ANNUAL EVALUATION OF EFFECTIVENESS: SECURITY MANAGEMENT PLAN – FY 25/26

Overall Evaluation of Effectiveness Statement

The Security Management Plan for FY 25/26 was determined to be effective. This determination was based on quarterly metric evaluations of Key Performance Indicators identified in the Security Management Plan.

Evaluation of Scope and Responsibilities

The scope of the Security Management Plan was found to be appropriate. This was determined by feedback from various campus stakeholders including Executive Leadership, Emergency Management, and Safety Committee.

Evaluation of Objectives

Objective 1: Conduct facility vulnerability assessments focused on safety and physical security
Status: A comprehensive list of UC Davis Health facilities was verified, and assessments were scheduled and prioritized. The annual goal of performing 10 assessments was met in the hospital and ambulatory care clinics.

Objective 2: Deliver safety-related training to staff members
Status: The annual goal was presentation of 24 sessions; the goal was exceeded with a total of 39 training sessions delivered. Training topics included: Active Assailant, Personal Safety/ Situational Awareness, Conflict Resolution and De-escalation Strategies, and Violence Prevention for Nursing.

Objective 3: External Security – Parking Lot, Emergency Call Box, and Light Checks
Status: In FY 25/26, the Security team conducted 7,456 parking lot checks, 2,115 emergency call box checks, and 280 light checks.

Evaluation of Key Program/Performance Measures FY 25/26

Key Performance Measures	Status	Measure in FY 26/27? Y/N
Conduct facility vulnerability assessments focused on safety and physical security	100% complete	YES
Deliver safety-related training to staff members	100% complete	YES
External Security: Conduct parking lot, emergency call box, and light checks	100% complete	YES

SECURITY MANAGEMENT PLAN – FY 26/27

Introduction and Mission Statement

The Mission of UC Davis Police Department (UCDPD) in Sacramento is to blend PSO and law enforcement resources to provide a safe environment for students, faculty, staff, patients, and visitors. This is accomplished in partnership with the UC Davis Health (UCDH) community, which includes the hospital, School of Medicine, School of Nursing, research facilities, ambulatory care clinics, 48X Complex, and the Aggie Square Complex. The UCDPD is innovative, seeking to leverage technology and collaborative strategies to enhance safety throughout this diverse campus.

Plan Scope and Responsibilities

The Security Management Plan (SMP) is applicable to all UCDH entities, including the hospital, clinics, and Primary Care Network as well as research and education activities and locations.

UCDPD is responsible for the public safety and security of UCDH, which includes both the Sacramento campus and the outlying Health System facilities. The primary jurisdiction is defined by the Education Code, and the state law enforcement authority is defined by the California Penal Code.

The purpose of the SMP is to:

1. Reduce the risk of security-related incidents for patients, visitors, staff, faculty, and students
2. Provide security training to staff and UCDPD personnel
3. Ensure adherence to UCDH and UCDPD police/security policies and procedures
4. Conduct regular monitoring and continuous improvement of the security program
5. Ensure compliance with applicable Health System, Joint Commission, local, state and federal laws, regulations and standards related to security and the Environment of Care

Program Management

A. The Environment of Care Committee is the governing body that supports the SMP by reviewing and approving the Safety Committee's quarterly activity report and the annual report on the Environment of Care management program.

B. The Health System Administration supports the SMP by:

- Providing input to and participation on the Safety Committee
- Allocating resources and staff required to support the management plan
- Ensuring compliance with regulatory and licensure issues
- Ensuring staff are provided educational and competency programs
- Reviewing and approving Safety Committee quarterly and annual reports

C. The UCDPD is responsible for the safety and security of UCDH. All law enforcement and security-related calls for service on the Sacramento Health Campus are received by the UCDPD Dispatch Center. All telephone lines at the Health System campus connect to the Dispatch Center by calling x4-2555.

