Seizures Action Plan**.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has complied with the requirement outlined in the Action Plan and the Agreement. (As of the end of April 2017, training on GO 600-615 is at 84%, and on GO 600-612 is at 36% Department-wide, and is in line with the requirements under the Agreement).
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Search and Seizue Action Plan

D. EQUAL PROTECTION AND NON-DISCRIMINATION COMPLIANCE AREA

Training Development Activities

1.1	To provide police services in an equitable, respectful, and unbiased manner, with greater professionalization; promote more trust in the community; and do more crime prevention, training courses will be developed for PRPD personnel based on best practices, without prejudice on the basis of race, color, ethnicity, national origin, religion, sex, age, disability, sexual orientation, gender identity, gender expression, or political beliefs or affiliation in accordance with the rights, privileges, and immunities guaranteed or protected by the respective Constitutions and laws of the United States and the Commonwealth. The training courses corresponding to this compliance area are detailed below: 1.1.1 Training on the PRPD Internal Regulations to Prevent Harassment, Discrimination, and Retaliation; 1.1.2 PRPD Regulations to Establish Police Practices without Discrimination, Harassment, Improper Sexual Conduct, and Retaliation; 1.1.3 Training on Investigation of Domestic Violence Incidents; 1.1.4 Training on Investigation of Sexual Assault Incidents; 1.1.5 Training on Identification of and Intervention with Persons from the Transgender, Transsexual, and Intersexual Community; 1.1.6 Training on Intervention with Foreigners; 1.1.7 Training on Use of Automated System to Prepare Electronic Incident Reports (NIBRS), **as established in the Implementation Plan developed by the BT**;

	1.1.8 Training on Techniques to Collect Demographic Information; 1.1.9 Training on Hate Crime Data Collection, Management, and Investigation; 1.1.10 Training on Investigation of Incidents at Juvenile Institutions Related to Complaints of Institutional Abuse and/or Negligence against Minors in Institutions for Juvenile Delinquents.
Due Date	Training not yet due.
TCA Assessment	Syllabus equal protection and non-discrimination training development objective on March 2017 was referred to the TCA for review and approval including CAD 101-System Operator Data Collection. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Equal Protection Action Plan

1.2	Multi-topic Training Program aimed at **MPRPDs** will be offered every two (2) years during the first (4) years of the Agreement, and once a year thereafter. The **core topics that will sequentially make up the training will include, but will not be limited to, the following**: 1.2.1 constitutional rights and other legal principles related to equal protection and non-discrimination included in federal and state legislation; 1.2.2 protection of civil rights as a cornerstone of the police mission; 1.2.3 suspicious, arbitrary, and stereotypical classifications; 1.2.4 unbiased police conduct; 1.2.5 community perspective on discriminatory police conduct; 1.2.6 key points and critical aspects of prohibition against discrimination that could have an effect on incidents and at operational planning levels; 1.2.7 interaction with diverse populations, including the homeless, economically disadvantaged people, and the LGBTTIQ community, among others; and 1.2.8 methods, strategies, and techniques to reduce misunderstandings, conflicts, and complaints resulting from perception of bias or discrimination.
Due Date	See Schedules B & C.
TCA Assessment	Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Equal Protection Action Plan

1.3	Training courses for **PRPD personnel belonging to the Classified System** (civilian employees). The Program will include, but will not be limited to, the following topics: 1.3.1 Training on PRPD Internal Regulations to Prevent Harassment, Discrimination, and Retaliation; and 1.3.2 PRPD Regulations to Establish Police Practices without Discrimination, Harassment, Improper Sexual Conduct, and Retaliation.
Due Date	Training not yet due.
TCA Assessment	Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Equal Protection Action Plan

1.4	Multi-topic training aimed at **PRPD personnel belonging to Classified System (civilian employees)** will be offered every two (2) years during the first four (4) years of the Agreement, and once a year thereafter. The **core topics that will sequentially make up the training include the following**: 1.4.1 constitutional rights and other legal principles related to equal protection and non-discrimination included in federal and state legislation, such as Title VII; 1.4.2 interaction with diverse populations, including the homeless, economically disadvantaged people, and the LGBTTIQ community, among others; and 1.4.3 methods, strategies, and techniques to reduce misunderstandings, conflicts, and complaints resulting from perception of bias or discrimination.
Due Date	See Schedules B & C.
TCA Assessment	Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Equal Protection Action Plan

Training Implementation Activities:

1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of **MPRPDs**. The remaining fifty percent (50%) of the MPRPDs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The priority groups for training and re-training are established in the **Equal Protection and Non-Discrimination Action Plan**.
Due Date	Training not yet due.
TCA Assessment	Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Equal Protection Action Plan

E. RECRUITMENT, SELECTION, AND HIRING COMPLIANCE AREA

Training Development Activities:

1.1	The SAEA will **develop a multi-topic training course** aimed at the personnel who will work on the various phases of the recruitment process, which will address the following topics: 1.1.1 General Order for MPRPD Recruitment (includes candidate eligibility requirements, and rules and procedures to follow in each phase of the process); 1.1.2 phases of recruitment process; 1.1.3 guidance on effective recruitment interview techniques; 1.1.4 applicable equal protection and non-discrimination statutes, as well as generally accepted police practices; 1.1.5 candidate profile; 1.1.6 informational guide on recruitment process; and 1.1.7 techniques to interview members of community organizations.
Due Date	Training not yet due.
TCA Assessment	PRPD has not approved a recruit class for 2017.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Recruitment Action Plan

1.2	The SAEA will **create a field investigations training course** together with personnel from the Office of Safety and Protection assigned to SAIC in order to train investigators on criminal record investigation techniques and PRPD candidate recruitment procedures to professionalize the personnel and restore the community's trust and help provide police services in an equitable, respectful, and unbiased manner in accordance with generally accepted police practices.
Due Date	Training not yet due.
TCA Assessment	PRPD has not approved a recruit class for 2017.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Recruitment Action Plan

Training Implementation Activities:

1.1	The recruitment officer assigned by the PRPD superintendent will be the director of Division of Recruitment, who will be responsible for implementing the **General Order for the MPRPD Recruitment Program** along with a task force that includes officers with various work experiences to establish alliances with historically unrepresented groups in the PRPD. The priority groups for training and re-training are established in the **Recruitment, Selection, and Hiring Action Plan**.
Due Date	Training not yet due.
TCA Assessment	General Order on recruitment has been developed, approved by the TCA, but has yet to be approved by the Superintendent.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Recruitment Action Plan

F. POLICIES AND PROCEDURES COMPLIANCE AREA

Training Development Activities:

1.1	The Office of the Assistant Superintendent for Education and Training will develop a Multi-topic Training Program to train **all MPRPDs assigned to SAIC** on the law, applicable case law, and the rules and procedures to follow when conducting criminal investigations. The Program will begin with training on the following topics: 1.1.1 criminal law; 1.1.2 Rules of Criminal Procedure; 1.1.3 evidence law; 1.1.4 constitutional and civil rights; 1.1.5 criminal investigation techniques; 1.1.6 interview and interrogation techniques; 1.1.7 scene work; 1.1.8 court testimony; 1.1.9 criminal photography; and 1.1.10 preparation of files and reports. MPRPDs assigned to the SAIC will also take training corresponding to the following policies during the period established on the timeline

	1.1.11 General Order, Chapter 100, Section 107, entitled "Creation of the Office of the Assistant Superintendent for Criminal Investigations"; and 1.1.12 Operational Manual for Criminal Investigation Corps Investigator Procedures.
Due Date	Training not yet due.
TCA Assessment	PRPD has yet to provide the TCA training materials to review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.2	The Office of the Assistant Superintendent for Education and Training will develop a Multi-topic Training Program to train all MPRPDs **belonging to the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons** about the following topics: 1.2.1 criminal law; 1.2.2 Rules of Criminal Procedure; 1.2.3 evidence law; 1.2.4 criminal investigation techniques; 1.2.5 interview and interrogation techniques; 1.2.6 Special Confidential Order 2010-1; 1.2.7 police corruption; 1.2.8 identification of controlled substances; 1.2.9 undercover operations; 1.2.10 controlled substance sale surveillance; 1.2.11 court testimony; 1.2.12 forensic photography and video 1.2.13 General Order to create the "Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons"; and 1.2.14 Operations Manual establishing the rules and procedures that MPRPDs assigned to the investigation units of the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons will follow.
Due Date	See Schedules B & C.

TCA Assessment	Training module not yet developed. Operations Manual is being worked on.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.3	The Office of the Assistant Superintendent for Education and Training will develop a training course aimed at **all MPRPDs** on the law, applicable case law, and the rules and procedures to follow when conducting **traffic stops** in various scenarios, answering emergency calls, and inspecting motor vehicles, among others
Due Date	See Schedules B & C.
TCA Assessment	Training course reference traffic stops has not been reviewed by the TCA.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.4	The Office of the Assistant Superintendent for Education and Training will develop a training course aimed at **all MPRPDs** on the **Uniform Crime Reporting Handbook (NIBRS)**.
Due Date	See Schedules B & C.
TCA Assessment	NIBRS Handbook was approved in January 2016, pending approval by the Superintendent.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

Training Implementation Activities;

1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of all **MPRPDs assigned to the SAIC about topics included in the Multi-topic Program**. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The Multi-topic Training Program to be implemented will be about the following topics: 1.1.1 criminal law; 1.1.2 Rules of Criminal Procedure; 1.1.3 evidence law; 1.1.4 constitutional and civil rights; 1.1.5 criminal investigation techniques; 1.1.6 interview and interrogation techniques; 1.1.7 scene work; 1.1.8 court testimony; 1.1.9 criminal photography; 1.1.10 preparation of files and reports;

	1.1.11 General Order, Chapter 100, Section 107, entitled "Creation of the Office of the Assistant Superintendent for Criminal Investigations"; and 1.1.12 Operational Manual for Criminal Investigation Corps Investigator Procedures.
Due Date	See Schedules B & C.
TCA Assessment	Training material not yet developed.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

Training Implementation Activities;

1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of all **MPRPDs assigned to the SAIC about topics included in the Multi-topic Program**. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The Multi-topic Training Program to be implemented will be about the following topics: 1.1.1 criminal law; 1.1.2 Rules of Criminal Procedure; 1.1.3 evidence law; 1.1.4 constitutional and civil rights; 1.1.5 criminal investigation techniques; 1.1.6 interview and interrogation techniques; 1.1.7 scene work; 1.1.8 court testimony; 1.1.9 criminal photography; 1.1.10 preparation of files and reports; 1.1.11 General Order, Chapter 100, Section 107, entitled "Creation of the Office of the Assistant Superintendent for Criminal Investigations"; and

	1.1.12 Operational Manual for Criminal Investigation Corps Investigator Procedures.
Due Date	See Schedules B & C.
TCA Assessment	Training material not yet developed.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.2	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of MPRPDs **assigned to the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons**. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA Approval. The Multi-topic Training Program that will be implemented will address the following topics: 1.2.1 criminal law; 1.2.2 Rules of Criminal Procedure; 1.2.3 evidence law; 1.2.4 criminal investigation techniques; 1.2.5 interview and interrogation techniques; 1.2.6 Confidential Special Order 2010-1; 1.2.7 police corruption 1.2.8 identification of controlled substances; 1.2.9 undercover operations; 1.2.10 controlled substance sale surveillance; 1.2.11 court testimony; 1.2.12 forensic photography and video; 1.2.13 General Order to create the "Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons"; and

	1.2.14 Operational Manual for establishing the rules and procedures that MPRPDs assigned to the investigation units of the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons will follow..
Due Date	Training not yet due.
TCA Assessment	PRPD has yet to provide the TCA training materials to review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.3	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of **all MPRPDs** on the law, applicable case law, and the rules and procedures that must be followed when conducting **traffic** stops in various scenarios, answering emergency calls, and inspecting motor vehicles, among others. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA Approval.
Due Date	See Schedules B & C.
TCA Assessment	Training course reference traffic stops has not been reviewed by the TCA.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.4	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will simultaneously train fifty percent (50%) of **all MPRPDs** on the **Uniform Crime Reporting Handbook (NIBRS)**. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA Approval.
Due Date	See Schedules B & C.
TCA Assessment	Training materials has not been approved yet
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

Training Development Activities

1.1	The SAEA will create a Multi-topic Training Program to train MPRPDs **who have passed the promotion exams from the rank of sergeant to captain** before they assume the responsibilities of their new rank. This Program will be designed taking into consideration the powers, responsibilities, and duties of each rank and will consist of at least forty (40) contact hours. This activity will depend on the availability of vacant positions approved to be filled according to the budget. These training courses will include the following topics, pursuant to the Agreement: 1.1.1 management; 1.1.2 supervision; 1.1.3 leadership; 1.1.4 chain of command; and 1.1.5 equal employment opportunity (EEO). **This training is included in Objective II-1 of Training Development in the Equal Protection and Non-Discrimination Action Plan, activity 1.1, 1.1.1, and 1.1.2.**
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has complied with the requirement outlined in the Action Plan and the Agreement.

Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.2	The SAEA will create a Multi-topic Program to **train all PRPD supervisory personnel** taking into consideration the inherent duties of each rank. This Program will be aimed at their level of supervision and management and will include the following topics: 1.2.1 techniques to guide and direct MPRPDs effectively and promote effective and ethical police practices (effective supervision); 1.2.2 reduce conflict intensity (conflict mediation); 1.2.3 evaluation of written reports (reports and forms); 1.2.4 risk assessment and management; 1.2.5 performance evaluation process; 1.2.6 selection and annual award of outstanding employees; 1.2.7 applying appropriate, non-punitive disciplinary sanctions and corrective actions. **This activity is included in the Administrative Complaints Compliance Area Action Plan**; 1.2.8 use of the Early Identification System (EIS) to facilitate direct and effective supervision. **This training will be designed once the System is running**; 1.2.9 dissemination of Public Information. **This training is included in the Community Engagement and Public Information Compliance Area Action Plan**; 1.2.10 Procedures Manual regarding supervisor powers, duties, and responsibilities;

	1.2.11 Equal Employment Opportunity (EEO). **This training is included in the Equal Protection and Non-Discrimination Action Plan, activity 1.1, 1.1.1, and 1.1.2**; and the 1.2.12 Executive Committee Interagency Memorandum.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.2.13	Every year after these trainings, the **MPRPDs with supervisory or management duties** will be trained for a minimum of forty (40) contact hours on topics based on the identified needs or trends existing at the time preceding the training. The elements that may be incorporated include: an analysis of factors, including, but not limited to, MPRPD safety, community concerns, use of force statistics, internal affairs statistics, court decisions, and latest trends in the application of the law, as well as the feedback received from the Interagency Executive Committee and the Citizen Engagement Committees (CICs [Spanish acronym]), among others.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.3	The SAEA will create a course to have its certified instructors train all PRPD personnel who carry out management and supervisory duties on the General Order and the Early Identification System (EIS) Procedures Manual.
Due Date	See Schedules B & C.
TCA Assessment	PRPD has yet to provide the TCA training materials and the EIS Procedures Manual to review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.4	The SAEA will create a course to train all personnel assigned to the Inspections Division of the Office of the Assistant Superintendent for Professional Responsibility on the Operational and Administrative Inspections Procedures Manual, as well as on the procedures to be followed.
Due Date	See Schedules B & C.
TCA Assessment	PRPD has not developed training materials on the Operational and Administrative Inspections Procedures Manual.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

Training Implementation Activities

1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train one hundred percent (100%) of **MPRPDs who have passed the promotion exams** before they assume the responsibilities of their new rank. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

Training Implementation Activities

1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train one hundred percent (100%) of **MPRPDs who have passed the promotion exams** before they assume the responsibilities of their new rank. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.2	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of the MPRPDs **who perform supervisory and management duties (activities 1.3 and 1.4)** at their level of management. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The priority groups for training and re-training are established in the **Supervision and Management Action Plan**.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.3	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of MPRPDs **assigned to the Inspections Division of the Office of the Assistant Superintendent for Professional Responsibility on the Operational and Administrative Inspections Procedures Manual** at the level of management they perform. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval.
Due Date	See Schedules B & C.
TCA Assessment	PRPD has yet to provide the TCA training materials to review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

H. ADMINISTRATIVE COMPLAINTS, INTERNAL INVESTIGATIONS, AND DISCIPLINE COMPLIANCE AREA

Training Development Activities:

1.1	The SAEA will create a Multi-topic Training Program to **train SARP and OLA personnel** on the procedure to receive, classify, process, and manage a complaint for improper conduct and the process of investigating administrative complaints. The Program will begin with training on the following topics: 1.1.1 criminal law; 1.1.2 criminal procedure; 1.1.3 evidence law; 1.1.4 constitutional rights; 1.1.5 criminal investigation techniques; 1.1.6 administrative investigation techniques; 1.1.7 cybercrime; 1.1.8 scene work; 1.1.9 criminal photography; and 1.1.10 preparation of files and reports.
Due Date	See Schedules B & C.

TCA Assessment	The TCA has been monitoring PRPD's progress. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Administrative Complaints Action Plan

1.2	After the approval of the Training Program and the incorporation of the recommendations, the SAEA will continue providing training on the topics corresponding to the following policies: 1.2.1 training on the procedure to follow to promote collaboration from PRPD employees in the administrative complaint process when criminal proceedings have not been initiated; 1.2.2 training on the new "Regulations to Receive, Process, and Manage Administrative Complaints"; 1.2.3 training on the Administrative Complaint Investigation Procedures Manual; 1.2.4 training on the Public Information Program regarding the Filing of Administrative Complaints 1.2.5 training on the Code of Ethics and Conduct that will be used to determine minor and major offenses and impose disciplinary sanctions; 1.2.6 training on the Administrative Order for the Investigation, Management, and Adjudication of Minor Offenses by Supervisors; and 1.2.7 training on the amendments to the Controlled Substances Detection Program for Officials and Employees of the PRPD Regulations in relation to detecting anabolic steroids.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPD's progress. Pending review.

Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Administrative Complaints Action Plan

1.3	Multi-topic course to train the personnel **who perform management and supervisory duties** on the procedure supervisors are to follow when they learn that a citizen intends to file an administrative complaint, the time frames supervisors have to hand in a complaint filed for their consideration, and their authority to investigate and take non-punitive corrective or disciplinary measures when they learn about minor offenses or violations of PRPD policies. The responsibilities of high-ranking officers in relation to the evaluation of the investigations, the corrective measures to be taken, and the identification of deficiencies will be part of the training, which will also include learning about the duty to document and inform the SARP about improper conduct, the consequences of refusing to accept a complaint or providing false or deceitful information about a complaint for improper conduct, and the prohibition against retaliating in any way against an MPRPD who reports improper conduct.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPD's progress. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Administrative Complaints Action Plan

1.4	Multi-topic course to train **PRPD personnel** on the requirement to report any conduct perceived as improper, the consequences of refusing to accept a complaint or providing false information, their duty to cooperate with any administrative investigation pursuant to the ruling in the case of *Garrity v. New Jersey*, and the existing mechanisms to file complaints for improper conduct or report the good performance of any MPRPD.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPD's progress. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Administrative Complaints Action Plan

1.5	Orientation session to inform **PRPD personnel who perform supervisory and management duties** how to manage stress to prevent critical incidents and the support and mental health services available to them and their families.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPD's progress. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Administrative Complaints Action Plan

Training Implementation Activities:

1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of the PRPD personnel. The remaining fifty percent (50%) of the PRPD personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The priority groups for training and re-training are established in the **Administrative Complaints, Internal Investigations, and Discipline Action Plan**.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPD's progress. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Administrative Complaints Action Plan

H. COMMUNITY INTERACTION AND PUBLIC INFORMATION COMPLIANCE AREA

Training Development Activities:

1.1	To obtain the assistance, advice, and recommendations of the members of the different community sectors; restore the trust of the communities in the PRPD; and foster solid relationships with said communities, Multi-topic Seminars will be developed for the members of the Community Interaction Councils (CICs [Spanish acronym]). The design of the training courses mentioned below is included and duly explained in the **Community Interaction and Public Information Action Plan.**
Due Date	See Schedules B & C. In progress.
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Administrative Complaints Action Plan

1.2	The Office of the Assistant Superintendent for Education and Training will develop Multi-topic Seminars for the members of the CICs on the following topics: 1.2.1 Agreement for the Sustainable Reform of the Puerto Rico Police Department; 1.2.2 duties and Responsibilities of the Community Interaction Councils, in accordance with GO 801; 1.2.3 parliamentary procedure; 1.2.4 principles of community policing; 1.2.5 S.A.R.A. Problem-Solving Model; 1.2.6 creation and preservation of community alliances; 1.2.7 functioning of the rank system; 1.2.8 PRPD flowchart; 1.2.9 duties and responsibilities of the Investigation Units, Specialized Units, Precincts, and Districts; 1.2.10 duties and responsibilities of the Office of Reform, TCA, and the USDOJ; 1.2.11 administrative complaint filing process; 1.2.12 use of force; 1.2.13 rights of the individual during searches and seizures; 1.2.14 civil rights; 1.2.15 crime victim services; 1.2.16 PRPD recruitment process; 1.2.17 duties and responsibilities of the Community Safety Councils; 1.2.18 General Plan for the Implementation of the Community Outreach and Public Information Program; and the

	1.2.19 Uniform Crime Reporting Handbook (NIBRS).
Due Date	See Schedules B & C. In progress.
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Administrative Complaints Action Plan

1.3	The Office of the Assistant Superintendent for Education and Training will create a Multi-topic Training Program to train the MPRPDs on the principles of community policing. The Program will include the following topics: 1.3.1 Principles of community policing; 1.3.2 S.A.R.A. Problem-Solving Model; 1.3.3 creation and continuation of community alliances; 1.3.4 identifying factors that affect quality of life and may affect criminal activity; 1.3.5 diverse populations in Puerto Rico; 1.3.6 cultural awareness and tolerance towards the communities; 1.3.7 identifying their prejudices; 1.3.8 effective meeting development; 1.3.9 basic elements of the communication process during conflict management; 1.3.10 conflict-solving strategies; 1.3.11 managing difficult conversations; 1.3.12 managing and channeling emotions; and 1.3.13 right to freedom of expression.
Due Date	See Schedules B & C. In progress.
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has not complied with the requirement outlined in the Action Plan and the Agreement.

Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Administrative Complaints Action Plan

1.4	The Office of the Assistant Superintendent for Education and Training will create a Multi-topic Training Program for the personnel who work **at the Central Press Office, in the Areas, and for the high-ranking officers** of the PRPD, about the dissemination of public information and about incidents or ongoing investigations from a community perspective, and said training will include practical police Q & A scenarios before the press. The Program will include the following topics: 1.4.1 freedom of the press; 1.4.2 right to privacy; 1.4.3 defamation and libel; 1.4.4 ethics in the dissemination of information; 1.4.5 what and when something is public information; 1.4.6 importance of the media in solving criminal cases; 1.4.7 dissemination of public information in ongoing situations; 1.4.8 protecting victim and witness information; 1.4.9 drafting press releases; 1.4.10 oral communication in the media; 1.4.11 use of electronic media to disseminate public information; 1.4.12 image portrayed in the media; and 1.4.13 media management and interviews.
Due Date	See Schedules B & C. In progress.

TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Administrative Complaints Action Plan

1.5	The Office of the Assistant Superintendent for Education and Training will create training for the personnel that performs **management and supervisory** duties at the PRPD about the dissemination of public information and about incidents or ongoing investigations from a community perspective, and said training will include practical police Q & A scenarios before the press. The Program will include the following topics: 1.5.1 freedom of the press; 1.5.2 right to privacy; 1.5.3 defamation and libel; 1.5.4 ethics in the dissemination of information; 1.5.5 what and when something is public information; 1.5.6 importance of the media in solving criminal cases; 1.5.7 dissemination of public information in ongoing situations; 1.5.8 protecting victim and witness information; 1.5.9 oral communication in the media; 1.5.10 image portrayed in the media; and 1.5.11 media management and interviews.
Due Date	See Schedules B & C. In progress.
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Administrative Complaints Action Plan

Training Implementation Activities:

1.1	Within the twelve (12) months following the final approval of the community policing training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of the personnel. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The priority groups for training and re-training are established in the **Public Information Action Plan**.
Due Date	See Schedules B & C. In progress.
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Administrative Complaints Action Plan

H. INFORMATION SYSTEMS AND TECHNOLOGY COMPLIANCE AREA

Training Development Activities:

1.1	Develop training for the administration, configuration, and diagnosis of radio communication equipment aimed at the personnel of the Communications Division of the Bureau of Technology and Communications of the PRPD.
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process.
TCA Assessment	GO 400-404 replaces 73-13. SAEA is lead and will use agents to develop training and to conduct the training. GO signed Jan 2017. Per Diaz, as of 4/25, waiting for training material from SAEA and then TCA approval. training start is projected for 7/12/2017 based on policy approval on Jan 13, 2017, per decree, 50% to be trained 7/18, 100% trained by 7/19. Training not yet due. The design and training development are expected to be submitted to the TCA for approval on time.
Recommendations	Continue to monitor.
TCA Rating	See IT Action Plan

1.2	Develop training for the use and handling of the radio communication equipment at the PRPD aimed at MPRPDs.
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	GO 400-404 replaces 73-13. SAEA is lead and will use agents to develop training and to conduct the training. GO signed Jan 2017. Per Diaz, as of 4/25, waiting for training material from SAEA and then TCA approval. Training start is projected for 7/12/2017 based on policy approval on Jan 13, 2017, per decree, 50% to be trained 7/18, 100% trained by 7/19. The design and training development are expected to be submitted to the TCA for approval on time.
Recommendations	Continue to monitor.
TCA Rating	See IT Action Plan

1.3	Develop training for the administration and diagnosis of the computerized systems of the Puerto Rico Police Department aimed at the personnel of the Technology Division of the Bureau of Technology and Communications of the PRPD. (Table 17)_
Due Date	May 2017 Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	GO 400-403 signed Dec 19, 2016. Training start projection June 2017. First 50% trained is targeted June 2018, second 50% targeted June 2019
Recommendations	Continue to monitor.
TCA Rating	See IT Action Plan

1.4	Develop training on the Manual for the Use and Handling of the Computerized Systems of the Puerto Rico Police Department, geared toward the MPRPDs and the employees of the PRPD classified system. (Table 18).
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process.
TCA Assessment	Projected start of training is June 2017, 50% complete June 2018, 100% June 2019
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See IT Action Plan

1.5	Develop training on the Manual for the Use and Handling of the Central Repository for Crime Date Analysis (CIW) at the Puerto Rico Police Department, aimed at the MPRPDs and the employees of the PRPD classified system assigned to the Center for the Analysis of Criminal Activity and Crime Monitoring; the Criminal Intelligence Collection, Analysis, and Dissemination Center, the Crime Statistics Division, as well as for the employees who collect statistical data in the Police Areas. (Table 19)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process.
TCA Assessment	Pending review.
Recommendations	Continue monitoring
TCA Rating	See IT Action Plan

1.6	Develop training on accessing and using **the Information Systems of the National Crime Information Center (NCIC) and the Integrated Crime Registry (ICR)** aimed at MPRPDs (Table 20).
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process.
TCA Assessment	Pending review.
Recommendations	Continue monitoring
TCA Rating	See IT Action Plan

1.7	Develop training on accessing and using the criminal activity map aimed at MPRPDs. (Table 21).
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process.
TCA Assessment	Pending review.
Recommendations	Continue monitoring.
TCA Rating	See IT Action Plan

Training Implementation Activities:

1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of **all MPRPDs and the employees assigned to the Bureau of Technology and Communications**. The remaining fifty percent (50%) of the members of the PRPD will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The training that will be implemented will address the following topics: a. use and handling of radio communications equipment; b. use and management of the computerized systems of the Puerto Rico Police Department. The priority groups for training and re-training are established in the **Information Systems and Technology Action Plan**.
Due Date	See Schedules B & C. The trainings will be implemented as stated in Appendix C– Training Implementation Process.
TCA Assessment	PRPD has yet to provide the TCA evidence of training materials for review concerning the use and handling of radio communications equipment.

Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See IT Action Plan

1.2	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of **the employees assigned to the Communications Division** on the **administration, configuration, and diagnosis of radio communications equipment**. The remaining fifty percent (50%) of the **employees assigned to the Communications Division** will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval.
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process.
TCA Assessment	PRPD has yet to provide the TCA evidence of training materials for review concerning the **administration, configuration, and diagnosis of radio communications equipment.**
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See IT Action Plan

1.3	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of **the employees assigned to the Technology Division** on the **administration and diagnosis of the computerized systems of the PRPD**. The remaining fifty percent (50%) of the **employees assigned to the Technology Division** will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval.
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process.
TCA Assessment	PRPD has yet to provide the TCA evidence of training materials for review concerning the **administration and diagnosis of the computerized systems of the PRPD**.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See IT Action Plan

1.4	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of **MPRPDs and the employees of the PRPD classified system assigned to the Center for the Analysis of Criminal Activity and Crime Monitoring; the Criminal Intelligence Collection, Analysis, and Dissemination Center; the Crime Statistics Division; as well as the employees who collect statistical data in the Police Areas and Offices of the Assistant Superintendents on the Handbook for the Use and Handling of the Central Crime Information Warehouse (CIW)**. The remaining fifty percent (50%) of the members of the PRPD and employees of the PRPD classified system will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval.
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process.

