



Government of  
The Virgin Islands of the United States

**VIRGIN ISLANDS POLICE DEPARTMENT  
OFFICE OF THE POLICE COMMISSIONER**



February 19, 2016

**VIPD'S STATUS REPORT FOR QUARTER ENDING FEBRUARY 5, 2016**

**USE OF FORCE**

**4Q5-1** - Develop Standard Operating Procedure (SOP) for the Force Review Board (FRB).

**Status: Compliance**

**4Q5-2** - Develop Standard Operating Procedure (SOP) for the Force Investigation Team (FIT).

**Status: Compliance**

**4Q5-3** – Chiefs of Police will hold at least two (2) Use of Force Review Boards for the 4<sup>th</sup> quarter.

**Status: Not in Substantial Compliance**

Acting Director of Internal Affairs, Sergeant Marsh, spoke to Chet and Palmer of the monitoring team regarding the requirement of this goal. They stated that they will speak to Monitor Gruber and DOJ in reference to changing the goal to 2 force review boards total. This should be done within the next quarter. This goal was not completed because the SOPs were not completed in time. The initial SOPs were sent to the IMT on December 22, 2015 and returned on January 8, 2016. Upon return of the documents, the IMT suggested that IMT and VIPD work together on the SOPs during the summit. The SOPs were worked on during the week of February 8-12 with VIPD and IMT.

**4Q5-4** - Establish process for on-call Supervisor(s) to respond to Use of Force incidents when off duty.

**Status: Compliance**

## **CITIZEN COMPLAINT PROCESS**

4Q5-5:

**VIPD will bring backlog of cases current by designing a time period for supervisors responsible for the delinquent cases to complete the investigation of each delinquent case.**

The Virgin Islands Police Department started out with approximately 537 cases territorially, which was inclusive of Citizens Complaints, Administrative Investigations and Use of Force cases. To date, 373 of the 537 cases have been completed territorially leaving approximately 164 cases active and pending completion. The Deputy Chiefs in each district have been tasked with identifying supervisors and commanders with delinquent cases and initiate administrative actions against them.

## **MANAGEMENT AND SUPERVISION**

4Q5-6:

**VIAGO will provide the VIPD with a log of all criminal proceedings initiated as well as civil lawsuits and administrative claims served upon the Attorney General Office in 2015 resulting from VIPD operations or the actions of VIPD personnel.**

The VIAGO has been providing the required logs of all criminal proceedings initiated as well as civil lawsuits and administrative claims served upon the Attorney General Office in 2015 resulting from VIPD operations or the actions of VIPD personnel. We are awaiting the IMTs and USDOJ agreement that VIPD has met the goal.

4Q5-7:

**VIPD will conduct IAPRO Summit on December 21, 2015 in an effort to better track status of cases and bring about increased managerial accountability.**

The IAPRO Summit was conducted and this goal met compliance on January 13, 2015.

## **TRAINING**

4Q5-8

**Review all CD related lesson plans to identify opportunities to insert adult learning delivery techniques and components to enhance student learning and competency, resulting in a schedule for rewrite with completion by the end of 1Q16. This is Phase I of a two part goal, Phase II being the rewriting of the lesson plans during 1Q16, which should be inserted for that quarter.**

The Training Bureau was able to coordinate with the University of the Virgin Islands to assist in providing training in Adult Learning Principles for the members of the training academy staff and academy instructors as suggested by the IMT. Between both districts, fifteen (15) individuals were selected. The course curriculum was developed and sent to the IMT for approval, which they approved. The Training was scheduled and was completed on January 26, 2016.

A one-day work session to review and discuss several consent decree related lesson plans was held. The purpose was to assign lesson plans to individuals who attended the adult learning training to review and see where adult learning principles could be inserted into the lesson plans if needed. During the work session, individuals focused on performance objectives, took notes, documented suggested changes, and created sample lesson plans based on notes. Sample lesson plans that were discussed and revised were forwarded to the IMT on February 1, 2016 for review along with the attendance rooster.

The final step of this goal was to create a table that showed re-writes of lesson plan, persons who will review and update lesson plans, description of the adult learning principles that were inserted, and performance objectives. This chart would show lesson plans and dates for completion during the 1Q2016. All forms and goal progress were discussed with the IMT at the Consent Decree summit on February 11, 2016.

#### 4Q5-9

**Training Division will collaborate with the other the three (3) other CD working groups to identify and respond to their identified training support needs that further compliance with the CD. Training support will include assessment of the needs; identification of the trainees; development of the curricula; scheduling and delivery of the training and, in conjunction with the audit unit, design and subsequent evaluation of the training's effectiveness.**

Request for Training Support Form was created. VIPD received final go ahead with form on February 5, 2016. Training work group met to discuss the Training Support Request form and possible training solutions. A Work Group Training Support Development Plan form was created which the working groups will utilize to select trainings and should address concerns that are goals. Forms were provided to both Lt. Benta and Director Marsh. Lt. Benta of the M&S and CCP work group, has requested that training support be provided on 7.3. - Investigating Misconduct and Citizen Complaint. Sergeant Marsh of the UOF work group has requested that training support be provided on 3.2-Reporting, Investigating and Review of Use of Force, and that the training should reinforce the supervisors and commander ability to properly review and analyze uses of force reports.