The UCDPD's role is described in UCDH Policy 3303, "Police Services at UC Davis Health." In general, UCDPD provides the following services during normal operations:

- Provides law enforcement and security-related services 24 hours per day/7 days per week at the UCDH campus
- Provides high-visibility patrol using several patrol methods, i.e., vehicle, bicycle and foot patrols
- Assigns one officer per shift to patrol the Emergency Department (ED) of the main hospital
- Leads the team of Protective Services Officers (PSOs) who provide access control, metal detection, safety escorts, and security patrols throughout the entire UCDH campus
- Collaboration between PSOs and sworn officers enhances security's response and overall campus safety by providing singular leadership, mission focus and deployment of resources

D. The Safety Committee supports the SMP through ongoing oversight in the planning, design, measurement, assessment and process improvement. This is accomplished through ongoing monitoring and a formal quarterly review and an Annual Performance Evaluation.

E. The Security Subcommittee supports the SMP by following directives set forth by the Safety Committee. The Security Subcommittee reviews security-related issues and provides feedback to the Safety Committee. The Security Subcommittee is chaired by the UCDPD Captain who leads the UCDPD team.

F. The Violence in the Workplace Executive Committee supports the SMP by coordinating UCDH's administrative (non-law enforcement) response to actual or potential violent, threatening and/or intimidating behavior by, or directed at, members of the UCDH community. The Committee holds regular meetings to address specific incidents of violence, as needed.

G. UCDH Medical Staff support the SMP by:

- Participation on the Safety Committee
- Review of quarterly and annual Safety Committee and Environment of Care reports
- Provide direction and participate in staff education sessions
- Review operations for compliance with regulatory and licensure issues and provide recommendations

H. Department Managers support the SMP through implementation, monitoring the training and performance of staff compliance, being vigilant for and reporting hazards/safety concerns, and identifying and implementing corrective actions.

I. Employees support the SMP by following policies and procedures, participating in drills and actual event response, promptly reporting deficiencies and problems, and participating in training to show competency for safety.

Program Development and Monitoring

A. The written SMP was developed by UCDPD in partnership with the UCDH Safety Committee and Environmental Health and Safety. The SMP describes how UCDPD manages the physical and personal

safety/security of patients, staff, faculty, students, and visitors at UCDH. The SMP is reviewed and updated annually.

The UCDPD Captain chairs the Security Subcommittee. The Captain or their designee annually reviews the Police and Security policies, procedures and guidelines.

B. The authors of the SMP are familiar with the following:

- The role of Security in hospital operations.
- Joint Commission, California Department of Public Health and Cal OSHA requirements in a healthcare setting.
- Hospital organization and administration.
- Protective measures, including alarms and access control.
- Handling of disturbed patients, visitors, and employees.
- Identification of aggressive and violent predicting factors.
- Hospital safety and emergency preparedness.
- Documenting and reporting crimes.
- Identification of data and other relevant information to identify trends in their early development allowing the timely introduction of mitigation strategies.

C. The hospital identifies security risks associated with the Environment of Care; security risks are re-evaluated annually. A multi-disciplinary work group is convened to re-evaluate the security risks using a hazard vulnerability assessment process. The work group consults with affected employees, including the collective bargaining agents and members of the hospital medical staff. The risk assessment includes an evaluation of risk factors associated with aggressive or violent acts and examines trends of aggressive or violent behavior at the facility.

There is ongoing evaluation of security threats by the following means:

- Ongoing monitoring of crime statistics and patterns of criminal activity on UCDH properties, facilities leased by UCDH, and the surrounding community
- Regular communication with local, state, and federal law enforcement agencies
- Review of security issues reported in the Incident Reporting System and the Violence in the Workplace Reporting System
- Bi-monthly review of security issues by Security Subcommittee
- Information collected during facility perimeter security surveys, emergency department security surveys, parking facility security surveys, crime prevention, participation in security environmental design, environmental rounds, and facility Physical Security Assessments

D. Quarterly monitoring of performance regarding actual or potential risk is achieved through the routine review of the objectives of this SMP as well as any reported failures, occurrences or sentinel events. Environment of Care reports are submitted to the Safety Committee on a quarterly basis. The Environment of Care annual report, which is incorporated into the SMP, is approved by the Safety Committee and forwarded to Medical Staff, the Hospital Administration and to the Governing Body.