TCA Assessment	PRPD has yet to provide the TCA evidence of training materials for review concerning the **Handbook for the Use and Handling of the Central Crime Information Warehouse (CIW), employees assigned to the center for the analysis of crime activity and crime monitoring, the criminal intelligence collection.**
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See IT Action Plan

1.5	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of **all MPRPDs on the Use and Management of the Information Systems of the National Crime Information Center (NCIC) and the Integrated Crime Registry (ICR)**. The remaining fifty percent (50%) of the members of the PRPD will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The priority groups for training and re-training are established in the **Information Systems and Technology Action Plan**.
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process.
TCA Assessment	PRPD has yet to provide the TCA evidence of training materials for review concerning the **Use and Management of the Information Systems of the National Crime Information Center (NCIC) and the Integrated Crime Registry (ICR)**.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See IT Action Plan

1.6	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of **all MPRPDs** on the **Use and Management of the Crime Mapping Application**. The remaining fifty percent (50%) of the members of the PRPD will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The priority groups for training and re-training are established in the **Information Systems and Technology Action Plan**.
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process.
TCA Assessment	PRPD has yet to provide TCA with adequate evidence of materials concerning a training course reference handling of radio communications equipment
Recommendations	
TCA Rating	See IT Action Plan

II. IMPLEMENTATION OBJECTIVES

1.1	Develop and implement an information sub-system for keeping digitized, complete, and precise records of the curricula, teaching plans, and other materials used to develop trainings and re-training courses at the SAEA. This sub-system will enable document storage by category and access level. This activity is included in the Training Action Plan. (Table 35) The focus and scope of the information system that will be developed to maintain digitized, complete, and precise records of the curricula, teaching plans, and other materials used to develop training and re-training courses are described in the following phases:
Due Date	December 2016
TCA Assessment	In development but needs to be merged with HR system (Kronos) The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan
Recommendations	Continue effort.
TCA Rating	See IT Action Plan

1.2	Develop and implement an information sub-system to offer virtual (online) training and/or re-training, in order to maximize MPRPD service time and provide greater accessibility and flexibility so that they may fulfill their work commitments without affecting the performance and quality of the services they offer to the community. This activity is included in the Training Compliance Area Action Plan.
Due Date	12 months after the corresponding policies have been approved.
TCA Assessment	Contract for on-line training awarded to Natl Univ College. Work started to develop training packages. The first ten (10) courses are expected to start on September 2017. A list of the courses will be provided as soon as possible. The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan PRPD comment: the first ten (10) courses are expected to start on September 2017. A list of the courses will be provided as soon as possible.
Recommendations	Continue monitoring.
TCA Rating	See IT Action Plan

II. SELF ASSESSMENT OBJECTIVES:

1.1	The PRPD, through the Office of Reform, will evaluate the effectiveness of the rules and procedures adopted in its policies and the knowledge acquired in the training of PRPD employees. The results of these evaluations will be analyzed to measure the level of knowledge, attitudes, aptitudes, and abilities, identify if there is a substantial deficiency, and, if necessary, take the corrective actions in the policies, training, and re-training so that the procedures adopted are feasible, operationally enforceable, and sustainable. This activity will be conducted through an Evaluation Protocol on Compliance with Operational Programs Best Practices, which will help measure the effectiveness of the rules and training of PRPD employees by reviewing documents, forms, policies, and procedures related to arrests, traffic stops, searches, property seizures, and administrative complaints with the purpose of ensuring that police services are provided in an equitable, respectful, and unbiased manner; attaining ongoing professionalization of Members of the PRPD; strengthening the community's trust; and effectively preventing crime, based on generally accepted police practices and without prejudice on the basis of race, color, ethnicity, national origin, religion, sex, age, disability, sexual orientation, gender identity or gender expression, or political beliefs or affiliation and pursuant to the rights, privileges, and immunities guaranteed or protected by the respective Constitutions and laws of the United States and the Commonwealth of Puerto Rico. **The development of this Protocol will be part of the Equal Protection and Non-discrimination Compliance Area Action Plan**.
Due Date	See Schedules B & C.

TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See IT Action Plan

1.2	The PRPD, through the Office of the Reform, will use various data collection strategies and conduct periodic, specific, and random monitoring of the different activities, operations, services, investigations, training courses, among others, it provides, starting with Zones of Excellence and gradually continuing through all thirteen (13) Police Areas and Offices of Assistant Superintendents. a. Using the Training Plan and Training Announcement issued by the SAEA for each of the courses to identify their start date, the time Police Areas and the corresponding Offices of Assistant Superintendents will have to complete it, and the work units that will be given training priority. The Training Plans for each of the thirteen (13) Police Areas and Offices of Assistant Superintendents, as approved by the SAEA, will also be considered to check the specific dates during which each training course identified in this Action Plan will be provided. The Office of Reform will verify that MPRPDs are participating in scheduled training courses by using the above-mentioned sources and the attendance records for each course. b. Making random visits to each of the thirteen (13) Police Areas and Offices of Assistant Superintendents using the Training Plan approved by the SAEA for each of the training courses developed for this Compliance Area to guarantee that the PRPD personnel are being trained in keeping with the syllabi, instructor handbooks, presentations, and assessment methodology approved by the Technical Compliance Advisor. c. Making random visits to the Office of the Assistant Superintendent for Education and Training (SAEA) to check

	that the training records of the sworn and classified personnel, the curricula, and the lesson plans, among others, are maintained digitalized, centralized, updated, complete, and accurate and that the training records contain the course description and duration, curriculum, location of the training, and name of the instructor, among other details.
Due Date	See Schedules B & C. Not yet due.
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements..
TCA Rating	See IT Action Plan

Compliance Tables for Supervision

Action Plan

Section X. Supervision and Management

Requirements: 135 to 158

Compliance Area Summary:

I. Policy and Procedure Development Objectives:

Activity X.I.1.1

X.I.1.1	Collaborate in the development of the **General Order on Detailed Job Description by Rank** and in establishing the requirements for the position of supervisor, clearly defining the supervisor duties, responsibilities, and minimum qualifications in keeping with generally accepted police practices. This policy will form part of the **Professionalization Compliance Area Action Plan.**
Due Date	October 2016

TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has not complied with the requirement outlined in the Action Plan and the Agreement. TCA assessment has not reviewed a detailed job description by rank. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Professionalization Action Plan

Activity X.I.1.2

X.I.1.2	Develop a **General Order on Supervisor Powers, Duties, and Responsibilities** establishing guidelines and clear strategies for effective and efficient supervision and management.
Due Date	October 2016
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has not complied with the requirement outlined in the Action Plan and the Agreement. TCA assessment has not reviewed a General Order on Supervisor Powers, Duties, and Responsibilities. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was not met. The Commonwealth of Puerto Rico is in non-compliance.

Activity X.I.2.1

X.I.2.1	Collaborate in the review of Regulation No. 4216, entitled "Puerto Rico Police Department Personnel Regulations", Article 13, Section 14.2, and adapt the general rules that will govern the Performance Evaluation System for the Employees of the PRPD to the requirements provided in the Agreement for the Sustainable Reform. This policy will form part of the **Policies and Procedures Compliance Area Action Plan**.
Due Date	December 2016
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has not complied with the requirement outlined in the Action Plan and the Agreement. TCA has not reviewed a PRPD personnel regulations, which will govern the Performance Evaluation System. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met. The Commonwealth of Puerto Rico is in non-compliance.

Activity X.I.2.2

X.I.2.2	Review General Order 2008-3, entitled "Rules and Procedures for the Evaluation of the Members of the Police and Classified Personnel", to establish a specific system for accurately evaluating the performance of all PRPD employees. (Table 2)
Due Date	December 2016
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has not complied with the requirement outlined in the Action Plan and the Agreement. TCA has not reviewed a specific system for accurately evaluating the performance of all PRPD employees. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met. The Commonwealth of Puerto Rico is in non-compliance.

Activity X.I.3.1

X.I.3.1	Develop a **General Order for the Creation of the Early Identification System** to establish procedures to support effective supervision and management that identifies risk conduct patterns in the employees of the Rank System and the Classified System, as well as to prevent and correct improper conduct.
Due Date	October 2017
TCA Assessment	In progress; not yet due.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the policy is not due yet.

Activity X.I.3.2

X.I.3.2	Develop a **Procedures Manual for the Use of the Early Identification System** that establishes the correct way to operate the system and analyze the data obtained. (Table 4)
Due Date	November 2017
TCA Assessment	Not yet due.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the policy is not due yet.

Activity X.I.4.1

X.I.4.1	Review General Order No. 2010-1, entitled "Reorganization of the Internal Audit Office" to ensure the establishment of an internal audit system that identifies administrative and operational deficiencies, analyzes contributing causes and factors, and for effective measures to be implemented.
Due Date	July 2016
TCA Assessment	Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the policy has not been approved

Activity X.I.4.2

X.I.4.2	Develop a Procedures Manual establishing **Guidelines for Operational and Administrative Inspections**, and ensure that all offices and divisions of the PRPD receive the proper level of services based on the generally accepted police practices, seek operational efficiency, internal control, and promote a culture of organizational responsibility and improvement. This responsibility will rest with the Inspections Division of the Office of the Assistant Superintendent for Professional Responsibility.
Due Date	August 2016
TCA Assessment	Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the policy has not been approved

Activity X.I.5.1

X.I.5.1	Develop an Inter-Agency Memorandum among the PRPD, the federal and state justice systems, the Administrative Office of the Courts, the Municipal Police Commissioners to establish the Executive Coordination Committee.
Due Date	July 2016
TCA Assessment	PRPD reviewed above order with TCA input during last reporting period.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance

Activity X.II.1.1

X.II.1.1	The SAEA will create a course aimed at training all supervisory personnel and all MPRPD on equal employment opportunity. **This training is included in the Equal Protection and Non-Discrimination Action Plan.**
Due Date	**Session I**: Sergeants: October 2015 **Session II**: Captain and Lieutenant I: December 2015 **Session III**: Lieutenant II: January 2016
TCA Assessment	Training materials have been developed. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	For rating, see Equal Protection Action Plan

Activity X.II.1.2

X.II.1.2	The SAEA will create a Multi-Topic Training Program to train MPRPDs **who have passed the promotional exams from the rank of Sergeant to Captain** before they assume the responsibilities of their new rank. This Program will be designed taking into consideration the powers, responsibilities, and duties of each rank and will consist of at least forty (40) contact hours. This activity will depend on the availability of vacant positions approved to be filled according to the budget. These training courses will include the following topics, pursuant to the Agreement: (Table 8) 1.1.1 Management; 1.1.2 Supervision; 1.1.3 Leadership; 1.1.4 Chain of Command; and 1.1.5 Equal Employment Opportunity (EEO). This **training is included in the Equal Protection and Non-Discrimination Action Plan activity 1.1, 1.1.1, and 1.1.2.**
Due Date	**Session I**: Sergeants: October 2015 **Session II**: Captain and Lieutenant I: December 2015 **Session III**: Lieutenant II: January 2016
TCA Assessment	Training materials have been developed. Pending review.

Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	For rating, see Equal Protection Action Plan

Activity X.II.1.3

X.II.1.3	The SAEA will create a Multi-Topic Training Program to **train all PRPD supervisory personnel**, taking into consideration the inherent duties of each rank. This Program will Action Plan Section X. Supervision and Management be aimed at their level of supervision and management and will include the following topics: (Table 9) 1.3.1 Techniques to effectively guide and direct the MPRPDs and promote effective and ethical police practices (effective supervision); 1.3.2 Reduce conflict intensity (conflict mediation); 1.3.3 Evaluation of written reports (reports and forms); 1.3.4 Investigation of use of force by MPRPDs. 1.3.5 Responding to and investigating allegations of improper conduct by an MPRPD. 1.3.6 Risk assessment and management; 1.3.7 Performance evaluation process; 1.3.8 Selection and annual award of outstanding employees; 1.3.9 Applying appropriate non-punitive disciplinary sanctions and corrective actions. This activity is included in the Administrative Complaints Compliance Area Action Plan. 1.3.10 Use of the Early Identification System (EIS) to facilitate direct and effective supervision. This training will be designed once the System is running;

	1.3.11 Dissemination of Public Information. This training is included in the Community Engagement and Public Information Compliance Area Action Plan. 1.3.12 Procedures Manual regarding supervisor powers, duties, and responsibilities. 1.3.13 Equal Employment Opportunity (EEO). This training is included in the Equal Protection and Non-Discrimination Action Plan activity 1.1, 1.1.1, and 1.1.2. 1.3.14 Executive Committee Inter-agency Memorandum
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process.
TCA Assessment	Training materials have been developed. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the policy is not due yet.

Activity X.II.1.4

X.II.1.4	Every year after these trainings, the MPPR **with supervisory or management duties** will be trained for a minimum of forty (40) contact hours on topics based on the identified needs or trends existing at the time prior to the training. The elements that may be incorporated include: an analysis of factors, including, but not limited to, MPRPD safety, community concerns, use of force statistics, internal affairs statistics, court decisions, and latest trends in the application of the law; as well as the feedback received from the Inter-Agency Executive Committee and the Citizen Engagement Committees, among others.
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process.
TCA Assessment	Training materials have been developed. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the training is not due yet.

Activity X.II.2.1

X.II.2.1	The SAEA will create a course to train all MPRPDs who carry out supervisory and management duties on the General Order and the Procedures Manual for the Early Identification System (EIS) through instructors it has certified.
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process.
TCA Assessment	Not yet due.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the training is not due yet.

Activity X.II.3.1

X.II.3.1	The SAEA will create a course to train all personnel assigned to the Inspections Division of the Office of the Assistant Superintendent for Professional Responsibility on the Operational and Administrative Inspections Procedures Manual, as well as on the procedures to be followed.
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process.
TCA Assessment	The TCA has not reviewed a course to train all personnel assigned to the Inspections Division of the Office of the Assistant Superintendent for Professional Responsibility on the Operational and Administrative Inspections Procedures Manual.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance

Activity X.III.1.1

X.III.1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train one hundred percent (100%) **of all MPRPDs who have passed the promotional exams** before they assume the responsibilities of their new ranks, through instructors it has certified. Training will begin in accordance with the date indicated in the Announcement issued by the SAEA and the Training Plan. (Table 13)
Due Date	**Session I**: Sergeants: October 2015 **Session II**: Captain and Lieutenant I: December 2015 **Session III**: Lieutenant II: January 2016
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance

Activity X.III.1.2

X.III.1.2	Within the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train one hundred percent (50%) **of all MPRPDs who perform supervisory and management duties** at their level of supervision, through instructors it has certified. The remaining fifty percent (50%) of the personnel will be trained during the following twelve (12) months, once the training of the first group has been completed. Training will begin in accordance with the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent after SAEA approval. (Table 14)
Due Date	The trainings will be implemented as stated in **Appendix C**– Training Implementation Process.
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance

Activity X.III.1.3

X.III.1.3	The PRPD will begin by training the MPRPDs who are first responders: 1.3.1 Personnel assigned to the Zones of Excellence (SAOC); 1.3.2 Districts, Precincts, Posts (SAOC). The priority of each one will be based on the following: 1.3.2.1 Number of use-of-force incidents per location; 1.3.2.2 Number of domestic violence incidents per location; 1.3.2.3 Number of interventions with intoxicated persons; 1.3.2.4 Number of traffic stops; 1.3.2.5 Number of arrests made; 1.3.2.6 Administrative complaints for the following: violations of civil rights, sexual harassment, discrimination, assault or unjustified use of force, physical or psychological coercion; 1.3.2.7 Aggression against an MPRPD; 1.3.2.8 Number of mass protests; and 1.3.2.9 Distance from support units. 1.3.3 Motorized Unit (SAOC).

