

IMPLEMENTATION OF RECOMMENDATIONS FROM COMMITTEE FOR THE REVIEW OF UNDERCOVER PROCEDURES

RECOMMENDATION	STATUS / COMMENTS
Develop methods for the psychological screening of candidates for undercover assignments	IMPLEMENTED- candidate screening test is in place and is utilized for Intelligence Div. U/Cs, and has been expanded for use with OCCB and IAB candidate U/Cs
Provide periodic psychological screening and counseling for active undercover officers whose assignments are the most stressful in the Department and provide training for managing stress	IMPLEMENTED- Assessments are conducted at midpoint of U/C assignment; This practice has been expanded from use with Intell Div. U/Cs to include OCCB and IAB U/Cs
Enhance scenario based training for undercovers through the use of professional actors	IMPLEMENTED- Training Bureau has identified key elements for inclusion in existing OCCB scenario training; Department employees with acting skills have been identified and are aiding in the enhancement of 'scenario' training with the key elements identified with U/C focus group; Several UMOS members with acting skills are assigned to Police Academy.
Expand the pool of potential undercovers by accepting particularly suitable candidates with less than 2 years of service and provide training tailored to their needs	IMPLEMENTED- Personnel Bureau provided OCCB list of personnel with <2 years service and will continue to provide the information on a routine basis; OCCB has created an internal mechanism to identify personnel with <2 years of service (in cooperation with PB) suited for U/C assignments if a shortage of candidates exists.
Develop specific training for supervisors who oversee undercover operations with an emphasis on management, leadership, communication and interpersonal skills	IMPLEMENTED- OCCB supervisor training was enhanced in early 2007 and subsequently evaluated by Police Academy, Training Assessment Unit. The enhanced training includes components regarding: "High Risk Operations/ Crisis Management"; Learning role of U/Cs through intensive scenario program with
Conduct a formal job analysis of the undercover assignments in order to establish a more effective performance evaluation system	IN-PROGRESS- Methodology has been designed with input from experts to conduct a formal analysis of the unique features of the U/C assignment; Participants have been selected for participation; Formal inquires/interviews are scheduled for first week of May.
Develop a community outreach program that educates the public about the risks, challenges and necessity of undercover operations	IMPLEMENTED- Department produced video that included U/C's (identities shielded) discussing threats and risks of their job; Chief of Community Affairs personally attended borough based forum in the wake of the Club Kalhua shooting
Develop a training video for officers involved in undercover operations which includes the perspectives of community leaders from the areas where operations are most often undertaken	IN-PROGRESS- Training Bureau has existing material as a basis for a video (plainclothes project) and has contacted notable community members to participate; script is in development
Require tactical plans for undercover operations to include relevant information about the neighborhood in which the operation will take place	IMPLEMENTED- Department form Tactical Plan (PD 381-091) has been modified is in production
Require the administration of a Breathalyzer test in all cases in which a member of the service is involved in a firearms discharge incident, on duty or off duty, which results in injury or death	IMPLEMENTED- Incorporated into Patrol Guide (Interim Order 52 s. 2008)
Clarify Department procedures regarding the consumption of alcohol by undercover officers during operations to limit such consumption to two drinks per tour and provide training on credible ways to avoid drinking altogether when pressured to do so by subjects	IMPLEMENTED- Language has been drafted and is in production (Interim Order 52 s.2008)
Develop a management accountability mechanism tailored to assess the performance of supervisors who oversee undercover operations	IN-PROGRESS- Methodology has been designed with input from experts to conduct a formal analysis of the unique features of the U/C supervisor's assignment; Participants must be identified for participation.
Require the Investigations Units of the relevant Bureaus to conduct periodic inspections of tactical meetings to assess their adequacy and completeness	IMPLEMENTED- Department order is drafted and in production
Establish a mechanism for assuring the completion of required annual firearms training by undercover officers , while assuring the security of their identities	IMPLEMENTED- Firearms and Tactics Section conducts separate training for U/C's; FTS also separately and routinely monitors attendance with X.O., OCCB
Design a standard, readily identifiable, highly reflective jacket for officers use when involved in plainclothes operations	IMPLEMENTED- The jackets have been designed and are in production.
Provide supervisors of undercover operations with portable megaphones and install light packages and public address systems in unmarked Department vehicles so as to enhance the awareness of police presence during enforcement actions	IMPLEMENTED- Megaphones and portable "red dashboard" lights have been provided to OCCB for use in "non-descript" rented/leased autos; Tactical Plan requires equipment be available for use; unmarked department owned autos have public address systems built in.
Require the inspection of all members of undercover operations, prior to deployment , to assure that all required equipment is being carried and is in good working order	IMPLEMENTED- Incorporated in OCCB Manual and Checklist also on modified Tactical Plan (PD 381-091)
Modify the tactical plan template to include specific consideration of the placement of marked police vehicles near the set to be deployed as needed, depending on the characteristics of the site.	IMPLEMENTED- Modified Tactical Plan (PD 381-091) includes information regarding use of marked RMP's; OCCB Manual has been updated to include such use; Department has provided marked RMP's to OCCB for use by that borough's OCCB personnel (10 total).
Develop incentives to retain experienced and highly competent undercover officers	PARTIAL IMPLEMENTED / IN-PROGRESS- The Department has recognized exceptional performance and promoted for U/C's; Opportunities to expand the range of incentives, directly linked to competency can rely on the promulgation of the in-progress U/C performance evaluation system (Chief of Personnel recommendation #6 above)