Annual evaluation of the SMP is conducted by the UCDPD Captain or their designee in the first quarter of the fiscal year and reported to the Safety Committee before the November committee meeting. The evaluation will include the organization's effectiveness in meeting the scope, objectives, and performance of the SMP, as described above.

Key Control/Cardkey Security Access

UCDH maintains strict control of all issued keys (UCDH Policy 1901, "Key Control"). Patient care buildings have been converted to cardkey security access (UCDH Policy 3311, "ID Badge Security Access"). All exterior doors to patient care buildings require cardkey access during non-business hours.

A Keywatch system was implemented in the PSO Office in October 2023 to provide real-time tracking/monitoring/accountability of key control. PSOs log into the system using biometrics at the beginning and end of shifts to check out/in key sets.

Electronic Lockdown

During FY 25/26, testing of the electronic lockdown system and coordination with UCDPD Dispatch were conducted throughout the main Health campus. These efforts will continue in FY 26/27 to further refine system performance and operational readiness.

Baggage Screening System

A baggage screening system (6040 X-Ray Inspection) was installed at the new Emergency Department entrance in July 2024. The system creates an enhanced level of screening for potentially dangerous weapons and devices. Security staff were trained in the operation and functionality of the system. All staff have been trained.

EVOLV Weapons Detection System at the Pavillion Entrance

Assembly Bill 2975, passed in September 2024, mandated that designated hospitals implement specified weapons detection systems by March 1, 2027. In alignment with this requirement, EVOLV technology was successfully installed at the Pavilion entrance in Fall 2025. Security staff were trained in the operation and functionality of the system in October/November 2025. All staff have been trained.

Lead PSO Position

To mitigate the high PSO-to-Supervisor ratio in the Hospital, the Lead PSO position was approved in 2026. The Lead PSO may train employees, provide operational guidance, and assign or coordinate work. Security's goal is to recruit and train four Lead PSOs in FY26/27.

Identified Security-Sensitive Areas

The control of access to sensitive areas is maintained by the Plant Operations and Maintenance Department (PO&M) and IT Operations with input from UCDPD and facilitated by the respective department served by the access control system. Security sensitive areas, which have enhanced access control such as locked areas, cardkey, key code access, or alarms, include, but are not limited to:

- Bulk oxygen tanks
- Camera/monitor rooms
- Cash handling areas
- Central (power) Plant
- Computer/server rooms
- East 5 (neurologically impaired adults)
- Emergency Department
- Hazardous Waste Storage Area

- Infant and pediatric nursing units
- Mechanical rooms
- Medical Clinical records areas (electronic and hard copy)
- Research labs
- Pharmacy
- Hot Labs (areas with radiation materials)

Alarms

The Dispatch Center on the UCD campus monitors security alarm systems at UCDH. Once an alarm is triggered, UCDPD officers are dispatched to determine and investigate the cause of the alarm. The Security Alarm Ordinance (www.police.ucdavis.edu) provides general alarm information including alarm types and billing. The specific procedures to request, obtain, install, and activate a security alarm account can be found in UC Davis Policy and Procedure Manual (PPM) 360-35 (Security Alarm Policy). The following types of alarms are allowed:

- Panic Alarm: Installed in locations identified as having the potential for life-threatening or serious situations that require immediate notification to the police and the reporting party determines it is not safe to use the 911 telephone system. Installation of this type of alarm is limited to areas where the use of the alarm is controlled by authorized personnel.
- Intrusion Alarm: Used to detect unauthorized entry into an area or building.
- Robbery Alarm: Used at cashiering stations or those areas where money, securities, and pharmaceuticals are handled.
- Tamper Alarm: Used to detect when equipment such as x-ray machines, CAT machines, or irradiators are tampered with or otherwise disturbed.
- Safe Alarm: Used to detect unauthorized opening of safes.