	1.3.4 Bureau of Highway and Traffic Patrols (SAOC); 1.3.5 Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons (SAIC);
Due Date	The trainings will be implemented as stated in **Appendix C–** Training Implementation Process.
TCA Assessment	In progress; pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.III.1.4

X.III.1.4	The PRPD will continue to give training priority to the MPRPDs who are first responders and who belong to the following divisions and units: 1.4.1 Personnel assigned to the Office of the Superintendent; 1.4.2 Division of Tactical Operations – DTO (SAOC); 1.4.3 Division of Special Weapons and Tactics – SWAT (SAOC); 1.4.4 Bureau of Vehicle Theft Investigations (SAIC); 1.4.5 Arrests and Extraditions Division (SAIC); 1.4.6 Use-of-Force Investigations Division – FIU (SARP); 1.4.7 Members of Joint Forces (SAIC); 1.4.8 Canine Division (SAIC); 1.4.9 Remaining personnel of the Office of the Assistant Superintendent for Field Operations; 1.4.10 Remaining personnel of the Office of the Assistant Superintendent for Criminal Investigations; 1.4.11 Office of the Assistant Superintendent for Professional Responsibility; 1.4.12 Office of the Assistant Superintendent for the La Fortaleza Police; 1.4.13 Office of the Assistant Superintendent for Education and Training; and

	1.4.14 Office of the Assistant Superintendent for Managerial Services.
Due Date	The trainings will be implemented as stated in **Appendix C**– Training Implementation Process.
TCA Assessment	In progress; pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.III.1.5

X.III.1.5	Within the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train one hundred percent (50%) of the MPRPDs that perform supervisory or administrative duties on **the Performance Evaluation System for the MPRPDs** through instructors it has certified. The remaining fifty percent (50%) of the personnel will be trained during the following twelve (12) months, once the training of the first group has been completed. Training will begin in accordance with the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent after SAEA approval. (Table 15)
Due Date	The trainings will be implemented as stated in **Appendix C**– Training Implementation Process.
TCA Assessment	TCA assessment has not reviewed the materials on the Performance Evaluation System for the MPRPDs. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.III.1.6

X.III.1.6	The PRPD will begin by training the MPRPDs who are first responders: 1.6.1 Personnel assigned to the Zones of Excellence (SAOC); 1.6.2 Districts, Precincts, Posts (SAOC). The priority of each one will be based on the following: 1.6.2.1 Number of use-of-force incidents per location; 1.6.2.2 Number of domestic violence incidents per location; 1.6.2.3 Number of interventions with intoxicated persons; 1.6.2.4 Number of traffic stops; 1.6.2.5 Number of arrests made; 1.6.2.6 Administrative complaints for the following: violations of civil rights, sexual harassment, discrimination, assault or unjustified use of force, physical or psychological coercion; 1.6.2.7 Aggression against an MPRPD; 1.6.2.8 Number of mass protests; 1.6.2.9 Distance from support units; 1.6.2.10 Motorized Unit (SAOC); and 1.6.2.11 Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons (SAIC);

Due Date	The trainings will be implemented as stated in **Appendix C**– Training Implementation Process.
TCA Assessment	TCA assessment has not reviewed the materials on the Performance Evaluation System for the MPRPDs. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.III.1.7

X.III.1.7	The PRPD will continue to give training priority to the MPRPDs who are first responders and who belong to the following divisions and units: 1.7.1 Personnel assigned to the Office of the Superintendent; 1.7.2 Division of Tactical Operations – DTO (SAOC); 1.7.3 Division of Special Weapons and Tactics – SWAT (SAOC); 1.7.4 Bureau of Highway and Traffic Patrols (SAOC); 1.7.5 Bureau of Vehicle Theft Investigations (SAIC); 1.7.6 Arrests and Extraditions Division (SAIC); 1.7.7 Use-of-Force Investigations Division – FIU (SARP); 1.7.8 Members of Joint Forces (SAIC); 1.7.9 Canine Division (SAIC); 1.7.10 Remaining personnel of the Office of the Assistant Superintendent for Field Operations; 1.7.11 Remaining personnel of the Office of the Assistant Superintendent for Criminal Investigations; 1.7.12 Office of the Assistant Superintendent for Professional Responsibility; 1.7.13 Office of the Assistant Superintendent for the La Fortaleza Police;

	1.7.14 Office of the Assistant Superintendent for Education and Training; 1.7.15 Office of the Assistant Superintendent for Managerial Services.
Due Date	The trainings will be implemented as stated in **Appendix C**– Training Implementation Process.
TCA Assessment	TCA assessment has not reviewed the materials on the Performance Evaluation System for the MPRPDs. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.III.1.8

X.III.1.8	Within the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train one hundred percent (50%) of the employees that perform supervisory or administrative duties on **the Early Identification System (EIS) Procedures Manual and General Order** through instructors it has certified. The remaining fifty percent (50%) of the personnel will be trained during the following twelve (12) months, once the training of the first group has been completed. Training will begin in accordance with the date indicated in the Action Plan Section X. Supervision and Management Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent after SAEA approval.
Due Date	The trainings will be implemented as stated in **Appendix C**– Training Implementation Process.
TCA Assessment	TCA assessment not yet due.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.III.1.9

X.III.1.9	The PRPD will begin by training the MPRPDs who are first responders: 1.9.1 Personnel assigned to the Zones of Excellence (SAOC); 1.9.2 Districts, Precincts, Posts (SAOC). The priority of each one will be based on the following: (Table 16) 1.9.2.1 Number of use-of-force incidents per location; 1.9.2.2 Number of domestic violence incidents per location; 1.9.2.3 Number of interventions with intoxicated persons; 1.9.2.4 Number of traffic stops; 1.9.2.5 Number of arrests made; 1.9.2.6 Administrative complaints for the following: violations of civil rights, sexual harassment, discrimination, assault or unjustified use of force, physical or psychological coercion; 1.9.2.7 Aggression against an MPRPD; 1.9.2.8 Number of mass protests; and 1.9.2.9 Distance from support units. 1.9.3 Motorized Unit (SAOC). 1.9.4 Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons (SAIC);

	1.9.5 The PRPD will continue to give training priority to the MPRPDs who are first responders and who belong to the following divisions and units: 1.9.6. Personnel assigned to the Office of the Superintendent; 1.9.7 Division of Tactical Operations – DTO (SAOC); 1.9.8 Division of Special Weapons and Tactics – SWAT (SAOC); 1.9.9 Bureau of Highway and Traffic Patrols (SAOC); 1.9.10 Bureau of Vehicle Theft Investigations (SAIC); 1.9.11 Arrests and Extraditions Division (SAIC); 1.9.12 Use-of-Force Investigations Division – FIU (SARP); 1.9.13 Members of Joint Forces (SAIC); 1.9.14 Canine Division (SAIC); 1.9.15 Remaining personnel of the Office of the Assistant Superintendent for Field Operations; 1.9.16 Remaining personnel of the Office of the Assistant Superintendent for Criminal Investigations; 1.9.17 Office of the Assistant Superintendent for Professional Responsibility; 1.9.18 Office of the Assistant Superintendent for the La Fortaleza Police; 1.9.19 Office of the Assistant Superintendent for Education and Training; 1.9.20 Office of the Assistant Superintendent for Managerial Services.

Due Date	The trainings will be implemented as stated in **Appendix C–** Training Implementation Process.
TCA Assessment	TCA assessment review not yet due.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.III.1.10

X.III.1.10	Within the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train one hundred percent (100%) of the personnel assigned to the **Inspections Division of the Office of the Assistant Superintendent for Professional Responsibility, on the Operational and Administrative Inspections Manual,** through instructors it has certified. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan. (Table 17)
Due Date	The trainings will be implemented as stated in **Appendix C–** Training Implementation Process.
TCA Assessment	TCA assessment has not reviewed materials reference Operations and Administrative Inspections Manual. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.III.2.1

X.III.2.1	The PRPD will develop an automated **Performance Evaluation System** that will enable the personal and professional development of its employees in order to achieve the goals set forth in its policies and procedures and to see whether the evaluated employees meet the expected performance and conduct standards. **This activity will form part of the Information and Technology Systems Compliance Area Action Plan.**
Due Date	Six months after the policy takes effect.
TCA Assessment	TCA assessment has not reviewed an automated Performance Evaluation System. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.III.3.1

X.III.3.1	Develop a plan to organize and conduct inspections whereby the operational and administrative deficiencies of the different inspected work units of the PRPD are identified and the contributing causes are studied (Table 18).
Due Date	Six months after the policy takes effect.
TCA Assessment	TCA assessment has not reviewed a policy reference an operational and administrative inspection system. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.III.3.2

X.III.3.2	Implement the periodic, specific, and random Inspections Plan to ensure that all work units and personnel are complying with the policies and procedures established by the PRPD; identify operational and administrative deficiencies; and recommend potential corrective measures to address the deficiencies identified. (Table 18)
Due Date	Six months after the policy takes effect.
TCA Assessment	TCA assessment has not reviewed a policy reference a random inspections plan. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.III.4.1

X.III.4.1	Designate the representatives of each Executive Coordination Committee. (Table 19)
Due Date	July 2016
TCA Assessment	Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.III.5.1

X.III.5.1	Consider the results of the Work Plan included in the Professionalization Action Plan, which will be carried out with the purpose of evaluating the human resources of the PRPD, taking into consideration their status and the operational and administrative work that they perform, in order to identify existing needs and then make decisions, to foster the correct distribution of personnel based on criminal activity and on the philosophy of community policing. (Table 20)
Due Date	Once the Superintendent decides to make the promotions.
TCA Assessment	Contract to conduct staff study has been signed. Human Resources of the PRPD will be evaluated. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.III.5.2

X.III.5.2	Once considered by the Superintendent, identify the number of supervisors needed per rank and issue announcements for Promotional Exams so that the PRPD may meet the need for supervisors and provide the proper number of same.
Due Date	Once the Superintendent decides to make the promotions.
TCA Assessment	Contract to conduct staff study has been signed. Human Resources of the PRPD will be evaluated.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in non-compliance with this detailed step

Activity X.III.5.3

X.III.5.3	Based on the results of the promotional exams and on the needs previously identified in the Work Plan, assign the front-line supervisors who have satisfactorily completed the training required for the rank and that meet any other requirements established by the PRPD.
Due Date	Once the Superintendent decides to make the promotions.
TCA Assessment	Contract to conduct staff study has been signed. Human Resources of the PRPD will be evaluated. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial complaince with this detailed step

Activity X.IV.1.1

X.IV.1.1	The Office of the Assistant Superintendent for Managerial Services and its Bureau of Technology and Bureau of Human Resources will call upon SARP and OLA to evaluate the **Early Identification System (EIS)**. They will identify the specifications that the database to be used must have according to their needs to collect the information related to the identification of the improper conduct and of the work that must be acknowledged among the employees of the agency. This system will form part of the **Information and Technology Systems Compliance Area Action Plan**.
Due Date	August 2017
TCA Assessment	TCA assessment not yet due.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.IV.1.2

X.IV.1.2	The Office of the Assistant Superintendent for Managerial Services, its Bureau of Human Resources, in collaboration with the Bureau of Technology, will maintain a **Performance Evaluation System** to evaluate the performance of all PRPD employees. They will identify the specifications that the database to be used must have in order to collect performance evaluation information. This system will form part of the **Information and Technology Systems Compliance Area Action Plan**.
Due Date	August 2017
TCA Assessment	TCA assessment not yet due.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.IV.1.3

X.IV.1.3	The PRPD will use the **Early Identification System (EIS)** to document all improper conduct, performance evaluations of the employees of the PRPD, and the services that they provide. This system will also document all work that is performed with excellence by the employees of the PRPD and will be integrated into the Human Resources Information System. (Table 21) 1.3.1 All use-of-force incidents; 1.3.2 Injuries and deaths of persons in custody; 1.3.3 All complaints and their solutions; 1.3.4 Data compiled with the mechanisms for obtaining information (stop data); 1.3.4 All criminal proceedings initiated, in addition to all administrative complaints filed, related to the performance or aptitudes of an MPRPD, including, but not limited to, domestic violence and protective orders; 1.3.6 All judicial proceedings involving domestic violence, protective orders, and any other judicial proceeding that may be related to the performance of a MPRPD. 1.3.7 All instances when a fiscal authority informs the PRPD that the refusal to process a crime was based, totally or partially, on questions about the credibility of a PRPD employee, or that a motion to suppress evidence was granted on the basis of a constitutional violation by a member or civilian employee of the PRPD; 1.3.8 All disciplinary actions taken against a member or civilian employee of the PRPD; 1.3.9 All non-punitive corrective actions required for a member or civilian employee of the PRPD; 1.3.10 All acknowledgments and rewards received by a member or civilian employee of the PRPD;

	1.3.11 Training history of every member or civilian employee of the PRPD; 1.3.12 Identification information for every member or civilian employee of the PRPD; 1.3.13 Demographics of each civilian involved in a use-of-force or search and seizure incident, sufficient to evaluate the existence of bias.
Due Date	August 2017
TCA Assessment	TCA assessment not yet due.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.IV.2.1

2.1	The Office of the Assistant Superintendent for Managerial Services, through its Bureau of Technology, will develop, in coordination with the SARP, an information system for the collection of relevant data and information about all **Operational and Administrative Inspections** performed by the SARP. This system will enable the identification and analysis of operational and administrative deficiencies, and of causes and contributing factors, to facilitate the implementation of the appropriate corrective measures. The system will provide periodic reports about the inspections and their results. (Table 22)
Due Date	December 2017
TCA Assessment	TCA assessment not yet due.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.V.1.1

X.V.1.1	The PRPD, through the Office of Reform, will consistently use data collection strategies and periodically conduct specific and random monitoring of the different activities, operations, services, investigations, trainings, among others offered by the PRPD, such as: 1.1.1 Use the Training Plan and the Training Announcement issued by the SAEA for every course, in order to identify the start date of each one, the period of time that the Police Areas and the Offices of the Assistant Superintendents will have to complete it, and the work units that will be given training priority. Likewise, the Training Plans of each of the thirteen (13) Police Areas and the Offices of the Assistant Superintendents, as approved by the SAEA, will be considered, to verify the specific dates during which each one of the trainings identified in this Action Plan will be offered. The Office of the Reform will use the sources mentioned above and the attendance records of each training to ensure that the MPRPDs are participating in the scheduled trainings. 1.1.2 Make random visits to each of the thirteen (13) Police Areas and Offices of Assistant Superintendents using the Training Plan approved by the SAEA for each of the training courses developed for this Compliance Area in order to guarantee that PRPD personnel are being trained in keeping with the syllabi, instructor handbooks, presentations, and assessment methodology approved by the Technical Compliance Advisor.

Due Date	Unknown.
TCA Assessment	The TCA has been monitoring PRPD's progress. To date PRPD has complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance

Activity X.V.1.2

X.V.1.2	Evaluate the implementation of the quarterly meetings with the members of the Executive Coordination Committee and the purpose for which they were created.
Due Date	Unknown.
TCA Assessment	Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.V.1.3

X.V.1.3	Measure progress of internal audits so that the officers in charge of all work units may take the appropriate corrective measures to correct operational deficiencies found. This will foster a culture of continuous improvement in all the divisions and among PRPD personnel.
Due Date	Unknown.
TCA Assessment	TCA assessment has not reviewed materials reference measuring progress of internal audits. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity X.V.1.4

X.V1.4	Monitor to ensure that the required ratio of front-line supervisors to MPRPDs is established and maintained so that there may be direct and effective supervision in keeping with the generally accepted police practices. (Table 23)
Due Date	Eighteen (18) months after the approval of the Action Plan.
TCA Assessment	Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Compliance Tables for Administrative Complaints

Action Plan

Section XI: Administrative Complaints, Internal Investigations, and Discipline

Requirements: 159 to 204

Section I. Policy & Procedure Development

Activity XI.I.1.1

XI.I.1.1	Develop an Administrative Order to create a Public Information Program regarding the filing of administrative complaints and posters and flyers informing people how to file administrative complaints
Due Date	June 2015
TCA Assessment	PRPD has developed the Administrative Order and created posters explaining the complaint process, has updated their website to also outline the complaint process, and has advertised in the newspaper. TCA will obtain the media contract as an example of proof of compliance.

Recommendations	In the public information literature and the posters there is clause, "Complaint letters will also be accepted but must be the original (no copies) and contain an original signature," which at minimum contradicts their practice of accepting complaints from all sources in any format. This may be construed to be a deterrent to filing written complaints. The TCA recommends that all relating literature not contain this clause, and that it is also clear that signatures are optional. During the 6th reporting period PRPD advised the Superintendent intends to revise the complaint requirement Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XI.I.1.2

XI.I.1.2	Develop a Collaborative Agreement between the Puerto Rico Police Department and the Puerto Rico Department of Justice to establish a procedure for the PRPD to consult with the District Attorney's Office in order to determine whether to continue or suspend an administrative investigations to avoid affecting a criminal proceeding and safeguard the constitutional rights of subject of a criminal investigation
Due Date	August 2017
TCA Assessment	NOT YET DUE
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance cannot be assessed during this reporting period because the timeframe is not due yet

Activity XI.I.1.3

XI.I.1.3	Review Regulations 6506 entitled "Regulations to Process Administrative Complaints against Members of the Force and Civilian Personnel who Work at the PRPD" to adopt the new "**Regulations to Receive, Process, and Manage Administrative Complaints**," which will specify the process and mechanisms available for the receipt, tracking, processing, and final disposition of any administrative complaint that is submitted.
Due Date	October 2015
TCA Assessment	PRPD advised that the Regulation 6506 has been approved in 2016.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity XI.I.1.4

XI.I.1.4	Develop the Administrative Complaint Investigation Procedures Manual, which will establish that, when investigating, all pertinent evidence will be taken into consideration and all investigative findings must be consistent with the facts and be supported by a preponderance of the evidence
Due Date	December 2015
TCA Assessment	PRPD advised that Manual has been completed but awaiting approval consistent with the ALPU (Uniform Administrative Law of Puerto Rico)
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XI.I.2.1

XI.I.2.1	Review Regulations 4216 entitled "Puerto Rico Police Department Personnel Regulations" to establish the Code of Ethics and Conduct, identify minor and major violations and impose disciplinary actions.
Due Date	January 2016
TCA Assessment	PRPD has published the Code of Ethics and Conduct on its website, and it is out for public comments and awaits the signature from the Secretary of State of Puerto Rico
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XI.I.2.2

XI.I.2.2	Develop an Administrative Order for Supervisors on the Investigation, Management, and Adjudication of Minor Violations that establishes the procedure supervisors are to follow when they learn about improper conduct by a PRPD employee and authorizing them to investigate and take appropriate non-punitive corrective action or recommend disciplinary action when appropriate.
Due Date	March 2016
TCA Assessment	See 2.1 (above). Waiting for approval of Regulation 4216
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XI.I.2.3

XI.I.2.3	Develop an Administrative Order to create the Puerto Rico Police Department Personnel Assistance and Support Program through which some of the corrective, non-punitive measures available will be established
Due Date	July 2016
TCA Assessment	TCA must confirm with the General Services Administration concerning this policy; not within SARP control In 6th period PRPD advised Administrative Order has been published in 2017, but this is not a SARP issue
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XI.I.3.1

XI.I.3.1	Review General Order 2010-14 entitled "Creation of the Office of the Assistant Superintendent for Professional Responsibility" establishing internal recruitment requirements, selection criteria, and performance evaluation criteria for continued assignment to SARP
Due Date	May 2015
TCA Assessment	PRPD has revised the General Oder that has been approved and appears on their website. See GO 100-114 During 6th period, PRPD advised this activity is undergoing annual review
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity XI.I.4.1

XI.I.4.1	Review Regulations 6403 entitled "Controlled Substance Detection Program for Puerto Rico Police Department Officials and Employees Regulations" to include the requirement of detecting anabolic steroids
Due Date	December 2016
TCA Assessment	PRPD will check Regulation 6403 to determine if anabolic steroids has been added to program as a drug to be detected for employee use. During 6th period, PRPD advised the law is still pending
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XI.II.1.1

XI.II.1.1	1.1 The Office of the Assistant Superintendent for Education and Training will create[1] a Multi-topic Training Program to **train SARP and OLA personnel** on the procedure to receive, classify, process, and manage a complaint for improper conduct and the process of investigating administrative complaints. The Program will begin with training on the following topics: a. criminal law; b. criminal procedure; c. evidence; d. constitutional rights; e. criminal investigation techniques; f. administrative investigation techniques; g. cybercrime; h. on-scene work; i. criminal photography; j. preparation of files and reports. After the approval of the Training Program and the incorporation of the recommendations, the SAEA will continue providing training on the topics corresponding to the following policies: (Table 10) k. training on the procedure to follow on parallel administrative and criminal investigations

[1] See Appendix **B** – Training Development Process

	l. training on the new "Regulation to Receive, Process, and Manage Administrative Complaints"; m. training on the Administrative Complaint Investigation Procedures Manual; n. training on the Public Information Program regarding the Filing of Administrative Complaints; o. training on the Code of Ethics and Conduct that will be used to determine minor and major ~~offenses~~ and impose disciplinary ~~sanctions;~~ p. training on the Administrative Order for the Investigation, Management, and Adjudication of Minor Offenses by Supervisors; and q. training on the amendments to the Controlled Substances Detection Program for Officials and Employees of the Puerto Rico Police Department Regulations in relation to detecting anabolic steroids.
Due Date	SEE SCHEDULES B & C
TCA Assessment	PENDING REVIEW

Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assesed

Activity XI.II.1.2

XI.II.1.2	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of **SARP and OLA personnel**. The remaining fifty percent (50%) of the MPRPDs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval
Due Date	SEE SCHEDULES B & C
TCA Assessment	PENDING REVIEW
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assesed

Activity XI.II.2.1

XI.II.2.1	The SAEA will create a multi-topic course to train the **personnel who perform management and supervisory duties** on the procedure supervisors are to follow when they learn that a citizen intends to file an administrative complaint, the time frames supervisors have to hand in a complaint filed for their consideration, and their authority to investigate and take non-punitive corrective or disciplinary measures when they learn about minor offenses or violations of PRPD policies. The responsibilities of high-ranking officers in relation to the evaluation of the investigations, the corrective measures to be taken, and the identification of deficiencies will be part of the training, which will also include learning about the duty to document and inform the SARP about improper conduct, the consequences of refusing to accept a complaint or providing false or deceitful information about a complaint for improper conduct, and the prohibition against retaliating in any way against an MPRPD who reports improper conduct
Due Date	See Appendix B
TCA Assessment	PENDING REVIEW

Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assesed

Activity XI.II.2.2

XI.II.2.2	During the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train fifty percent (50%) of the **personnel who perform management and supervisory duties** through instructors it has certified. The SAEA will train the remaining MPRPDs who perform supervisory duties during the following twelve (12) months, once the training of the first group has been completed. Training will begin in accordance with the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent after SAEA approval.
Due Date	SEE SCHEDULES B & C
TCA Assessment	PENDING REVIEW

Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assesed

Activity XI.II.2.3

XI.II.2.3	The PRPD will begin by training **Supervisors** who belong to the following work units: 2.3.1 Members of Joint Forces (SAIC); 2.3.2 Personnel assigned to Zones of Excellence (SAOC); 2.3.3 Division of Tactical Operations – DTO (SAOC); 2.3.4 Division of Special Weapons and Tactics – SWAT (SAOC); 2.3.5 Bureau of Highway and Traffic Patrols (SAOC); 2.3.6 Bureau of Drugs, Narcotics, Vice Control, and Illegal Weap. 2.3.7 Bureau of Vehicle Theft Investigations (SAIC); 2.3.8 Special Arrests and Extraditions Division (SAIC); 2.3.9 Criminal Investigations Corps – CIC (SAIC); 2.3.10 Canine Division, K-9 (SAIC); and 2.3.11 Motorized Unit (SAOC).
Due Date	See Appendix C

TCA Assessment	PENDING REVIEW
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assesed

Activity XI.II.2.4

XI.II.2.4	The PRPD will continue training **Supervisors** who belong to Districts and Precincts, taking the following into consideration: (Table 13) 2.4.1 number of use of force incidents per location; 2.4.2 number of domestic violence incidents per location; 2.4.3 number of interventions with intoxicated persons; 2.4.4 number of arrests made; 2.4.5 number of traffic stops; 2.4.6 number of administrative complaints for the following: illegal or unreasonable arrests or detentions; use of unjustified force; physical coercion or psychological violence against an arrestee; illegal or unreasonable searches and seizures; discrimination; unjustified or excessive assault; assault against MPRPDs; domestic violence; sexual harassment; and obstructing, preventing, or interrupting the legal exercise of freedoms.
Due Date	Appendix C
TCA Assessment	PENDING REVIEW

Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assesed

Activity XI.II.3.1

XI.II.3.1	The SAEA will create a multi-topic course to train **PRPD personnel** on the requirement to report any conduct perceived as improper, the consequences of refusing to accept a complaint or providing false information, their duty to cooperate with any administrative investigation pursuant to the ruling in the case of *Garrity v. New Jersey*, and the existing mechanisms to file complaints for improper conduct or report the good performance of any MPRPD
Due Date	See Appendix B
TCA Assessment	PENDING REVIEW
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assesed

Activity XI.II.3.2

XI.II.3.2	During the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train fifty percent (50%) of **PRPD personnel** through instructors it has certified. The SAEA will train the remaining fifty percent (50%) of Puerto Rico Police Department personnel during the following twelve (12) months, once the training of the first group has been completed. Training will begin in accordance with the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent after SAEA approval
Due Date	See Appendix C
TCA Assessment	PEDNING REVIEW
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assesed

Activity XI.II.3.3

XI.II.3.3	The PRPD will begin by training **PRPD personnel** who belong to the following work units: 3.3.1 Members of Joint Forces (SAIC); 3.3.2Personnel assigned to Zones of Excellence (SAOC); 3.3.3Division of Tactical Operations – DTO (SAOC); 3.3.4Division of Special Weapons and Tactics – SWAT (SAOC); 3.3.5Bureau of Highway and Traffic Patrols (SAOC); 3.3.6Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons (SAIC); 3.3.7Bureau of Vehicle Theft Investigations (SAIC); 3.3.8Special Arrests and Extraditions Division (SAIC); 3.3.9Criminal Investigations Corps – CIC (SAIC); 3.3.10Canine Division, K-9 (SAIC); and 3.3.11Motorized Unit (SAOC).
Due Date	SEE SCHEDULES B & C

TCA Assessment	PENDING REVEIW
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assesed

Activity XI.II.3.4

XI.II.3.4	The PRPD will continue training **PRPD personnel** who belong to Districts and Precincts, taking the following into consideration: 3.4.1 number of use of force incidents per location; 3.4.2 number of domestic violence incidents per location; 3.4.3 number of interventions with intoxicated persons; 3.4.4 number of arrests made; 3.4.5 number of traffic stops; and 3.4.6 number of administrative complaints for the following: illegal or unreasonable arrest or detention; use of unjustified force; physical coercion or psychological violence against an arrestee; illegal or unreasonable searches and seizures; discrimination; unjustified or excessive assault; assault against MPRPDs; domestic violence; sexual harassment; and obstructing, preventing, or interrupting the legal exercise of freedoms.
Due Date	SEE SCHEDULES B & C

TCA Assessment	PENDING REVIEW
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assesed

Activity XI.II.4.1

XI.II.4.1	The Division of Psychology and Social Work will develop the design of the informational session to inform **PRPD personnel who perform supervisory and administrative duties** about how to manage stress to prevent critical incidents and the support and mental health services available to them and their families.
Due Date	See Appendix B
TCA Assessment	PEDNING REVIEW
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assesed

Activity XI.II.4.2

XI.II.4.2	During the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train fifty percent (50%) of **PRPD personnel who perform supervisory and administrative duties** through instructors it has certified. The remaining fifty percent (50%) of the personnel will be trained during the following twelve (12) months, once the training of the first group has been completed. Training will begin in accordance with the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent after SAEA approval
Due Date	See Appendix C
TCA Assessment	PENDING REVIEW
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assesed