Emergency Codes

The UCDH Operators receive security and safety-related alarm activations (non-medical alarms listed below) and will announce and page the following emergency codes:

- Code Rainbow: Infant abduction alarms (HUGS) to monitor the location of infants under hospital care
- Code Red: Fire alarm
- Code Gray: Combative patient
- Code Blue: Adult medical emergency
- Code Pink: Infant medical emergency
- Code Elopement At-risk patient attempting to leave
- Code Green: Internal/external disaster
- Active-Shooter/Assailant Alert: The presence of an active shooter/assailant is suspected or confirmed
- Bomb Threat: Report of a bomb threat

Parking Areas

The UCDPD conducts vehicle, foot, and bicycle patrols of parking structures, parking lots and surrounding areas on or near the Sacramento campus. PSOs conduct routine patrols in designated parking areas and report crimes or suspicious activity to the UCDPD.

Shuttles and Escorts

Parking and Transportation Services provides shuttle service to and from outlying lots on a regular schedule from 6:00 AM to 11:30 PM Monday through Friday. PSOs provide escort service from 11:30 PM to 6:00 AM Monday through Friday and 24 hours per day on weekends and holidays. Escorts are performed either by foot or in the PSO vehicle.

Emergency Access to Locked Spaces

As described in UCDH Policy 3303, "Police Services at UC Davis Health," the UCDPD team provides services 24 hours per day, 7 days per week. Services include providing "open door requests," which are initiated by calling Dispatch at x4-2555. (Open door requests can also be conducted by calling PO&M at x4-2763.)

Patient, Visitor, and Staff Identification

The appropriate identification of all patients, staff, contract personnel, and visitors is described in UCDH Policy 3104, "Identification Badges." Staff members must always wear visible photo identification. Visitors are issued temporary passes by Guest Relations staff at the Pavilion and Emergency Department entrances; PSOs handle this task after hours and as needed. Vendors and employees of contracted services must always wear a badge; refer to UCDH Policy 2202, "Vendor Access and Conduct Policy," for additional information.

Handling of Disturbed Patients, Visitors, and Employees

UCDH Policy 4067, "Prevention and Management of Violence and Inappropriate Behavior by a Patient or Visitor," provides protocol and resources for the management of a violent patient who demonstrates behavior that threatens or compromises the staff's safety. PSOs receive annual de-escalation and crisis intervention training.

Security Incident Management and Response

The following guidelines and policies identify the procedures for reporting, responding to and investigating security events.

Reporting and Investigating Criminal Incidents

The reporting and investigating of all criminal incidents involving patients, visitors, personnel, and property at UCDH is performed by the UCDPD (UCDH Policies 3303, "Police Services at UC Davis Health," and 1466, "Incident Reports"). All crime reports and incidents concerning suspicious people or circumstances are taken and investigated by the UCDPD. The UCDPD conducts criminal investigations and advises Medical Center personnel on crime-prevention strategies. Additionally, UCDPD offers safety-related training sessions for employee units on topics such as active assailant, personal safety/situational awareness, conflict resolution and de-escalation strategies, and violence prevention for nursing.

Reporting and Investigating Security Incidents

Security incidents and violence and hate incidents are reported via RLDatix, the on-line incident reporting system (UCDH Policies 1466, "Incident Reports," and 1616, "Violence and Hate Incidents in the Workplace"), or directly reported to the UCDPD. Security incidents are reviewed to determine if an investigation is necessary. If an investigation is needed, the UCDPD is responsible for conducting the investigation, determining findings and providing recommendations.

Mandatory reporting requirements are listed in UCDH Policy 1616, "Violence and Hate Incidents in the Workplace." Pursuant to Health and Safety Code Section 1257.7(d), any act of assault or battery against any on-duty hospital personnel that results in injury or involves the use of a firearm or other dangerous weapon shall be reported to UCDPD immediately. Any act of violence (physical assault or threat of physical assault) shall be reported to UCDPD immediately pursuant to Labor Code Section 6332 and in accordance with mandatory reporting requirements for violence against a "community health care worker" (home health worker).

Infant or Pediatric Abduction

UCDH Policy 3304, "Child Abduction, Missing or Runaway Prevention and Response Plan (Code Rainbow)," addresses staff education, parent/patient education, implementation of technological security measures as applicable, abduction notification and abduction response. UCDH Policy 3302, "HUGS Infant/Child Security Program," defines procedures that were developed to prevent or reduce the likelihood of abduction of an infant or child. PSOs frequently participate in Code Rainbow drills alongside staff from Labor and Delivery, Pediatrics, PICU and the Women's Health Pavilion.

Situations Involving VIPs, Media, Prisoner Patients and Other Patients Requiring Extra Security

Procedures that address handling of situations involving VIPs, prisoner patients, and the media are described in UCDH Policies 1134, "Handling of Restricted Patients"; 1252, "Treatment of Patients Who are Incarcerated"; and 2418, "Disclosing Protected Health Information to the Media and Public." The "blackout" or non-disclosure of patient information is described in UCDH Policy 2418.

Research Facilities

UCDPD partners with the research community to identify and initiate practices designed to prevent and to protect against acts of terrorism and to respond appropriately to acts of terrorism. Strategies will be implemented that include recommendations of the latest safety and security technological advances, on-site safety and security surveys, assessment of potential targets, investigation of crimes, and assistance in addressing research security in departmental emergency preparedness plans. UCD PPM Section 390-10, "Campus Emergency Policy," should be consulted concerning public safety and emergency preparedness programs. The UC Davis campus provides an additional resource titled, "Researchers Guide to Safety, Security, and Media Relations at UC Davis."

Students

Students of several post-graduate UC Davis programs and nursing students from other higher-education institutions are present on the Sacramento campus. Students attend safety presentations provided by the UCDPD during orientation sessions and at end-of-year transition.

Personal Security

The UCDPD conducts safety presentations throughout the year to the UCDH community. It also provides statistical information and crime alerts for the community to be informed about crime and to make decisions about their safety. Brochures and safety tips are provided by email, news articles and on the UCDPD website (www.police.ucdavis.edu). PSOs provide safety escorts for staff and visitors after hours and on weekends upon request.

Parking Security

UCDH parking lots and parking structures are patrolled by the UCDPD (Police and Security) and Parking and Transportation Services employees (UCDH Policy 1005, "Traffic and Parking Violations/Citations"). The UCDPD conducts foot, bicycle, and vehicle patrols of parking structures and parking lots. Crimes occurring in a parking lot or parking structure are investigated by the UCDPD. All lots and parking structures have emergency call boxes placed in easily accessible locations that can be used to summon help from the UCDPD. UCDPD conducts lighting and call box checks regularly and reports any issues to PO&M and the Security Subcommittee.

Crime Statistics

Each year, statistics are reported to the Federal Bureau of Investigation and are published in the UC Davis "Annual Report & Crime Statistics for the University of California Police Department." In addition, statistics compiled in accordance with the Jeanne Clery Disclosure of Campus and Security Policy and Campus Crime Statistics Act are reported to the Department of Education. Both reports can be found on the UCDPD website at www.police.ucdavis.edu. Additionally, the annual Fire Report includes information about arson and suspicious fires.

OBJECTIVES FY 26/27

Objective 1: Conduct 10 vulnerability assessments focused on safety and security

- Incorporate assessments into facility or unit improvement and training plans.
- Prioritize assessments related to sensitive areas.
- Perform assessments that are scheduled based on priority or request.

Objective 2: Provide a minimum of 24 safety-related training sessions

- Identify training opportunities for healthcare staff, support teams, and educational partners.
- The UCDPD Core Officer Program serves the Sacramento Campus for community outreach and engagement.

Objective 3: External security – parking lot patrols, emergency call box and light checks

- Police and security conduct regular parking lot checks
- Security conducts emergency call box surveys each month
- Security conducts bi-monthly light surveys

FY 26/27 EOC KEY PERFORMANCE INDICATORS

Description of KPI Measure	Goal (Reported Quarterly)
1. Conduct 10 vulnerability assessments focused on safety and security	10 Assessment Reports
2. Schedule and conduct training for employee units	24 training meetings/courses
3. External security: parking lot patrols, emergency call box and light checks	Conduct approximately 639 parking lot checks per month, 600 emergency call box checks per month, and 47 bi-monthly light checks