Activity XI.II.4.3

XI.II.4.3	The PRPD will begin by training **PRPD personnel who perform supervisory and administrative duties** who belong to the following work units: 4.3.1 Members of Joint Forces (SAIC); 4.3.2 Personnel assigned to Zones of Excellence (SAOC); 4.3.3 Division of Tactical Operations – DTO (SAOC); 4.3.4 Division of Special Weapons and Tactics – SWAT (SAOC); 4.3.5 Bureau of Highway and Traffic Patrols (SAOC); 4.3.6 Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons (SAIC); 4.3.7 Bureau of Vehicle Theft Investigations (SAIC); 4.3.8 Special Arrests and Extraditions Division (SAIC); 4.3.9 Criminal Investigations Corps – CIC (SAIC); 4.3.10 Canine Division, K-9 (SAIC); and 4.3.11 Motorized Unit (SAOC).
Due Date	SEE SCHEDULES B & C
TCA Assessment	PENDING REVIEW

Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assesed

Activity XI.II.4.4

XI.II.4.4	The PRPD will continue training **PRPD personnel who perform supervisory and administrative duties** who belong to Districts and Precincts, taking the following into consideration: 4.4.1 number of use of force incidents per location; 4.4.2 number of domestic violence incidents per location; 4.4.3 number of interventions with intoxicated persons; 4.4.4 number of arrests made; 4.4.5 number of traffic stops; and 4.4.6 number of administrative complaints for the following: illegal or unreasonable arrest or detention; use of unjustified force; physical coercion or psychological violence against an arrestee; illegal or unreasonable searches and seizures; discrimination; unjustified or excessive assault; assault against MPRPDs; domestic violence; sexual harassment; and obstructing, preventing, or interrupting the legal exercise of freedoms.
Due Date	SEE SCHEDULES B & C
TCA Assessment	PENDING REVIEW

Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assesed

Activity XI.III.1.1

XI.III.1.1	The Office of the Assistant Superintendent for Managerial Services and its Bureau of Technology and Bureau of Human Resources will call upon SARP and OLA to evaluate the Information System they must acquire. SARP and OLA will identify the needs of the work units involved in the process of recording and evaluating complaints for improper conduct for receiving, processing, and resolving them.
Due Date	February 2016
TCA Assessment	PRPD has contracted with a consulting firm for Information Technology needs. During 6th period, PRPD advised the firm is called Consulting 2 Success
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XI.III.1.2

XI.III.1.2	After making an inventory of the MPRPD files, SARP, OLA, and SASG, with its Bureau of Technology and Bureau of Human Resources, will establish the procedures to digitalize improper conduct investigation records for a minimum of five (5) years after the MPRPD has been discharged from the Agency
Due Date	May 2016
TCA Assessment	PRPD has not digitized its records, but are working with their IT consultant (Consultant 2 Success) concerning this requirement. During 6th period, PRPD advised this activity is part of the C2S contract
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XI.III.1.3

XI.III.1.3	Digitalize the physical files of employees with administrative complaints and dispose of the rest, as identified during the inventory process. The digitalization process will be carried out in accordance with the Protocol developed by the PRPD Bureau of Technology together with the SARP
Due Date	December 2017
TCA Assessment	NOT YET DUE
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assesed

Activity XI.III.1.4

XI.III.1.4	The Bureau of Technology will evaluate the current conditions of its automated systems and those that are in the process of being acquired or implemented to determine if they can be modified to meet the needs raised by SARP and OLA
Due Date	February 2017
TCA Assessment	PRPD working with their IT consultant (Consultant 2 Success) concerning this requirement. SARP has been involved in the discussions During 6th period, PRPD advised the C2S will review this activity
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XI.III.1.5

XI.III.1.5	Discuss the requirements for the development of the automated system with technology consultants or companies so that they can evaluate their ability to provide their services to the PRPD
Due Date	April 2017
TCA Assessment	PRPD working with their IT consultant (Consultant 2 Success) concerning this requirement
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XI.III.1.6

XI.III.1.6	Request formal proposals from technology consultants or companies for the development of the information system, which will be evaluated by a Committee created to select the contractor
Due Date	June 2017
TCA Assessment	PRPD working with their IT consultant (Consultant 2 Success) concerning this requirement. Document request------see if they put out a contract and for what
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XI.III.1.7

XI.III.1.7	Once the Proposal to develop the Administrative Complaints Information System is awarded, the selected consultant or company must meet the terms and conditions included in the Proposal.
Due Date	18 months after Proposal award date
TCA Assessment	PRPD working with their IT consultant (Consultant 2 Success) concerning this requirement
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assesed

Activity XI.III.1.8

XI.III.1.8	Train SARP and OLA personnel in the use of the Administrative Complaints Information System to record the receipt and processing of complaints for improper conduct as established in the Information Systems and Technology Compliance Area Action Plan.
Due Date	18 months after Information System design is completed
TCA Assessment	PRPD working with their IT consultant (Consultant 2 Success) concerning this requirement
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe: not yet due Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assesed

Activity XI.IV.1.1

XI.IV.1.1	The PRPD will use the various mass media available to develop a Promotion Plan to inform communities about their rights and the mechanisms available to file complaints for improper conduct against MPRPDs. Communities will also be informed about the alternatives available to recognize their good service. This activity will be developed together with the Community Engagement and Public Information Compliance Area
Due Date	September 2015
TCA Assessment	In addition to PRPD's efforts to publicize procedures for citizen complaints, PRPD also created form PPR 888 to capture citizen compliments of officers. During 6th period, PRPD advised they are still using Form PRR 888
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity XI.IV.2.1

IV 2.1	The PRPD Division of Psychology will provide psychological and therapeutic services to treat cases referred through the Program (Personnel Assistance and Support Program)
Due Date	March 2017
TCA Assessment	TCA will check with the PRPD Division of Psychology to determine the contours of this program. This is not within SARP control During 6th period, PRPD advised the Employee Assistance Program (PAE) was approved February 2017.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XI.IV.2.2

XI. IV.2.2	The SAEA will re-train employees who have been referred through the Program after identifying a deficiency in their performance that can be corrected through re-training. This activity will be part of the **Training Action Plan.**
Due Date	SEE SCHEDULES B & C
TCA Assessment	This will become part of the PRPD Early Intervention System once developed. TCA will also confirm with SAEA about the training materials for this program. PENDING REVIEW
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Training Action Plan

Activity XI.IV.3.1

XI.IV.3.1	SARP will conduct a study to determine the number of employees needed to investigate administrative complaints within the parameters established in the corresponding policies
Due Date	February 2016
TCA Assessment	SARP is conducting an assessment of their workload and personnel. However, they also await a scientific department-wide human resource study. See Paragraph 13 of the Agreement
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XI.IV.3.2

IV 3.2	Conduct an internal recruitment process to identify possible candidates to be assigned to the SARP
Due Date	May 2016
TCA Assessment	SARP will await a department-wide human resource study before creating specific recruitment materials, which would include designing ideal job qualifications. During 6th period, PRPD advised SARP currently has position openings
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XI.IV.3.3

IV 3.3	Carry out personnel selection and internal transfer processes to provide the necessary personnel to the SARP
Due Date	August 2016
TCA Assessment	SARP will await a department-wide human resource study before creating specific recruitment materials, which would include designing ideal job qualifications. During 6th period, PRPD advised a General Order was approved to transfer officers into SARP listing entry requirements.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XI.V.1.1

V 1.1	The PRPD, through the Office of Reform, will use various data collection strategies and conduct periodic, specific, and random monitoring of the different activities, operations, services, investigations, and training courses, among others they provide, starting with Zones of Excellence and gradually continuing through all thirteen (13) Police Areas and Offices of Assistant Superintendents, such as: (Table 31) a. Using the Training Plan and Training Announcement issued by the SAEA for each of the courses to identify their start date, the time Police Areas and the corresponding Offices of Assistant Superintendents will have to complete it, and the work units that will be given training priority. The Training Plans for each of the thirteen (13) Police Areas and Offices of Assistant Superintendents, as approved by the SAEA, will also be considered to check the specific dates during which each training course identified in this Action Plan will be offered. The Office of Reform will verify that MPRPDs are participating in scheduled training courses by using the above-mentioned sources and the attendance records for each course.

	b. Making random visits to each of the thirteen (13) Police Areas and Offices of Assistant Superintendents using the Training Plan approved by the SAEA for each training course developed for this compliance area in order to guarantee that PRPD personnel are being trained in keeping with the training materials approved by the Technical Compliance Advisor. c. Verifying that complaints sent to SARP are assigned for investigation within no more than five (5) business days. d. Corroborating that any person can file a complaint through the various means available. e. Visiting each of the thirteen (13) Administrative Complaint Investigation Divisions to randomly review files to verify that administrative investigations are being completed within no more than ninety (90) days from the receipt of the complaint. If complaints exceed said period, the file must include the authorization for an extension. f. Randomly reviewing administrative complaint files sustaining an allegation in order to check that the PRPD is notifying the respondent of the decision and corresponding disciplinary measure no later than thirty (30) days after the decision that the allegation is sustained.

	g. Randomly reviewing administrative complaint files to corroborate that the recommendation for each of the complaints is one of the following final dispositions: unfounded, sustained, not sustained, or exonerated. h. Randomly reviewing administrative complaint files to corroborate that for every complaint received at the SARP, the complainant was given written notice of the complaint number assigned, the investigator assigned the complaint, any extensions granted, the final disposition and any non-punitive disciplinary measure or action applied, and the right to request a review of the final disposition. i. Making random visits to command offices, districts, precincts, posts, and units in the thirteen (13) Police Areas and Offices of Assistant Superintendents to corroborate that the guidance posters on how to file complaints and recognitions are visible and that they have forms PPR-111 and PPR-888 available.
Due Date	May 2016

TCA Assessment	This is the umbrella task and responsibility for complaint intake and investigation for the Reform Unit as it relates to the Reform Unit ensuring accountability within PRPD. The enumerated activities identify with specificity how the Reform Unit will examine implementation of the intake, investigation, and timeliness of all complaints through field on-site audits and inspections. During 6th period, PRPD advised that this Unit now has 1 Captain, 3 First LTs, 2 Second LTs, 3 Sgts, and 4 Agents
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Compliance Tables for Community Interaction

Action Plan

Section XII. Community Interaction and Public

Information Requirements: 205 to 217

XII.I.1.1	Review General Order, Chapter 800, Section 801, entitled "Functioning of the Central Committee and the Area community interaction councils with the Puerto Rico Police Department" (hereinafter OG 801) establishing the way in which its members will review and evaluate the policies and procedures. (Table 1)
Due Date	March 2015
TCA Assessment	During this period, the TCA conducted the annual review of the General Order 800-801: Citizens Interaction Committees. After being revised, it was approved by the TCA in March 2017.
Recommendations	Continue review in accordance with Agreement requirements.
Compliance	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

XII. I.3.2	Review General Order 2005-7, entitled "Reorganization and Re-naming of the Public Information Office as the Press Office" to establish the manner in which to communicate the information in ongoing investigations or incidents, through the media, including social media, websites, and other electronic platforms, in accordance with the best and generally accepted practices, and with the principles of community policing. (Table 4)
Due Date	June 2016
TCA Assessment	-The review process of this policy began last semester. -The General Order 2005-7: Reorganization and Re-naming of the Public Information Office as the Press Office, became General Order 100-125: Press Office and General Order 600-634: Dissemination of Incident Information. Both policies were approved by the TCA in the month of December 2016. -As a result of the reaction of the media of both orders, they have been subjected to a new review process where the recommendations given by the press should be considered. -In May 2017, review meeting of General Order 100-125: Press Office was held. The TCA presented its comments and recommendations at that meeting. -As for General Order 600-634: Dissemination of Incident Information, TCA has not received a new draft of this policy during the period covered by this report.
Recommendations	Continue review in accordance with Agreement requirements.
Compliance	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

XII.II.3.1	The Auxiliary Superintendency for Education and Training will create a Multi-Topic Training Program for the personnel that works **at the Central Press Office, in the Areas,** and **for the high-ranking officers** of the PRPD, about the dissemination of public information and about incidents or ongoing investigations from a community perspective, and said training will include practical police Q & A scenarios before the press. The Program will include the following topics: (Table 7) 1.1.1. freedom of the press 1.1.2. right to privacy 1.1.3. defamation and libel 1.1.4. ethics in the dissemination of information 1.1.5. what and when something is public information 1.1.6. importance of the media in solving criminal cases 1.1.7. dissemination of public information in ongoing situations 1.1.8. protecting victim and witness Information 1.1.9. drafting press releases 1.1.10. oral communication in the media 1.1.11. use of electronic media to disseminate public information 1.1.12. image portrayed in the media, and 1.1.13. media management and interviews.

Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process.
TCA Assessment	The processes related to this activity have been stopped, until the following policies are approved again: General Order 100-125: Press Office and General Order 600-634: Dissemination of Incident Information. Make reference to the information provided in the activity I.3.2.
Recommendations	Continue review in accordance with Agreement requirements.
Compliance	Timeframe was not met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

XII.II.3.2	The Auxiliary Superintendency for Education and Training will create training for the personnel that carries out **management and supervisory** duties at the PRPD about the dissemination of public information and about incidents or ongoing investigations from a community perspective, and said training will include practical police Q & A scenarios before the press. The Program will include the following topics: (Table 8) 1.1.1. freedom of the press 1.1.2. right to privacy 1.1.3. defamation and libel 1.1.4. ethics in the dissemination of information 1.1.5. what and when something is public information 1.1.6. importance of the media in solving criminal cases 1.1.7. dissemination of public information in ongoing situations 1.1.8. protecting victim and witness information 1.1.9. oral communication in the media 1.1.10. image portrayed in the media, and 1.1.11. media management and interviews.
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process.

TCA Assessment	The processes related to this activity have been stopped, until the following policies are approved again: General Order 100-125: Press Office and General Order 600-634: Dissemination of Incident Information. Make reference to the information provided in the activity I.3.2.
Recommendations	Continue review in accordance with Agreement requirements.
Compliance	Timeframe was not met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Compliance Tables for Information and Technology

Action Plan

Section XIII: Information and Technology

Systems Requirements: 218 to 224

Section I. Policy & Procedure Development

Activity XIII.I.1.1

XIII.1.1.1 1 – 11 (Table 1)	1.1 Collaborate in the development of the Administrative Order that will create the Public Information Program regarding the filing of administrative complaints, as well as the posters and fliers informing people how to file administrative complaints. **This policy will form part of the Administrative Complaints Compliance Area Action Plan.** The policy was signed on November 2, 2015. The Commonwealth of Puerto Rico is in full compliance in this detailed step of the Action Plan) 1.2 Collaborate in the revision of General Order 2000-3, entitled "Controls on the Use, Filing, and Final Disposition of Incident Reports (NIBRS) at the Puerto Rico Police Department". **This policy will form part of the Equal Protection and Non-Discrimination Compliance Area**

	Action Plan. The policy was signed on January 1, 2016. The Commonwealth of Puerto Rico is in full compliance in this detailed step of the Action Plan) 1.3 Collaborate in the review of General Order 2007-1 "Duties and Responsibilities of the Sex Crimes and Child Abuse Divisions". **This policy will be part of the Equal Protection and Non-Discrimination Compliance Area Action Plan.** The policy was signed on April 21, 2016. The Commonwealth of Puerto Rico is in full compliance in this detailed step of the Action Plan) 1.4 Collaborate in the review of Regulations 6506, entitled "Regulations for the Processing of Administrative Complaints against Members of the Force and Civilian Personnel who Work at the PRPD" to adopt the new "Regulations for Receiving, Processing, and Managing Administrative Complaints". **This policy will form part of the Administrative Complaints Compliance Area Action Plan.** The policy was signed on October 31, 2016. The Commonwealth of Puerto Rico is in full compliance in this detailed step of the Action Plan) 1.5 Collaborate in the development of the General Order for Hate Crime Data Collection and Management. **This policy will be part of the Equal Protection and Non-Discrimination Compliance Area Action Plan.**

	The policy was signed on October 13, 2016. The Commonwealth of Puerto Rico is in full compliance in this detailed step of the Action Plan) 1.6 Collaborate in the development of the protocol for the digital recording and storage of communications generated between immediate supervisors and MPRPDs through the Command Center and Radio Control communication channels. **This policy will form part of the Searches and Seizures Compliance Area Action Plan.** The policy was signed on October 13, 2016. The Commonwealth of Puerto Rico is in full compliance in this detailed step of the Action Plan) 1.7 Collaborate in the revision of General Order 2010-1, entitled "Reorganization of the Internal Audit Office". **This policy will form part of the Supervision and Administration Compliance Area Action Plan.** The policy was signed on November 1, 2016. The Commonwealth of Puerto Rico is in full compliance in this detailed step of the Action Plan) 1.8 Collaborate in the revision of General Order 2008-3 entitled, "Rules and Procedures for the Evaluation of MPRPDs and Classified Personnel". **This policy will form part of the Supervision and Administration Compliance Area Action Plan.**

	The policy is under evaluation by DPS. The Commonwealth of Puerto Rico is in partial compliance in this detailed step of the Action Plan) 1.9 Collaborate in the development of policy to protect the copyrights of the PRPD in the creation of policies, training courses, posters, and printed and/or electronic media. **This policy will form part of the Policies and Procedures Compliance Area Action Plan.** The policy is being evaluated by the LPAU. The Commonwealth of Puerto Rico is in partial compliance in this detailed step of the Action Plan) 1.10 Collaborate in the development of a General Order for the Creation of the Early Identification System (EIS). **This policy will be part of the Supervision and Administration Compliance Area Action Plan.** Planned submission to TCA scheduled for October 2017. Timeframe: not due yet 1.11 Collaborate in the development of a Procedures Manual for the Use of the Early Identification System (EIS). **This policy will form part of the Supervision and Administration Compliance Area Action Plan.** Planned submission to TCA scheduled for November 2017. Timeframe: not due yet
Due Date	Varied
TCA Assessment	BT continues to collaborate with all elements of PRPD in these areas Note: that these tasks are found primarily in other AP Areas.
Recommendations	Continue Collaboration between TCA and PRPD
TCA Rating	n/a

Activity XIII.I.1.2

XIII.I.1.12 Table 1	1.12 Review General Order Chapter 100, Section 101, entitled "Reorganization of the Office of the Assistant Superintendent for Managerial Services", in order to efficiently and effectively adapt it to the implementation of the Agreement
Due Date	August 2016
TCA Assessment	The Superintendente signed the GO on January 2017
Recommendations	Implement & Monitor
TCA Rating	Timeframe was met The Commonwealth of Puerto is in full compliance with this detailed step of the Action Plan

Activity XIII.I.1.3

XIII.I.1.3 Table 2	1.13 Develop a General Order establishing the processes and procedures of the Bureau of Technology for updating and implementing the information and technology systems infrastructure, including hardware, software, and communications. Additionally, establish IT governance methodology and processes in keeping with the best practices. (Table 2)
Due Date	August 2016
TCA Assessment	The General Order 100-123 invokes necessary roles and responsibilities for the BT and therefore throughout the other AP's and Decree. It was signed January 23, 2017
Recommendations	Implement & Monitor. BT must execute IAW the GO and the PRPD must resource and enforce the intent of the GO. Special attention must be placed on the distribution of requirements definition in other offices and accountability for managing to successful outcomes regarding system development, training, data collection etc. Follow up monitoring requires evidence of this behavior. Reforma and CIO claim that the final decision on the DPS standup (DHS Equivalent) is a pacing gate for fullest implementation of the above.
TCA Rating	Timeframe was met The Commonwealth of Puerto is in full compliance with this detailed step of the Action Plan

Activity XIII.I.2.1

XIII.I.2.1 Table 3	2.1 Review General Order 73-13, entitled "Rules and Procedures for Walkie-Talkie Use, Control, and Identification", to standardize the radio communications of the PRPD in terms of security and efficiency by establishing the duties and responsibilities of Agency employees when using and managing radio communications, as well as the activities that are carried out at a radio station, including the duties and limitations of the operator. Additionally, establish guidelines and safety procedures for radio frequency use. (Table 3)
Due Date	October 2016 -- Signed Jan 13, 2017
TCA Assessment	Complete, recommend close
Recommendations	Implement & Monitor
TCA Rating	Timeframe was met The Commonwealth of Puerto is in full compliance with this detailed step of the Action Plan

Activity XIII.I.2.2

XIII.I.2.2 Table 4	2.2 Establish a Collaborative Agreement with the agencies that make up the Interoperability System and the PRPD in order to facilitate the interconnection of the inter-agency communications infrastructures and create a network that will enable the uninterrupted exchange of information through data, radio, video conference, fax, or telephone communication. This collaborative agreement will be updated as new technologies related to the interoperability systems arise. (Table 4)
Due Date	Nov 2016
TCA Assessment	This task is important to the ongoing transformation. Obstacles listed such as "gathering people to meet" are NOT obstacles. They are tasks surmountable through management intervention and attention. Budget Obstacles at the working level are understandable but must be addressed by PRPD leadership. Re-use of budget restrictions, as a means for not accomplishing tasks is "convenient" but not adequate. Monitor Comment -- According to Reforma POC this task was proposed to be moved under the Puerto Rico DPS (DHS equivalent) via a request on 1/29/17 to TCA and DoJ. Reforma Comment -- "PRPD submit a proposal to the TCA and DOJ on those matters, based on a meeting about this action plan activity on December. In addition, Article (1.15) of the Puerto Rico Department of Public Safety Act (Act 20-2017) establishes the interoperability of the agencies."
Recommendations	Prioritize work and complete tasks. Employ proposed solutions. The law determining scope of authority is not the same as an MOU or MOA defining an operating agreement and the services exchanged
Compliance	Timeframe was not met The Commonwealth of Puerto is in non-compliance with this detailed step of the Action Plan

Activity XIII.I.2.3

XIII.I.2.3 Table 5	2.3 Review General Order 97-16, entitled "Reorganization of the San Juan Command Center and the Radio Command Centers of the Police Areas and Establishment of Work Guidelines for the 9-1-1 Emergency System", to redefine their duties and responsibilities, taking into consideration the technological advances that have been positively developed and implemented in the information and communication systems of the agency. Additionally, update the processes and procedures established in the PRPD for the 9-1-1 Emergency System. (Table 5)
Due Date	December 2016
TCA Assessment	IT Monitor recommended approval on 5/21/2017.
Recommendations	Superintendente Sign, Implement & Monitor
TCA Rating	Timeframe was met The Commonwealth of Puerto is in partiall compliance with this detailed step of the Action Plan

Activity XIII.I.3.1

XIII.I.3.1 Table 6	3.1 Develop a General Order for the Use and Handling of Portable Recording Devices for the MPRPDs to establish guidelines for the recording, review, use, distribution, and storage of incident recordings, as well as the duties and responsibilities of the MPRPDs who use said equipment. Additionally, guide the processes and procedures for the Supervisors that are needed when interviewing and recording the statements of complainants and witnesses during the investigation of complaints regarding inappropriate use of force or improper conduct or behavior of the MPRPDs. (Table 6)
Due Date	May 2017
TCA Assessment	IT Monitor comment; Partial Signature October 20, 2016 on GO 400-402 But Standard Operating Procedures Manual is required which will need to be reviewed by Monitor. Draft policy received in Reforma for review and edit on 4/26/2017. Reforma comment: draft policy will be sent to TCA on 5/31/2017.
Recommendations	Task must be completed
Compliance	Timeframe was met The Commonwealth of Puerto is in partiall compliance with this detailed step of the Action Plan

Activity XIII.I.4.1

XIII.I.4.1 Table 7	4.1 Review General Order, 2003-25, entitled "Rules and Controls for the Use of the Computerized Systems of the Puerto Rico Police Department", in order to update the processes and procedures that have been incorporated into the information systems, communications, and technology services developed and implemented at the PRPD. (Table 7)
Due Date	October 2016 Signed December 19, 2016.
TCA Assessment	GO 400-403 signed
Recommendations	Implement & Monitor
TCA Rating	Timeframe was met The Commonwealth of Puerto is in full compliance with this detailed step of the Action Plan

Activity XIII.I.4.2

XIII.I.4.2 Table 8	4.2 Develop User Manual for the Computer Systems of the Puerto Rico Police Department, in order to update the processes and procedures that have been incorporated into the information systems, communications, and technology services developed and implemented at the PRPD. (Table 8)
Due Date	January 2017 Signed December 19, 2016
TCA Assessment	GO 400-403 signed
Recommendations	Implement and Monitor
TCA Rating	Timeframe was met The Commonwealth of Puerto is in full compliance with this detailed step of the Action Plan

Activity XIII.I.4.3

XIII.I.4.3 Table 9	4.3 Develop a General Order establishing the Central Crime Data Collection Repository[3] (CIW), in order to implement guidelines to collect and distribute statistics about the incidents registered at the PRPD. Additionally, incorporate the processes and procedures needed to analyze and distribute the information about the criminal activity in all of the pertinent operational and administrative units of the Agency. (Table 9)
Due Date	Feb 2017 -- IT Monitor recommended approval on 5/21/2017
TCA Assessment	This is a major and significant component of being able to collect and assess data relevant to compliance with the Decree and eventual transformation. Completion of the GO signals a commitment to policy. Implementation of CIW and commitment of the resources needed remains to be seen.
Recommendations	Implement and Monitor
TCA Rating	Timeframe was met The Commonwealth of Puerto is in partial compliance with this detailed step of the Action Plan

Activity XIII.I.4.4

XIII.I.4.4 Table 10	4.4 Develop a Manual for the Use and Handling of the Central Crime Information Warehouse (CIW). (Table 10)
Due Date	March 2017
TCA Assessment	4/25/17 PRPD submitted to TCA in March 2017, TCA responded with comments on 4/13. PRPDhas not received DOJ Comments. 5/1 Reforma comment -- PRPD will ask for the approval memo from TCA.
Recommendations	Continue to monitor
Compliance	Timeframe was met The Commonwealth of Puerto is in partial compliance with this detailed step of the Action Plan

Section II. Training Development Objectives

Activity XIII.II.1.1

XIII.II.1.1 Table 14	1.1 Develop training for the administration, configuration, and diagnosis of radio communication equipment, geared towards the personnel of the Communications Division of the Bureau of Technology and Communications of the PRPD, (Table 14)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process
TCA Assessment	GO 400-404 replaces 73-13. SAEA is lead and will use agents to develop training and to conduct the training. GO signed Jan 2017. Per Diaz, as of 4/25, waiting for training material from SAEA and then TCA approval. Training start is projected for 7/12/2017 based on policy approval on Jan 13, 2017, per decree, 50% to be trained 7/18, 100% trained by 7/19. Reforma comment: The design and training development are expected to be submitted to the TCA for approval on time.
Recommendations	Continue to monitor
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be determined yet

Activity XIII.II.1.2

XIII.II.1.2 Table 15	1.2 Develop training for the use and handling of the radio communication equipment at the PRPD, geared towards the MPRPDs. (Table 15)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process.
TCA Assessment	GO 400-404 replaces 73-13. SAEA is lead and will use agents to develop training and to conduct the training. GO signed Jan 2017. Per Diaz, as of 4/25, waiting for training material from SAEA and then TCA approval. Training start is projected for 7/12/2017 based on policy approval on Jan 13, 2017, per decree, 50% to be trained 7/18, 100% trained by 7/19. Reforma comment: The design and training development are expected to be submitted to the TCA for approval on time.
Recommendations	Continue to monitor
TCA Rating	Timeframe: not due yet Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be determined yet

Activity XIII.II.1.4

XIII.II.1.4 Table 17	1.4 Develop training for the administration and diagnosis of the computer system at the Puerto Rico Police Department, geared towards the personnel of the Technology Division of the Bureau of Technology and Communications of the PRPD, (Table 17)
Due Date	May 2017 Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process.
TCA Assessment	GO 400-403 signed Dec 19, 2016. Training start projection June 2017. First 50% trained is targeted June 2018, second 50% targeted June 2019.
Recommendations	Continue to monitor
TCA Rating	Pending

Activity XIII.II.1.5

XIII.II.1.5 Table 18	Develop training on the Manual for the Use and Handling of the Computerized Systems of the Puerto Rico Police Department, geared toward the MPRPDs and the employees of the PRPD classified system. (Table 18)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process.
TCA Assessment	Projected start of training is June 2017, 50% complete June 2018, 100% June 2019
Recommendations	Continue monitoring
TCA Rating	Pending

Activity XIII.II.1.6-8

XIII. II.1 (.6, .7, 8) Tables 19, 20, 21	Develop training on the Manual for the Use and Handling of the Central Repository for Crime Date Analysis (CIW) at the Puerto Rico Police Department, aimed at the MPRPDs and the employees of the PRPD classified system assigned to the Center for the Analysis of Criminal Activity and Crime Monitoring; the Criminal Intelligence Collection, Analysis, and Dissemination Center, the Crime Statistics Division, as well as for the employees who collect statistical data in the Police Areas. (Table 19) Develop training on accessing and using the Information Systems of the National Crime Information Center (NCIC) and the Integrated Crime Registry (ICR) geared toward the MPRPDs. (Table 20). Policy projected June 2017 Develop training on accessing and using the criminal activity map, geared toward the MPRPDs. (Table 21). Due date Projected Policy submit October 2017
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in **Appendix B** – Training Design Process.
TCA Assessment	
Recommendations	Continue monitoring
TCA Rating	Pending

Section III. Training Implementation Objectives

Activity XIII.III.3.7

XIII. III.1.3.7, III.1.4, III.1.5, III.1.6, III.1.7, III.1.10 Table 22, 23, 24, 25, 26 , 27	1.3.7 The training courses to be implemented will cover the following topics: a) use and handling of radio communications equipment; (Table 22) b) use and handling of portable recording devices for the MPRPDs; (Table 22) c) use and handling of the computerized systems of the Puerto Rico Police Department (Table 22) 1.4 Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) **on the administration, configuration, and diagnosis of radio communications equipment**. The remaining fifty percent (50%) of the **employees assigned to the Communications Division** will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. (Table 23) 1.5 Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended,

	the SAEA will have its certified instructors simultaneously train fifty percent (50%) **the employees assigned to the Technology Division on the administration and diagnosis of the computerized systems of the Puerto Rico Police Department**. The remaining fifty percent (50%) of the **employees assigned to the Technology Division** will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. (Table 24) 1.6 Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of **the MPRPDs and the employees of the PRPD classified system assigned to the Center for the Analysis of Criminal Activity and Crime Monitoring; the Criminal Intelligence Collection, Analysis, and Dissemination Center; the Crime Statistics Division, as well as the employees who collect statistical data in the Police Areas on the Manual for the Use and Handling of the Central Crime Information Warehouse (CIW)**. The remaining fifty percent (50%) of the MPRPDs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. (Table 25) 1.7 Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of **all MPRPDs on the Use and Handling of the Information Systems of the National Crime Information Center (NCIC) and the Integrated Crime Registry (ICR)**. The remaining fifty percent (50%) of the MPRPDs will be trained within the following twelve

	(12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. (Table 26) 1.10 Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) **of all MPRPDs** on the **Use and Handling of the Crime Mapping Application Software**. The remaining fifty percent (50%) of the MPRPDs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. (Table 27)
Due Date	The trainings will be implemented as stated in **Appendix C**– Training Implementation Process.
TCA Assessment	Per Monitor Youngs -- PRPD has yet to provide TCA with adequate evidence of materials concerning handling of radio communications equipment
Recommendations	
TCA Rating	Pending

Section IV. Information and Technology Systems Development and Implementation Objectives

Activity XIII.IV.1.1

XII.IV.1.1 Table 28	1.1 Develop an information system to support the implementation of the Action Plans of the compliance areas included in the Agreement. This system will be used to follow up on the activities identified in the Action Plans, including their descriptions, start, and the final progress of each effort that is carried out, as well as the specific repetitions for each process established in the approved General Orders and forms. (Table 28)
Due Date	October 2016
TCA Assessment	Demonstrated to TCA Monitors on May 24-25, 2017. This deliverable was jointly developed with the IT Monitor and is being implemented by Reforma. It is a "living management tool. It is critically dependent on the finalization of the English translation of the Consolidated Action Plans which as of 5/26/2017 has not yet been released by PRPD.
Recommendations	Release the Final Consolidated AP's in English. Manage, revise and monitor
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XIII.IV.1.2

XIII.IV.1.2 Table 29 See also Search and Seizure able 5.	1.2 Develop and implement the Information System for the collection of the computer-aided Dispatch system (CAD). This information system will be used to collect data and information about the incidents reported in all of the offices and divisions of the Puerto Rico Police Department. Additionally, the system will include as a basis the forms approved by the PRPD, such as: the Complaint Card (PPR-84) and the Incident Report (PPR-468), the Traffic Accident Report (PPR-93 and 94) in electronic format, among others, as well as the different forms for the operational, investigative, and administrative activities of the MPRPDs. This system will be initially implemented in the Zones of Excellence and then gradually throughout all of the Puerto Rico Police Department. This activity is included in the **Equal Protection and Non-Discrimination Action Plan**. (Table 29)
Due Date	36 months (once the NIBRS and any other policy that may affect the system are ready)
TCA Assessment	CAD is in operation and CAD Mobile is in pilot although without training materials. As such full rollout is being held in abeyance. According to PRPD the CAD Mobile system is in partial use and is limited by the lack of formal training provided by SAEA. • NIBRS manual is approved (Jan 2016 GO was approved). • The CAD Mobile manual is not yet approved. Reforma states that its in TCA for review

	• Superintendente will sign after TCA. • Next phase of CAD Mobile pilot could begin August 2017 with CAD.
Recommendations	SAEA prioritize CAD Mobile curricula development. Follow Through with CAD Mobile implementation
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XIII.IV.1.2.1

XIII.IV.1.2.1, Table 30	1.2.1 Develop an information sub-system or module for the collection, storage, and distribution of data and information related to the activation and mobilization of specialized tactical units (STUs) that will include operational and tactical plans, as well as the requirement to report after each activity in which they have participated. This sub-system will provide the scheduled reports needed to review unit activations and mobilizations and identify the MPRPDs that belong to said units. Once per year, the PRPD shall conduct a full analysis of use-of-force incidents in order to identify significant trends and fix the deficiencies that are found, in accordance with the law and the best accepted police practices. Therefore, the system will be modified and adapted to any changes that affect the collection and distribution of data and information. This activity is included in the **Equal Protection and Non-Discrimination Action Plan**. (Table 30)
Due Date	36 months (once the NIBRS and any other policy that may affect the system are ready)
TCA Assessment	NIBRS manual is approved (Jan 2016 GO was approved). Reform states manual is not yet approved and was reviewed and by TCA (Soler). TCA approval memo pending. Superintendente will sign after TCA. At this point the 36 month clock will begin however Mobile CAD is already in Pilot. Maybe go live in august 2017 with CAD. TCA (Romero) – subsystem is done but training manual is not complete because the NIBRS manual is not complete.
Recommendations	Review Pilot status and forms in July and August with PRPD
Compliance	Timeframe: not due yet The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XIII.IV.1.2.2

XIII.IV. 1.2.2 Table 31 See also Search and Seizure table #5	1.2.2 Develop an information sub-system or module for the collection of data and information related to incidents that lead to arrests and searches, using the forms approved for said purposes (PPR-853, entitled "**Plan to Carry Out Arrests/Detentions and Searches/Seizures**" and PPR-880, entitled "**MPRPD Incident Report Narrative**"). Once per year, the PRPD shall conduct a full analysis of the information on the searches and seizures it conducted, in order to identify significant trends and fix the deficiencies that are found, in accordance with the law and the best accepted police practices. Therefore, the system will be modified and adapted to any changes that affect the collection and distribution of data and information. This activity is included in the **Equal Protection and Non-Discrimination Action Plan**. (Table 31)
Due Date	36 months (once the NIBRS and any other policy that may affect the system are ready)
TCA Assessment	NIBRS manual is approved (Jan 2016 GO was approved). Reform states manual is not yet approved and was reviewed and by TCA (Soler). TCA approval memo pending. Superintendente will sign after TCA. At this point the 36 month clock will begin however CAD is already in Pilot. May go live in August 2017 with CAD.
Recommendations	Review Pilot status and forms in July and August with PRPD
Compliance	Timeframe: not due yet The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XIII.IV.1.2.3

XIII.IV.1.2.3 Table 32	1.2.3 Update and/or incorporate the forms approved by the PRPD needed for collection of data and information about incidents, which provide statistics, in order to add the processes and mechanisms needed to effectively organize the police work by the police, with local diagnostics, work plans for the problem areas that are identified, monitoring, permanent follow-up, and internal evaluation. These operational forms will be updated whenever changes that may affect it are made to the policy or procedure. Additionally, if the need to collect data and information about statistics needed for the operational, investigative, and/or administrative area were to arise, it will be included in the maintenance of the system for its corresponding evaluation and inclusion in the annual budget. This activity is included in the **Equal Protection and Non-Discrimination Action Plan**. (Table 32)
Due Date	36 months (once the NIBRS and any other policy that may affect the system are ready)
TCA Assessment	NIBRS manual is approved (Jan 2016 GO was approved). Reform states manual is not yet approved and was reviewed and by TCA (Soler). TCA approval memo pending. Superintendente will sign after TCA. At this point the 36 month clock will begin however CAD is already in Pilot. May go live in august 2017 with CAD.
Recommendations	Review Pilot status and forms in July and August with PRPD
TCA Rating	Timeframe: not due yet The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XIII.IV.1.4

XIII.IV.1.4 Table 35	1.4 Develop and implement an information sub-system for keeping digitized, complete, and precise records of the curricula, teaching plans, and other materials used to develop trainings and re-training courses at the SAEA. This sub-system will enable document storage by category and access level. This activity is included in the **Training Action Plan**. (Table 35) The focus and scope of the information system that will be developed to maintain digitized, complete, and precise records of the curricula, teaching plans, and other materials used to develop training and re-training courses are described in the following phases:
Due Date	December 2016
TCA Assessment	In development but needs to be merged with HR system (Kronos)
Recommendations	Continue effort
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XIII.IV.1.5

XIII.IV.1.5 Table 36	1.5 Develop and implement an information sub-system to offer virtual (online) training and/or re-training, in order to maximize MPRPD service time and provide greater accessibility and flexibility so that they may fulfill their work commitments without affecting the performance and quality of the services they offer to the community. This activity is included in the **Training Compliance Area Action Plan**. (Table 36)
Due Date	12 months after the corresponding policies have been approved.
TCA Assessment	Contract for on-line training awarded to Natl Univ College. Work started to develop training packages. Reforma comment: the first ten (10) courses are expected to start on September 2017. A list of the courses will be provided as soon as possible.
Recommendations	Continue monitoring
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XIII.IV.1.6

XIII.IV.1.6 Table 37	1.6 Develop an information system or module for the digital recording and storage of communications generated between immediate supervisors and MPRPDs through the Command Center and Radio Control channels that have been used to communicate the elements of probable cause for which a MPRPD made a felony arrest for obstruction of justice or resisting arrest. This information sub-system will be implemented in the offices and divisions of the PRPD where necessary, as established in the operational and/or administrative orders of each department, together with the Bureau of Technology and Communications. This activity is included in the **Searches and Seizures Action Plan**. (Table 37)
Due Date	18 months after the corresponding policy has been approved.
TCA Assessment	As of 5/25/17 -- GO 400-402, Policy was approved 10/20/2016. April 2018 system is due department wide. In San Juan the legacy system exists but there is no new system since the decree. CIO has requested to buy new systems and infrastructure.
Recommendations	Continue monitoring
TCA Rating	Timeframe: not due yet The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XIII.IV.1.7

XIII.IV.1.7 Table 38	1.7 Develop an information system or module to digitally record and store incident-related videos captured in the portable recording devices, and the recordings collected by supervisors based on the statements of complainants and witnesses taken as part of the investigation of complaints about inappropriate use of force or improper conduct. This information sub-system will be implemented in the offices and divisions of the PRPD where necessary, as established in the operational and/or administrative orders of each office and division, together with the Bureau of Technology and Communications. (Table 38)
Due Date	18 months after the corresponding policy has been approved.
TCA Assessment	Policy is due in May 2017
Recommendations	
TCA Rating	Timeframe: not due yet The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XIII.IV.1.8

XIII.IV.1.8 Table 39	Develop an information system or module to collect and distribute data and information about alliances created, activities, specific problems addressed, measures adopted and obstacles faced by the PRPD, as well as recommendations for future improvements. This sub-system will serve as basis for the annual report on the alliances that have been created, the activities that have been carried out, and the measures adopted by the PRPD, among other matters. Additionally, the information collected through this mechanism will serve as a work tool for the Office of the Superintendent and related units of the PRPD. This information sub-system will be implemented in the offices and divisions of the PRPD where necessary, as established in the operational and/or administrative orders of each office and division, together with the Bureau of Technology and Communications. This activity is included in the **Community Engagement and Public Information Action Plan**. (Table 39).
Due Date	January 2017
TCA Assessment	Application in Testing
Recommendations	
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XIII.IV.1.10

XIII. IV.1.10 Table 44	1.10 Create a Virtual Library on the PRPD website where all current policies and procedures, and the different forms will be published and indexed in a way that PRPD employees can easily access them and that the general public may also access them, as long as they do not contain confidential information. This activity is included in the **Policies and Procedures Action Plan**. (Table 44)
Due Date	6 months after the approval of the Administrative Order creating the Virtual Library of the PRPD.
TCA Assessment	Pending finalization all policies before implemented. Agreement between Reforma, TCA and DOJ
Recommendations	
TCA Rating	Timeframe: not due yet Whether the PRPD is in full, partial, or not compliance cannot be assessed during this reporting period.

Activity XIII.IV.1.10

XIII.IV.1.11 Table 45	1.11 Create a section in the PRPD Virtual Library where people in the community can submit comments about the policies and procedures signed by the Superintendent, to be analyzed by the Policy and Procedure Section attached to the Office of Reform, and incorporate them during the annual review, as applicable. This activity is included in the **Policies and Procedures Action Plan**. (Table 45)
Due Date	3 months after the approval of the Administrative Order creating the PRPD Virtual Library.
TCA Assessment	Pending finalization all policies before implemented. Agreement between Reforma,
Recommendations	
Compliance	Timeframe: not due yet Whether the PRPD is in full, partial, or not compliance cannot be assessed during this reporting period.

Section V. Self Assessment Objectives

Activity XIII.V

XIII.V, Table 46	1. To make sure that services have been provided in an equitable, respectful, and unbiased manner, guarantee that PRPD personnel are being trained in accordance with the policies, procedures, and approved training materials, and know whether or not the community's trust in the PRPD has increased and whether solid relationships have been developed with the community, various self-assessment mechanisms will be adopted to measure the level of compliance with the Agreement for the Sustainable Reform of the PRPD and to identify the aspects that need to be corrected and improved. Activities: 1.1 The PRPD, through the Office of Reform, will use various data collection strategies and will conduct periodic, specific, and random monitoring of the different activities, operations, services, investigations, training courses, among others provided by the PRPD, starting with Zones of Excellence and gradually continuing through all thirteen (13) Police Areas and Offices of Assistant Superintendents, such as: (Table 46) a. Review all components of information and technology systems infrastructure in functional and operational terms, at the General Headquarters and throughout the entire PRPD. b. Inspect the use and handling of the information systems implemented throughout the PRPD. c. Pay random visits to the PRPD units and divisions to evaluate their information and technology systems needs for the implementation of

	the Agreement. d. Corroborate the correct use of the electronic forms developed for the information systems established in the action plans of the different Compliance Areas. e. Conduct preventive inspections of computer and electronic equipment to identify potential flaws or breakdowns that could affect the safety of MPRPDs in operational and field activities. f. Review the distribution of documents, data, and information in the PRPD website to ensure that they are always updated and available for citizens, entities, and agency employees. g. Evaluate the safety of the data and information distributed in the information systems developed or acquired by the PRPD. h. Review the hardware and software inventory, use licenses of service providers, information systems, and any other technology related to the technological infrastructure of the PRPD.
Due Date	NA
TCA Assessment	Continue monitoring
Recommendations	
Compliance	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan