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Twelfth Report of the Federal Monitor

Covering the Period from October 2024 through March 2025

Compliance status of the Puerto Rico Police Bureau in
accordance with the Federal Court approved Settlement
Agreement between the United States Department of Justice
and the Commonwealth of Puerto Rico

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Introduction

This report will outline the current compliance status of the Commonwealth of Puerto Rico (hereafter, the “Commonwealth”) and the Puerto Rico Police Bureau (hereafter, “PRPB” and at other times “the Bureau”) with the federal court approved Settlement Agreement (hereafter, the “Agreement” and/or “Consent Decree”). It was prepared by the Technical Compliance Advisor (hereafter, “the Monitor”) pursuant to Paragraphs 242, 251, and 252 of the Agreement to inform the court, Parties, and residents of the Commonwealth about implementation status and levels of compliance with the Agreement. The Monitor’s Office (or “Monitoring Team”) will make itself available to the court, the Parties, and community groups to explain the Monitor’s Office’s findings and the compliance assessments presented in the report.

General Background on the Agreement and Monitoring Process

The Agreement was fashioned to provide PRPB officers with the tools, guidance, and resources needed to reform unconstitutional policing practices and bring the Bureau into line with generally accepted practices of constitutional policing and effective law enforcement. The Parties recognize that constitutional policing, effective law enforcement, and the community’s trust in its police force are interdependent. Accordingly, full and sustained implementation of the Agreement will guarantee constitutional rights and will consequently increase public confidence in PRPB and its officers. In addition, and perhaps most importantly, the Agreement also aspires to develop dynamic leadership and management skills within PRPB aimed at transforming the Bureau for the benefit of the Commonwealth and its residents.

In a joint effort, the Parties identified each of the following areas for improvement, enhancement, or reform in PRPB:

1. Professionalization;
2. Use of Force (UOF);
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 necessary reforms in the above-mentioned areas, the Commonwealth developed Action Plans for each of the named substantive areas. These Action Plans set forth the steps agreed upon to execute and implement the reforms and achieve the desired outcomes in each area in detail. Moreover, the above reforms also require the implementation of new or amended policies, practices, training, corresponding documentation, and internal review. All such activities, together with the monitoring of sustainable compliance, fall within the scope of objective oversight, analysis, and reporting of the Monitor’s Office.

During the capacity-building period, the Monitor's Office assessed compliance based on the Commonwealth's own Action Plans, pursuant to Paragraph 240 of the Agreement. However, with the end of the capacity-building period, the mission of the Monitor's Office has changed. Beginning with CMR-1 and since October 2018, the Monitor's Office has been assessing PRPB's compliance with the Agreement.

Scope and Methodology

The Chief Monitor's Twelfth Report covers the period between October 2024 and March 2025. CMR-12 covers 9 of the 11 performance areas of the Agreement: 1) Use of Force (UOF), 2) Searches and Seizures, 3) Equal Protection and Non-Discrimination, 4) Training; 5) Recruitment, Selection, and Hiring; 6) Supervision and Management, 7) Civilian Complaints, Internal Investigations, and Discipline, 8) Community Engagement and Public Information, and 9) Information Systems and Technology. Per the monitoring methodology agreed on by the Parties, 179 paragraphs were scheduled for assessment in CMR-12, out of 212 total paragraphs which the Monitor's Office is tasked to assess. This report excludes the sections of the Agreement covering Professionalization and Policies and Procedures as well as specific paragraphs throughout other sections that are assessed on an annual basis and were covered in CMR-11.

For each of these areas, the Monitor's Office presents its assessments based on the desk review of data that was provided by the Commonwealth, as well as interviews, questionnaires, site visits, observations, and the current state of IT (see below for more details on the activities conducted during the CMR-12 reporting period). The collection, analysis, reporting, and public dissemination of data regarding the ongoing PRPB sustainable reform efforts were designed to strengthen and ultimately ensure public accountability and trust in PRPB. Therefore, the Agreement requires: a) that the Monitor's Office submit timely compliance assessments, as well as achievements and impediments that the Bureau might be encountering; and b) that the Monitor's Office assist the Commonwealth in finding solutions to all impediments to compliance until sustainable compliance is reached.

In agreement with the approved methodology, the Monitor's Office uses a combination of quantitative and qualitative methods to assess the Commonwealth's compliance with the Agreement in the three areas of performance (policy, training, and implementation) selected for this CMR. Each paragraph in the Agreement has been assigned a methodology that was agreed on by the Parties and approved by the court. These methodologies include information on the data source, sampling method (if relevant), and compliance target. The compliance targets provided for each paragraph outline the objectives and thresholds the Commonwealth must meet to reach full compliance with the paragraph. Further, if applicable, the compliance targets outline whether the Commonwealth and PRPB have incorporated the requirement into an implemented policy; trained all relevant personnel on the requirement and policy; and fully implemented the requirement in practice. As such, the compliance targets provide the Commonwealth with a detailed pathway towards achieving full compliance.

Definitions for each of the compliance ratings used in the Monitor's Office's assessment as well as additional detail on the assessment and sampling methodologies are provided in [Appendix B](#).

Monitoring Activities During CMR-12

Over the past six months the Monitor's Office conducted five site visits to PRPB headquarters as well as various regions of the island including Ponce, Arecibo, and Mayaguez. At each of these field visits the Monitor's Office visited the area command, district(s) within each area, Highway Patrol Units, and other units. At each location the Monitor's Office met with executive command and PRPB personnel leading and/or involved in various units such as Centro de Mando, Radio Control, Community Interaction Councils (CICs), Community Relations, and UOF.

These field visits provided valuable opportunities for the Monitor's Office to hear directly from supervisors and officers on the front line, interact with community members, observe operations, receive system demonstrations, and validate the 7,000 policies, documents, certifications, audio recordings, training materials, and case files and reports provided for review during the reporting period. While on site, team members also participated in four system demonstrations on various systems including the Non-Punitive Discipline Module, PowerDMS, Inspections and Operational Audits Module, and Benchmark Analytics systems. The Monitor's Office also acquired access to these systems as part of its efforts to streamline monitoring efforts.

During the reporting period, the Monitor's Office reviewed 27 policies, forms (PPRs), and protocols under Paragraph 229 of the Agreement, including GO 113 (Force Investigations Unit (FIU)), GO 803 (Community Policing), GO 620 (Specialized Weapons), GO 801 (CICs), and GO 628 (Intervention with Persons in Crisis) among others.

The Monitor's Office also observed community engagement events hosted by PRPB and the CICs. Notably, the Monitor's Office conducted a community townhall meeting in Fajardo in January 2025 as part of its efforts to host meetings for the community each quarter. This meeting was largely positive and was attended by over 110 representatives from the community, PRPB, and the Department of Public Safety (DSP). Further, in effort to better understand and assist the specific needs of the LGBTQIA+ community, members of the Monitor's Office attended and observed various meetings between members of the LGBTQIA+ community and PRPB.

During this reporting period, the Monitor's Office participated in a December 2024 status conference focused on updates related to the CMR-11 report, the status of the current implementation and compliance plans that have been filed with the court, updates on the incoming and outgoing Transition Committees, the IT Corrective Action Plan (CAP), and the Commonwealth's Staffing Plan.

In collaboration with the Parties, the Monitor's Office drafted proposed revisions to the court approved methodology aimed at clarifying performance targets, adjusting targets to better reflect current and general policing practices, and revising data sources. Once approved by the court, these revisions will be implemented in the next reporting period.

Finally, the Monitor's Office continued its partnership with Gartner Inc. to support PRPB's efforts related to the Project Management Office (PMO) and the implementation of a new Records Management System (RMS). Progress was made in both areas as detailed in the [IT](#) section. This CMR delves into these developments throughout the report.

Key Findings of the Monitor's Twelfth Report

During the reporting period, the Commonwealth's progress towards partial and/or substantial compliance with many of the paragraphs remained largely consistent as the last reporting period. The most notable change during this reporting period is the deferment of various paragraphs due to the Commonwealth's work on implementing the new Axon RMS and Benchmark Analytics modules. The addition of such processes and technologies affects many, if not all, the areas of the Agreement. As such, a number of paragraphs directly affected by these improvements are listed as deferred in this reporting period. This rating, provided that the Commonwealth continues its efforts in implementing the RMS and related Benchmark Analytics modules demonstrates that the Commonwealth is working towards improvement. Any changes to compliance during this reporting period were largely based on continued implementation of the requirements related to staffing and supervision, refinements in operational practices related to UOFs and administrative investigations, and sustained improvements in the Field Training Officer (FTO) program and pre-service training. During this reporting period, the Commonwealth also initiated its 2026 Training Needs Assessment to better inform its training needs and priorities as it begins to plan for the upcoming in-service program. As noted in previous CMRs, the Monitor's Office continues to identify gaps in training—such as recruitment, ethics, and scenario-based exercises—along with deficiencies in data analysis and community engagement, which hinder progress toward full compliance.

The Commonwealth's continued progress hinges on its ability to successfully implement a new RMS and other technological systems aimed at improving its record management, dispatch of services, training records, supervision, data analytics, and investigatory processes. As many areas of the Agreement are directly impacted by these improvements, it is imperative that the Commonwealth continue to prioritize its resources and attention to these matters. Notably, despite changes in government leadership and the PRPB Commissioner, progress toward improved compliance has persisted without interruption.

As noted above, when examining the total paragraphs assessed in this CMR (N=179) in comparison to the previous CMR in which these same sections and paragraphs were assessed (CMR-10; N=179), the Monitor's Office notes that the Commonwealth has maintained compliance during this reporting period. For example, 84 paragraphs met partial compliance and 8 paragraphs were rated not compliant during this reporting period, in comparison to 94 paragraphs rated as partially compliant and 19 as not compliant in CMR-10. Further, when reviewed comprehensively, almost 34% (N=60) of the paragraphs meet either substantial or full compliance in CMR-12 in comparison to 36% (N=64) in CMR-10. Several paragraphs were moved to deferred status during this reporting period.

In examining compliance more comprehensively across all 212 monitorable paragraphs in the Agreement, we find that full compliance improved by 9%, substantial compliance decreased by 11%, partial compliance decreased by 3%, and non-compliance decreased by 6% from CMRs 9 and 10 to CMRs 11 and 12.¹

¹ CMRs are produced every 6 months and when combined (i.e., CMR-9 and CMR-10) provide a comprehensive review of compliance for all 212 monitorable paragraphs in the Agreement.

Number of Paragraphs by Compliance Rating – Current vs. Previous

Number of monitorable paragraphs in the Agreement: 212

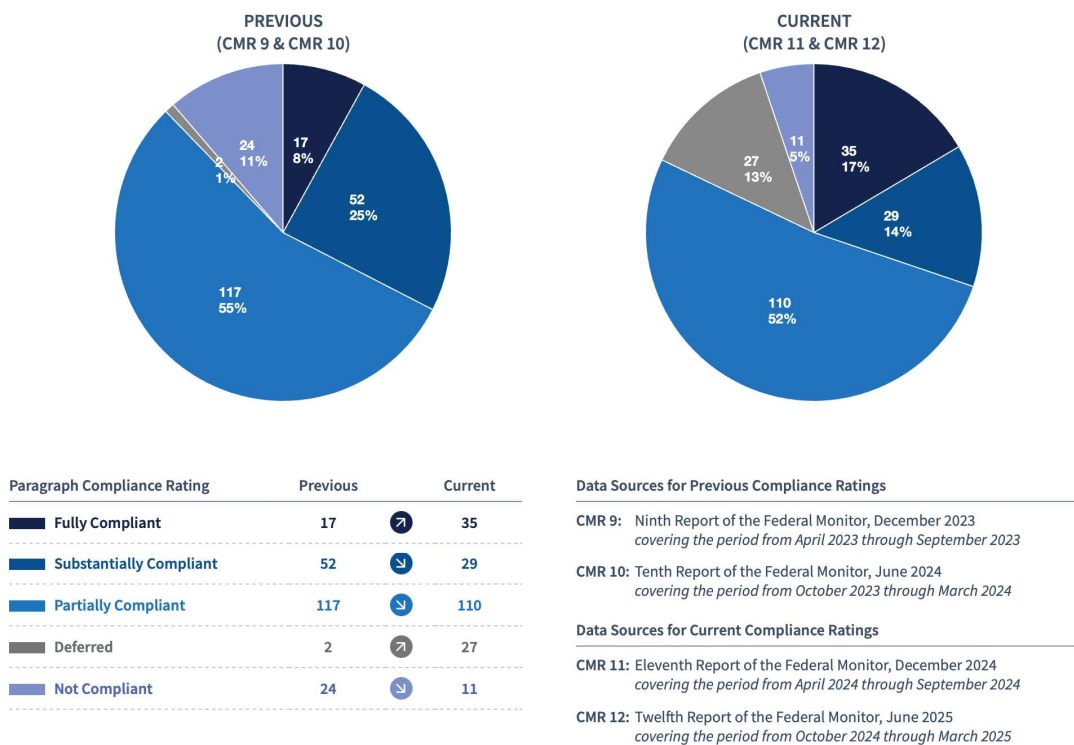


Figure 1. Rate of Compliance Over Time

In the forthcoming report sections, the Monitor's Office provides the assessment and analysis produced by the subject matter experts. All recommendations and assessments are offered in the spirit of collaboration with the sole objective of assisting the Commonwealth in achieving a pathway to compliance.

I. Professionalization

Professionalization is assessed on an annual basis. Paragraphs 12 -21 were assessed in CMR-11 and will be assessed again in CMR-13.

II. Use of Force

Since July 2022 PRPB has implemented its Provisional UOF Plan, which has resulted in improved UOF incident reporting. The Monitor's Office has determined that the Provisional UOF Plan has produced accurate numbers Bureau-wide. However, the plan will change with the introduction of PRPB's new records management system (RMS).

In addition, the Commonwealth's contractor, AH DataLytics, continues to help develop, maintain, and improve the various UOF related dashboards. This assistance provides the Reform Unit with the ability to comprehensively review whether certain procedural or documentary steps were taken as part of the force reporting process in the field. These data dashboards should also assist first-line supervisors with managing workflow and ensuring officer compliance.

During this reporting period, PRPB reported 1,315 instances of UOF in 625 incidents. A cross check of various units' data by the Monitor's Office determined the accuracy of the data and that the information from PRPB's Global Technology Enterprise (GTE) system is comprehensive. It should be noted that the Monitor's Office has determined that PRPB continues to make progress in the preparation and submission of UOF reports (PPR 605.1) in the timeframe outlined in PRPB policy. In the 98 UOF reports reviewed by the Monitor's Office, all but 1 (99%) were prepared and submitted in the timeframe outlined in policy. In addition, as outlined in the policy, supervisors completed their investigation within five business days. These improvements have resulted in continued positive compliance ratings.

It should be noted that 2,244 out of 2,311 (97%) officers from the rank of sergeant to colonel have received REA 601, which includes training on the investigation and review of UOFs. Most PRPB officers (96%) have completed the training.

Consistencies in the UOF data largely affect many of the paragraphs in this section. Other topics such as the Force Investigation Unit (FIU), Force Review Boards (FRBs), Crisis Intervention Training (CIT), Special Weapons and Tactics (SWAT), and crowd control procedures also impact PRPB's overall compliance with this section. As it relates to FIU, the Monitor's Office has observed that 100% of cases are completed within the modified timelines established during the prior two reporting periods. This updated 60-day requirement will continue. The additional personnel added to FIU also have and will continue to contribute to improved compliance.

While the Monitor's Office's past reviews of Commissioner Force Review Board (CFRB) evaluations found that the evaluations were objective, they were not timely. To address this issue during the reporting period, PRPB modified the process by updating and creating new forms associated with the FIU (PPR 113.1 through PPR 113.12). PRPB has also created new forms, PPR 502.7 (Review of Field Investigations of UOF Incidents Investigated by the Use of Force Investigations Division) and PPR 502.8 (Final Determination of the Incident).

To address the backlog of cases with the CFRB for review, PRPB created additional temporary boards headed by board members from the original CFRB who had received training on GO 502 (Force Review

Board) and designated them as presidents of these newly formed boards. The remaining members of these boards were drawn from the area commands' command staff who had also received training relating to serving on the board. PRPB indicated that the existence of these boards was for the sole purpose of reducing the backlog of cases and as such have reverted back to one CFRB as noted in the prior CMR.

Adding to the extensive workload currently undertaken by the CFRB is the sheer volume of investigations completed by FIU during the reporting period. The Monitor's Office was able to attend multiple CFRB meetings during the reporting period and determined that the CFRB is properly evaluating FIU investigations within the timeline established by policy. The CFRB now has a dedicated office outfitted with computers and has an officer assigned as the clerk of the board with the responsibility of preparing cases for board members and scheduling meetings.

It is critically important to have CIT trained officers throughout the 13 area commands. Since the conclusion of the pilot project in November 2020, PRPB had lagged in expanding its CIT coverage Bureau-wide. However, PRPB made significant progress in the prior three reporting periods and now has coverage in all 13 area commands. By the end of the current reporting period PRPB had 279 trained CIT officers, 262 of which are assigned to patrol/CIT functions (90%) in the 13 area commands.

PRPB also appointed a new CIT Bureau Coordinator in early 2024 who holds the rank of inspector to lead the expansion efforts. The assigned inspector has experience in this area, holding a doctoral degree in psychology.

Notwithstanding the challenges noted above, the Commonwealth has demonstrated progress in many of the UOF paragraphs. Much of the efforts made in this reporting period can be attributed to PRPB's continued collaboration with AH Datalytics, the Commonwealth's contractor, who has helped PRPB develop and maintain several UOF related dashboards, which include "Compliance with Reports", "Use of Force Statistics", "Requests from the Monitoring Team", and "Specialized Tactical Unit Mobilizations." These dashboards are useful to the Monitor's Office as they serve as another tool in assessing PRPB's compliance with the Agreement. In addition, PRPB's efforts in training members as CIT officers and in expanding the CIT Program to all area commands have been identified by the Monitor's Office as major steps. The positive efforts made in this reporting period have proven beneficial in increasing PRPB's compliance in this section.

Overall, the Commonwealth's compliance with the 36 paragraphs assessed during this reporting period within UOF reflects some improvement in levels of compliance to what was noted in previous CMRs. In CMR-11, 25% of paragraphs (9 paragraphs) were assessed as partially compliant and 64% (23 paragraphs) were assessed as substantially compliant, in comparison to the current reporting period, where 19% of paragraphs (7 paragraphs) were found to be partially compliant and 53% (19 paragraphs) were found to be substantially compliant. Ten paragraphs (28%) were rated as fully compliant in comparison to four (11%) in CMR-11. See figure 2.

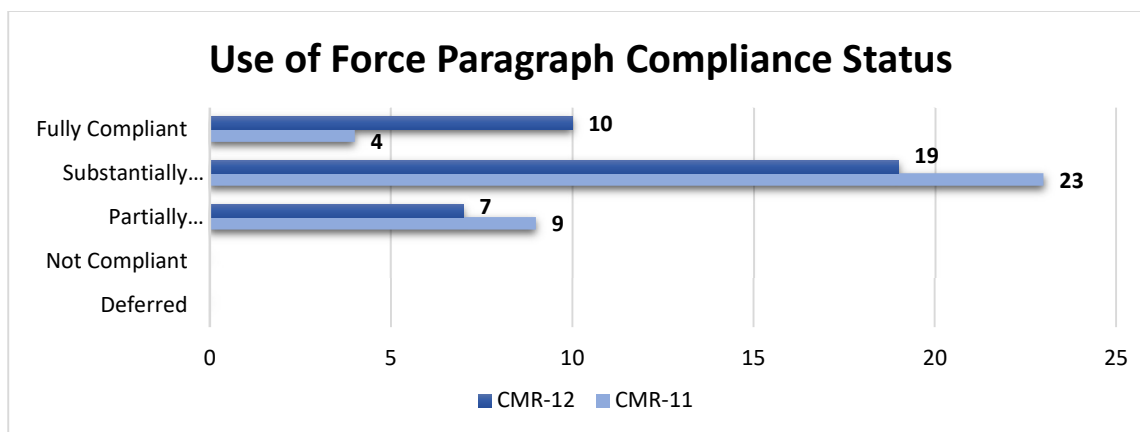


Figure 2. Use of Force: Paragraph Compliance Status

Paragraph 22: Use of Force - General Provisions

PRPD officers shall use force in accordance with the rights, privileges, and immunities secured or protected by the Constitution or laws of the United States and the Commonwealth of Puerto Rico, and shall prohibit the use of unreasonable force. PRPD shall develop policies and procedures that enable officers to rely primarily on non-force techniques to effectively police; use force only when necessary; and de-escalate the use of force at the earliest possible moment.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

Note: Compliance will be determined on two separate, but inter-dependent bases: (1) the implementation of Paragraphs 23-57, and (2) the results of outcome assessments, pursuant to Paragraph 243.

Compliance Assessment

As in previous CMRs, the Monitor's Office requested the following information: 1) number of incidents in which force was used and 2) how many officers used force in each incident. In response, PRPB provided information attesting that force was used 1,315 times in 625 incidents during this reporting period.

Of the 1,315 UOF incidents that occurred during this reporting period, the Monitor's Office randomly sampled and reviewed 98 UOF reports (7%). An analysis of the reports by the Monitor's Office determined that the UOFs were in accordance with the rights, privileges, and immunities secured or

protected by the Constitution or laws of the United States and the Commonwealth of Puerto Rico, which prohibit the use of unreasonable force.

Further, during this reporting period, the Monitor's Office reviewed various policies and procedures related to UOF reporting. As previously noted, the Monitor's Office finds that PRPB's policies and procedures on UOF enable officers to rely primarily on non-force techniques to effectively police, use force only when necessary, and de-escalate the UOF at the earliest possible moment. Adherence to the policies in practice is also reflected in the Monitor's Office's review of UOF reports which verified that the levels of force were consistent with PRPB policies.

Pathway Forward

Now that PRPB has, via its Provisional UOF Plan, provided reliable data relating to UOF numbers, the Monitor's Office can thoroughly analyze a representative sample of the UOFs that occurred during the reporting period. However, PRPB should endeavor to develop a permanent system to report accurate UOF incidents, one that is not labor intensive and does not require several layers of review as in the Provisional UOF Plan to address and correct discrepancies in the data. This improved system should be woven into PRPB's efforts to implement its IT Corrective Action Plan (CAP) and its new RMS.

1. General Provisions

PRPB has met full or substantial compliance with all paragraphs in this section. All policies and trainings comply with applicable law and comport with generally accepted policing practices related to UOF, including training on less lethal weapons, firearms, and other force technologies. The comprehensive UOF policy requires that PRPB categorize all reportable UOFs into multiple levels, grouped by degree of seriousness, and identify all force techniques used by officers. PRPB provided the Monitor's Office with the requested case files for review under the applicable paragraphs to ensure that all requirements were being met in practice, including a review of case files to ensure that UOFs were correctly categorized and a training record review to verify that all officers were qualified in day and reduced light fire on all issued firearms.

CN gas continues to be prohibited with none found during site visit inspections.

Paragraph 23: Use of Force - General Provisions

PRPB complies with applicable law and comports with generally accepted policing practices. The comprehensive use of force policy shall categorize all reportable uses of force into multiple levels, grouped by degree of seriousness, and shall include all force techniques, technologies develop a comprehensive and agency- PRPD shall wide use of force policy that, and weapons, both lethal and less-lethal, that are available to PRPD officers, including officers assigned to specialized tactical units. The comprehensive use of force policy shall clearly define and describe each force level option and the circumstances under which each force level is appropriate. The highest level of force described by the policy shall include all serious uses of force, as defined in this Agreement.

Compliance Status	Assessment Schedule	
Substantially Compliant	Review	April 2024 – March 2025

 Policy:	Implemented	Period	
 Training:	N/A	Assessment Frequency	Annually
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of Paragraphs 22-24. ☒ Met ☐ Missed

Compliance Assessment

PRPB has prepared comprehensive policies that categorize UOFs into multiple levels, grouped by degree of seriousness. The policies also describe each force level and the options available to officers as outlined in the Agreement and are consistent with generally accepted policing practices relating to UOF. The Monitor's Office reviewed 98 UOF incidents during this reporting period and determined that the force used by officers was accurately categorized into levels grouped by the degree of seriousness. During this reporting period, there were 1,315 UOF applications; of these instances, 594 were level 1 (45%), 364 were level 2 (28%), 207 were level 3 (23%), and 50 were level 4 (4%) UOFs.

Pathway Forward

The Monitor's Office looks forward to assessing PRPB's progress with improving data accuracy as it continues its work on the IT Needs Assessment and subsequent implementation of its new Records Management System (RMS).

Paragraph 24: Use of Force - General Provisions

PRPD shall develop comprehensive and agency-wide policies that comply with applicable law and comport with generally accepted policing practices concerning the use of: (a) lethal force; (b) firearms; (c) canines; (d) ECWs; (e) chemical agents; (f) less lethal munitions; (g) batons and impact weapons; and (h) any other force technology, weapon, or implement authorized by PRPD during the life of this Agreement. PRPD shall also develop a policy on sharing information with the public regarding serious uses of force and the dissemination of information to family members of civilians involved in a use of force incident.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	April 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	N/A		
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of Paragraphs 22-24.

☒ Met ☐ Missed

Compliance Assessment

PRPB has prepared comprehensive policies and revised them periodically as outlined in the Agreement. The policies are consistent with generally accepted policing practices relating to UOF.

During this reporting period, the Monitor's Office reviewed and provided conditional approval, pending USDOJ approval, on GO 113 (Force Investigation Unit), and GO 620 (Specialized Weapons). The Monitor's Office also reviewed forms and annexes associated with GO 620 and 628.

Pathway Forward

Maintaining substantial compliance with this paragraph hinges on PRPB's ability to demonstrate its practical application of UOF policies. The Monitor's Office will continue to make a comprehensive assessment to determine if the UOF policies continue to be adhered to in practice. The Monitor's Office will continue to review PRPB's compliance with this paragraph and is hopeful that the implementation of the Provisional UOF Plan and IT Needs Assessment will continue to improve PRPB's ability to accurately report and track UOFs.

Paragraph 25: Use of Force - General Provisions

PRPD shall continue to prohibit the use of Chloroacetophenone (commonly referred to as "CN gas").

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Implemented		

Compliance Targets

1. Policy prohibits use of CN gas.	☒ Met ☐ Missed
2. No supply of CN gas is identified in armories or other locations through unannounced site visits.	☒ Met ☐ Missed
3. No supply of CN gas is identified in armories or other locations through inspections.	☒ Met ☐ Missed
4. CN gas is never used by STUs.	☒ Met ☐ Missed

Compliance Assessment

The Monitor's Office has found continued full compliance during this reporting period and will continue to reassess for paragraph compliance by continuing to conduct unannounced visits to armories to check for the presence of CN gas.

Paragraph 26: Use of Force - General Provisions

PRPD shall maintain an accurate, current list of officers who successfully qualify with their regulation firearm, including any other firearm that officers are authorized to use or carry. Officers who fail to re-qualify shall be relieved of police powers and immediately relinquish all firearms, including personal firearms. Those officers who fail to re-qualify after remedial training within a reasonable time shall be subject to disciplinary action.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	Implemented		
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of the paragraph.	☒ Met	☐ Missed
2. All officers on the qualification list are qualified and certified on the use of firearms in accordance with policy.	☒ Met	☐ Missed
3. All officers who fail the qualification re-test on the same day are relieved of operational duty, disarmed, and summoned for re-training before leaving the Academy.	☒ Met	☐ Missed
4. All officers who fail to qualify after re-training remain relieved of operational duty, remain disarmed, and are referred for disciplinary action.	☒ Met	☐ Missed
5. All officers are disciplined for failing to qualify after re-training or have a valid justification for not qualifying in accordance with policy.	☒ Met	☐ Missed
6. All officers with more than one regulation firearm are qualified in all authorized firearms.	☒ Met	☐ Missed

Compliance Assessment

The Monitor's Office found that PRPB's policies relating to firearm qualifications incorporate all requirements of the paragraph. The Monitor's Office re-reviewed and approved GO 618 (Use and Handling of Regulation Weapons) during a prior reporting period.

To determine compliance with firearms training and qualifications, the Monitor's Office requested data relating to yearly firearms training and qualifications. PRPB is required to conduct firearms training and qualifications for all sworn members with Bureau issued firearms in both day and reduced light fire every 12 months.

PRPB continues the day and reduced light fire training and as of this reporting period 10,201 officers were trained on reduced light and 10,087 were trained on day fire.

In the day firing 388 PRPB members required retraining and subsequently passed. In reduced light 415 PRPB members required retraining, of which 414 passed (99%). One agent failed the reduced light

qualification and was provided numerous retraining sessions with certified firearms instructors but was unable to pass. PRPB provided documentation that the officer was disarmed and sent for medical evaluation.

If PRPB continues conducting training in this manner it can expect to continue to meet compliance with the 12-month training requirement.

The Monitor's Office selected a random sample of 52 officers from the list of those qualified (reduced light and day fire) and requested their certified training records to verify that officers were qualified with their service weapon for this reporting period. A review of the training files and additional documentation confirmed, with the exception of one officer who is currently under medical review, that all officers were qualified. Therefore, the Monitor's Office did not have the opportunity to review whether officers are disciplined after failing to requalify for firearms training.

PRPB's IT Bureau and Auxiliary Superintendency for Education and Training (SAEA) are developing a Shooter Module which will generate global reports; however, as of this reporting period, the module was not yet operational and has not been demonstrated to the Monitor's Office. The Monitor's Office anticipates reviewing an improved Shooter Module when it becomes functional.

Pathway Forward

PRPB needs to continue to qualify all sworn personnel on both day and reduced light fire within a 12-month period and must maintain records of this training in its Global Report. Further, the Monitor's Office stresses the importance of scheduling the training so that both segments are completed during a 12-month period to ensure that all officers are qualified.

2. Specialized Tactical Units

PRPB has reached full compliance with all paragraphs in this section of the Agreement. The Monitor's Office has concluded that PRPB has developed UOF policies for specialized tactical units (STUs) and that these policies are consistent with PRPB's Bureau-wide UOF policy. A review of the tactical unit's (DOT) roll call documents verifies continued compliance with these policies. PRPB DOT has also provided and completed training on relevant policies. In practice, the Monitor's Office has verified that all STU officers meet eligibility requirements and that specialized units are not conducting general policing functions except for non-specialized preventive patrols in high crime areas. For these preventive patrols PRPB DOT provided documentation that officers assigned to preventive patrol do so in regular uniform and not in full tactical attire.

During this reporting period, the Monitor's Office reviewed documents and case files that attested to STU conducting preventative patrols and other policing activities as outlined in the appropriate policies. In addition, DOT is appropriately documenting its activities and having supervisors review those activities and documentation.

Using the dashboard created by AH Datalytics, the Commonwealth's contractor, PRPB now has a centralized database that captures all STU deployments Bureau-wide. This dashboard includes the location of the deployment, number of arrests made, types of evidence or property seized, whether a

forcible entry was made, who used force, and whether a person was injured or killed by an STU member. This centralized database will help PRPB command staff determine DOT needs Bureau-wide.

Paragraph 27: Use of Force - Specialized Tactical Units

PRPD shall develop policies on the use of force by members of specialized tactical units ("STUs"). This policy shall be consistent with PRPD's agency-wide use of force policy. tactical units ("STUs"). This policy shall be consistent with PRPD's agency-wide use of force policy.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	Implemented	Assessment Frequency	Bi-annually
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of the paragraph.	☒ Met ☐ Missed
2. All use of force training involving STUs is consistent with approved policies.	☒ Met ☐ Missed
3. 95% of officers are trained and certified in all use of force policies involving STUs (or scheduled for training, in the case of mid-year reviews)	☒ Met ☐ Missed
4. 95% of uses of force by STU officers are within policy.	☒ Met ☐ Missed

Compliance Assessment

PRPB has developed policies on UOFs by STU members. These policies are consistent with PRPB's Bureau-wide policy. A review of UOF training involving STUs has determined that it is consistent with PRPB policy. With the exception of GO 620 (Specialized Weapons) no updates to policy were conducted during this reporting period. Further, a review of training records found that 95% of sampled officers have completed training on UOF policies involving STUs in the required timeframe. The Monitor's Office concludes that all STU personnel meet the special training requirements related to their specialized units.

There were no instances in which DOT was mobilized in an active capacity during the reporting period. All activations were for "standby" status. These deployments were consistent with policies relating to UOFs by specialized units.

Paragraph 28: Use of Force - Specialized Tactical Units

PRPD shall prohibit STUs from conducting general patrol and policing functions.

Compliance Status	Assessment Schedule

Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	Implemented	Assessment Frequency	Bi-annually
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all requirements of the paragraph.	☒ Met	☐ Missed
2. Training involving STUs is consistent with approved policies.	☒ Met	☐ Missed
3. 95% of STU officers are trained and certified in STU policies (or scheduled for training, in the case of mid-year reviews).	☒ Met	☐ Missed
4. Presentation of data on STU deployments and activations.	☒ Met	☐ Missed
5. 95% of all STU deployments/activations for general patrol and policing functions are justified within policy.	☒ Met	☐ Missed
6. 95% of all assignments of individual STU officers to general patrol and policing functions are justified and carried out within policy.	☒ Met	☐ Missed

Compliance Assessment

The Monitor's Office has reviewed the STU policies and training and found that they meet the requirements outlined in the Agreement, and that training follows approved policies. In addition, 95% of STU officers are trained and certified in STU policies. The Police Training Management System (PTMS) does not allow supervisors to easily track which officers have received which training courses, so DOT supervisors have been maintaining their own internal tracking, which is not conducive to tracking long-term and on-going training requirements. DOT does collaborate with SAEA regarding training needs.

GO 112 (Tactical Operations Divisions) allows DOT officers to be assigned to preventive patrol but precludes DOT from operating as a specialized unit or equipping tactical gear when conducting patrol functions. It also requires that DOT members always keep specialized weapons and tactical equipment accessible in the event their unit is activated to respond to an authorized DOT event. During the December 2024 and February 2025 site visits to Metro DOT, the Monitor's Office verified that officers assigned to preventive patrol continue to keep their specialized equipment in the trunk of their vehicle, accessible to the officers in the event they are mobilized. In addition, PRPB has modified PPR 112.2 (Record of Mobilization of STU) to reflect this information as well as wearing the proper uniform. Verification of the changes to PPR 112.2 has been confirmed by the Monitor's Office.

The Monitor's Office has also verified in its review of related documents that specialized units are properly documenting their daily assignments in compliance with the Agreement. Specialized units do not conduct general policing functions apart from preventive patrols in high crime areas or at special events. During this reporting period, over 914 preventive patrols or other specialized deployments were conducted. From that number the Monitor's Office requested a random sample of 72 records (8%). The Monitor's Office determined that deployments were consistent with the Agreement and PRPB policy.

PRPB also provided a list of activations for DOT (89) and SWAT (73). A random sample of 39 were reviewed and found to align with policy.

Paragraph 29: Use of Force - Specialized Tactical Units

PRPD shall develop eligibility criteria and selection devices for assignment to STUs that emphasize demonstrated capacity to carry out the mission of STU in a constitutional manner. Officers assigned to STUs who are unable to maintain eligibility shall be removed from STUs. Assignments to STUs shall be for a determined period, as specified by PRPD policy, unless there are extenuating circumstances that justify an extended assignment.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	April 2024 – March 2025
 Policy:	Implemented		
 Training:	Implemented	Assessment Frequency	Annually
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of the paragraph.	☒ Met	☐ Missed
2. Training for evaluation boards is consistent with approved policies.	☒ Met	☐ Missed
3. 95% of evaluation board members are trained.	☒ Met	☐ Missed
4. All officers selected to STUs meet eligibility requirements.	☒ Met	☐ Missed
5. All officers assigned to STUs who do not maintain eligibility are removed from STUs.	☒ Met	☐ Missed
6. 95% of all extensions of STU assignments are justified as extenuating circumstances within policy.	☒ Met	☐ Missed

Compliance Assessment

The Monitor's Office reviewed the STU policies and training courses and found that they met the requirements of the Agreement, and that training followed approved policies.

PRPB provided documentation that there are currently 172 personnel assigned to DOT units throughout PRPB. The breakdown of those personnel by rank is as follows:

- 1 captain (designated as in command)
- 3 first lieutenants
- 4 second lieutenants
- 20 sergeants
- 139 agents
- 5 civilians

PRPB developed GO 112 (Tactical Operations Divisions) and GO 117 (Specialized Weapons and Tactics Division) which outline eligibility criteria and selection processes for specialized units. During the reporting period, no additional officers were assigned to DOT. SWAT had the following personnel assigned:

- 1 first lieutenant
- 3 sergeants – (1 assigned to FURA Maritime)
- 18 operational agents

The Monitor's Office reviewed DOT and SWAT personnel files for existing members and confirmed that the officers met the requirements for assignment and have the required training. As it relates to DOT and SWAT, as outlined in GO 112 (Tactical Operations Divisions), PRPB follows the process for retention. However, neither DOT nor SWAT had any members in the retention process during the reporting period.

Paragraph 30: Use of Force - Specialized Tactical Units

PRPD shall require STUs to document in writing all law enforcement activities to include operational plans and after-action reports prepared in consistent formats for all call-outs and deployments. Supervisors shall review the law enforcement activities of STUs periodically to ensure compliance with applicable laws and PRPD policies and procedures.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	Implemented		
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of the paragraph.	☒ Met	☐ Missed
2. Training for STUs is consistent with approved policies.	☒ Met	☐ Missed
3. 95% of law enforcement activities by STUs, including deployments and activations, are documented within policy.	☒ Met	☐ Missed
4. 95% of law enforcement activities by STUs, including deployments and activations, are reviewed by supervisors.	☒ Met	☐ Missed

Compliance Assessment

The Monitor's Office reviewed the STU policies and training courses and found that they met the requirements of the Agreement, and that training followed approved policies. The activities conducted by STUs, including deployments and activities, are all documented according to the policy.

The Monitor's Office has found continued full compliance during this reporting period and will continue to reassess for paragraph compliance in future reporting periods.

Paragraph 31: Use of Force - Specialized Tactical Units

PRPD shall track the number of STU deployments, the reason for each activation and deployment of STU, the legal authority, including type of warrant, if any, for each activation and deployment of STU, and the result of each activation and deployment of STU, including: (a) the approximate location of the STU deployment; (b) the number of arrests made; (c) the type of evidence or property seized; (d) whether a forcible entry was made; (e) whether force was used by an STU member or other officer; and (f) whether a person was injured or killed by an STU member.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Implemented		

Compliance Targets

1. The STU tracking system accounts for all elements in the paragraph and outcome measures as required by Paragraph 243.	☒ Met ☐ Missed
2. The STU tracking system is accurate and current; all deployments are tracked.	☒ Met ☐ Missed

Compliance Assessment

Using the dashboard created by AH Datalytics, the Commonwealth's contractor, in September 2022, PRPB now has a centralized database that tracks all STU deployments island wide. This dashboard includes the location of the deployment, number of arrests made, types of evidence or property seized, whether a forcible entry was made, who used force, and whether a person was injured or killed by an STU member. This centralized database will help PRPB command staff determine DOT needs Bureau-wide.

3. Crowd Control Policies and Performance

In general, PRPB has made continued progress in how it prepares for and operates during demonstrations and protests. The Monitor's Office has had the opportunity to observe PRPB providing strategic policing coverage at demonstrations and protests over the course of this reporting period. As reported in previous CMRs, PRPB's actions in response to demonstrations and protests have become increasingly consistent with generally accepted policing practices.

In response to demonstrations or protests during this reporting period, DOT participation was in a stand-by status only. This is a significant finding given the number of demonstrations and protests responded to during the reporting period. In those instances where DOT units did not actively engage with demonstrators or protestors, after-action and self-assessment reports were not completed, except for PPR 112.2 (Mobilization of Specialized Tactics). Further, the Monitor's Office found that an incident commander was identified at every demonstration or protest regardless of STU activation status.

To continue to make progress towards substantial compliance, PRPB must train all PRPB members on GO 625 (Management and Crowd Control) and continue to maintain an aggregated list of all demonstrations and protests, identifying them as either planned or unplanned, and classify them as such. Developing a Bureau-wide system/module where all information relating to protests and demonstrations occurring island-wide is stored and available for review will assist PRPB in maintaining greater awareness of related operations and determining needed resources throughout the island. DOT supervisors and area commanders must also thoroughly assess all law enforcement activities following each response to a mass demonstration, civil disturbance, or other crowd control situation to ensure compliance with applicable laws and PRPB policies and procedures.

Paragraph 32: Use of Force - Crowd Control and Incident Management

PRPD shall develop crowd control and incident management policies that comply with applicable law and comport with generally accepted policing practices.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	Not Implemented		
 Practice:	Not Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of the paragraph.	☒ Met	☐ Missed
2. Training on crowd control and incident management is consistent with approved policies.	☒ Met	☐ Missed
3. 95% of STU officers, supervisors, and other officers are trained and certified in crowd control (or scheduled for training, in the case of mid-year reviews); 95% of all supervisors are trained in incident management (or scheduled for training, in the case of mid-year reviews).	☐ Met	☒ Missed
4. 95% of police responses to unplanned events are within policy.	☒ Met	☐ Missed
5. 95% of police responses to planned events are within policy.	☒ Met	☐ Missed
6. 95% of armories inspected by STU supervisors indicate that less lethal weapons and ammunition are controlled and maintained in accordance with policy.	☒ Met	☐ Missed

7. 95% of armories indicate that less lethal weapons and ammunition are controlled and maintained in accordance with policy.

☒ Met ☐ Missed

Compliance Assessment

The Monitor's Office has reviewed the crowd control and management policies and trainings and found that they meet the requirements of the Agreement, and that training follows approved policies. After reviewing a random sample of training personnel records, the Monitor's Office determined that PRPB has met the 95% threshold for the training of STU officers on the relevant crowd control training (REA 625). DOT officers have completed the yearly retraining as required.

The Monitor's Office requested a list of all demonstrations and protests Bureau-wide for the reporting period. PRPB provided a list of 79 protests – 38 unplanned (48%) and 41 planned (52%). DOT was used on standby in 8 of the demonstrations or protests (10%). PRPB identified demonstration and protest cases as planned or unplanned in more than 95% of the cases. Upon review, and as in previous CMRs, it is evident that the data was not aggregated but rather provided for each area. PRPB should aggregate its data on planned and unplanned crowd control events Bureau-wide for the purpose of analyzing and identifying possible training needs as well as the distribution of personnel and resources.

The Monitor's Office conducted site visits to Metro DOT during the reporting period and reviewed data provided by the Reform Unit relating to personnel deployments to demonstrations and protests. As it relates to DOT, the Monitor's Office learned that in instances where PRPB had determined in advance that the DOT Unit would be activated, an operations plan was developed by the unit. However, in instances where the determination to mobilize the unit was made at the time of the event, DOT prepared no such plan.

The Monitor's Office selected a random sample of 25 crowd control events to review operational plans, after-action reports, and self-assessment reports as outlined in GO 625 (Management and Crowd Control). PRPB provided 24 files, one incident (2024-1-382-06206) was misclassified. It was a car accident, not a demonstration or protest. PRPB's responses to the demonstrations and protests were consistent with PRPB policy.

The Monitor's Office observed continued improvement in PRPB's preparation of PPR 625.6 (Evaluation of Strategies for Management or Control of Crowds) in this reporting period. All planned and unplanned demonstrations and protests reviewed had a properly prepared PPR 625.6.

Regarding training on the relevant crowd control policies, PRPB provided certification that DOT officers and supervisors are current in these courses. The Monitor's Office reviewed the documentation provided by Metro DOT which verified that members assigned to various DOTs throughout the Bureau are all trained on crowd control policies; this training requires yearly re-training.

The Monitor's Office reviewed quarterly reports (PPR 618.1) of STU supervisors who conducted inspections of armories as required by the Agreement. In a review of these quarterly reports, the Monitor's Office found them to be within policy and documented.

Pathway Forward

Although PRPB is partially compliant in this area, the Bureau must train all PRPB members on GO 625 (Management and Crowd Control) and continue to maintain an aggregated list of all demonstrations and protests, identifying them as either planned or unplanned, and classify them as such. In addition, PRPB should develop a Bureau-wide system/module where all information relating to protests and demonstrations occurring island-wide is stored and available for review. Maintaining such a list will assist PRPB in maintaining greater awareness of related operations and determining needed resources throughout the island.

Paragraph 33: Use of Force - Crowd Control and Incident Management

The incident management policy shall provide that a ranking officer or other higher-level PRPD official at the scene of a mass demonstration, civil disturbance, or other crowd situation assume command and control and provide approval prior to deploying force as a crowd dispersal technique.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Implemented		

Compliance Targets

Note: This Paragraph will be assessed with Paragraph 32.

Compliance Assessment

The Monitor's Office has found continued full compliance during this reporting period and will continue to reassess for paragraph compliance by reviewing that an incident commander is assigned to and present at all mass demonstrations, civil disturbances, and other crowd control events.

Paragraph 34: Use of Force - Crowd Control and Incident Management

The crowd control policy shall require the use of crowd control techniques and tactics that respect protected speech and the right to lawful assembly.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Implemented		

 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph will be assessed with Paragraph 32.

Compliance Assessment

The Monitor's Office reviewed GO 625 (Management and Crowd Control) and found it to be compliant with the Agreement and generally accepted policing practices. PRPB used minimal force while responding to demonstrations and protests during this reporting period. The dispersing of unruly protestors after the application of gas or other less-than-lethal weapons should continue to be conducted by DOT personnel that have the relevant training. Force was only used in instances where demonstrators or protesters were given lawful orders and failed to comply. Otherwise, demonstrators or protestors were allowed to assemble peacefully and lawfully.

For this reporting period, DOT units were only mobilized in a stand-by or preventive patrol capacity in response to potential needs for crowd control activities. It should be noted that when force was used at demonstrations or protests it was by non-STU officers from area commands assigned to the demonstration or protest.

The Monitor's Office considers this a significant finding, especially since PRPB responded to a substantial number of planned and unplanned demonstrations and protests during the reporting period. The use of crowd control techniques was within policy.

Pathway Forward

To achieve substantial compliance, PRPB needs to continue to categorize all demonstrations and/or protests as planned or unplanned. The Monitor's Office will continue to assess PRPB's progress and compliance with policy, crowd control resource deployment, and training through policy reviews and on-site observations.

Paragraph 35: Use of Force - Crowd Control and Incident Management

PRPD policy shall require the assessment of law enforcement activities following each response to a mass demonstration, civil disturbance, or other crowd situation to ensure compliance with applicable laws and PRPD policies and procedures.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A		Bi-annually



Practice:

Not Implemented

Assessment
Frequency

Compliance Targets

Note: This Paragraph will be assessed with Paragraph 32.

Compliance Assessment

The Monitor's Office reviewed numerous documents relating to mass demonstrations. These documents included a review of PPRs 625.3 (Report on Crowd Control and Management), PPR 625.2 (Operations Plan), and PPR 625.6 (Management and Control of Crowds). The Monitor's Office found that the STUs only prepared after-action reports when they actively participated in crowd control.

The Monitor's Office concludes that PRPB's actions during demonstrations and protests (planned and unplanned) in the reporting period were consistent with generally accepted policing practices and PRPB policy. PRPB provided the Monitor's Office with Operation Plans (PPR 625.2) for the various planned demonstrations and protests that occurred in the reporting period, as well as Crowd Management and Control Reports (PPR 625.3), which provided basic details of each event. In all cases reviewed, PPR 625.6 (Evaluation of Strategies for the Management and Control of Crowds) was completed and provided to the Monitor's Office.

For this reporting period PRPB reported that it responded to 79 demonstrations and/or protests, planned and unplanned. The Monitor's Office selected a random sample of 25 crowd control events (32%) to review operational plans, after-action reports, and self-assessment reports as outlined in GO 625 (Management and Crowd Control). PRPB provided all the files requested for review. It should be noted that one file was misclassified as a demonstration.

Of the 25 files reviewed, PRPB reported that 14 (58%) were identified as unplanned and 10 (42%) were planned. PRPB has made considerable progress in this area and needs to continue this effort.

Pathway Forward

To achieve substantial compliance, PRPB must continue to ensure that DOT supervisors and area commanders thoroughly assess all law enforcement activities following each response to a mass demonstration, civil disturbance, or other crowd control situation to ensure compliance with applicable laws and PRPB policies and procedures. This issue has been discussed with the Reform Unit previously. A variety of recommendations were provided including criteria to be assessed, debriefings with officers and the demonstrators and/or protestors, and the consistent use of after-action and self-assessment reports. Additionally, reference resources were also provided by the Monitor's Office.

4. Force Reporting

PRPB formally implemented its Provisional UOF Plan in July 2022. The Provisional UOF Plan, which has been in place for over two years, coupled with the increase in sergeants in the field has resulted in improved UOF reporting for the reporting period. Thus, the Monitor's Office has determined that the

Provisional UOF Plan has produced accurate numbers Bureau-wide. Nevertheless, the plan will change with the introduction of PRPB's new RMS.

PRPB has been able to demonstrate that it has continued to provide accurate UOF numbers. In addition, AH Datalytics, the Commonwealth's contractor, continues to help develop and improve various UOF related dashboards. This assistance provides the Reform Unit with the ability to comprehensively review whether certain procedural or documentary steps were taken as part of the force reporting process in the field.

During this reporting period, PRPB reported 1,315 UOFs in 625 incidents. A cross check of various units' data by the Monitor's Office determined the accuracy of the data and that the information from PRPB's GTE system is comprehensive. In reviewing whether PRPB officers are preparing and submitting UOF reports (PPR 605.1) in the timeframe as outlined in Bureau policy, the Monitor's Office determined that PRPB has made significant progress. In the 98 UOF reports reviewed, all but one (205:07-154:000283) were prepared and submitted in the timeframe outlined in policy. The one noted above was only reported after the officer reviewed their body-worn camera (BWC) footage. In this instance the supervisor conducting the investigation recommended retraining for the officer.

The Monitor's Office continues to stress that adherence to reporting timelines, as established by policy, and proper report writing, including the notation of mileage when someone is transported to a medical facility, are important to ensure PRPB moves forward with compliance. Continued UOF analyses by SARP are also needed. Increased staffing and supervision, along with increased accountability for failing to adhere to policies, are integral to increased compliance with the paragraphs in this subsection.

Paragraph 36: Use of Force - Force Reporting

PRPD shall develop a Use of Force Reporting Policy and Use of Force Report Form that comply with applicable law and comport with generally accepted policing practices. The Use of Force Reporting Policy will require officers to notify their immediate supervisor following any use of force, prisoner injury, or allegation of excessive force. In cases involving a serious use of force, notification will be within one hour, absent exigent circumstances.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	Implemented		
 Practice:	Implemented		

Compliance Targets

1. Policies and forms incorporate all of the requirements of the paragraph.	☒ Met	☐ Missed
2. Training on force reporting is consistent with approved policies.	☒ Met	☐ Missed

3. 95% of officers are trained and certified in force reporting policies (or are scheduled for training, in the case of mid-year reviews)	☒ Met	☐ Missed
4a. 95% of use of force incidents are notified to immediate supervisors or adequately justified as an exigent circumstance in accordance with policy.	☒ Met	☐ Missed
4b. 95% of use of force reports are completed within prescribed periods and are documented in accordance with policy.	☒ Met	☐ Missed
4c. All failures to report use of force are referred to SARP for investigation.	☒ Met	☐ Missed
4d. 95% of requests for medical services in connection with a use of force are within policy.	☒ Met	☐ Missed
4e. 95% of force incidents where a civilian is transported to a medical facility indicate that the officer notified the vehicle mileage and that the mileage was recorded. Mileage discrepancies are identified and addressed by supervisors as required by policy.	☐ Met	☒ Missed
4f. 95% of all use of force reports are submitted to supervisors and SARP within prescribed time frames as required by policy.	☒ Met	☐ Missed
4g. All use of force reports are stored and maintained by SARP as required by policy.	☒ Met	☐ Missed

Compliance Assessment

The Monitor's Office reviewed UOF policies and trainings and found that they meet the requirements of the Agreement, and that training follows approved policies. Training of the required 40 hours for all officers was conducted during the reporting period. PRPB has committed to training 95% of its sworn force before the end of 2025. A review of training records at the end of the reporting period reveals that PRPB is on track to achieve that goal.

The Monitor's Office reviewed UOF data in 98 reports during this reporting period, including STUs. In all cases reviewed, the Monitor's Office determined that the level of force reported was consistent with the force used. The following observations are made as a result of this review:

- All the reports reviewed were complete.
- In the cases reviewed, the Monitor's Office determined the UOF levels were appropriate.
- In all but one case (99%) the officers notified supervisors of a UOF in accordance with policy.
- In all instances where medical aid was warranted, it was provided.
- In all cases a supervisor reviewed the report within five business days, as outlined in the Agreement.
- Supervisors responded to all serious UOFs.
- In only four cases (4%) were the starting and ending mileage reported.
- As it relates to STUs, all reports were completed in the GTE system within the outlined timelines.
- All STU supervisors completed their investigation within the five-day timeframe identified in policy.
- In instances where BWCs were worn by officers, video footage was reviewed when investigating the UOF.

In an effort to prevent discrepancies and errors in UOF data PRPB is:

- Holding bi-weekly meetings with the Auxiliary Superintendency of Field Operations (SAOC), Technology and Communications Bureau (NTC), the Reform Unit, FIU, and Command Center directors.
- Providing guidance on how to complete PPR 126.2 (Complaint Card).
- Developing guidelines for when more than one unit is involved in a UOF incident.
- Continuing to improve GTE.
- Incorporating dashboards created by AH Datalytics, the Commonwealth's contractor.

It is clear from the Monitor's Office's review that PRPB's implementation of the Provisional UOF Plan has resulted in improvements in UOF reporting quality.

Pathway Forward

PRPB's compliance with this paragraph hinges on its ability to demonstrate consistent and valid UOF data collection. The Monitor's Office is encouraged by the implementation of the Provisional UOF Plan. PRPB currently has the tools to accurately track its UOFs. To continue to accomplish this, PRPB must ensure integration of the information systems that feed data on UOFs to the Bureau's Global List. The accuracy of this data is not only integral to PRPB's compliance with the Agreement but also ensures that PRPB is able to operationally respond to and quickly address issues with UOF policy, training, and practice as well as accurately report on UOFs, both internally and externally to its community. PRPB must continue to ensure the integrity of its UOF reporting. PRPB must also hold officers and supervisors accountable for entering UOF reports in the timeframes established by policy as well as noting mileage when transport to a medical facility is provided.

Paragraph 37: Use of Force - Force Reporting

The Use of Force Reporting Policy shall require all officers to report any use of force in writing in a Use of Force Report Form before the end of the shift. The Use of Force Report shall include: (a) a detailed account of the incident from the officer's perspective; (b) the reason for the initial police presence; (c) a specific description of the acts that led to the use of force, including the subject(s)' behavior; (d) the level of resistance encountered; and (e) a description of every type of force used. The Use of Force Reporting Policy shall explicitly prohibit the use of boilerplate or conclusory language in all reports documenting use of force. Failure to report a use of force or prisoner injury by a PRPD officer shall subject an officer, including supervisors and commanders, to disciplinary action.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	Implemented	Assessment Frequency	Bi-annually
 Practice:	Implemented		

Compliance Targets

Note: This paragraph is assessed with paragraph 36.

Compliance Assessment

PRPB policy requires that all officers complete a UOF Report (PPR 605.1) before the end of the shift. PRPB has made significant progress in ensuring that UOF incidents are entered into GTE on time. These reports contain information related to an account of the incident, the reason for police presence, the reasons leading to the UOF decision, levels of resistance, and an outline of every type of force used.

As stated in previous CMRs, PRPB has taken several positive steps towards reaching compliance with this paragraph, including:

- Implemented the following changes to UOF reporting: 1) when a member of PRPB assigned to any specialized unit is involved in a UOF incident, the officer will request a complaint number from the district or precinct corresponding to the jurisdiction where the incident occurred; 2) PRPB has prohibited the use of complaint numbers with the prefix of the specialized unit in UOF incidents; and 3) PRPB's IT Bureau will take the corresponding steps to support compliance with the Commissioner's Directive. This will ensure that area commands are aware of each UOF incident in their jurisdiction.
- Implemented into practice that all UOF Reports (PPR 605.1) and Notification of UOF (PPR 605.3) be entered electronically into GTE.
- Adopted the Provisional UOF Plan with input from the Monitor's Office and USDOJ.
- Conducted an IT Needs Assessment.
- Contracted with AH Datalytics to carry out the implementation of the necessary structure identified in the Gap Analysis conducted in May 2021 as part of the PRPB reform process.

The Monitor's Office recognizes these actions by PRPB as positive steps that factored into the development of a mechanism by which PRPB can validate its UOF incident numbers.

Pathway Forward

PRPB's compliance with this paragraph hinges on its ability to demonstrate consistent and valid UOF data collection. PRPB currently has the tools to accurately track its UOFs. To continue to accomplish this, PRPB must ensure integration of the information systems that feed data on UOFs to the Bureau's Global List. The accuracy of this data is not only integral to PRPB's compliance with the Agreement but also ensures that PRPB is able to operationally respond to and quickly address issues with UOF policy, training, and practice as well as accurately report on UOFs, both internally and externally to its community.

Paragraph 38: Use of Force - Force Reporting

PRPD policy shall require officers to request medical services immediately when an individual is injured or complains of injury following a use of force. The policy shall also require officers who transport a civilian to a medical facility for treatment to take the safest and most direct route to the medical facility. The policy shall further require that officers notify the communications command center of the starting and ending mileage on the transporting vehicle.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	Not Implemented	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

Note: This paragraph is assessed with paragraph 36.

Compliance Assessment

In all UOF Reports (PPR 605.1) reviewed by the Monitor's Office, medical aid was provided when warranted, it was provided. The Monitor's Office also assessed compliance regarding transportation and communication for medical aid and found the mileage documentation lacking.

Pathway Forward

As previously stated, PRPB's compliance with this paragraph hinges on its ability to demonstrate consistent and valid UOF data collection as well as accurate information regarding the starting and ending mileage when transporting a subject. The Monitor's Office has assessed the accuracy of the Provisional UOF Plan and has determined that PRPB is able to accurately track its UOFs in this reporting period.

Paragraph 39: Use of Force - Force Reporting

PRPD's Use of Force Reporting Policy shall require that officers submit copies of Use of Force Reports to their immediate supervisor and to SPR for tracking and analysis. SPR shall maintain master copies of these reports in a central location.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	Implemented	Assessment Frequency	Bi-annually
 Practice:	Implemented		

Compliance Targets

Note: This paragraph is assessed with paragraph 36.

Compliance Assessment

In all UOF Reports (PPR 605.1) reviewed by the Monitor's Office, a UOF report was submitted to the officer's immediate supervisor. The Monitor's Office determined that PRPB has made significant progress in submitting reports in the timeframe required by Bureau policy. In the 98 UOF reports reviewed all but one (1%) was prepared and submitted in the timeframe outlined in policy. PRPB supervisors are also completing their UOF investigation in the timeframe outlined in policy.

Regarding submission to SARP for the tracking and analysis of these UOF reports, PRPB has demonstrated that it has the capabilities to provide these functions. The Monitor's Office acknowledges PRPB's efforts towards addressing this issue with its Provisional UOF Plan and the work of AH Datalytics, the Commonwealth's contractor; however, PRPB must ensure that the data collected is then analyzed. To that end, for this reporting period PRPB has conducted a number of analyses of UOF data for 2024. PRPB must continue to build and expand these analyses.

Pathway Forward

All officers must continue to submit UOF Reports (PPR 605.1) to their immediate supervisor and SARP in GTE for tracking and subsequent analysis. SARP must continue to maintain the data in a central location. PRPB has identified the Office of Legal Affairs (OAL) to be the custodian of the UOF data.

5. Force Review, Investigation, and Analysis

PRPB has successfully met the policy and training requirements of these paragraphs. Most of the UOF reports in the reporting period, in substance, had been properly prepared and the required actions relating to UOF incidents had been carried out as per the Agreement. In these reports, pertinent information was included, fields were checked, and the reports were signed. FIU Staffing, which has been a challenge in the past, has improved significantly.

The Provisional UOF Plan, which has been in place for over two years, coupled with the increase in sergeants in the field has resulted in improved UOF reporting for the reporting period. Nevertheless, PRPB is reminded that a more comprehensive, less labor-intensive system or plan needs to be developed. While it has been effective, it is not, nor should it be PRPB's final system. The RMS, once developed, should enhance PRPB's ability to track its UOFs accurately. PRPB should also expand UOF data analyses for the purpose of identifying trends.

While PRPB has revised its Annual Performance Evaluation of the Rank System (PPR 310.1) form to include criteria for evaluating supervisory reviews of UOFs by members under their command, the performance evaluation process must be outlined in the evaluation policy and procedures and incorporated into supervisory training. Doing so reiterates the value of such work in officer performance, encourages higher quality investigative work, and identifies ways in which investigators can seek to improve year to year.

Paragraph 40: Use of Force - Force Review, Investigation, and Analysis

PRPD policy shall specify that the conduct of all force reviews and investigations comply with applicable law and comport with generally accepted policing practices. All force reviews and investigations shall, to the extent reasonably possible, determine whether the officers' conduct was justified and within PRPD policy.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	April 2024 – March 2025 for Compliance Target 1.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 2 and 3.
 Training:	Implemented	Assessment Frequency	Annually for Compliance Target 1 and bi-annually for all other Compliance Targets
 Practice:	Implemented		

Compliance Targets

1. The policy incorporates all of the requirements of the policy.	☒ Met	☐ Missed
2. Training on force reviews and investigations is consistent with approved policies.	☒ Met	☐ Missed
3. 95% of officers are trained and certified in force reviews and investigation policies in accordance with their rank or assignment to FIU (or are scheduled for training, in the case of mid-year reviews)	☒ Met	☐ Missed

Note: Implementation of the requirements of this paragraph is assessed with Paragraphs 43-47 for level 1-3 uses of force.

Note: Implementation of the requirements of this paragraph is assessed with Paragraphs 48-52 for level 4 uses of force.

Compliance Assessment

The Monitor's Office has reviewed the policies and trainings and found that they meet the requirements of the Agreement, and that training follows approved policies. PRPB has been able to meet the 95% threshold of officers trained and certified in force review and investigation policies in the prescribed timeframe.

Most of the UOF reports in the reporting period, in substance, had been properly prepared and the required actions relating to UOF incidents had been carried out as per the Agreement. In these reports, pertinent information was included, fields were checked, and the reports were signed.

Pathway Forward

As stated in previous CMRs, UOF reports (PPR 605.1) should be consistently reviewed by SARP's FIU for completeness and accuracy as a matter of general practice. UOF reports should be closely scrutinized during the review process to identify possible errors and/or omissions. FIU staffing, which had been a challenge, has improved significantly. An assessment of FIU staffing should be conducted periodically to ensure it has the adequate staffing needed to conduct level 4 UOF investigations and properly conduct quality UOF reviews.

Paragraph 41: Use of Force - Force Review, Investigation, and Analysis

PRPD shall be responsible for maintaining a reliable and accurate tracking system on all officers' use of force; all force reviews carried out by supervisors; all force investigations carried out by Force Investigation Units ("FIU"); and all force reviews conducted by Force Review Boards ("FRB") and the Superintendent's Force Review Board ("SFRB"). At least annually, PRPD shall analyze data on officers' use of force to determine significant trends, identify and correct deficiencies revealed by this analysis, and document its findings in a public report.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	October 2024 – March 2025 for Compliance Targets 1, 2, and 4.
 Policy:	Implemented		April 2024 – March 2025 for Compliance Target 3.
 Training:	N/A	Assessment Frequency	Bi-annually for Compliance Targets 1 and 2; annually for Compliance Target 3; and quarterly for Compliance Target #4
 Practice:	Implemented		

Compliance Targets

1. Tracking system accounts for all of the elements in the paragraph and outcome measures as required by Paragraph 243.	☒ Met	☐ Missed
2. All uses of force are tracked in the tracking system.	☒ Met	☐ Missed
3. Annual use of force reports provide meaningful data analysis, identify significant trends, discuss corrective action (if necessary), and present supportable findings based on accurate and current data, as required by policy.	☒ Met	☐ Missed
4. Records maintained by the Radio Control Center on use of force are consistent with data in the use of force tracking system.	☒ Met	☐ Missed

Compliance Assessment

PRPB formally implemented its Provisional UOF Plan in July 2022. The Provisional UOF Plan, which has been in place for over two years, coupled with the increase in sergeants in the field has resulted in improved UOF reporting for the reporting period. Thus, the Monitor's Office has determined that the Provisional UOF Plan has produced accurate numbers Bureau-wide. Nevertheless, PRPB is reminded that a more comprehensive, less labor-intensive system or plan needs to be developed. While it has been effective, it is not, nor should it be PRPB's final system. The RMS, once developed, will enhance PRPB's ability to track its UOFs accurately.

PRPB, in an effort to ensure UOF numbers are accurate starting from 2023, delegated AH Datalytics, the Commonwealth's contractor, to verify all UOF numbers. This has allowed PRPB to provide the public with accurate information relating to UOF trends through a regular report. Further, the Monitor's Office learned that AH Datalytics is also working on improvements to the public facing UOF Dashboard that allows community members to interact with UOF data.

The Monitor's Office also recommends that PRPB conduct a more thorough in-depth analysis of the UOF data for the purpose of identifying possible trends, training needs, and/or deficiencies, etc.

At the Monitor's Office's request in the last CMR, PRPB conducted a number of analyses of UOF data for the purpose of identifying trends and/or training deficiencies. The Monitor's Office is encouraged by this progress but notes that PRPB needs to expand these analyses as necessary.

Pathway Forward

PRPB's compliance with this paragraph hinges on its ability to demonstrate consistent and valid UOF data collection. The Monitor's Office has assessed PRPB's compliance and implementation of the Provisional UOF Plan in this CMR and will continue to do so to ensure that the improvements made to UOF reporting and tracking are sustainable. Further, the Monitor's Office looks forward to seeing the public UOF Dashboard improvements and continued analyses of UOF data.

Paragraph 42: Use of Force - Force Review, Investigation, and Analysis

The quality of force reviews, force investigations, and investigation reviews shall be taken into account in the performance evaluations of the officers performing such investigations and reviews.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraphs 145-146 on Performance Evaluations.

Compliance Assessment

PRPB has revised its Annual Performance Evaluation of the Rank System (PPR 310.1) form to include criteria for evaluating supervisory reviews of UOFs by members under their command. The UOF Section of the evaluation (Supervisors Section) addresses what is required in Paragraph 42 of the Agreement. During the reporting period PRPB, through AH Datalytics, the Commonwealth's contractor, developed and demonstrated a dashboard which provides supervisors with the ability to identify UOF investigations conducted by supervisors under their review and to determine if investigations were conducted within policy.

Pathway Forward

The performance evaluation process must be outlined in the evaluation policy and procedures and incorporated into supervisory training. Doing so reiterates the value of such work in officer performance,

encourages higher quality investigative work, and identifies ways in which investigators can seek to improve year to year.

6. Supervisory and FRB Reviews

PRPB has reached full or substantial compliance with all paragraphs of this section of the Agreement. Supervisors consistently respond to the scenes of serious UOFs or allegations of excessive force. The high level of compliance in supervisor assessments of levels of force and the quality review of force in the sampled investigations reviewed allows the Monitor's Office to verify the accuracy of the information related to UOFs provided by PRPB. All supervisory review timelines are being adhered to; however, PRPB needs to continue to maintain training consistency and quality. All FRB members are trained on GO 502 (Force Review Board) meeting the 95% compliance threshold.

The Monitor's Office continues to emphasize that PRPB needs to develop a single source database for all UOF cases that are evaluated by the 13 area command FRBs. Currently global information on FRB evaluations is prepared upon request of the Monitor's Office for its CMRs. When reviewing FRB cases, the Monitor's Office determined that the FRBs took appropriate measures as it relates to verifying the actions of officers involved in those incidents submitted to the Board for evaluation.

PRPB policy clearly dictates the actions that the FRBs and FIU must take when reporting misconduct to the appropriate investigative unit or to PRDOJ.

Paragraph 43: Use of Force - Supervisory and FRB Reviews

A supervisor shall respond to the scene of a serious use of force or allegation of excessive force involving an officer under his/her command upon notification of the incident.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraphs 48-52.

Compliance Assessment

Of the 98 UOF reports (PPR 605.1) reviewed by the Monitor's Office during the reporting period, the Monitor's Office found no instances in which a supervisor failed to respond to a serious UOF. The

Monitor's Office acknowledges PRPB's efforts towards addressing this issue with the Provisional UOF Plan.

Paragraph 44: Use of Force - Supervisory and FRB Reviews

The supervisor shall conduct a supervisory review of all uses of force, prisoner injuries, or allegations of excessive force, except those incidents involving a serious use of force or force indicating apparent criminal conduct by an officer, which shall be investigated by FIU, SPR, and/or PRDOJ. No supervisor who was involved in the incident, including by participating in, ordering, or authorizing the force being investigated, shall be responsible for the review of the incident.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	Implemented		
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of the paragraph.	☒ Met	☐ Missed
2. Training on force reviews and investigations for supervisors is consistent with approved policies.	☒ Met	☐ Missed
3. 95% of supervisors are trained and certified in force reviews and investigation policies (or are scheduled for training, in the case of mid-year reviews)	☒ Met	☐ Missed
4a. 95% of use of force incidents classified as Level 1-3 are reported, reviewed, and investigated by supervisors and commanders within policy.	☒ Met	☐ Missed
4b. 95% of supervisory force reviews are completed within five business days or have valid justifications for longer periods, based on exceptional circumstances.	☒ Met	☐ Missed
4c. All use of force reviews and investigations by supervisors reach reasonably justified conclusions on officers' conduct and recommend disciplinary or corrective action, as necessary, in accordance with policy.	☒ Met	☐ Missed
5a. 95% of reviews by Force Review Boards are within policy.	☒ Met	☐ Missed
5b. The use of force tracking system accounts for all Force Review Board reports and underlying documents.	☒ Met	☐ Missed
5c. Force Review Board determinations and recommendations are tracked and analyzed by SPR.	☒ Met	☐ Missed

Compliance Assessment

Policies incorporate all requirements of the Agreement. Training on force reviews and investigations for supervisors is also consistent with approved policies and 95% of supervisors are trained and certified.

It should be noted that 2,244 out of 2,311 (97%) officers from the rank of sergeant to colonel have received REA 601, which includes the investigation and review of UOFs. Most PRPB officers (96%) have completed the training.

As it relates to supervisors serving on the area command FRBs, over 95% have received training to serve on the board. PRPB reports that the curriculum relating to the training of area command FRBs was completed in February 2024. Training of board members commenced in March 2024, starting with the presidents of the boards of the 13 area commands and those members of the CFRB. The initial training was then followed up with the training of additional members of various area command boards.

In the 98 UOF reports (PPR 605.1) reviewed by the Monitor's Office, in no instance did a supervisor fail to conform to what was required by policy, which was to complete their investigation of a UOF within 5 business days. As it relates to area command FRBs, the Monitor's Office confirms that 95% of FRB reviews are within policy. The high level of compliance in properly assessing levels of force and the quality review of force by supervisors in the sampled investigations reviewed allows the Monitor's Office to verify the accuracy of the information related to UOFs provided by PRPB. The Monitor's Office was able to confirm that SARP is analyzing FRB determinations and recommendations per the Agreement.

Pathway Forward

As noted in other related paragraphs, compliance with this paragraph is largely contingent on PRPB's ability to accurately track all UOFs, ensuring that the Monitor's Office's review of UOFs is representative. The Monitor's Office will continue to assess PRPB's compliance with UOF review procedures, ensuring that they contain the appropriate information and justifications.

Paragraph 45: Use of Force - Supervisory and FRB Reviews

Supervisors shall complete use of force reviews within 5 business days of receiving the officer's use of force report. The reviewing supervisor shall: (a) determine whether the use of force was consistent with PRPD policy and/or raises any policy or operational concerns; (b) review all Use of Force Reports and ensure that all reports include the information required by this Agreement and PRPD policy; (c) document each use of force review promptly using a Supervisor's Force Review Report; and (d) consider whether there are non-punitive corrective actions or training needs. A higher ranking officer within the investigating supervisor's chain-of-command shall review the Supervisor's Force Review Report for completeness and conformance with PRPD policy. The reviewing officer shall evaluate the investigating supervisor's conclusions and document whether the reviewing officer concurs, disagrees (with an explanation of the disagreement and the alternate conclusion), or defers until further investigation is completed.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A		Bi-annually



Practice:

Implemented

Assessment
Frequency

Compliance Targets

Note: This Paragraph is assessed with Paragraph 44.

Compliance Assessment

Reports reviewed were conducted within the identified timeline and content aligns with PRPB policy and Agreement language. Each review considers if the force used was consistent with policy, that all reports contain the necessary information, and notes whether non-punitive correction actions or training is needed.

Pathway Forward

PRPB must ensure all UOF incidents are investigated in the time allotted as required by GO 605 (Report and Investigation of UOF Incidents).

The Monitor's Office continues to stress the importance of re-training supervisors on their roles and responsibilities in conducting UOF reviews and increased accountability for failing to adhere to the policy.

Paragraph 46: Use of Force - Supervisory and FRB Reviews

A Force Review Board shall evaluate supervisory reviews, including Supervisor's Force Review Reports and reviewing officers' determinations. FRBs shall be composed of command staff from varying assignments. PRPD policies shall specify the conduct and requirements of FRB proceedings to ensure thorough, timely, and objective reviews. PRPD policy shall establish objective criteria that identify the force levels below serious uses of force that shall be reviewed by FRBs. FRBs shall review supervisory review for completeness, evidentiary support, and compliance with PRPD policy. FRB shall document each FRB proceeding, which shall include findings and recommendations to the regional commander. FRB may also return force reviews to supervisors for additional review, as necessary, to ensure thorough and complete reviews. Copies of all Force Review Reports and underlying documents shall be submitted to SPR for tracking and analysis.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 44.

Compliance Assessment

PRPB provided documentation that 95 ranking officers have received the training to serve on the boards as required by the Agreement. FRB members are of varying assignments and rank. The Monitor's Office's random sample of 23 records included 2 inspectors, 5 captains, 2 first lieutenants, and 14 second lieutenants. The Monitor's Office requested the training and certification records of the 23 randomly selected officers from this list to determine if they are qualified to serve on these boards as outlined in GO 502 (Evaluation Boards of Incidents of UOF). It should be noted that a review of the records determined that 22 (96%) had the required training to serve on the board. One name appearing in the random list was a lieutenant from the transit division who does not serve on an FRB.

PRPB reported that the curriculum relating to the training of area command FRBs was completed in February 2024. As previously stated, training of board members commenced in March 2024, starting with the presidents of the boards of the 13 area commands and CFRB members. The initial training was then followed up with the training of 22 additional members of various area command boards in March 2024. In August 2024, PRPB reported that all have been trained.

For the purposes of determining compliance with this paragraph, the Monitor's Office requested a list of all FRB investigations conducted by the 13 area command FRBs for the reporting period. PRPB provided a list of 334 UOF cases evaluated by FRBs, of which the Monitor's Office randomly selected 46 cases (14%) for review. PRPB provided all 46 case files.

The Monitor's Office emphasizes that PRPB needs to develop a single source database for all UOF cases that are evaluated by the 13 area command FRBs. Currently global information on FRB evaluations is prepared upon request of the Monitor's Office for its CMRs.

The Monitor's Office determined in the cases reviewed that the FRBs took appropriate measures as it relates to verifying the actions of officers involved in those incidents submitted to the Board for evaluation.

The Monitor's Office offers the following additional assessments of the information provided:

- In no case was re-training ordered.
- In all but one case (98%) the Board's evaluations were unanimous.
- No cases were returned by the FRB due to missing or incomplete information.
- Levels of force were accurate in all cases evaluated by the Board.

Based on the review of the randomly selected area command FRB files, there were no reported referrals to PRDOJ or NIE, nor was any such need uncovered. It should be noted that the Monitor's Office has seen improvement in area commands FRB's UOF evaluations. With the digitization of files, the information and data provided by PRPB and its FRBs was very precise in those cases where complete files were supplied.

It should also be noted as per GO 502 (Evaluation Boards of UOF Incidents) that the FRB has 15 days once the meeting convenes to complete their evaluation. This period can be extended by 15 days if the report is returned. Based on the documents provided, the FRBs complied with the timeline to complete their

evaluation in most cases. PRPB should ensure that area command FRBs complete their evaluations within the timelines provided in GO 502 for each evaluation.

During the reporting period the Monitor's Office conducted site visits to area commands to meet with the FRB presidents. Some of the concerns voiced by the presidents include:

- The on-time preparation of the UOF Report (PPR 605.1). Many of the FRB members had trouble ascertaining when the UOF report was prepared as the date changes each time the report is amended. This issue was brought to the attention of PRPB IT by the Monitor's Office after the Monitor's Office experienced similar issues.
- PRPB needs to ensure that all required documents are in each case folder.

Pathway Forward

The Monitor's Office will review PRPB's updated training for FRB members and observe training once conducted to ensure that it adheres to the Agreement. Further, the Monitor's Office notes that compliance with this paragraph is also affected by PRPB's ability to accurately track and report on UOFs, as with many of the paragraphs in this section. PRPB needs to ensure that its record keeping relating to UOF evaluations by the FRB is complete and accurate.

Paragraph 47: Use of Force - Supervisory and FRB Reviews

Whenever a reviewing supervisor, FRB, or other reviewing officer finds evidence of a use of force indicating apparent misconduct or apparent criminal conduct by an officer, he or she shall immediately notify his or her supervisor for referral to the appropriate investigating unit or the PRDOJ. The Superintendent shall be notified of the referral.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	Implemented		
 Practice:	Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 44.

Compliance Assessment

PRPB policy clearly dictates the actions that the FRB and FIU must take when reporting misconduct to the appropriate investigative unit or to PRDOJ. During this reporting period no cases were referred as there was no need.

The Monitor's Office also reviewed nine cases involving accidental discharge, three resulted in a self-inflicted injury (33%) during the reporting period. FIU recommended that an administrative investigation be conducted and forwarded the cases to SARP. These cases, when investigated by FIU, are categorized as non-UOFs.

7. FIU Investigations and Force Reviews by SFRB

PRPB has achieved substantial or full compliance with all paragraphs in this section. As indicated in previous CMRs, FIU is required to investigate all serious UOF incidents, among other investigations across Puerto Rico, including intentional and accidental firearm discharges involving PRPB personnel.

During this reporting period, the Monitor's Office observed continued progress in FIU investigations. Improvements included more effective identification of civilian witnesses, the development of detailed crime scene sketches, and enhanced use of camera evidence, including body-worn cameras (BWCs), to inform investigations.

In addition, the FIU Commanding Officer, in collaboration with the Reform Unit, established a procedure granting FIU access to files to view photographs relating to UOFs. The ability of FIU investigators to access these files has improved the time it takes to complete an investigation. In addition, upon completion of their investigation into an accidental discharge, FIU now immediately forwards the case to SARP for administrative investigation. The Monitor's Office also commends PRPB for purchasing digital recording devices that will be issued to all FIU investigators for the purpose of memorializing civilian witnesses' statements.

The Monitor's Office has observed considerable improvement regarding the amount of time FIU is taking to complete its investigations. Documentation provided by PRPB indicates that all the investigations conducted during the reporting period that reached 60 days were closed.

As previously noted, PRPB has worked with AH Datalytics, the Commonwealth's contractor, to develop a color-coded dashboard that identifies all open case statuses.

In the past limited staffing along with reliance on external stakeholders to process evidence were contributing factors. However, PRPB has now increased the size of FIU and the accessibility of photographic evidence has resulted in an increase in cases closed during the reporting period and within the 60-day requirement as agreed upon by the Parties for the current and prior reporting period.

As it relates to the CFRB, the Monitor's Office commends CFRB's ability to complete its UOF evaluations within the timelines required in GO 502 (Evaluation Boards of Incidents of UOF). PRPB needs to ensure that all UOF evaluations are completed in a timely manner as per policy.

Paragraph 48: Use of Force - FIU Investigations and Force Reviews by SFRB

PRPD shall ensure that all serious uses of force and allegations of excessive force are investigated fully and fairly by individuals with appropriate expertise, independence, and investigative skills to ensure that uses of force that are contrary to law or policy are identified and appropriately resolved and that policy or operational deficiencies

related to the use of force are identified and corrected. To this end, PRPD shall create FIUs to conduct investigations of serious uses of force, uses of force indicating apparent criminal conduct by an officer, uses of force by PRPD personnel of a rank higher than sergeant, or uses of force reassigned to FIU by the Superintendent, his or her designee, SPR, or FRB. PRPD policies shall specify the membership requirements, conduct of investigations, and operational procedures of FIUs.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	Implemented		
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of the paragraph.	☒ Met	☐ Missed
2. Training for FIU officers is consistent with approved policies.	☒ Met	☐ Missed
3. 95% of FIU officers are trained and certified in force reporting and investigation policies (or are scheduled for training, in the case of mid-year reviews)	☒ Met	☐ Missed
4. All officers assigned to FIU meet eligibility requirements.	☒ Met	☐ Missed

Compliance Assessment

The Monitor's Office has reviewed the UOF policies and found that they meet the requirements of the Agreement. Regarding FIU training, the Monitor's Office conducted multiple site visits to FIU in the reporting period and verified that the training materials employed by PRPB are consistent with policy and generally accepted policing practices. All FIU members have completed the required advanced training for conducting investigations (FIUC 8041).

FIU is responsible for investigating serious UOFs, including a) accidental and intentional firearm discharges, b) UOFs by supervisors above the rank of sergeant, c) UOFs at protests and demonstrations; d) any other UOF deemed appropriate by the Commissioner. The Monitor's Office confirmed through the Reform Unit that all FIU investigators have completed the 40-hour investigative training provided to Criminal Investigative Units (CIC) personnel. This was also verified by the FIU Commanding Officer. While the CIC training will be helpful in providing additional investigative knowledge to FIU personnel, the course will need to be tailored to the specific needs of FIU.

All officers assigned to FIU meet appropriate eligibility requirements.

Pathway Forward

PRPB should ensure that all FIU members are trained in a timely manner. The Monitor's Office will continue to review training records of newly assigned FIU personnel to ensure that PRPB has trained all

members in investigating intentional and accidental firearm discharges and all other required training and re-training.

Paragraph 49: Use of Force - FIU Investigations and Force Reviews by SFRB

A supervisor responding to a serious use of force or allegation of excessive force shall immediately notify FIU. FIU shall respond to the scene and commence an investigation. FIU may decline to respond to the scene following consultation and approval by the FIU supervisor. Declinations shall be documented in writing.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of the paragraph.	☒ Met	☐ Missed
2a. 95% of use of force incidents classified as Level 4 are reported, reviewed, and investigated by officers, supervisors, commanders, and FIU officers within policy.	☒ Met	☐ Missed
2b. 95% of FIU investigations are completed within 45 days of the use of force or have valid justifications for longer periods based on exceptional circumstances.	☒ Met	☐ Missed
2c. All use of force reviews and investigations by FIU reach reasonably justified conclusions on officers' conduct and recommend disciplinary or corrective action, as necessary, in accordance with policy.	☒ Met	☐ Missed
3a. 95% of reviews by the Commissioner's Force Review Boards are within policy.	☒ Met	☐ Missed
3b. The use of force tracking system includes all Commissioner's Force Review Board reports and underlying documents.	☒ Met	☐ Missed
3c. Commissioner's Force Review Board determinations and recommendations are tracked and analyzed by SPR.	☒ Met	☐ Missed

Compliance Assessment

During the reporting period, FIU reported conducting 89 investigations, 63 of which (71%) were closed before the 60 days as required by policy. The remaining cases had not yet reached 60 days.

The investigation breakdown is as follows:

- 27 firearm discharges
- 20 UOFs by a supervisor above the rank of sergeant
- 11 multiple electronic control devices
- 9 negligent discharges
- 4 demonstrations

- 3 less-than-lethal flashbangs (SWAT)
- 3 apparent criminal conducts
- 3 grabs by the neck (Level 4)
- 2 strike forces
- 2 civilian complaints
- 1 taser impact to the head
- 1 death of an inmate in a cell
- 1 suicide
- 1 canine
- 1 hit to the neck

Accidental Discharge Investigations

The Monitor's Office conducted five site visits to FIU from October 2024 through March 2025. During the visits, nine accidental discharge files were reviewed. The following is a breakdown of the incidents during the reporting period:

- In three instances (33%) the officer sustained an injury
- In four instances (44%) the officers were off duty
- In five instances (56%) the officers were on duty
- Three incidents (33%) took place within a police facility
- In two instances (22%) the officer carried the weapon without a holster
- All completed investigations have been referred to SARP by FIU for an administrative investigation.

The issue of accidental or negligent discharges has been a reoccurring problem identified in previous CMRs. While PRPB has taken appropriate actions in these cases it does not appear that it has identified the underlying issues that contribute to the problem, such as training in the securing of authorized weapons. It should be noted that PRPB has adopted the Monitor's Office recommendation and is now analyzing the data of negligent discharges for the purpose of identifying possible courses of action. The Monitor's Office also verified with SARP that officers found to have violated Bureau policy as it relates to negligent discharges are receiving a 40-day suspension.

Closed FIU Investigations

To review cases closed by FIU, the Monitor's Office requested a random sample of 34 cases closed by FIU during the current reporting period for the purpose of assessing FIU's compliance with the Agreement and PRPB policies relevant to conducting investigations.

The following are general observations of the cases reviewed:

- PRPB is closing all investigations within 60 calendar days as outlined in policy.
- FIU continues to show significant improvement in how it conducts its investigations. FIU investigators made numerous efforts to locate cameras in the area and possible witnesses. In addition, sketches were provided on all firearm discharges.
- BWC footage was reviewed to verify actions when available.

- Accidental discharges are no longer categorized as a UOF by PRPB once investigated.
- All FIU UOF reviews and investigations reached reasonably justified conclusions on the officer's conduct in accordance with policy.
- All but two intentional firearm discharge (Level 4) investigations (6%) reviewed by the Monitor's Office were found to be within PRPB policy and all required documents were in the files. In incident number 2024-07-024-002982 one of three officers who discharged their weapon at a fleeing vehicle was not within Bureau policy. Nor was it the case in incident number 2024:02-107:010098 where the officer intentionally fired their weapon at a tire of the vehicle in which suspects were attempting to flee.
- It should be noted that when FIU arrives at a UOF scene that has possible criminal conduct, it does a quick referral to PRDOJ NIE. FIU then conducts a preliminary analysis to proceed with the eventual administrative investigation of the case. An administrative referral is sent directly to SARP to then proceed according to their corresponding procedures. Nonetheless, SARP may wait for PRDOJ to conclude their criminal investigation before they undertake the administrative one.

FIU has made considerable progress in closing cases in the time outlined in the Agreement. The Monitor's Office is encouraged by the efforts of FIU in this regard.

CFRB Investigations

As it relates to CFRB meetings, many of the cases evaluated by the Board involve serious UOFs. PRPB needs to outline the protocol as to how these meetings should be conducted. As previously stated, the Monitor's Office recommends that each CFRB member be fully versed in the details of the incident prior to the board meeting. This will allow for healthy discussion between members. To that end, all CFRB members now have access to FIU investigation files which have been digitized for review purposes. PRPB has now provided a designated space, with multiple computers, for the CFRB members to meet and an agent to serve as a clerk for the board. This has resulted in an improved level of efficiency.

In addition, as previously stated in CMRs, when evaluating cases involving firearm discharges or other force which rises to level 4, representatives of FIU should present the case to the Board members at the time of the evaluation review.

An area of concern relating to FIU involves the investigation of UOFs by members of the Bureau above the rank of sergeant, which by policy, requires FIU to conduct the investigation. In past CMRs it was stated that the lack of supervisors, specifically sergeants in the field, required lieutenants, to some degree, to carry out the functions of a sergeant, one of which is assisting officers affecting arrest, and in doing so in some instances using lower levels of force. To some extent this has been addressed with the promotion of over 560 sergeants. However, the Monitor's Office still recommends that supervisors of a higher rank from the respective area commands investigate lower levels of force by supervisors from the rank of lieutenant through captain. This would require a change to GO 605 (Reporting and Investigating UOF by PRPB Members).

During the reporting period FIU investigated 20 cases (22%) where supervisors above the rank of sergeant used lower levels of force to affect an arrest.

Pathway Forward

PRPB must ensure that prompt notification is made to FIU in cases regarding their involvement. For the most part, this was the case. PRPB must also ensure that FIU has adequate personnel to conduct its investigations and that all personnel have completed all necessary training to meet timelines relating to investigating serious UOFs.

FIU has limited personnel to respond and investigate serious force by PRPB members throughout the Bureau. A possible option would be, as previously stated, that PRPB allow supervisors of a higher rank from the respective area commands to investigate lower levels of force by supervisors from the rank of lieutenant through captain. This would require a change to GO 605 (Reporting and Investigating UOF by PRPB Members).

The CFRB must complete its reviews within the time allotted in GO 502 (Evaluation Boards of Incidents of UOF) and document said reviews. Previously, the Monitor's Office recommended having either the FIU Commanding Officer or the FIU Executive Officer attend all CFRB meetings for the purpose of presenting the case to Board members and to answer any questions members may have regarding the cases to be discussed. It is the Monitor's Office's understanding that PRPB in some instances follows this process.

It should be noted that the Parties have agreed to develop a compliance measure that is tailored to the specific requirements of Paragraph 49 as part of the compliance plan filed with the court in November 2023. This is intended to ensure that this paragraph is assessed properly.

Paragraph 50: Use of Force - FIU Investigations and Force Reviews by SFRB

FIU shall immediately notify and consult with PRDOJ regarding any use of force indicating apparent criminal conduct by an officer. If PRDOJ indicates that it may proceed criminally, or PRPD requests a criminal prosecution, any compelled interview of the subject officers shall be delayed until after consultation with PRDOJ or expressly permitted by the Superintendent. No other part of the investigation shall be held in abeyance unless specifically authorized by the Superintendent in consultation with PRDOJ.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Implemented		

Compliance Targets

Note: These Paragraphs is assessed with Paragraph 48.

Compliance Assessment

In all cases where FIU determined that the UOF may involve criminal conduct by an officer, PRDOJ was notified along with its investigative arm, NIE. The Monitor's Office confirmed through a review of FIU data that there were no referrals during this reporting period.

Paragraph 51: Use of Force - FIU Investigations and Force Reviews by SFRB

FIU shall complete its administrative use of force investigation within 45 days of the use of force, absent exceptional circumstances. At the conclusion of each use of force investigation, FIU shall prepare a report on the investigation and shall forward the report to SFRB for review and to SPR for tracking and analysis.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	Implemented	Assessment Frequency	Bi-annually
 Practice:	Implemented		

Compliance Targets

Note: These Paragraphs is assessed with Paragraph 48.

Compliance Assessment

PRPB reported that FIU opened 89 UOF investigations during the reporting period, and of those cases, all that were required to be closed in 60 calendar days were closed. The Monitor's Office can assess that FIU is currently in compliance with this paragraph; however, it should be noted PRPB must continue this effort moving forward.

In January 2024, the Parties met with the Monitor's Office to discuss the timeline discrepancy. During the meeting it was agreed upon by the Parties that the 45-day timeline would be amended to 60 days. Subsequently the Parties have agreed to the modification and the methodology changed to reflect same.

In further discussions with FIU, investigators noted that in the past the root cause for failing to complete the investigation in the allotted time was delays in receiving the results of forensic and evidentiary material, such as video, photographs, and other evidence recovered at the scene of serious UOFs in a timely manner. This is the information FIU needs to make its determination. In many of these cases, FIU must rely on other PRPB units and DSP to complete their tasks before the investigation can be closed. One major step taken is that FIU investigators now have access to photographic evidence in digital files and no longer must wait to receive the videos and pictures to complete their investigation. This has aided PRPB in completing their investigations within policy.

Once an investigation is complete, FIU does prepare the required report for CFRB's review, analysis, and evaluation of the force.

Pathway Forward

PRPB should ensure that all FIU investigations are completed in 60 days, as agreed upon by the Parties. PRPB must ensure that FIU has adequate staff and resources to complete these investigations.

Paragraph 52: Use of Force - FIU Investigations and Force Reviews by SFRB

The Superintendent's Force Review Board shall evaluate all FIU investigations, including FIU reports and determinations. SFRB shall be composed of senior command staff from varying units. PRPD policies shall specify the conduct and requirements of SFRB proceedings to ensure thorough, timely, and objective reviews. SFRB shall review each FIU investigation for completeness, evidentiary support, and compliance with PRPD policy. SFRB shall document each force review proceeding, which shall include findings and recommendations, to the Superintendent. SFRB may also return force investigations to FIU for additional investigation, as necessary, to ensure thorough and complete investigations. Copies of all Force Review Reports completed by SFRB and underlying documents shall be submitted to SPR for tracking and analysis.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 48.

Compliance Assessment

CFRB members have been trained on GO 502 (Force Review Board). The Monitor's Office was informed and provided documentation that the curriculum for training was developed and the training for board members commenced in March 2024. The Monitor's Office requested the training certification records of the four CFRB members, as well as any other person who may have served on the CFRB during the reporting period to determine whether CFRB members are qualified to serve on the Board as outlined in GO 502 (Evaluation Boards of UOF Incidents). PRPB provided the Monitor's Office with personnel documentation verifying that the four members of the CFRB were trained.

PRPB provided the Monitor's Office with documentation that FIU opened 89 investigations during the reporting period and 93 cases were forwarded to CFRB for evaluation.

During the reporting period the Monitor's Office requested and received a random sample of 35 cases evaluated by the Board for review.

In the cases evaluated by the CFRB, the Monitor's Office determined that the CFRB reviews were objective evaluations, and it can be concluded that the evaluation was completed within the 30 days as outlined by policy.

The following observations are put forth as a result of the review of these cases:

- In all cases the evaluation of the investigation was objective.
- In all cases a review of documentation by the Monitor's Office determined cases were evaluated within timeline as outlined in policy.
- There was no instance where re-training was directed.
- There were eight cases (23%) referred to SARP for investigation.
- None were returned due to incomplete information.
- In one case (2024-06-013-011587; 3%) it was determined by the Board that the force was not consistent with policy and the case was referred to SARP.
- One case (8%) evaluated by the board was an investigation of a suicide.

It should be noted that the CFRB has made significant progress.

The Monitor's Office has worked with PRPB to ensure that the CFRB meets the requirements outlined in GO 502 and to that end, PRPB has made significant progress. The Monitor's Office understands the complexity of cases evaluated by the CFRB and therefore recommends that while it is important to comply with the timelines, it is also important not to sacrifice the quality of the review. The Monitor's Office has received documentation that the CFRB is submitting completed evaluations to SARP for tracking and analysis.

Pathway Forward

Previous issues with the timeliness of these evaluations appear to be resolved. It is imperative that PRPB and CFRB members commit to completing these evaluations in the timelines established in policy. PRPB should also ensure that all officers serving on the CFRB have training certifications. The Monitor's Office will review the training curriculum developed, and the training provided.

8. Use of Force Training

The Monitor's Office finds that PRPB is substantially compliant with the paragraphs of this subsection of the Agreement which stipulates that all trainings must be consistent with policies and the Agreement and that all personnel must be trained and certified on UOF policies. While all training curriculums are consistent with policies and the Agreement, PRPB has not provided ample documentation to show that the training delivery compliance thresholds have been met. Regarding other training requirements, such as crowd control, persons in crisis, etc., PRPB has not kept up with the training and re-training as required even though PRPB has reached the 95% compliance threshold relating to the 40-hour in-service training.

Paragraph 53: Use of Force - Use of Force Training

PRPD shall train all PRPD officers on PRPD's use of force policies. Thereafter, PRPD shall provide all PRPD officers with use of force training at least every two years for the first four years of this Agreement, and annually

thereafter. PRPD shall also provide training on use of force as necessary, based on developments in applicable law and PRPD policy. At least annually, PRPD shall assess all use of force policies and training. PRPD's use of force training program shall include the following topics:

- a) legal standards for reasonable force;
- b) PRPD's use of force policy;
- c) reporting use of force, requesting medical service, and preserving evidence;
- d) scenario-based training and interactive exercises that illustrate proper use of force decision-making;
- e) the proper deployment and use of all weapons or technologies, including firearms, batons, chemical agents, and ECWs;
- f) threat assessment and de-escalation techniques that encourage officers to make arrests without using force, and instruction that disengagement, area containment, surveillance, waiting out a subject, summoning reinforcements, calling in specialized units, or delaying arrest may be the appropriate response to a situation, even when the use of force would be legally justified;
- g) crisis intervention and interacting with people with mental illnesses, including instruction by mental health practitioners and an emphasis on de-escalation strategies;
- h) factors to consider in initiating or continuing a foot pursuit; and
- i) appropriate training on conflict management.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	Implemented		
 Practice:	Implemented		

Compliance Targets

1. Training on use of force is consistent with approved policies and the requirements of the paragraph.	☒ Met ☐ Missed
2. 95% of officers are trained and certified in use of force (or scheduled for training, in the case of mid-year reviews).	☒ Met ☐ Missed

Compliance Assessment

PRPB recently updated all UOF policies and, as a result, developed new UOF training curriculums on these policies. The Monitor's Office's previous review of related training on UOF was found to be consistent with the approved policies and requirements of the paragraph. After reviewing a random sample of training personnel records, the Monitor's Office determined that PRPB has met the 95% compliance threshold for re-training its officers on all relevant UOF policies in 2024. According to documentation provided by PRPB relating to in-service training, the Bureau is on pace to achieve 95% by the end of 2025. The Agreement states that PRPB must re-train its officers every year.

Pathway Forward

The Monitor's Office will review the updated UOF training curriculums and ensure continued compliance with this paragraph. The UOF training, specifically the UOF policy, legal standards for UOF, force reporting, preserving evidence, and requesting medical attention, among others, should also be incorporated into in-person scenario-based training to ensure that officers understand the policy requirements and the practical application of such procedures.

Paragraph 54: Use of Force - Use of Force Training

PRPD shall provide an appropriate firearm training program that:

- a) requires officers to complete and satisfactorily pass firearm training and qualify on each firearm the officer is required or authorized to carry on an annual basis;*
- b) requires cadets, officers in probationary periods, and officers who return from unarmed status or extended leave to complete and satisfactorily pass firearm training and qualify on each firearm the officer is required or authorized to carry before such personnel are permitted to carry and use firearms;*
- c) incorporates night training, stress training (i.e., training in using a firearm after undergoing physical exertion), and proper use of force decision-making training, including continuous threat assessment techniques, in the annual in-service training program;*
- d) ensures that firearm instructors critically observe students and provide corrective instruction regarding deficient firearm techniques and failure to utilize safe gun handling procedures at all times; and*
- e) requires comprehensive testing that shows complete understanding of rules, regulations, and skills regarding firearm use.*

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	Implemented		
 Practice:	Implemented		

Compliance Targets

1. Training on the use of firearms is consistent with approved policies and the requirements of the paragraph.	☒ Met ☐ Missed
2. 100% of officers are trained, certified, and qualified in use of firearms or have a valid justification for not qualifying in accordance with policies.	☒ Met ☐ Missed

Compliance Assessment

The Monitor's Office found that PRPB's policies relating to firearms qualifications incorporate all requirements of the paragraph. The Monitor's Office re-reviewed and approved GO 618 (Use and Handling of Regulation Weapons) during a previous reporting period.

To determine compliance with firearms training and qualifications, the Monitor's Office requested data relating to yearly firearms training and qualifications. PRPB is required to conduct firearms training and qualifications for all sworn members with Bureau issued firearms in both day and reduced light fire every 12 months.

PRPB continues the day and reduced light fire training and as of this reporting period, 10,201 were trained on reduced light and 10,087 on day fire.

In the day fire 388 PRPB members (4%) required retraining and subsequently passed. In reduced light 415 PRPB members (4%) required retraining, of which 414 (99%) passed. One agent failed the night fire qualification. The officer was provided numerous retraining sessions with certified firearms instructors, however, was unable to pass. PRPB provided documentation that the officer was disarmed and sent for medical evaluation. If PRPB continues conducting training in this manner it can expect to continue to meet compliance with the 12-month training requirement.

The Monitor's Office selected a random sample of 52 officers from the list of officers who were listed as qualified (reduced light and day fire) and requested their certified training records to verify that officers were qualified with their service weapon for this reporting period. A review of the training files and additional documentation confirmed, with the exception of one officer who is currently under medical review, that all officers were qualified. Therefore, the Monitor's Office did not have the opportunity to review whether officers are disciplined after failing to requalify for firearms training.

PRPB's IT Bureau and SAEA are developing a Shooter Module, which will generate global reports; however, as of this reporting period, the module was not yet operational and has not been demonstrated to the Monitor's Office. The Monitor's Office anticipates reviewing an improved Shooter Module when it becomes functional.

Pathway Forward

PRPB needs to continue to qualify all sworn personnel on both day and reduced light fire within a 12-month period and must maintain records of this training in its Global Report. Further, the Monitor's Office stresses the importance of scheduling the training so that both segments are completed during a 12-month period to ensure that all officers are qualified.

PRPB must create and maintain a "master list" which includes all sworn personnel and their status as it relates to firearm training. PRPB must work with the Monitor's Office to grant direct access to PTMS or other structured data sources so that the Monitor's Office can directly verify rates of firearm certifications and justifications for all officers that are not currently certified.

Paragraph 55: Use of Force - Use of Force Training

PRPD shall train all supervisors, FIU members, and command officers on PRPD's use of force policies. Thereafter, PRPD shall provide all supervisors, FIU members, and command officers with training on use of force, force investigations, and force investigation reviews at least annually and, as necessary, based on developments in applicable law and PRPD policy. PRPD's use of force training for supervisors, FIU members, and command officers shall include the following topics:

a) requesting medical services and determining the appropriate use of force reporting levels;

- b) identifying and interviewing involved officers, witness personnel, subjects upon whom force was used, and civilian witnesses;
- c) ensuring proper collection of evidence;
- d) reviewing use of force and supplemental reports for completeness, accuracy, and quality, including recognizing boilerplate language and document discrepancies;
- e) assessing the legality and appropriateness of a detention and subsequent arrest;
- f) legal standards governing the use of reasonable force, including legal standards and requirements for criminal accountability, administrative accountability, and performance improvement related to tactics, training, equipment, and policy sufficiency;
- g) recommending and administering proper discipline and non-punitive corrective action related to use of force; and
- h) report writing.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	April 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	Implemented		
 Practice:	Implemented		

Compliance Targets

1. Training on the use of force, force investigations, and force investigation reviews is consistent with approved policies and the requirements of the paragraph.	☒ Met ☐ Missed
2. 95% of supervisors, FIU officers, and commanders are trained and certified in use of force, force investigations, and force investigation reviews (or scheduled for training, in the case of mid-year reviews).	☒ Met ☐ Missed

Compliance Assessment

The Monitor's Office verified that 95% of supervisors, FIU personnel, and command personnel have been trained on the relevant courses (REA 601 Rules for UOF and REA 605 Report and Investigation of UOF) within the last year as required by the Agreement.

All FIU personnel have completed advanced training related to investigating intentional firearm discharges (Level 4 UOF). The FIU Commanding Officer informed the Monitor's Office that given the influx of new personnel into FIU, all members were trained on an advanced training course currently provided to CIC personnel. This additional training was in response to the Monitor's Office's previous CMRs and recommendations, which identified significant deficiencies in FIU's firearm discharge investigations (Level 4 UOFs).

Pathway Forward

Given the nature of the important work conducted by FIU, it is imperative that they receive all the required training and that this training is periodically updated as needed. The work of the CFRB plays a pivotal role in identifying the training needs of FIU as they evaluate all FIU investigations and are in the best position to uncover deficiencies in training. The Monitor's Office will continue to assess training compliance with target two through random training record reviews.

9. Responding to Behavioral/Mental Health Crisis

As stated in previous CMRs, it is critically important to have CIT trained officers throughout the 13 area commands. Issues garnering personnel interest in the position had presented difficulties in creating CIT programs in all areas in the past. One of the challenges was that the training (40 hours) for CIT certification was only conducted at the Academy, which may have discouraged potential volunteers from the outlying area commands. Officers from those commands may have as much as a two hour daily commute each way to complete the required training. However, PRPB has for the most part overcome this challenge. Currently there are 281 certified CIT officers Bureau-wide. Of that number 253 (90%) are operational in that they are assigned to patrol functions. The remaining 28 (10%) are assigned to various units and functions within PRPB and if needed they can supplement field CIT officers.

Of the 281 certified CIT officers, 78 (28%) were scheduled for retraining. All were retrained by February 2025. The curriculum for CIT training has been revised and provided to the Monitor's Office.

During the January 2025 site visit the Monitor's Office conferred with the Bureau-wide CIT Coordinator, who holds the rank of inspector and has experience in this area including possessing a doctoral degree in psychology, who related the following information:

- In the current reporting period, all area commands have CIT officers on all shifts. As previously stated, to ensure round the clock coverage, area commands are supplementing CIT coverage (if needed) by using CIT trained officers assigned to specialized units, such as, Transit, Drugs, and Hostage Negotiators.
- Current staffing levels in the 13 area commands are as follows:
 - Aguadilla – 16
 - Aibonito – 19
 - Arecibo – 18
 - Bayamón – 16
 - Caguas – 23
 - Carolina – 21
 - Fajardo – 17
 - Guayama – 18
 - Humacao – 18
 - Mayagüez – 30
 - Ponce – 11
 - San Juan – 30
 - Utuado – 16

An additional 26 CIT officers are assigned to specialized units.

Currently in Arecibo, 3 of the 18 certified CIT officers (17%) have been promoted to sergeants; however, they currently remain assigned to the area command and continue to serve as CIT officers. Three additional officers (17%) have been transferred to specialized units (two to the CIC investigative unit and one to motorized). They also continue to serve as CIT officers.

The expansion of CIT officers to all area commands and the presence of CIT trained officers Bureau-wide has enhanced PRPB's ability to handle calls for service involving individuals in crisis, especially those related to "Ley 408" (court ordered involuntary commitment).

PRPB is currently relying on PPR 628.1 (Crisis Intervention Incident Report) and PPR 621.2 (Other Information) to identify incidents involving a person in crisis. PRPB needs to ensure that PPR 628.1 reports are prepared by all officers in incidents involving individuals in crisis. AH Datalytics, the Commonwealth's contractor, has developed a dashboard that identifies interactions with persons in crisis and verifies whether a crisis intervention incident report (PPR 628.1) was created for the incident along with a corresponding UOF report (if applicable) that had identified the subject as having a "mental/psychiatric history" or involved a Ley 408 Committal Order. The dashboard has provided the Reform Office with 24/7 access to this information which is automatically updated daily and is broken down by area command, zone, precinct, and district.

PRPB needs to ensure that the system captures all PPR 621.2s (Other Information) that are not currently captured in a UOF or Ley 408 and query the system to determine if the subject of the report is a person in crisis. This has been an area of discussion that the Monitor's Office and USDOJ have had with PRPB and AH Datalytics, the Commonwealth's contractor.

Paragraph 56: Use of Force - Responding to Behavioral/Mental Health Crisis

PRPD shall develop policies and procedures to improve its response to individuals in behavioral or mental health crisis, and to minimize the use of unnecessary force against such individuals. To achieve this outcome, PRPD shall, in addition to providing all officers with basic training on responding to persons in behavioral or mental health crisis, implement and train a comprehensive first responder Crisis Intervention Team ("CIT") to develop and maintain specially-trained CIT officers. The CIT shall incorporate the following requirements:

- a) The CIT shall develop policies and procedures for the transfer of custody or voluntary referral of individuals between PRPD, receiving facilities, and local mental health and social service agencies.*
- b) The CIT policies and procedures shall require that whenever officers encounter juveniles in mental health crisis that officers refer them to appropriate mental health services located in the community.*
- c) The CIT officers shall be assigned to field operations units and maintain their standard patrol duties, except when called to respond to potential behavioral or mental health crisis events where the officers may be required to respond outside of their assigned patrol district.*

Compliance Status	Assessment Schedule	
Partially Compliant	Review	October 2024 – March 2025

 Policy:	Implemented	Period	
 Training:	Not Implemented	Assessment Frequency	
 Practice:	Not Implemented		Bi-annually

Compliance Targets

1. Policies incorporate all of the requirements of the paragraph.	☒ Met	☐ Missed
2. Training on basic behavioral health is consistent with approved policies and includes general instruction on the CIT program.	☒ Met	☐ Missed
3. 95% of officers are trained and certified in basic behavioral health (or are scheduled for training, in the case of mid-year reviews)	☐ Met	☒ Missed
4. Training on crisis intervention for CIT officers is consistent with approved policies.	☒ Met	☐ Missed
5. 100% of officers assigned to CIT are trained and certified in crisis intervention.	☒ Met	☐ Missed
6. 100% of all officers assigned to CIT meet eligibility requirements.	☒ Met	☐ Missed
7. 95% of responses to incidents involving persons in mental health crisis are within policy.	☐ Met	☒ Missed
8. The incident tracking system tracks all incidents involving persons in mental health crisis and the disposition of the incident. Data analyzed as part of PRPB's annual report on use of force as required by policy.	☒ Met	☐ Missed

Compliance Assessment

The Monitor's Office has reviewed the CIT policies and trainings and found that they meet the requirements of the Agreement. PRPB has also provided the Monitor's Office with a presentation on virtual dispatcher training developed by the Bureau that will be provided to dispatchers; however, this training will not replace the in-person/scenario-based training that dispatchers need to receive.

PRPB along with the Monitor's Office understands that establishing CIT teams is vital. The officers selected to be certified as CIT officers (40 hours of training) will continue in their normal capacity as patrol officers. PRPB now has 253 officers trained and certified as CIT officers throughout the 13 area commands and an additional 28 in specialized units (verified via training records).

During previous reporting periods, USDOJ and the Monitor's Office observed a portion of the REA 628 (CIT) training. The Monitor's Office found the training to be dynamic, knowledge-based, and employed several adult learning techniques, including participation through questions and exercises. While the training has a strong foundation, USDOJ and the Monitor's Office provided some recommendations to further strengthen the training, such as incorporating more experience and scenarios from Puerto Rico and providing attendees with hard copies of the PowerPoint presentation for note taking.

PRPB provided documentation that no training of officers on the basic "Intervention with Persons in Crisis" course took place during this reporting period. The Academy similarly reports that all PRPB officers have not yet received the eight-hour basic CIT training. As noted in various sections of this CMR, virtual training was halted when issues relating to the integrity of the training were brought forth. As

such, no virtual training was conducted during the reporting period. PRPB reports that they are working with the University of Puerto Rico (UPR) to develop virtual training courses for the CIT basic eight-hour specialized course for dispatchers and for the basic eight-hour course for all sworn members. The Monitor's Office is encouraged by PRPB's collaboration with UPR on the matter; however, questions exist whether the dispatcher training should be virtual as opposed to in-person training which provides scenario-based training and interaction. PRPB had indicated that the initial training for dispatchers would be virtual, and the subsequent re-training will be done in person. By following this path, according to PRPB they will be able to provide training to its 300 dispatchers; however, the Monitor's Office differed with PRPB on this issue, indicating that they will need to develop an in-person, scenario-based training course for its dispatchers and subsequently train its dispatchers before it is considered in complete accordance with the Agreement.

During this reporting period the Monitor's Office reviewed GO 628 (Crisis Intervention) and its related forms and annexes. The review of the order itself was a re-review of the policy. The review of PPR 628.1 (Crisis Intervention Incident Report) is a result of a PRPB modification to the report. A newly created form PPR 628.2 (Post Intervention Analysis) was also reviewed.

In reviewing the GO, the Monitor's Office observed that PRPB, through a policy modification, had changed their position which originally required an officer to prepare a PPR 628.1 when handling a call for a person who is the subject of a Court Ordered Involuntary Commitment (Ley 408) regardless of if the subject was in crisis or not. The Monitor's Office agrees with this change as this new process should provide a more accurate number for PRPB relating to persons in crisis.

PRPB worked with USDOJ and the Monitor's Office to establish an evaluation committee as ordered by the court for the purpose of identifying potential evaluation methods and performance measures to gauge the impact of the Arecibo Pilot Program and to assist in the implementation of CIT Bureau-wide. The evaluation committee is made up of members from PRPB along with outside personnel with experience in the mental health field. The Monitor's Office as well as USDOJ have participated in evaluation committee meetings.

The Monitor's Office has confirmed that all officers currently in a CIT role are trained and re-trained in CIT as required and meet eligibility requirements. To date PRPB has provided training records for Academy Classes 227 through 234, verifying that they have successfully completed the 40-hour CIT training. Those officers, if selected, would only require a modified re-training course.

For this reporting period, PRPB reported 680 cases of interactions with persons in crisis. Of that number 110 (16%) were handled by CIT certified officers. A random sample of 69 cases (10%) was selected by the Monitor's Office for review. The source of data for documenting PRPB's interactions with persons in crisis consisted of PPR 628.1 (Crisis Intervention Incident Report). As a result of this case review, the Monitor's Office makes the below observations:

- Forty-seven cases (68%) involved Ley 408 (Court Ordered Involuntary Psychiatric Examination).
- In the 69 cases reviewed only 14 (20%) were handled by certified CIT officers.
- In 7 cases (10%) officers used force to subdue the subject. Five involved Level 1 UOFs (71%).

- In one other case (2024:6-013:018461; 14%) the PPR 628.1 indicated no force used, however, the report clearly indicates that a taser was used but appears to have not made contact. At the very least this should have been categorized as a Level 2 UOF.
- In one case (2025:10-060:000140; 14%) gas was used by the officer.
- It should be noted this is a significant reduction in force used as reported in previous CMRs. PRPB should analyze the appropriate data for the purpose of determining the reason for the UOF reduction.
- There were 8 PPR 628.1 (Crisis Intervention Incident Report) reports (12%) which had incomplete information involving the origin of the call fields.
- Three reported calls (8%) originated from Radio Control.
- In 18 cases (26%) the notification of a person in crisis involved Centro Mando.
- In 39 cases (57%) the notification of a person in crisis involved Retenes (Desk Officers). Since many notifications of a person in crisis originate through field commands, PRPB should consider adding a section to GO 628 (Interventions with Persons in Crisis) that outlines the information that should be obtained before officers are sent on a "person in crisis" call. In addition, this information should be added to the curriculum of the eight-hour course.

Pathway Forward

The Monitor's Office looks forward to working with PRPB as it expands the number of CIT officers throughout the Bureau.

PRPB provided documentation that cadets are being trained in CIT at the Academy and that future classes will receive the 40-hour CIT training as part of the training required to graduate. As previously stated, PRPB should develop a plan to weave some of these officers into the CIT program as they gain patrol experience.

On this point, the only training available to dispatchers is the eight-hour course provided to field personnel. PRPB needs to demonstrate it has developed in-person, scenario-based training specific to dispatchers and begin training on the course. It should be tailored specifically to dispatchers regarding how to route crisis calls to on duty CIT officers.

Paragraph 57: Use of Force - Responding to Behavioral/Mental Health Crisis

PRPD shall train PRPD field operations unit officers in the CIT program and shall ensure that CIT-trained officers are assigned to each shift in each police region. PRPD shall provide crisis intervention training to all dispatchers to enable them to identify calls for service that involve behavioral or mental health crisis events.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	Not Implemented		Bi-annually



Practice:

Not Implemented

Assessment
Frequency*Compliance Targets*

1. 95% of shifts have at least one CIT-trained and certified officer.	☒ Met	☐ Missed
2. Training on crisis intervention for call dispatchers is consistent with approved policies.	☐ Met	☒ Missed
3. 95% of call takers are trained and certified in crisis intervention (or are scheduled for training, in the case of mid-year reviews)	☐ Met	☒ Missed

Note: Training on the CIT program for field operations officers is evaluated as part of the basic behavioral health training in Paragraph 56.

Compliance Assessment

PRPB has implemented a CIT program in all areas. The training for CIT officers took place at the Academy. Officers were required to pass a written exam at which point they could proceed to the scenario-based training segment. The course, Intervention Team in Crisis (CITE 8061), consists of 40 hours of training. PRPB provided the course curriculum as well as a certified list of those who were trained to the Monitor's Office. To date, 281 officers have been trained and certified.

PRPB has also selected CIT coordinators in all area commands who are currently identifying prospective CIT officers. In addition, a Bureau-wide coordinator has been named. PRPB has provided the Monitor's Office with the rating form that PRPB uses for prospective candidates to the program. In addition, the PRPB Commissioner has issued several job postings for uniformed agents from the precincts and districts of the 13 police areas who may be interested in becoming a CIT officer. The job postings provide a job description, eligibility requirements, training description, and application instructions. PRPB continues to interview officers for the position.

The Monitor's Office is encouraged by the progress PRPB has made in establishing a CIT program in all area commands. The Monitor's Office understands that establishing CIT teams in all areas in an expedited manner was difficult initially, given that support services may not have been available in the early stage in some areas. However, the presence of CIT trained officers Bureau-wide will enhance PRPB's ability to handle calls for service involving persons in crisis, especially those related to Ley 408.

Previously, PRPB provided training to field personnel and dispatchers related to CIT; however, the training for dispatchers has not been tailored to their specific roles and responsibilities. To be effective this training should be more in-line with the daily responsibilities of a dispatcher, including how to collect the appropriate information from the caller to provide to the responding officer. PRPB is actively addressing this. PRPB will need to develop an in-person, scenario-based training course for its dispatchers and subsequently train its dispatchers before it is considered in complete accordance with the Agreement.

Pathway Forward

The Monitor's Office is aware that PRPB is in the process of developing and reinstating its virtual training and expects that once completed, it will resume the virtual eight-hour basic CIT training course for all members.

Having developed a curriculum and training for the CIT program, tested it in the field in Arecibo, and expanded to all area commands, the Monitor's Office expects PRPB to continue adding to the program Bureau-wide. The training of officers to handle individuals with mental health issues is of paramount importance. Having a trained officer to deal with people in crisis can help minimize those incidents that can escalate into confrontations in which PRPB members may be required to use force.

The Monitor's Office expects to see significant progress in the training of PRPB personnel in crisis intervention as the CIT program adds more personnel.

As previously stated, PRPB has not provided documentation that dispatchers have received specific training related to dispatching officers to persons in crisis. In fact, to this point, the only training available to dispatchers is the eight-hour course provided for field personnel; however, even this training is unavailable. PRPB needs to develop an in-person scenario-based course specific to dispatchers regarding routing crisis calls to on-duty CIT officers. All dispatchers should receive this training. In addition, PRPB should also consider adding an additional section to GO 628 (Intervention with People in Crisis) identifying information that should be obtained and provided to officers before sending them to Ley 408 calls. Often officers assigned to the position of Reten (precinct/district desk officer) are approached by family members of subjects of Ley 408 Orders requesting that officers carry out the involuntary commitment order.

III. Searches and Seizures: Internal Controls and Accountability

PRPB officers are making progress in articulating probable cause (PC) in police reports. However, some arrest and search files continue to lack necessary documentation, such as the police report, the search consent form, and in many cases, the seized property/evidence form. Improvements are needed in the recording and storage of seized property and evidence, as many evidence rooms do not have adequate space and ventilation to properly preserve evidence, which can compromise evidence preservation. Some officers working in evidence rooms have expressed health concerns due to insufficient ventilation.

Preliminary data indicated a positive trend toward eliminating boilerplate, conclusive, and repetitive language in reports. PRPB supervisors are increasingly responding to arrest scenes, reviewing arrests, conducting inspections, and attending to the needs of arrested individuals in police facilities.

The review and approval for search warrant applications, affidavits, and arrests are also trending positively. Most officers are correctly completing consent search forms. However, the collection of demographic and geographic data is on hold pending the implementation of proposed automated systems in 2025, according to PRPB's Search and Seizure Implementation Plan.

To enhance compliance, PRPB should ensure that final submissions of arrest and search files are thoroughly inspected and audited before being submitted to the Monitor's Office.

Overall, the Commonwealth's compliance with the 18 paragraphs assessed during this reporting period within Searches and Seizures reflects a regression in levels of compliance to what was noted in previous CMRs. In CMR-10, 56% of paragraphs (10 paragraphs) were assessed as partially compliant and 33% (6 paragraphs) were assessed as substantially compliant, in comparison to the current reporting period, where 67% of paragraphs (12 paragraphs) were found to be partially compliant and 11% (2 paragraphs) were found to be substantially compliant. Five paragraphs (28%) were rated as deferred. See figure 3.

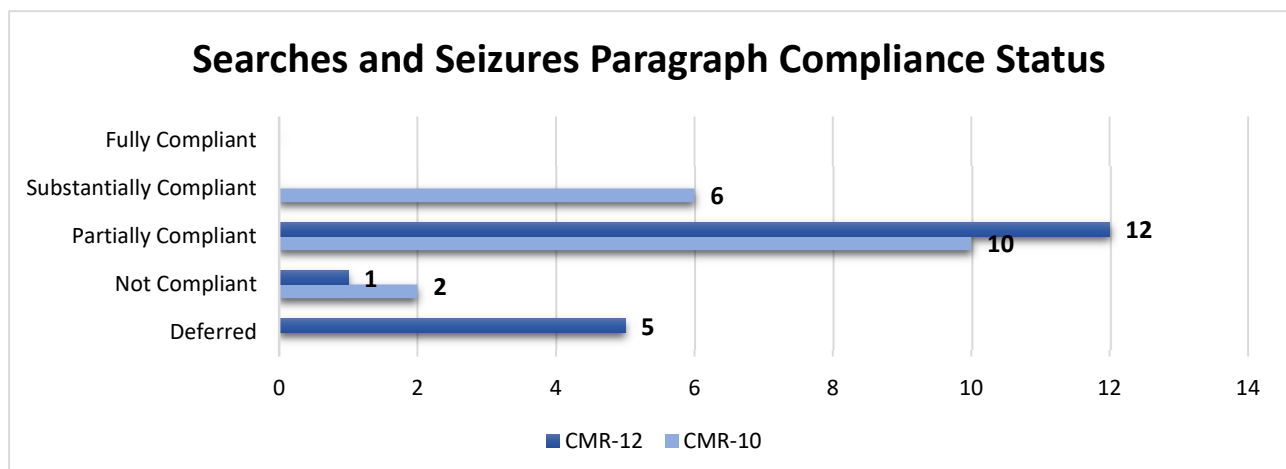


Figure 3. Searches and Seizures: Paragraph Compliance Status

Paragraph 58: Searches and Seizures - General Provisions

PRPD shall ensure that all investigatory stops, searches, and arrests are conducted in accordance with the rights, privileges, or immunities secured or protected by the Constitution and laws of the United States and the Commonwealth of Puerto Rico. PRPD shall ensure that investigatory stops, searches, and arrests are conducted as part of effective crime prevention strategies that are consistent with community priorities for enforcement.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

Note: Compliance will be determined on two separate, but inter-dependent bases: (1) the implementation of Paragraphs 59-79, and (2) the results of outcome assessments, pursuant to Paragraph 243.

Compliance Assessment

Investigatory stops are not allowed in Puerto Rico unless they are the result of traffic violations based on probable cause. The Agreement requires that “...ALL stops and searches...”, including pedestrian and traffic stops, be tracked, recorded, reviewed, and analyzed in accordance with Paragraph 243. PRPB is in the process of developing automated systems to address these issues in its Search and Seizure Implementation Plan. According to the Sixth PRPB Consolidated Status Report, these systems are expected to be up and running in early June 2025.

After completing in-service training on GOs 612 (Searches and Seizures) and 615 (Arrests and Citations) and viewing a video about articulating PC, PRPB officers have improved their documentation of PC. Data shows that officers correctly established and documented PC in 58 out of 61 arrest cases, achieving a 95% compliance rate.

PRPB tracks officers viewing the PC video using the Info Access module, which has reached 9,563 out of 10,495 officers, or 91%, as of March 2025, according to PRPB’s March 2025 Self-Assessment Report. As of this writing, PRPB is maintaining an in-service training schedule.

The Monitor’s Office received two operational plans from PRPB showing proactive police actions in response to community priorities (SAOC-CA-2-11-356 for Arecibo Command Area and SAOC-CA-2-047-1-847 for Manati Command Area). While well-organized, these plans lacked specific evidence that they aligned with community priorities. PRPB must provide additional documentation, including requests from Community Interaction Committees (CICs), local community meeting notes, police responses, and island-wide operation results.

Pathway Forward

Adhering to the training schedule will help PRPB maintain compliance with this paragraph and others in this section. PRPB must provide operational plans and documentary evidence showing it seeks community and CIC input for law enforcement operations affecting criminal activity or quality of life issues. Evidence can include notes from community meetings, emails, and records from CIC member meetings, including how the police addressed these concerns and the outcome. Once implemented, graphical dashboards and scorecards (GTE and CAD modules) to track stop data will assist PRPB in complying with this paragraph and Paragraph 243 of the Agreement.

1. Stops, Searches, and Seizures

Paragraph 59 is assessed annually and will be reviewed in CMR-13.

2. Investigatory Stops and Searches

PRPB officers have improved documentation of PC during stops and searches, reducing repetitive language. In-service training provided to all personnel last year contributed to these improvements. PRPB is progressing to the next phase of training.

Automated systems for collecting and analyzing demographic and geographic data will be implemented in June 2025. Therefore, Paragraphs 60 through 64 are deferred until then.

Paragraph 60: Searches and Seizures - Investigatory Stops and Searches

PRPD shall develop an Investigatory Stops and Searches Reporting Policy and a system to collect data on all investigatory stops and searches, whether or not they result in an arrest or issuance of a citation. PRPD's stop data collection system shall be subject to the review and approval of the TCA, and shall require officers to document the following: (a) the date, time, location, and duration of the stop and/or search; (b) the reason for the stop and/or search; (c) the subject's apparent race, color, ethnicity or national origin, gender, and age; (d) whether any contraband or evidence was seized, and the nature of the contraband or evidence; and (e) the disposition of the stop, including whether a citation was issued or an arrest made. PRPD shall require that officers submit written reports regarding investigatory stops and searches to their supervisor by end of shift for review. A copy of these reports shall be forwarded to SPR and the Reform Unit for tracking and analysis.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

1. 100% of stops and searches are justified based on probable cause. For stops and searches based on a lesser standard or that are otherwise unjustified, PRPB takes corrective and/or disciplinary action. ☐ Met ☐ Missed
2. 100% of stops and searches reviewed as part of other areas of the Agreement are based on probable cause. For stops and searches based on a lesser standard or that otherwise unjustified, PRPB takes corrective and/or disciplinary action. ☐ Met ☐ Missed

Note: PRPB has not authorized investigatory or Terry stops based on reasonable suspicion. For Paragraphs 60-64, the Monitor's Office will assess the basis for stops and arrests based on probable cause.

Compliance Assessment

GO 612 (Searches and Seizures) addresses investigatory stops in general terms (traffic stops based on PC, see Section III.B.18. and 19). It also addresses the issue of collecting and tracking investigatory stop data, as the Agreement requires, in Section V.B. "Compliance" of the policy.

PRPB conducts traffic stops based only on PC, but those stops are recorded only if they result in an arrest or a traffic citation. PRPB still does not have the ability to record demographic and geographic data on all its investigatory stops. The data collected are not yet analyzed as required by this section and Paragraph 243. PRPB is developing an automated system to properly track, collect, and analyze demographic and geographic data resulting from all investigatory stops and searches. However, PRPB has run into technical delays, nonetheless, it reports that the delivery of the pilot phase of the system remains on schedule for June 2025.

Among the randomly selected arrest files, there were 17 arrests resulting from traffic stops by PRPB Highway Patrol Units. Sixteen of the 17 files (94%) had well-established PC. One had poorly established PC (2024-5-199-001431), which led the judge to dismiss the charges. Although PRPB officers have made significant progress establishing PC during investigatory stops, this paragraph will remain deferred due to lack of collection and analysis of geographic and demographic data in these cases.

Pathway Forward

This paragraph will be deferred until PRPB creates and implements the necessary dashboards and graphical scorecards for collecting, tracking, and analyzing all investigatory stops and searches, including traffic stops that result in arrest or citation, as required by Paragraph 243 of the Agreement. Additionally, a public report must be submitted to the Monitor's Office. The Commonwealth is making active efforts to get this work underway through its work on a new RMS implementation and contracting with Benchmark Analytics to develop related modules. So long as this work actively continues, this paragraph will remain in deferral until said work is completed and assessments for compliance can be conducted. This is true for all paragraphs assessed as part of Paragraph 60.

Paragraph 61: Searches and Seizures - Investigatory Stops and Searches

PRPD's Investigatory Stops and Searches Reporting Policy shall explicitly prohibit the use of boilerplate or conclusory language in all reports. PRPD policies shall also expressly prohibit officers from knowingly using or relying on information known to be materially false or incorrect in effectuating an investigatory stop or detention.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 60.

Compliance Assessment

PRPB prohibits the use of conclusory or boilerplate language and materially false or incorrect information by its officers, as stated in GO 615 (Arrests and Citations). By clearly articulating PC in 58 out of 61 arrest cases (95%), PRPB officers have avoided repetitive language. Training all officers last year and a video on PC viewed by about 91% of officers contributed to this achievement.

This paragraph will remain deferred until PRPB can fully implement automated systems to monitor and analyze all investigatory stops and searches, as it is evaluated with Paragraph 60 above.

Pathway Forward

GO 615 (Arrests and Citations) provides thorough guidance for officers during arrest situations. This paragraph remains deferred for assessment with Paragraph 60 until PRPB develops dashboards and graphical scorecards for collecting, tracking, and analyzing investigatory stops and searches.

Paragraph 62: Searches and Seizures - Investigatory Stops and Searches

A supervisor shall review each report on Investigatory Stops and Searches to determine whether the stop or search was within PRPD policy and this Agreement. For any investigatory stop or search deemed to be outside of PRPD policy or this Agreement, the supervisor shall determine if the stop or search: (a) should result in an internal investigation by SPR; (b) indicates a need for additional training, counseling, or any other non-punitive corrective measure for the involved officer; and (c) suggests the need for revising or reformulating agency policy, strategy, tactics, or training. The supervisor shall document on an auditable form those investigatory stops and searches that are unsupported by reasonable suspicion; are in violation of PRPD policy or this Agreement; or that indicate a need for corrective action or review of agency policy, strategy, tactics, or training. The quality of these supervisory reviews shall be taken into account in the supervisor's performance evaluations.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – March 2025
 Policy:	Implemented		

 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 60.

Compliance Assessment

All investigatory stops and searches by PRPB officers must be based on PC per policy. GO 615 (Arrests and Citations) requires that all investigative stops whether resulting in an arrest or citation be based on PC and the Agreement requires that all such stops be documented and collected with specific demographic and geographic data for proper analysis and reporting. PRPB is in the process of implementing automated systems to address this issue.

There were 17 random samples of investigatory stops (traffic stops) and searches analyzed by the Monitor's Office for this reporting period. Sixteen of the 17 (94%) showed that officers properly established PC prior to arrest. In the remaining case (2024-5-199-001431), the officer failed to properly establish PC. The responding supervisor in this case also failed to note the lack of PC before the arrest. However, the case was ultimately dismissed in court for lacking PC. No corrective action was recommended by either the supervisor or the unit director (commander).

This paragraph will be deferred until automated systems are implemented, as mentioned in Paragraph 60.

Pathway Forward

PRPB must continue working towards the implementation of required systems to document and analyze all investigatory stops and searches, especially traffic stops resulting in no arrest or citation as well as consent searches. Supervisors are required to carefully monitor instances where officers may not have sufficient PC for an arrest, offering guidance and taking corrective measures when necessary.

Paragraph 63: Searches and Seizures - Investigatory Stops and Searches

A command-level officer or official shall review, in writing, all supervisory auditable forms related to investigatory stops and detentions. The commander's review shall be completed within three business days of receiving the document reporting the event. The commander shall evaluate the corrective action and recommendations in the supervisor's written report and ensure that all appropriate corrective action is taken, including referring the incident for administrative or criminal investigation.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – March 2025
 Policy:	Implemented		

 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 60.

Compliance Assessment

Within the randomly selected arrest and search files, command-level officers reviewed 17 investigative stops during this reporting period. Fourteen of these reviews were rated as good (82%), one was rated as poor (2024-3-199-002199; 6%), and two were incomplete (2024-7-299-003624 and 2025-10-199-000266; 12%). Only 3 reviews (2024-5-199-001538, 2025-5-199-000115, and 2025-11-199-000293; 18%) were completed within the required 3-business day period, while the remaining 14 reviews exceeded this timeframe, sometimes by several weeks. Commanders did not identify or report any violations by officers or supervisors in any of their reviews.

Currently, only stops that lead to arrests are recorded, which prevents command-level officers from reviewing stops without arrests or citations. PRPB is working on systems to document all investigative stops. Until then, this paragraph remains deferred.

Pathway Forward

Supervisors and commanders must review all stop and detention reports, including traffic stops, whether resulting in arrest, no arrest, or citation. Key demographic and geographic data must be collected for analysis to comply with Paragraph 243 of the Agreement's Outcome Assessments.

Paragraph 64: Searches and Seizures - Investigatory Stops and Searches

At least annually, PRPD shall analyze investigatory stop and search data to determine significant trends, identify and correct deficiencies revealed by this analysis, and document its findings in a public report.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 60.

Compliance Assessment

Paragraph 243 of the Agreement requires that all investigative stops and searches be tracked, recorded, reviewed, and analyzed. Graphical dashboards and scorecards for the collection and analysis of this data are being developed as of this writing but are not scheduled for full implementation until June 2025 per the PRPB April 2025 Consolidated Status Report. For this reason, this paragraph will remain deferred.

Pathway Forward

PRPB must create and implement automated systems capable of the required data collection and analysis as required under this section and Paragraph 243. A timely report to publish its findings is also required for compliance.

3. Arrests

Most officers consistently are preparing arrest reports accurately. This likely results from PRPB completing in-service training on arrests and searches for all officers last year and continuing this training in the next training phase. However, there is still an issue with some arrest files missing properly completed forms.

Paragraph 65: Searches and Seizures - Arrests

PRPD shall revise its policies on arrests to ensure that they comply with applicable law and comport with generally accepted policing practices.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025 for Compliance Target 1.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 2 – 5.
 Training:	N/A	Assessment Frequency	Annually for Compliance Target 1. Bi-annually for all others.
 Practice:	Not Implemented		

Compliance Targets

1. Policies and forms incorporate all of the requirements of Paragraphs 59, 65-71.	☒ Met	☐ Missed
2. 95% of selected arrests are notified and reviewed by supervisors in accordance with approved policies.	☒ Met	☐ Missed
3. Officers transport arrestees and complete required arrest documentation in accordance with approved policies in 95% of selected arrests.	☐ Met	☒ Missed
4a. Supervisors respond to injuries and complaints of pain by detainees or arrestees in accordance with approved policies in 95% of selected arrests.	☐ Met	☒ Missed

4b-e. Supervisors review, document, and take corrective action, including making referrals when necessary, as required by approved policies in 95% of selected arrests. ☒ Met ☐ Missed

5. Unit commanders review, document, and take corrective action, including making referrals when necessary, as required by approved policies in 95% of selected arrests. ☒ Met ☐ Missed

Note: Training is assessed as part of Section E (Paragraphs 78-79) regarding Training on Stops, Searches, and Seizures.

Compliance Assessment

GO 615 (Arrests and Citations) conforms to generally accepted policing practices and complies with the Agreement. This policy was last revised and approved in October 2022 and is in the review process as of this writing pending the implementation of the PRPB Search and Seizure Implementation Plan.

During this reporting period, the Monitor's Office reviewed 85 arrest and search files that were eligible for supervisory review on form PPR 615.8. Eighty-two of those supervisory reviews were found to be compliant (96%), while 3 were rated not compliant (2024-5-199-001431 due to poor writing; 2025:8-072:000456 missing PPR 615.8 form; and 2024-3-199-002199 with missing pages in PPR 615.8). This results in a positive compliance rate of 96%, slightly above the required rate of 95%. PRPB officers frequently do not report mileage when transporting arrestees to police facilities, which is a violation of PRPB policy. In 40 out of 56 arrest and search files reviewed, officers failed to report the mileage, resulting in a 71% non-compliance rate.

Additionally, once arrestees arrive at a police facility, PRPB policy and the Agreement require that supervisors must inspect them for injuries and provide medical assistance when needed. This information must be recorded on the PRPB booking sheet, PPR 631.1 (Arrested Person Report).

However, in only 73 arrest and search cases out of 91 did supervisors properly inspect arrestees for injuries, for a compliance rate of 80%, well short of the required 95%. The remaining 18 were non-compliant due to several issues, such as no booking sheet included (Cases 2024-3-199-002199 and 2024-10-060-002472); multiple arrests but only one booking sheet included (2024-5-199-001538 and 2024-6-013-17442); one file contained two different booking sheets with different information (2024-7-111-13700); and in 11 other cases the supervisors included the booking sheets but failed to document the condition of the arrestee (Some samples: 2024-5-006-002959, 2024:11-400:000113, 2024:7-024:004379, and 2023:6-013:005726).

In three arrest files (2024-5-199-001431, 2025:7-254:00260, and 2024-2-052-003499), officers did not establish PC. The supervisor in one case also failed to note the lack of PC. That case was dismissed in court for lacking PC, and no corrective action was taken by the supervisor or the district commander. However, in another case (2023-6-018-005358), a supervisor recommended non-punitive discipline (re-training and verbal warning) for an officer who allowed a detainee to escape.

Pathway Forward

PRPB must ensure all arrest files contain properly completed booking sheet PPR 631.1 (Arrested Person Report) and ensure that supervisors always inspect arrestees for injuries and note it on the form.

Supervisors and commanders (district/unit directors) must also take disciplinary or remedial action when an officer fails to establish PC before an arrest. Officers and dispatchers must also note the mileage to/from police facilities as required by PRPB policy and the Agreement, either on the Dispatch Card (PPR 126.2) or the police report (PPR 621.1).

Paragraph 66: Searches and Seizures - Arrests

PRPD shall require that officers notify the communications command center and a supervisor immediately after an arrest, or as soon as practicable. For felony arrests, or an arrest for obstructing or resisting an officer, PRPD shall require a field supervisor to respond to the scene of the incident and approve the officer's arrest determination, based on the existence of probable cause. If an officer's arrest determination is insufficient, or otherwise unjustified, the supervisor may, if necessary, interview the subject. The supervisor shall take appropriate action to address violations or deficiencies in an officer's arrest determination, including releasing the subject, recommending non-punitive corrective action for the involved officer, or referring the incident for administrative or criminal investigation. If a supervisor is unavailable to respond to the scene or there are exigent circumstances, the officer shall notify his or her immediate supervisor over a recorded channel of the elements of probable cause for the felony arrest or arrest for obstructing or resisting an officer. If the officer's immediate supervisor is unavailable, the officer shall notify any field supervisor over a recorded channel of the elements of probable cause for the felony arrest or arrest for obstructing or resisting an officer.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025 for Compliance Target 1.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 2 – 5.
 Training:	N/A	Assessment Frequency	Annually for Compliance Target 1. Bi-annually for all others.
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 65.

Compliance Assessment

During this reporting period the Monitor's Office reviewed 123 PPR 126.2s (Complaint Cards) submitted by PRPB. On this form dispatchers note when a supervisor is notified of an arrest or to respond to an incident. Only five of the forms (4%) indicated this notification. However, most supervisors reported on form PPR 615.8 or PPR 621.1 (Police Report) that they responded to arrest scenes personally, by phone, or via radio. Included in this randomly selected sample were 11 cases for resisting arrest, and supervisors responded to all 11 of those cases. In the 11 cases, supervisors responded to 9 personally (82%), 1 by phone (9%), and 1 by radio (9%).

In felony cases, supervisory personnel responded to the scene in 32 out of 36 eligible arrest cases, resulting in an 89% compliance rate, which falls short of the required 95%. In case 2024-5-199-001431,

the arresting officer did not establish clear and sufficient PC for the arrest. This oversight was not identified by the responding supervisor, and the case was subsequently dismissed in court due to lack of PC. No corrective action was recommended by either the supervisor or the district commander.

Since this paragraph is assessed with Paragraph 65, it will therefore remain partially compliant.

Pathway Forward

PRPB must ensure that dispatchers and officers adhere to policy and document on PPR 126.2 (Complaint Card) when a supervisor is notified of an arrest. Furthermore, to facilitate the Monitor's Office's determination of compliance, officers are required to specify whether the charged crime is a felony or a misdemeanor. The Agreement mandates that supervisors respond to the scene for arrests related to felonies, assaulting an officer, obstruction of justice, or resisting arrest. Supervisors must verify that officers establish PC before making an arrest and enforce appropriate disciplinary measures when warranted.

Paragraph 67: Searches and Seizures - Arrests

When transporting an arrestee, officers shall take the safest and most direct route to the booking location. PRPD policy shall require that officers notify the communications command center of the starting and ending mileage on the transporting vehicle, as well as the gender, race, ethnicity, national origin, and apparent age of the arrestee. The officer shall complete all written arrest forms and booking recommendations at the time an arrestee is presented at any PRPD precinct, station, or specialized unit for booking.

Compliance Status		Assessment Schedule	
Not Compliant		Review Period	April 2024 – March 2025 for Compliance Target 1.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 2 – 5.
 Training:	N/A	Assessment Frequency	Annually for Compliance Target 1. Bi-annually for all others.
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 65.

Compliance Assessment

Currently, PRPB does not have a method to track officers' travel when transporting arrestees. Officers frequently do not report the beginning and ending mileage to the communication command centers (Centro de Mando) when transporting arrestees. Alternatively, it may be that the communication centers are not recording this information on PPR 126.2 (Complaint Cards) when notified. The Monitor's Office reviewed 123 complaint cards submitted during the reporting period, noting that one arrest case (2024-5-199-001538) did not include a complaint card. None of the 123 cards reviewed contained an entry for mileage. However, a few officers are documenting the mileage on police reports. This was

observed in 15 out of 123 police reports reviewed, accounting for 12%. The Monitor's Office was informed that PRPB is developing a revised GTE module that is expected to assist with compliance.

Officers are not completing all required arrest forms by the end of their shift. Out of 123 arrest and search files reviewed, 52 were missing at least one form (42%), most commonly PPR 636.1 (Property/Evidence Form). In some cases, the police report, booking sheet, or motor vehicle inventory form were also missing.

Pathway Forward

The upcoming implementation of a new GTE module by PRPB will facilitate accurate recording of mileage when transporting arrestees to police facilities. This new module is expected to assist PRPB with compliance. However, PRPB must ensure that dispatchers are trained to solicit and record this information on PPR 126.2 (Complaint Card), as required by policy and the Agreement. Supervisors must also verify that all necessary information is documented in police arrest reports and related forms, and that these forms are included in the files before final approval.

Paragraph 68: Searches and Seizures - Arrests

At the time of presentment at a PRPD precinct, station, or specialized unit, a watch commander or supervisor shall visually inspect each detainee or arrestee for injury, interview the detainee or arrestee for complaints of pain, and ensure that the detainee or arrestee receives medical attention from an appropriate medical provider, as necessary.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025 for Compliance Target 1.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 2 – 5.
 Training:	N/A	Assessment Frequency	Annually for Compliance Target 1. Bi-annually for all others.
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 65.

Compliance Assessment

Once arrestees arrive at a police facility, PRPB policy and the Agreement require that supervisors must inspect them for injuries and provide assistance when needed. This information is usually recorded on the booking sheet (PPR 631.1: Arrested Persons Report). However, in only 73 arrest and search cases out of 91 did supervisors properly inspect arrestees for injuries, for a compliance rate of 80%, well short of the required 95%. The remaining 18 were non-compliant due to several issues, such as no booking sheet included in the file (2024-3-199-002199 and 2024-10-060-002472); multiple arrests but only one booking sheet included (2024-5-199-001538 and 2024-6-013-17442); one file contained two booking sheets with

different information (2024-7-111-13700); and in 11 other cases the supervisors included the booking sheets but failed to document the condition of the arrestee (Some samples: 2024-5-006-002959, 2024:11-400:000113, 2024:7-024:004379, and 2023:6-013:005726).

Pathway Forward

As required by this paragraph, in order for compliance to move forward PRPB supervisors must complete the Booking Sheet (PPR 631.1: Arrested Persons Report) for every arrest, inspect arrestees for injuries, and provide medical assistance when needed. Also, the Monitor's Office has noted that most arrestees are not held in cells while arrest paperwork is being processed. Although this is not a requirements of this paragraph this practice is contrary to generally accepted policing practice. It is extremely important that arrested persons are secured once inside police facilities to ensure the safety of officers, arrestees, as well as third parties. The Monitor's Office recommends that PRPB update its policies addressing arrests and booking procedures to reflect this generally accepted policing practice for officer safety.

Paragraph 69: Searches and Seizures - Arrests

PRPD shall require that all booking recommendations be personally reviewed and approved in writing in an auditable form by a supervisor as to appropriateness, legality, and conformance with PRPD policies within 12 hours of the arrest, absent exceptional circumstances. Supervisors shall also examine arrest reports and forms related to the arrest for boilerplate or conclusory language, inconsistent information, lack of articulation of the legal basis for the action, or other indicia that the information in the reports or forms is not authentic or correct. Supervisors shall evaluate each incident in which a person is arrested for interfering with a police officer, resisting arrest, assault on a police officer, or other similar charge to determine whether the incident raises any issue or concern regarding the basis for the arrest or implications on training, policies, or tactics.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025 for Compliance Target 1.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 2 – 5.
 Training:	N/A	Assessment Frequency	Annually for Compliance Target 1. Bi-annually for all others.
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 65.

Compliance Assessment

GO 615 (Arrests and Citations) requires supervisors to personally review and approve warrantless arrests on PPR 615.8. During this reporting period, the Monitor's Office reviewed 85 arrest and search files that were eligible for supervisory review on form PPR 615.8. Eighty-two of those supervisory reviews were found compliant (96%), while 3 were rated non-compliant (2024-5-199-001431 due to poor writing; 2025:8-072:000456 missing PPR 615.8; and 2024-3-199-002199 missing pages in PPR 615.8). In case

2024-5-199-001431, the arresting officer did not establish clear and sufficient PC for the arrest. The responding supervisor in this case also failed to notice the lack of PC before the arrest, and the case was ultimately dismissed in court for lacking PC. No corrective action was recommended by either the supervisor or the district commander in that case.

Supervisors must review arrests and booking recommendations within 12 hours. However, PRPB did not provide dates and times for most arrest files. Only 26 out of 85 files had dates but no time (31%); 7 of those files were reviewed the same or next day after arrest. But without arrest timestamps, compliance with the 12-hour requirement cannot be verified.

PRPB officers effectively articulated PC in 95% (58 out of 61) eligible arrest cases, avoiding repetitive language. Training all officers last year and a PC training video viewed by 91% of officers contributed to this success. As a result, in its review, the Monitor's Office did not find any evidence of boilerplate or conclusory language, inconsistent information, or other indicators that the information in the reports or forms was not authentic or correct.

Among the randomly selected arrests, 11 involved charges of resisting arrest. Supervisors attended to all 11 cases; they responded personally in 9 instances (82%), by phone in 1 instance (9%), and via radio in another. The supervisors reported no issues regarding these arrests.

Pathway Forward

To maintain satisfactory compliance levels, supervisors must continue to review all booking recommendations within the 12-hour period required by this paragraph and ensure that all eligible arrests are properly reviewed and documented. PRPB must also ensure that districts and units add the time and date of arrest under column F designated for "FECHA DD-MM-AA" on the sampling spreadsheet.

Paragraph 70: Searches and Seizures - Arrests

As part of the supervisory review, the supervisor shall document on an auditable form those arrests that are unsupported by probable cause, are in violation of PRPD policy or this Agreement, or that indicate a need for corrective action or review of agency policy, strategy, tactics, or training. The quality of these supervisory reviews shall be taken into account in the supervisor's performance evaluations.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025 for Compliance Target 1.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 2 – 5.
 Training:	N/A	Assessment Frequency	Annually for Compliance Target 1. Bi-annually for all others.
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 65.

Compliance Assessment

The Monitor’s Office reviewed 85 arrest and search files that were eligible for supervisory review on PPR 615.8. Eighty-two of those supervisory reviews were found compliant (96%), while 3 were rated not compliant (2024-5-199-001431 due to poor writing; 2025:8-072:000456 missing PPR 615.8; and 2024-3-199-002199 missing pages in PPR 615.8). In case 2024-5-199-001431, the arresting officer did not establish sufficient PC for the arrest. The responding supervisor also failed to notice the lack of PC before the arrest, and the case was ultimately dismissed in court for lacking PC. No corrective action was recommended by either the supervisor or the district commander in that case. While in case #2023-6-018-005358, a supervisor recommended non-punitive discipline (re-training and verbal warning) for an officer who violated policy resulting in a detainee escaping custody.

According to GO 310 (Performance Evaluations) supervisors are required to evaluate the “...quality of elements to establish probable cause...” The GO also establishes the grade-point score for each category as follows: Excellent - 4 points; Passing - 3 points; Needs Improvement - 2 points; Fail - 1 point; and N/A for Not Applicable. PRPB submitted 23 supervisor performance evaluations this reporting period and all were matched to arrest files submitted. All but one were rated passing or above in operational skills, supervisory skills, arrest skills, and search and seizure skills. Among the samples, a low score of 2.28, which is below passing, was given for supervisory skills.

Pathway Forward

PRPB supervisors are ensuring compliance by reviewing at least 95% of selected arrests. As required by Paragraph 69, PRPB must also ensure that all warrantless arrests are thoroughly reviewed and that all relevant arrest forms are completed and included in the files. Appropriate disciplinary action should be taken, when non-compliance is identified. Any supervisor who fails to address deficiencies in their officers’ performance should be held accountable, and this should be reflected in their performance evaluations.

Paragraph 71: Searches and Seizures - Arrests

A command-level officer or official shall review, in writing, all auditable forms related to arrests. The commander’s review shall be completed within seven days of receiving the document reporting the event. The commander shall evaluate the corrective action and recommendations in the supervisor’s written report and ensure that all appropriate corrective action is taken. Whenever a reviewing supervisor or command-level officer finds evidence of an arrest indicating apparent misconduct or apparent criminal conduct by an officer, he or she shall immediately notify his or her supervisor for referral to the appropriate investigating unit or the PRDOJ. The Superintendent shall be notified of the referral.

Compliance Status	Assessment Schedule	
Partially Compliant	Review	

 Policy:	Implemented	Period	April 2024 – March 2025 for Compliance Target 1. October 2024 – March 2025 for Compliance Targets 2 – 5.
 Training:	N/A	Assessment Frequency	Annually for Compliance Target 1. Bi-annually for all others.
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 65.

Compliance Assessment

Eighty-five arrest and search files were eligible for supervisory review on PPR 615.8. Eighty-two of those supervisory reviews were found compliant (96%), while 3 were rated not compliant for various reasons. The commanders’ review was outside the 7-day period in 46 out of 82 cases (56%), while 36 cases fell within the 7-day requirement.

While no serious or criminal misconduct was found by supervisors or commanders in the above-mentioned cases, in case 2024-5-199-001431, a supervisor overlooked a lack of PC for an arrest, leading to a case dismissal. No corrective action was recommended due to this oversight. Similarly, the district commander missed this issue in his review. In contrast, in case #2023-6-018-005358, an officer received non-punitive discipline for failing to adhere to policy on handling an arrestee, allowing the person to escape. The supervisor recommended verbal warning and re-training, which the district commander’s approved.

Pathway Forward

PRPB commanders, similar to supervisors, regularly review arrest reports, achieving a compliance rate above the required 95%. Commanders should closely monitor officers’ and supervisors’ reviews to identify and address deficiencies. Additionally, commanders need to ensure timely evaluations of arrests, as more than half of their reviews of supervisors’ arrest evaluations exceeded the seven-day limit established by the Agreement.

Paragraph 72: Searches and Seizures - Arrests

PRPD shall require officers to provide written receipts to individuals whenever property is seized from the individuals. PRPD shall establish procedures that are based on generally accepted policing practices to ensure that all seized property is properly stored and returned, as appropriate.

Compliance Status	Assessment Schedule	
Partially Compliant	Review	

 Policy:	Implemented	Period	April 2024 – March 2025 for Compliance Target 1. October 2024 – March 2025 for Compliance Targets 2 and 3.
 Training:	N/A	Assessment Frequency	Annually for Compliance Target 1. Bi-annually for all others.
 Practice:	Not Implemented		

Compliance Targets

1. Polices incorporate all of the requirements of Paragraphs 59 and 72.	☒ Met ☐ Missed
2. Property is seized, stored, and returned, as appropriate, in accordance with approved policies in 95% of selected arrests.	☐ Met ☒ Missed
3. PRPB takes disciplinary and/or corrective action in response to all sustained complaints where an officer fails to issue a receipt, store, or return seized property in accordance with approved policies.	☒ Met ☐ Missed

Note: Training is assessed as part of Section E (Paragraphs 78-79) regarding Training on Stops, Searches, and Seizures.

Compliance Assessment

Per GO 636 (Evidence Rooms) PRPB officers must record seized evidence and property on PPR 636.1 (Seized Property Form). Various other forms, such as PPR 636.2, are used to track and keep the chain of custody by PRPB officers. During this reporting period, there were 89 cases (arrest and search files) eligible for the completion of PPR 636.1 (Seized Property Form). However, officers submitted the completed form in 47 cases for a compliance rate of 53%, well short of the 95% required. No seized property forms were submitted in the 42 remaining cases.

In January 2025, the Monitor's Office followed up the September 2024 site visit to SARP to check the status of the following cases:

- 2024-01274: firearm not turned into PRPB Armory Deposit - under investigation by Area Command
- 2024-00939: seized motor vehicle without cause- investigation completed, case is at Office of Legal Affairs (OAL) awaiting approval
- 2024-00855: controlled substance - quantity of drugs seized was 6 when photo showed 12- at OAL awaiting approval
- #2024-00965: unknown where firearms are- under investigation by Area Command
- #2024-00700: misconduct and illegal seizure of property- under investigation by Area Command
- #2024-01195: location of firearms unknown- investigation held at Evaluation/Adjudication Section
- #2024-01800: new case as of November 2024- seized property (cellphone, vehicle plates, department gas card) not properly documented - under investigation.

The Monitor's Office has conducted site visits to multiple evidence rooms during this reporting period and identified several concerns. Evidence rooms currently have insufficient space for proper evidence storage, ventilation, and equipment. Carolina Criminal Investigations Corp (CIC) requires three additional cameras and increased storage space. The Ponce Drug Unit needs filing cabinets, shelves, and external ventilation, especially because fentanyl and marijuana are frequently stored there, which could pose health issues for officers. Utuado CIC requires a new printer in the evidence front office for security purposes. The roof at the Mayaguez CIC is leaking, which poses a risk of damage to evidence, and additional shelving is required for storage. The Monitor's Office will address these issues in future CMRs.

Pathway Forward

It is highly unlikely that in 42 arrest cases (almost half of the sample) arrestees possessed no personal property, such as cellphones, wallets, jewelry, currency, etc., that would be required to be inventoried according to GO 636 (Evidence Rooms). Supervisors must ensure PRPB officers comply with GO 636 by completing PPR 636.1 (Seized Property Form) for all arrests and searches involving personal or evidence items. Often, officers mix evidence and personal property on the same form, against standard practice. PRPB should create separate processes for evidence and returnable personal property. The Monitor's Office recommends requiring one PPR 636.1 for seized incriminating evidence and another for returnable personal property. Insufficient storage space, inappropriate equipment, and poor ventilation in evidence rooms throughout the island present significant challenges. These factors may harm or diminish the value of the evidence, potentially impacting the resolution of criminal cases. Additionally, officers' health can be compromised in certain situations.

Paragraph 73: Searches and Seizures – Arrests

Paragraph 73 is assessed annually and will be reviewed in CMR-13.

4. Searches

The review of GO 612 (Searches and Seizures, last updated in March 2022) is pending the implementation of the Searches and Seizures Implementation Plan. The current policy adheres to widely accepted policing practices and complies with both federal and local constitutional and criminal procedure standards. Searches conducted with warrants and consents are properly executed and documented by officers. Evaluations of arrests and searches by supervisors and commanders are progressing appropriately. In-service and video training on establishing and documenting probable cause for searches and arrests have significantly contributed to officers' adherence to PRPB policy and the requirements of the Agreement.

Paragraph 74: Searches and Seizures - Searches

PRPD shall revise its policies on searches to ensure that they comply with applicable law and comport with generally accepted policing practices. PRPD policies shall define all terms clearly and specify procedures for executing search warrants and warrantless searches, including handling, recording, and taking custody of seized property or evidence.

Compliance Status

Assessment Schedule

Partially Compliant		Review Period	April 2024 – March 2025 for Compliance Target 1. October 2024 – March 2025 for Compliance Target 2.
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Annually for Compliance Target 1. Bi-annually for all others.
 Practice:	Not Implemented		

Compliance Targets

1. Policies and forms incorporate all of the requirements of Paragraphs 59, 74-77.	☒ Met	☐ Missed
2. Searches are conducted and reviewed by supervisors in accordance with approved policies in 95% of selected searches.	☐ Met	☒ Missed

Note: Training is assessed as part of Section E (Paragraphs 78-79) regarding Training on Stops, Searches, and Seizures.

Compliance Assessment

The current Search and Seizure (GO 612; last reviewed and revised in March 2022) conforms to generally accepted policing practices and complies with applicable laws and constitutional mandates. It clearly defines all terms and specifies procedures for conducting searches with or without a warrant, and provides guidance for officers in securing, handling, recording, and taking custody of seized property and evidence. It is presently on hold pending the implementation of the Searches and Seizures Implementation Plan.

In the randomly selected sample of 61 eligible searches, the Monitor's Office evaluated 51 as substantially compliant, resulting in an 84% compliance rate. Three searches were rated partially compliant due to various issues: lack of PC (2024-5-050-013035), missing PPR 636.1 (Seized Property Form) and search warrant return, file submitted as a consent search but actually a search warrant case (2025-8-199-000600), and a consent search file missing PPR 636.1 and PPR 631.1 (Arrested Persons Report) (2025:4-400:000034). Seven searches were rated non-compliant for missing multiple forms, including the police report, booking sheet, consent search documentation, SW return, and failure to note the physical condition of arrestees, among others (examples include cases 2024-10-060-002472, 024:7-024:004379, 2025:4-078:0484, 2025-8-199-00433, and 2024-5-199-001431). The sample included 43 searches conducted under search warrants, and all affidavits for these warrants were reviewed and approved by supervisors before officers applied for the warrant.

This data submission included 25 consent search files (the total number of searches exceeded the selected sample total because some files contained both a consent and search warrant search). The Monitor's Office rated 18 (72%) compliant, which is below the 95% compliance threshold. Five were rated not compliant due to missing various forms, including the consent search form (PPR 612.1) (2024-5-199-001431, 2025:4-078:0484, 2025-8-199-00433, and 2024-10-060-002472), as well as the police report and booking sheet (2024:7-024:004379). Two others were rated partially compliant due to poor

documentation of PC by arresting officers in the police report (2024-5-050-013035- although the DV Investigator corrected it later) and missing two arrest forms (2025:4-400:000034).

Pathway Forward

PRPB supervisors are responsible for ensuring that all search files, including consent search files, contain the necessary search and arrest forms completed according to policy. Supervisors should also review arrest reports thoroughly and verify that officers provide specific details regarding their reasoning for arrest determination in consent searches.

Paragraph 75: Searches and Seizures - Searches

PRPD shall require that a supervisor review and approve in writing each request for a search or arrest warrant, including each affidavit or declaration before it is filed by an officer in support of a warrant application, for appropriateness, legality, and conformance with PRPD policy.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 74.

Compliance Assessment

In the randomly selected sample of 61 eligible searches, the Monitor's Office evaluated 51 as substantially compliant, resulting in an 84% compliance rate. The sample included 43 searches conducted under search warrants, and all affidavits for these warrants were reviewed and approved by supervisors before officers applied for the warrant.

Pathway Forward

The data indicates that PRPB supervisors are consistently reviewing and approving all affidavits and applications for warrant-based searches. However, the documentation of these reviews and approvals is currently done on various forms, including PPR 612.3 (Approval of Request for Search, Raid, or Arrest Warrants), signed letterheads, and PPR 615.7. The Monitor's Office recommends that PRPB standardize the use of PPR 612.3 (Approval of Request for Search, Raid, or Arrest Warrants) either in its current form or modified to meet the Bureau's needs for consistency. Alternatively, PRPB should develop a uniform form for supervisors' review and approval of search and arrest warrants.

Paragraph 76: Searches and Seizures - Searches

PRPD shall track each search warrant, the case file where a copy of such warrant is maintained, the officer who applied for the warrant, and each supervisor who reviewed the application for a search warrant.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 3.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Target 2.
 Training:	N/A	Assessment Frequency	Bi-annually for Compliance Target 2. Annually for all others.
 Practice:	Not Implemented		

Compliance Targets

1. Tracking system accounts for all of the elements in the paragraph and outcome measures as required by Paragraph 243.	☐ Met ☒ Missed
2. All search warrants are tracked in the tracking system.	☐ Met ☒ Missed
3. Documentation on search warrants is maintained in accordance with approved policies in 95% of precincts and units visited.	☒ Met ☐ Missed

Note: Policy content is assessed as part of Paragraph 74. Training is assessed as part of Section E 78-79) regarding Training on Stops, Searches, and Seizures.

Compliance Assessment

The Monitor's Office visited PRPB's units responsible for conducting the majority of search warrant-based searches: CICs and Drug Units in Carolina, Utuado, Ponce, and Mayaguez. These units file and maintain search warrants organized alphabetically and by year in folders inside file cabinets. However, no formal tracking or analysis is conducted. PRPB plans to address this issue in its forthcoming Search and Seizure Implementation Plan, which is expected to be deployed in 2025 according to the October 2024 PRPB 90-Day Status Report.

Pathway Forward

This paragraph will remain partially compliant until PRPB develops and implements a centralized electronic tracking system to collect and analyze search warrant data, as per the Agreement.

Paragraph 77: Searches and Seizures - Searches

PRPD shall require officers to obtain and document consent from an individual who consents to a voluntary search of his/her person or vehicle when the search is conducted as part of a routine pedestrian or vehicle stop, unless a non-consensual search is otherwise legally permissible.

Compliance Status	Assessment Schedule

Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 74.

Compliance Assessment

This data submission included 25 consent search files. The Monitor's Office rated 18 (72%) as compliant, which is below the 95% compliance threshold. Five were rated not compliant due to missing various forms, including the consent search form (PPR 612.1) (2024-5-199-001431, 2025:4-078:0484, 2025-8-199-00433, and 2024-10-060-002472), as well as the police report and booking sheet (2024:7-024:004379). Two others were rated partially compliant due to poor documentation of PC by the arresting officer in the police report (2024-5-050-013035- although the DV investigator corrected it later) and missing two arrest forms (2025:4-400:000034).

Pathway Forward

PRPB must ensure officers properly complete and submit PPR 612.1 (Consent Search Form) for every consent search and include all pertaining forms in the files.

5. Training on Stops, Searches, and Seizures

Paragraphs 78 and 79 are assessed annually and will be reviewed in CMR-13.

IV. Equal Protection and Non-Discrimination

In this reporting period, only ten specific paragraphs—84 through 86, 88 through 90, 92, 93, 96, and 99—were subject to evaluation. These sections are typically reviewed on a semiannual basis, with particular targets assessed during each cycle. The current CMR highlights the bolded compliance targets. A full comprehensive assessment of this Section will be conducted in the next CMR. The areas of focus during this reporting period center on PRPB's progress in training and policy implementation related to recruitment, performance evaluations, juvenile case documentation, hate crime reporting, and instruction on bias-free policing.

The Parties continue to collaborate under the framework of the Sexual Assault and Domestic Violence (SA/DV) Plan. This framework has played a pivotal role in addressing a wide range of issues, including updates to training content, improvements in investigative file quality, the adoption of victim-centered approaches, enhanced supervisory oversight, refinements to internal investigative processes, and staffing and resource allocation.

The designated workgroup remains engaged in executing the tasks outlined in the SA/DV Plan, which PRPB developed to guide improvements. As part of this effort, an investigative checklist has been created to support consistency and quality in case handling. The group continues to respond to observations and suggestions made in earlier CMRs, with the overarching goal of strengthening investigative practices in SA and DV cases. An essential element of this initiative is the ongoing development of specialized training for personnel to ensure a prompt and effective initial response to gender-based violence. As a result of these efforts, PRPB has achieved a 95% compliance rate in Gender Violence training. However, other areas—such as hate crime and NIBRS training—are still being developed. PRPB acknowledges that maintaining a long-term commitment to providing accessible training, adequate support, and necessary resources is critical for effectively addressing and investigating these complex and sensitive cases.

Overall, the Commonwealth's compliance with the 10 Equal Protection and Non-Discrimination paragraphs reflects the same progress in levels of compliance to what was noted in previous CMRs. In CMR-10 60% (6 paragraphs) of the 10 paragraphs assessed were partially compliant, in comparison to the current reporting period, where 60% of the 10 paragraphs (6 paragraphs) were found to be partially compliant and 10% of the 10 paragraphs (1 paragraph) was found to be substantially compliant. See figure 4.

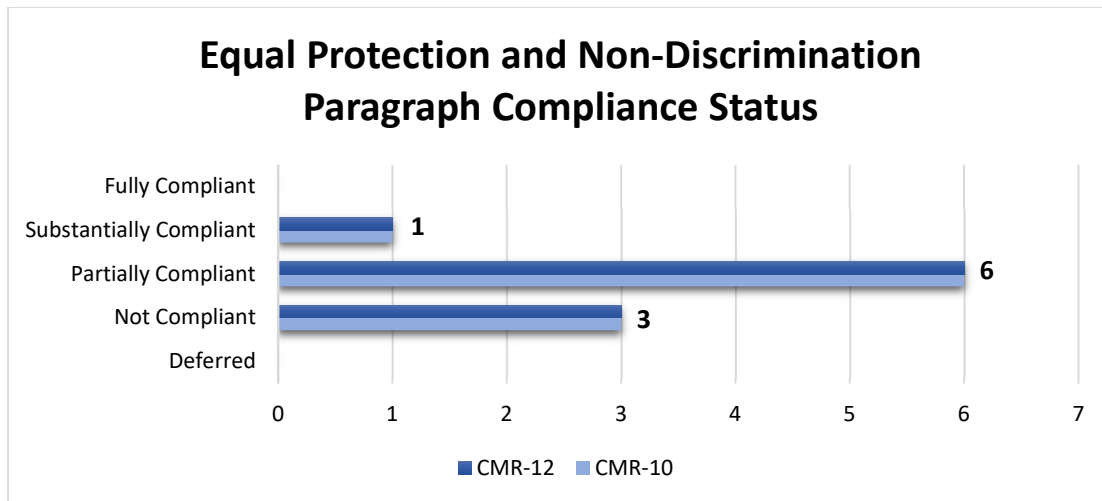


Figure 4. Equal Protection and Non-Discrimination Paragraph Compliance Status

Paragraph 80: Equal Protection and Non-Discrimination – General Provisions

Paragraph 80 is assessed annually and will be reviewed in CMR-13.

1. General Provisions

In this reporting period, Paragraph 84 (Targets 3, 4, and 11), Paragraph 85 (Target 3), and Paragraph 86 (Target 3) within this subsection are evaluated. These specific targets are assessed biannually. The compliance targets reviewed in this reporting period are bolded within the paragraphs.

PRPB's dedication to policy development and continual refinement is evident in its efforts to provide clear guidance and ensure accountability. However, the practical application of these policies relies heavily on robust reporting systems, an area PRPB is actively enhancing. Systems such as National Incident-Based Reporting System (NIBRS) reporting, hate crime training, promotion and hiring committee training, bias-free policing training, and ProMedia training are undergoing refinement and development. Further, implementing a robust RMS is crucial to fulfilling reporting requirements outlined in the Agreement.

PRPB is currently executing plans to enhance its organizational reporting systems. These initiatives demonstrate PRPB's commitment to improving data collection, management, and reporting for greater effectiveness. By proactively implementing these plans, PRPB is actively enhancing its reporting infrastructure, fostering transparency, and reinforcing accountability within its operations.

Paragraphs 81 - 83: Equal Protection and Non-Discrimination – General Provisions

Paragraph 81 – 83 are assessed annually and will be reviewed in CMR-13.

Paragraph 84: Equal Protection and Non-Discrimination – General Provisions

PRPD shall incorporate concrete requirements regarding bias-free policing and equal protection into its hiring, promotion, and performance assessment processes, including giving significant weight to an individual's documented history of bias-free policing. PRPD will comply with the non-discrimination requirements of Title VII of the Civil Rights Act of 1964, as amended.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	September 2024 – October 2025 for Compliance Targets 1, 2, 5 – 10, and 12.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3, 4, and 11.
 Training:	Not Implemented	Assessment Frequency	Bi-annually for Compliance Targets 3, 4, and 11. Annually for the other Compliance Targets.
 Practice:	Not Implemented		

Compliance Targets

1. PRPB policies and procedures regarding hiring process comply with the requirements of the Paragraph.	☒ Met	☐ Missed
2. Hiring process trainings are consistent with bias-free policing and equal protection provisions of approved policies.	☐ Met	☒ Missed
3. 95% of sampled personnel are trained and certified in all policies related to the civilian complaint program (or scheduled for training, in the case of mid-year reviews).	☐ Met	☐ Missed
4. 95% of reviewed candidates were selected consistent with approved policies regarding bias-free policing and equal protection.	☐ Met	☒ Missed
5. PRPB policies and procedures regarding promotion assessment process comply with the requirements of the Paragraph.	☒ Met	☐ Missed
6. Promotion assessment trainings are consistent with bias-free policing and equal protection provisions of approved policies.	☐ Met	☒ Missed
7. 95% of sampled personnel are trained and certified in all policies related to the civilian complaint program (or scheduled for training, in the case of mid-year reviews).	☐ Met	☒ Missed
8. 95% of the reviewed promotions were awarded consistent with approved policies regarding bias-free policing and equal protection.	☒ Met	☐ Missed
9. PRPB policies and procedures regarding performance assessment comply with the requirements of the Paragraph.	☒ Met	☐ Missed
10. Performance assessment trainings are consistent with bias-free policing and equal protection provisions of approved policies.	☐ Met	☒ Missed
11. 95% of sampled personnel are trained and certified in all policies related to performance evaluations (or scheduled for training, in the case of mid-year reviews).	☒ Met	☐ Missed

12. 95% of performance evaluations reviewed are consistent with approved policies regarding bias-free policing and equal protection. ☒ Met ☐ Missed

Note: The requirement of this Paragraph that require PRPB to incorporate bias-free policing and equal protection into its hiring practices is assessed together with Paragraph 104 (Hiring Reforms).

Note: The requirement of this Paragraph that requires PRPB to incorporate bias-free policing and equal protection in its performance assessment process is assessed together with Paragraph 145 (Performance Evaluation).

Note: The requirement of this Paragraph that requires PRPB to incorporate bias-free policing and equal protection in its promotion assessment process is assessed together with Paragraph 14 (Promotions).

Compliance Assessment

During the reporting period, the Monitor's Office conducted assessments for Targets 3, 4, and 11. Target 3 is deferred until the methodology is corrected. The Monitor's Office and the Parties have agreed to update the methodology to clarify Targets 3 and 7, removing the reference to the civilian complaint program and replacing with references that are more directly aligned with paragraph requirements. These changes are expected to take effect in the next reporting period.

The Monitor's Office received a certificate with the descriptions of Academy Class 235, but the document did not allow for verification that the 492 candidates of Class 235 were selected in accordance with policies regarding bias-free policing and equal protection. In uniformity with the Recruitment section, the Monitor's Office recognizes the diverse pool of candidates in Class 235, and the Recruitment Office's initiatives. However, more documentation is needed to determine compliance with this section.

Regarding Target 11, and in consensus with Paragraphs 145 and 146 of the [Supervision and Management](#) section of the Agreement, while the target is met, the Monitor's Office stresses that PRPB should conduct additional trainings, particularly for those tenured supervisors on the requirements of the new performance evaluation system. Although the training has been conducted in practice, the training is not being fully operationalized, and a number of supervisors are not conducting their evaluations in person as required by policy.

Pathway Forward

As a pathway forward to achieving compliance with Targets 4 and 11, PRPB must improve training documentation, recruitment transparency, and performance assessment training, particularly as they relate to this area of the Agreement. For Target 4, PRPB must provide verifiable records showing that Academy Class 235 candidates were selected following bias-free policing and equal protection policies. Future Academy selections must follow a standardized documentation process to ensure compliance. For Target 11, PRPB must implement and document performance assessment training on bias-free policing and equal protection. While GO 310 (Performance Evaluation) launched in January 2024, PRPB should schedule interim training, record participation in PTMS, and equip supervisors to conduct evaluations aligned with these principles. Addressing these gaps will help PRPB meet compliance requirements.

Paragraph 85: Equal Protection and Non-Discrimination - General Provisions

PRPD shall use the National Incident Based Reporting System (“NIBRS”) to collect and report crime data.

Compliance Status		Assessment Schedule	
Not Compliant		Review Period	October 2024 – September 2025 for Compliance Targets 1, 2, and 4.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Target 3.
 Training:	Not Implemented	Assessment Frequency	Annually for Compliance Targets 1, 2, and 4. Bi-annually for all other Compliance Targets.
 Practice:	Not Implemented		

Compliance Targets

1. Policies, procedures, and forms/modules incorporate the requirements of the Paragraph.	☒ Met	☐ Missed
2. NIBRS training are consistent with approved policies and procedures.	☐ Met	☒ Missed
3. 95% of sampled PRPB members are trained and certified in NIBRS.	☐ Met	☒ Missed
4. PRPB is using the NIBRS to collect and report crime data.	☐ Met	☒ Missed

Compliance Assessment

During this reporting period, Target 3 was evaluated and found to be unmet due to the lack of NIBRS training and certification. However, PRPB has taken steps to address this by initiating the training of instructors for the NIBRS course. In January 2025, while at the Academy, the Monitor’s Office observed the NIBRS instructor training in progress. This 40-hour course is designed to prepare instructors who will be responsible for delivering NIBRS training across the Bureau. Notably, a previous session of the NIBRS Train-the-Trainer course was attended by six CIC members, who provided valuable feedback. This marks a positive step toward the full implementation of NIBRS training throughout PRPB.

Pathway Forward

To ensure PRPB meets the requirements for Target 3, it is essential to build upon the progress made in NIBRS training and certification. The ongoing instructor training is a critical step, but additional measures must be taken to guarantee full implementation Bureau-wide. PRPB should establish a structured training schedule to certify enough instructors and ensure all personnel receive NIBRS training in a timely manner. Additionally, integrating NIBRS training into the annual in-service curriculum will help maintain compliance and reinforce reporting standards. By prioritizing instructor certification, integrating training into PRPB’s broader curriculum, and establishing mechanisms for feedback and quality control, the Bureau can successfully implement NIBRS training across the agency and move toward compliance with Target 3.

Paragraph 86: Equal Protection and Non-Discrimination - General Provisions

PRPD shall collect accurate and reliable data on hate crimes on an ongoing basis and shall submit the data to the Federal Bureau of Investigation ("FBI") for analysis and publication in the FBI's Hate Crimes Statistics report in accordance with FBI submission requirements.

Compliance Status		Assessment Schedule	
Not Compliant		Review Period	October 2024 – September 2025 for Compliance Targets 1, 2, 4, and 5.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Target 3.
 Training:	Not Implemented	Assessment Frequency	Bi-annually for Compliance Target 3. Annually for all other Compliance Targets.
 Practice:	Not Implemented		

Compliance Targets

1. Policies on criminal investigations incorporate all of the requirements of this Paragraph.	☒ Met	☐ Missed
2. Criminal investigation trainings are consistent with approved policies.	☐ Met	☒ Missed
3. 95% of sampled personnel are trained and certified in all policies related to identifying, collecting, and reporting hate crimes (or scheduled for training, in the case of mid-year reviews).	☐ Met	☒ Missed
4. PRPB notifies the FBI of all identified instances of hate crimes.	☐ Met	☒ Missed
5. 95% of investigations of hate crimes accurately identify and report hate crimes.	☐ Met	☒ Missed

Note: The requirement of this Paragraph that requires PRPB to track hate crimes on an ongoing basis is assessed together with Paragraph 85.

Compliance Assessment

During this reporting period, Target 3 was evaluated and found to be unmet due to the absence of Hate Crime Training (VICO 3081). PRPB did not achieve the required 95% training and certification threshold for personnel on hate crime policies. As a result, officers are not sufficiently prepared to identify, document, and report hate crimes, which significantly hinders PRPB's compliance with this target.

To address this, PRPB must prioritize hate crime training. The training will enhance classification and reporting procedures and ensure accurate identification of such offenses. Additionally, PRPB's training programs and public service announcements (including brochures) should reinforce that hate crimes extend beyond femicides (the killing of women due to their gender) and trans femicides (the killing of transgender women based on their gender identity). While femicides and trans femicides are forms of gender-based violence that may constitute hate crimes, hate crimes more broadly include offenses driven by bias against various groups.

Pathway Forward

To achieve compliance with Target 3, PRPB must take immediate and strategic actions to enhance its hate crime training and reporting processes. First, prioritizing the implementation of Hate Crime Training (VICO 3081) is essential. PRPB should develop a structured training schedule to ensure at least 95% of personnel complete the required training, while also establishing measures to track progress and certification rates. Integrating hate crime training into the annual in-service curriculum will help maintain long-term compliance and reinforce officers' knowledge.

2. Discriminatory Policing

During this reporting period, Paragraph 88 (Target 3), Paragraph 89 (Targets 3 and 4), Paragraph 90 (Target 5), and Paragraph 92 (Target 1) are evaluated. These specific targets are assessed biannually. The compliance targets reviewed in this reporting period are bolded within the paragraphs.

In this reporting period, the focus was primarily on training mandates and community interactions. PRPB has made significant progress in delivering services to the transgender and transsexual communities, covering areas such as transportation, processing, housing, and medical treatment, which is a positive development. However, challenges persist with agent training related to interactions with these communities.

It remains crucial for PRPB to address this deficiency by implementing suitable training programs for its personnel. Such training is essential to equip PRPB agents with the necessary knowledge and skills to effectively interact with and serve the transgender and transsexual communities. In December 2024, the Monitor's Office and USDOJ met with members of the LGBTQIA+ community in a special meeting requested by the Commissioner. Training was a primary focus of the discussion. The community specifically requested the incorporation of scenario-based training aimed at addressing and dispelling the stigma associated with serving and assisting LGBTQIA+ individuals. Consistent with previous practices, PRPB has collaborated with members of the LGBTQIA+ community to deliver this training.

Paragraph 87: Equal Protection and Non-Discrimination – Discriminatory Policing

Paragraph 87 is assessed annually and will be reviewed in CMR-13.

Paragraph 88: Equal Protection and Non-Discrimination – Discriminatory Policing

PRPD shall develop policies to provide all individuals within the Commonwealth with police services in a non-discriminatory fashion to build and preserve trust among community members and more effectively prevent and solve crime. As part of these efforts, PRPD shall seek the assistance of community advocates in widely disseminating to the public its written policies on immigration-related laws.

Compliance Status	Assessment Schedule	
Partially Compliant	Review	

 Policy:	Implemented	Period	October 2024 – September 2025 for Compliance Targets 1, 2, and 4. October 2024 – March 2025 for Compliance Target 3.
 Training:	Not Implemented	Assessment Frequency	Annually as to Compliance Targets 1, 2 and #. Bi-annually for the remaining Compliance Targets
 Practice:	Not Implemented		

Compliance Targets

1. PRPB policies complied with the requirements of the Paragraph.	☒ Met	☐ Missed
2. Trainings on discrimination free policing are consistent with approved policies.	☒ Met	☐ Missed
3. 95% of sampled PRPB members are trained and certified in discrimination free policing.	☐ Met	☒ Missed
4. Pertinent policies on pertinent immigration-related law were widely disseminated to the public.	☐ Met	☒ Missed
Note: This Paragraph is assessed together with Paragraphs 81, 87, and 109 (Policies and Procedures).		

Compliance Assessment

For this paragraph, PRPB provided a comprehensive list of training sessions attended by 92 members. Previously, the Monitor's Office reviewed IGPD 5011 (Multi-Themed Equal Protection and Non-Discrimination), IGPD 5011SC (Supervisors Course Multi-Themed Equal Protection and Non-Discrimination), and IGPD 5011R (Refresher Multi-Themed Equal Protection and Non-Discrimination), confirming that these courses align with approved PRPB policies. However, regarding Target 3, the training records submitted for 92 agents show no documented participation in IGPD 5011, IGPD 5011SC, or IGPD 5011R. In March 2025, PRPB conducted follow-up efforts to address missing data in the PTMS related to compliance with Target 3. A total of 73 agents completed the VVGA 3061 (Gender Violence for Agents) course, and 18 supervisors completed the VVGS 3061 (Gender Violence for Supervisors) course. PRPB acknowledges that these training records should be included in each officer's official training history. It is anticipated that the implementation of the Benchmark Analytics system will help to resolve this issue moving forward.

Pathway Forward

To meet Target 3 and ensure compliance with training mandates, PRPB must take immediate steps to address the gaps in training documentation and delivery. First, PRPB should prioritize the scheduling and administration of IGPD 5011, IGPD 5011SC, and IGPD 5011R in alignment with its 40-hour 2025 training plan. Clear timelines and structured course offerings will help guarantee that all personnel receive the required training within the reporting period.

Paragraph 89: Equal Protection and Non-Discrimination - Discriminatory Policing

PRPD shall develop a specific policy to guide officers' interactions with transgender or transsexual individuals that addresses gender identification, gender expression, transportation, processing, housing, and medical treatment.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – September 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3 and 4.
 Training:	Not Implemented	Assessment Frequency	Annually for Compliance Targets 1 and 2. Bi-annually for all other Compliance Targets.
 Practice:	Not Implemented		

Compliance Targets

1. PRPB policies guide officer interactions with transgender or transsexual individuals as required by the Paragraph.	☒ Met	☐ Missed
2. PRPB trainings on interactions with transgender or transsexual individuals are consistent with approved policies.	☐ Met	☒ Missed
3. 95% of sampled PRPB members are trained and certified in policies regarding interactions with transgender or transsexual individuals.	☐ Met	☒ Missed
4. 95% of reviewed PRPB reports suggest compliance with PRPB policies regarding interactions with transgender or transsexual individuals.	☐ Met	☒ Missed

Compliance Assessment

During the reporting period, the Monitor's Office conducted assessments for Targets 3 and 4. For Target 3, PRPB submitted 92 agent training records which document that REA 624 (Interactions with Transgender and Transsexual Individuals) was administered to agents between 2016 and 2022. While PRPB does partially meet the target that REA 624 was administered to its agents, no training documents indicate that there has been current REA 624 training with the new policy updates; however, this topic is slated to be part of the 2025 training plan. Therefore, Target 3 is missed in this reporting period.

In reviewing Target 4, PRPB reported five documented interactions between its personnel and transgender or transsexual individuals, four involving DV incidents (80%), and one was a victim of theft (20%). Case files for these interactions were provided, each including a checklist noting that the victims were referred to appropriate services. The documentation indicates that PRPB personnel adhered to policy by providing information on support services, medical attention, and domestic violence escape plans. However, due to the limited number of documented cases, it is not possible to determine whether PRPB consistently complies with its policies regarding interactions with transgender and transsexual individuals. Additionally, PRPB did not submit any other case referrals to the Monitor's Office, making it difficult to assess overall compliance. As a result, Target 4 is missed. It is anticipated that the new RMS will improve the capture of these kinds of incidents.

Pathway Forward

To achieve compliance with Targets 3 and 4, PRPB must take proactive steps to address training gaps and improve documentation of interactions with transgender and transsexual individuals. For Target 3, PRPB should prioritize the administration of REA 624 (Interactions with Transgender and Transsexual Individuals) training with updated policy content to ensure all personnel receive current and relevant instruction. This includes integrating the revised course into the mandatory training curriculum and systematically tracking attendance and completion to provide verifiable records for future assessments. Additionally, PRPB should establish a schedule for recurring training to ensure ongoing competency in interactions with transgender and transsexual individuals.

For Target 4, PRPB must enhance its documentation and reporting processes for interactions with transgender and transsexual individuals beyond cases involving domestic violence. Implementing a standardized reporting mechanism for all such interactions will allow for a more comprehensive assessment of policy adherence. PRPB should also establish a process for regularly submitting case referrals and interaction reports to accurately evaluate for compliance. By addressing these deficiencies, PRPB can work toward achieving compliance with both targets and improve its engagement with transgender and transsexual individuals in accordance with its policies.

Paragraph 90: Equal Protection and Non-Discrimination - Discriminatory Policing

PRPD shall provide all PRPD officers with training on biased-free policing at least every two years for the first four years of this Agreement, and annually thereafter. PRPD shall also provide training on biased-free policing as necessary, based on developments in applicable law and PRPD policy. PRPD's training program shall include the following topics:

- a) PRPD policies and requirements in this Agreement regarding biased-free policing;*
- b) community perspectives of discriminatory policing;*
- c) constitutional and other legal requirements related to equal protection and unlawful discrimination;*
- d) the protection of civil rights as a central part of the police mission;*
- e) arbitrary classifications and stereotyping based on age, race, color, ethnicity, national origin, religion, gender, disability, sexual orientation, gender identity, gender expression and political ideology or affiliation;*
- f) interacting with diverse populations, including persons who are homeless and economically disadvantaged;*
- g) identification of key decision points where prohibited discrimination can take effect at both the incident and operational planning levels;*
- h) methods, strategies, and techniques to reduce misunderstanding, conflict, and complaints due to perceived bias or discrimination, including community-oriented policing strategies; and*
- i) comprehensive testing that shows complete understanding of rules and regulations.*

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – September 2025 for Compliance Targets 1 – 4.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Target 5.

 Training:	Implemented	Assessment Frequency	Bi-annually for Compliance Target #5. Annually for all other Compliance Targets.
 Practice:	Not Implemented		

Compliance Targets

1. PRPB trainings on discrimination free policing are consistent with the requirements of the Paragraph.	☒ Met	☐ Missed
2. 95% of reviewed training records complied with the training frequency requirements of the Paragraph.	☒ Met	☐ Missed
3. 95% of reviewed training curriculums complied with the content requirements of the Paragraph.	☒ Met	☐ Missed
4. Tests accurately assess an understanding of rules and regulations related biased-free policing.	☒ Met	☐ Missed
5. 95% of sampled PRPB members are trained and certified in bias-free policing.	☐ Met	☒ Missed

Note: This Paragraph is assessed together with Paragraph 81 and 117 (Training).

Compliance Assessment

IGPD 5011R (Refresher Multi-Thematic Equal Protection and Non-Discrimination) was incorporated into PRPB's training plan, with its curriculum and associated testing materials reviewed and confirmed to meet all targets outlined in the relevant paragraph. Recognizing the course's significance, PRPB designated IGPD 5011R as a core component of its mandatory 40-hour training block to ensure compliance with specified requirements. However, a review of the 92 training files for this reporting period found no documentation indicating that IGPD 5011R was administered in 2024.

PRPB indicated that IGPD 5011R would be offered virtually in a course named VIGPD 5011R. The materials for these courses were submitted to the Monitor's Office for review, but by March 2025, the Monitor's Office had not received any information certifying that VIGPD 5011R had been completed. The Monitor's Office expects to receive this sample for review in the next reporting period.

As part of its Action Plan, PRPB committed to training 100% of its personnel in IGPD 5011R by December 31, 2023. The Monitor's Office received certification that over 95% of PRPB members had completed the course ahead of schedule, meeting the compliance target. Under the Agreement, PRPB must provide bias-free policing training every two years for the first four years and annually thereafter. Since PRPB reached 95% compliance in 2023, the requirement to deliver the course extended into 2024. However, training records indicate that no IGPD 5011R courses were conducted in 2024, resulting in failure to meet Target 5. PRPB plans to resume IGPD 5011R training in 2025.

Pathway Forward

To ensure continued compliance with the Agreement's training mandates, PRPB must prioritize the resumption of IGPD 5011R (Refresher Multi-Thematic Equal Protection and Non-Discrimination) training in 2025. Establishing a structured training schedule will be essential to ensuring all personnel receive the required training within the designated timeframe. Integrating this course into the broader annual training calendar will help prevent future gaps in delivery. Additionally, PRPB must enhance its

documentation and tracking processes to ensure all training sessions are properly recorded, including attendance, testing outcomes, and course completion for each officer. Given the requirement for annual bias-free policing training after the first four years, PRPB should develop a long-term strategy for consistently delivering IGPD 5011R, ensuring it aligns with compliance targets. Regular assessments of training effectiveness, incorporating stakeholder feedback and periodic curriculum reviews, will help maintain the course's relevance and impact. Furthermore, PRPB should proactively coordinate with the Monitor's Office, providing timely documentation of training progress and any corrective actions taken to address previous gaps. By implementing these measures, PRPB can reinforce its commitment to bias-free policing and ensure sustained compliance with the Agreement's training requirements.

Paragraph 91: Equal Protection and Non-Discrimination – Discriminatory Policing

Paragraph 91 is assessed annually and will be reviewed in CMR-13.

Paragraph 92: Equal Protection and Non-Discrimination - Discriminatory Policing

Within five business days, PRPD shall prepare and provide to PRDOJ and the Puerto Rico Department of the Family the preliminary investigation report prepared in response to each allegation of abuse and mistreatment originating in secure juvenile correctional facilities. Such allegations include physical and mental abuse, juvenile on juvenile assaults, staff on juvenile abuse, and excessive use of force by staff.

Compliance Status		Assessment Schedule	
Not Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

1. All allegations of abuse and mistreatment originating in secure correctional facilities are timely reported to the PRDOJ and the PR Department of the Family. ☐ Met ☒ Missed

Compliance Assessment

During the reporting period, PRPB reported 15 incidents of abuse and mistreatment in the Juvenile Institutions Bureau (NIJ, for its Spanish acronym) in their self-monitoring module. It is important to note that, as of April 1, 2025, PRPB had not updated the self-monitoring module since March 20, 2025. The Monitor's Office divided its documentation request into two periods: the first period covered October 1, 2024, through December 31, 2024, and the second period comprised January 1, 2025, through March 31, 2025. For the first period, PRPB provided documentation for only 6 incidents, while the NIJ personnel reported a total of 34 incidents (18%). During the second period, NIJ reported a total of 33 incidents, and

the Monitor's Office was able to identify that 14 out of these 33 were accounted for (42%). Due to the continuance of underreporting of these incidents, PRPB remains not compliant. Furthermore, officers should have clear guidance to distinguish which incidents constitute abuse and mistreatment and which do not. PRPB also expressed uncertainty regarding which incidents fall under this paragraph, and which do not.

The Monitor's Office also reviewed GO 635 (Investigation into Abuse and/or Neglect in Juvenile Institutions) and PPR 635.1 during this reporting period. Although GO 635 and PPR 635.1 provide useful guidance, these does not clearly define "abuse and mistreatment." The Monitor's Office has explicitly informed PRPB that allegations will rarely mirror past factual scenarios; each allegation will need an individual assessment based on the information available to the officer. However, PPR 635.1 does have a set of questions based on occurrences which can be useful for officers to determine whether there was abuse or mistreatment. The questions in PPR 635.1 include elements such as negligent omissions by NIJ personnel, sexual abuse, and, whether a minor suffered any harm. Accordingly, PPR 635.1 is an effective tool for officers when responding to such allegations and preparing the preliminary investigation required by this paragraph.

The Monitor's Office recommends PRPB revise GO 635 to include clear, thoroughly researched, and substantiated definitions of abuse and mistreatment. This definition should incorporate the definitions this paragraph already provides: "physical and mental abuse, juvenile on juvenile assaults, staff on juvenile abuse, and excessive UOF by staff."

Pathway Forward

As had been reported by the Monitor's Office in previous CMRs, PRPB remains uncertain regarding the causes of underreporting. A possibility is that preliminary investigations may be entered into a different module. The Monitor's Office recommends PRPB investigate where these responses are internally saved. Additionally, the Monitor's Office recommends PRPB meet with NIJ personnel through recurring meetings. This will ensure that all policies and procedures are functioning as intended and allow PRPB to make any necessary adjustments based on feedback gathered from these meetings.

3. Sexual Assault and Domestic Violence

In this CMR Paragraph 93 (Target 3), Paragraph 96 (Targets 3- 5), and Paragraph 99 (Target 2) are evaluated. These specific targets are assessed biannually. The compliance targets reviewed in this reporting period are bolded within the paragraphs.

PRPB has consistently maintained its commitment to improving various aspects outlined in this subsection despite some challenges noted in previous CMRs. However, there is clear recognition of the need for further enhancements in several target areas. This includes strengthening support for tracking and gathering case reporting to external stakeholders, SA and DV mandated training, and how cases involving PRPB personnel are managed. These are all necessary for consistent investigative procedures and documentation.

Paragraph 93: Equal Protection and Non-Discrimination - Sexual Assault and Domestic Violence

PRPD shall respond to and investigate reports of sexual assault and domestic violence professionally, effectively, and in a manner free of gender-based bias. PRPD shall appropriately classify and investigate reports of sexual assault and domestic violence, collaborate closely with community stakeholders, and apply a victim-centered approach at every stage of its response. PRPD shall develop policies and procedures on responding to sexual assault and domestic violence, including incidents involving PRPD officers, that comply with applicable law and comport with generally accepted policing practices.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – September 2025 for Compliance Targets 1, 2, and 4.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Target 3.
 Training:	Implemented	Assessment Frequency	Annually for Compliance Targets 1, 2, and 4. Bi-annually for the remaining Compliance Targets.
 Practice:	Not Implemented		

Compliance Targets

1. Reviewed policies and procedures on responding to sexual assault and domestic violence comply with applicable law and generally accepted policing practices.	☒ Met	☐ Missed
2. Trainings on responding to sexual assault and domestic violence are consistent with approved policies.	☒ Met	☐ Missed
3. 95% of sampled PRPB members are trained and certified in responding to sexual assault and domestic violence consistent with approved policies.	☒ Met	☐ Missed
4. 95% of reviewed sexual assault and domestic violence investigations complied with requirements of the Paragraph.	☐ Met	☒ Missed

Note: This Paragraph is assessed together with Paragraphs 94, 98 and 99.

Compliance Assessment

For Target 3, PRPB submitted training records for 92 agents. However, the Monitor's Office confirmed that only two agents (2%) attended the REA 627R (DV Investigation Refresher) training in 2024. Although PRPB's submission included additional records, those reflected agents who had completed the course in 2021, 2022, and 2023. In 2024, PRPB revised its DV training and began offering it virtually. The updated courses are now identified as VVGA 3061 (Gender Violence Course for Agents) and VVGS 3061 (Gender Violence Course for Supervisors). According to SAEA, as of March 25, 2025, 73 agents and 18 supervisors received DV training under the new format. While PRPB met the mandatory 40-hour annual training requirement, the DV training was not recorded in the PTMS, which led to missing training credit documentation. With the transition to the Benchmark Analytics system and the integration of training data, it is anticipated that SAEA will be able to provide more accurate documentation moving forward.

The Monitor's Office has found Target 3 to be met and will reassess compliance with this training in the next reporting period.

The Monitor's Office notes that all other targets are assessed annually, so they will be assessed in the next CMR.

Pathway Forward

PRPB must continue to implement a structured and consistent approach to annual training on SA and DV to strengthen officers' ability to investigate and manage these cases effectively. This training is crucial, as it provides agents with the necessary knowledge and skills to approach these sensitive cases with the expertise they require. By prioritizing this annual training, officers can deepen their understanding of victim trauma, enhance their interview techniques, and learn best practices for evidence collection and case documentation. These competencies are essential for ensuring that investigations are thorough, compassionate, and legally sound.

Paragraphs 94 and 95: Equal Protection and Non-Discrimination - Sexual Assault and Domestic Violence

Paragraphs 94 and 95 are assessed annually and will be reviewed in CMR-13.

Paragraph 96: Equal Protection and Non-Discrimination - Sexual Assault and Domestic Violence

PRPD shall ensure that its Sex Crimes Investigation Unit is accessible through a hotline that is staffed 24-hours a day with trained responders.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – September 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3 – 5.
 Training:	Not Implemented	Assessment Frequency	Annually as to Compliance Targets #1 and #2. Bi-annually for the remaining Compliance Targets.
 Practice:	Not Implemented		

Compliance Targets

1. Policy on Sex Crimes Investigation Unit incorporates the requirements of the Paragraph.	☒ Met ☐ Missed
2. Training on response to sex crimes related calls is in accordance with approved policy.	☒ Met ☐ Missed

3. 100% of sampled 24-hour hotline PRPB personnel are trained and certified in responding to sex crimes related calls.	☒ Met ☐ Missed
4. PRPB maintains a staffed 24-hour a day hotline with trained responders for sex crimes.	☒ Met ☐ Missed
5. The manned hotline provides the public access to the Sex Crimes Investigation Unit.	☒ Met ☐ Missed

Compliance Assessment

During the reporting period, the Monitor's Office conducted assessments for Targets 3- 5.

For Target 3, PRPB submitted 34 training certifications demonstrating compliance with LVVS 622 (Sexual Violence Hotline Call Center Training). Additionally, PRPB reported that over 130 agents and 6 DSP civil contractors received LVVS 622 training. The call center now operates within COPOP, providing 24-hour coverage. Under the new organizational structure, trained and certified PRPB agents respond to sex crime-related calls. The 24-hour hotline is fully staffed by six DSP-allocated civil contractors who are not police officers.

For Target 4, PRPB reinforced its commitment to maintaining the 24-hour hotline by submitting over 41 files covering October–December 2024. These files, documented using PPR 118.1 (Guide to Survivors of Sex Crimes Form), include critical details such as incident date, time, type, call taker, assigned investigator, district, case number, and supervising agent. This documentation confirms PRPB's compliance with staffing and continuous 24/7 hotline operations.

For Target 5, PRPB provided a list of 136 call takers assigned across 13 regions in Puerto Rico, ensuring statewide public access. From October to December 2024, the hotline received 434 calls, demonstrating that trained personnel are handling reports of sexual crimes. With the hotline now operating from the COPOP Center, effective scheduling ensures uninterrupted 24/7 coverage. As a result, PRPB has met Target 5 for this reporting period.

The Monitor's Office notes that all targets and a full comprehensive assessment of PRPB's compliance with this paragraph will be conducted in the next CMR. This report only focuses on the Monitor's Office's assessment of those targets bolded above - Targets 3, 4, and 5.

Pathway Forward

Moving forward, PRPB should regularly evaluate whether six civil contractors are sufficient to provide uninterrupted 24-hour coverage. Training for call takers should be continuously updated to reflect the evolving responsibilities of their role. Additionally, for reserve personnel, it is critical to verify that they have completed the required training, particularly LVVS 622 (Sexual Violence Hotline Call Center Training), and to provide regular updates to division supervisors.

To sustain its strong performance in operating a 24/7 hotline, PRPB should continue submitting detailed documentation of incidents and personnel involved in hotline operations. Maintaining adequate staffing levels is essential to ensuring uninterrupted service, and any potential shortages should be addressed proactively. Public access to the hotline must remain consistently available across all regions of Puerto Rico.

PRPB should also monitor call volumes and staffing assignments to ensure that trained personnel are always available to handle incoming calls. Reviewing call takers scheduling at the COPOP Center could further optimize hotline operations. By taking these steps, PRPB can continue making progress toward full compliance while strengthening its ability to support victims of sexual crimes.

Paragraphs 97 and 98: Equal Protection and Non-Discrimination - Sexual Assault and Domestic Violence

Paragraphs 97 and 98 are assessed annually and will be reviewed in CMR-13.

Paragraph 99: Equal Protection and Non-Discrimination - Sexual Assault and Domestic Violence

PRPD shall implement measures to respond to reports of domestic violence and sexual assault involving PRPD officers, including disarming officers and assessing their fitness for duty.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	October 2024 – September 2025 for Compliance Target 1.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Target 2.
 Training:	N/A	Assessment Frequency	Annually for Compliance Target 1. Bi-annually for all other Compliance Targets.
 Practice:	Implemented		

Compliance Targets

- PRPB policies and procedures implement measures to respond to reports of domestic violence and sexual assault involving PRPB officers, including disarming officers and assessing their fitness for duty. ☒ Met ☐ Missed
- 95% of reviewed investigations of domestic violence and sexual assault involving a PRPB officers complied with requirements of the Paragraph.** ☒ Met ☐ Missed

Note: This Paragraph is assessed with Paragraphs 93, 94, and 98. The conduct envisioned by this Paragraph may also fall within the purview of Paragraph 184.

Compliance Assessment

During this reporting period, the Monitor's Office received 22 DV cases involving PRPB members for review. These reports included both criminal and administrative investigation files related to the incidents. The Director of the Office of Psychology and Social Work submitted certifications detailing staff interventions with the individuals involved. Each complaint was assigned a SARP case number, confirming that all 22 incidents were formally investigated by SARP.

PRPB followed its policy of initiating an administrative investigation whenever a criminal case involving one of its members was identified. In each DV case, PRPB adhered to established procedures by

confiscating the involved officers' weapons and ammunition. This was documented through PPRs 618.2 (Authorized Weapons Receipt), 618.3 (Regulation Weapon Receipt), and 618.4 (Certification of Weapons and/or Ammunition Receipt). Additionally, all 22 cases were referred to the Psychological Services Unit for further evaluation and support. No SA cases involving PRPB members were reported during this reporting period.

Pathway Forward

To ensure safety and accountability in cases of SA or DV involving PRPB personnel, it is essential that PRPB continue to strictly enforce its policy of confiscating weapons and ammunition from the involved officers. Proper documentation of these actions through PPRs 618.2 (Authorized Weapons Receipt), 618.3 (Regulation Weapon Receipt), and 618.4 (Certification of Weapons and/or Ammunition Receipt) is critical for maintaining transparency and compliance.

Additionally, PRPB must consistently initiate a SARP investigation as soon as a criminal case is identified, reinforcing its commitment to accountability and due process.

Equally important is the referral of involved officers to psychological services. Providing timely support and intervention can help address underlying issues and contribute to the effective resolution of DV incidents. By adhering to these protocols and prioritizing mental health assessments, PRPB can strengthen its approach to handling SA and DV cases, ultimately fostering a safer environment for both its personnel and the public.

Paragraph 100: Equal Protection and Non-Discrimination - Sexual Assault and Domestic Violence

Paragraph 100 is assessed annually and will be reviewed in CMR-13.

V. Recruitment, Selection, and Hiring

The Monitor's Office last assessment of Recruitment was published in CMR-10 where all paragraphs were rated as partially compliant. The updated GO 501 for Recruitment was updated and published in December 2024. The 2025 Annual Recruitment Policy is still being developed and reviewed by the new Commissioner and PRPB leadership.

One area requiring improvement is recruitment training. PRPB must submit the training curriculum to the Monitor's Office for review prior to its approval. A Recruitment Training course is scheduled for May 2025 for Recruitment Office personnel. PRPB will be in a better position to achieve substantial compliance when course materials are reviewed by the Monitor's Office and the training is delivered.

The Monitor's Office requested 56 candidate background files from Class 235, including a polygraph exam, credit history, criminal history, psychology test, and medical test, among others. PRPB submitted the 56 files requested, and the Monitor's Office found the files to be partially compliant with the requirements of Paragraphs 104, 107, and 108. PRPB still faces a shortage of polygraphers, which hampers the recruitment process. Once the polygraphers are trained, PRPB should be able to handle the high volume of candidates expressing interest in joining the Bureau.

The Monitor's Office has determined that PRPB continues to be partially compliant with the area of Recruitment, Selection, and Hiring. PRPB is in the process of recruiting qualified personnel and has developed a 2025 Strategic Recruitment Plan that has inclusive selection practices reflecting PRPB's diverse population. PRPB has shown signs of improvement in certain areas, such as reporting that a recruitment course will be created and offered during 2025.

Recruiting, selecting, and retaining personnel are pivotal for community policing and for the policing profession in general. Despite nationwide staffing challenges in law enforcement, PRPB has demonstrated a concerted effort to attract and thoroughly vet candidates. During the most recent recruitment meetings in January and February 2025, it was affirmed that PRPB currently has 492 police cadets in training for Class 235.

PRPB continues to use the INTERBORO platform for its recruitment processes, and PRPB has reported that the platform is useful. However, with the recent acquisition of solutions offered by Benchmark Analytics that will be Bureau-wide, the Monitor's Office is unsure whether this platform will remain or be replaced. Any change in the platform should proceed without delays affecting the recruitment process.

Under Puerto Rico law, cadets are now permitted to enter the Academy at age 18. These cadets will not be commissioned until after they complete the Academy and have been awarded an associate's degree by Ana G. Méndez University. They are given up to three years from the time they enter the Academy to meet these requirements. Once they have graduated from the Academy and possess an associate's degree, they may be commissioned as officers.

Overall, PRPB's compliance with the eight Recruitment, Selection, and Hiring paragraphs assessed during this reporting period reflect the marginal levels of compliance improvement as what was noted in previous CMRs. In CMR-10, all paragraphs (8 paragraphs) were assessed as partially compliant, in comparison to the current reporting period, where 88% of paragraphs (7 paragraphs) were found to be partially compliant and 12% (1 paragraph) were found to be substantially compliant. See figure 5.

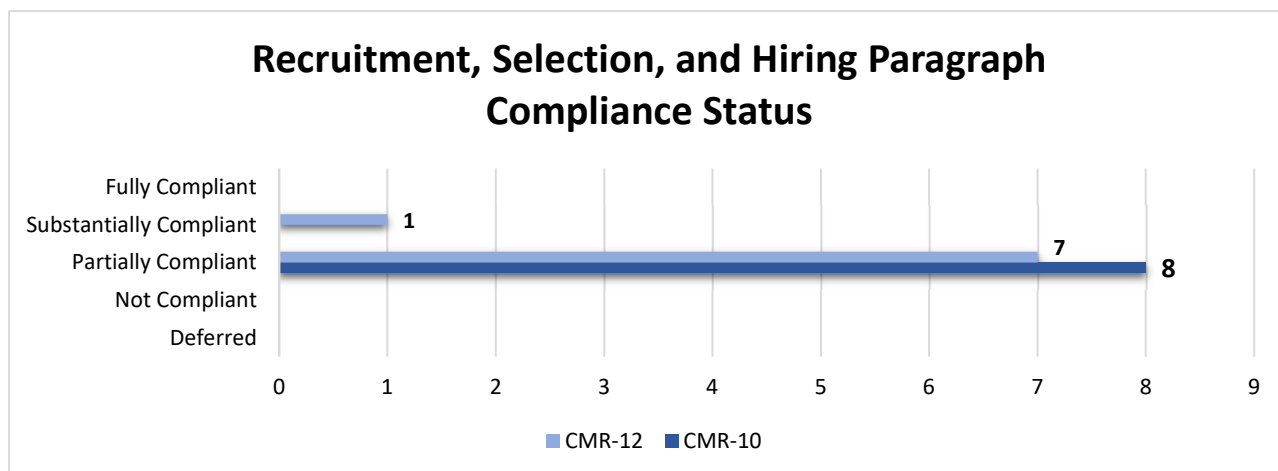


Figure 5. Recruitment, Selection, and Hiring: Paragraph Compliance Status

Paragraph 101: Recruitment, Selection, and Hiring - General Provisions

PRPD shall develop a comprehensive recruitment and hiring program that successfully attracts and hires qualified individuals. PRPD shall develop a recruitment policy and program that establishes clear guidance and objectives for recruiting police officers and clearly and transparently allocates responsibilities for recruitment efforts.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

Note: Compliance will be determined on two separate, but inter-dependent bases: (1) the implementation of Paragraphs 102-108, and (2) the results of outcome assessments, pursuant to Paragraph 243.

Compliance Assessment

During this reporting period, the Monitor's Office recognized PRPB's transparency and diligence in providing information. The Monitor's Office reviewed policies, regulations, candidate files, held

meetings with PRPB, and more throughout the reporting period. It is again recommended that recruitment success stories and lessons learned be documented in a public Annual Report. This can be especially useful data to review when PRPB develops new recruitment strategies.

Class 235 is currently undergoing pre-service training, with a total of 492 cadets, an increase compared to Classes 233 and 234, mainly due to the admission of candidates that have only acquired a high school diploma. As reported in a prior CMR, the University of Ana G. Méndez now offers these candidates an associate's degree in order to comply with the Agreement.

The FPM Community Survey Report, conducted by Ipsos during 2024, reinforces that PRPB is moving forward with effective and representative recruitment practices. The question asked to a sample of 1,300 residents of Puerto Rico was the following:

"According to your perception, do you consider that the PR Police has the conditions and benefits to attract qualified people to be a Police Officer?" Approximately 32% responded "Yes," a notable eleven-point increase since 2022, 50% responded "No," a twelve-point decrease since 2022, and 18% responded "Don't Know." Although there has been notable improvement in this area, more needs to be done, since half of the respondents answered "No."

Education Level of Entering Cadets for Academy Classes

It is clear to the Monitor's Office that PRPB continues to select qualified candidates from a diverse pool to be PRPB officers. Around 53% of the candidates that passed through the recruitment process already had an associate's degree, or a higher post-secondary degree.

During a previous reporting period, the Monitor's Office received a spreadsheet reporting that 502 civilians applied to pass through the recruitment process for Class 235. According to PRPB's latest numbers, 12 candidates did not comply with the requirements of the recruitment process, including failure to pass the fitness test and military leave, established in GO 501 (Recruitment) and the Agreement.

The Recruitment Director is a proponent of hiring qualified, diverse candidates to be part of PRPB. For Class 235, 38% of the cadets are female, which represents a decrease in comparison to Classes 233 and 234. Nonetheless, the Monitor's Office has seen an increasing interest from females to become a part of PRPB.

The Monitor's Office supports the efforts of PRPB to recruit qualified applicants from a broad cross-section of the Puerto Rican community, and to track recruitment data thoroughly, so it can be provided to the Monitor's Office and the public.

Pathway Forward

The Agreement states that inclusive selection practices are a requirement for this area, with the goal of diversifying the PRPB workforce. The Recruitment Division has done outreach to LGBTQIA+ communities, international communities, such as the Dominican inhabitants of the Commonwealth, and has visited districts and precincts across the island aiming to recruit potential cadets.

PRPB should prepare an Annual Report on the recruitment process and distribute it to all PRPB members and the Puerto Rican community. The recruitment system should become completely automated to ensure accurate tracking of all recruits and the recruitment process. Recruitment in a large organization such as PRPB, if it is to be successful, must be adequately resourced, both with personnel and funding. The Monitor's Office recommends that personnel and funding for this effort be enhanced so that greater success may become possible. It is also recommended by the Monitor's Office that PRPB consider having those individuals who are trained as recruiters remain in the division to keep the division stable.

1. Recruitment Plan

A 2025 Strategic Recruitment Plan was received by the Monitor's Office. The Monitor's Office also reviewed all pertinent forms and recruitment materials that are being used by the Bureau, including Regulations 9050 and 4216. It should be noted that as of March 2025, the new recruitment regulations and GO of the Recruitment Office, are being reviewed by the new administration, and being given further thought and planning on establishing a cadet program. In addition, the Monitor's Office interviewed members of the Recruitment Division, HR Division, PRPB officers, SAEA employees, and Paragraph 13 Implementation Plan Committee Members.

Paragraph 102: Recruitment, Selection, and Hiring - Recruitment Plan

PRPD shall develop a recruitment plan that includes clear goals, objectives, and action steps for attracting qualified applicants from a broad cross-section of the community. PRPD's recruitment plan shall establish and clearly identify the goals of PRPD's recruitment efforts and the duties of officers and staff implementing the plan.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	Not Implemented		
 Practice:	Not Implemented		

Compliance Targets

1. Policies and recruitment plans incorporate all of the requirements of Paragraphs 101-103.	☒ Met	☐ Missed
2. Training on recruitment is consistent with approved policies.	☐ Met	☒ Missed
3. 95% of sampled personnel are trained and certified in recruitment policies and plans (or scheduled for training, in the case of mid-year reviews).	☐ Met	☒ Missed
4a-d, f. PRPB's recruitment plan was developed, implemented, and evaluated in accordance with approved policies on recruitment.	☒ Met	☐ Missed

4e. 85% of activities required by the recruitment plan and directed at recruiting underrepresented groups were implemented, including any missed activities that are reasonably justified. ☐ Met ☒ Missed

Compliance Assessment

As reported in a prior CMR, the 2023-2024 Recruitment Plan was approved and implemented by PRPB. Furthermore, PRPB's updated Recruitment Policy (GO 501) was reviewed by the Monitor's Office in August 2024 and was reportedly put in effect by PRPB in December 2024.

Although PRPB had not yet submitted the updated recruitment policy for review, on April 4, 2025, PRPB submitted its Strategic Recruitment Plan to the Monitor's Office, which the Monitor's Office found to be well-written and complete, thus meeting the requirements of Target 4a-d. This Strategic Recruitment Plan included acquiring more incentives for incoming cadets, such as toll and uniform credits, and retirement benefits. The Strategic Recruitment Plan also included objectives for hiring historically underrepresented communities and the Recruitment Division's participation in job fairs, universities, etc. Lastly, it included a legislative initiative that offers high school students an opportunity to take courses that count towards the post-secondary degree that is required for all PRPB officers. Several jurisdictions have implemented similar practices, such as California, Florida, and Colorado, where students learn foundational aspects of the criminal justice system, public safety, and security. It is important for these programs to have a comprehensive curriculum.

The proposed training curriculum has not yet been submitted to the Monitor's Office. Finally, the Strategic Recruitment Plan received by the Monitor's Office was not signed by Commissioner González, though it did include a certification from the HR Division. Considering that the Strategic Recruitment Plan was submitted four months into 2025, the Monitor's Office finds Target 4e to be missed. The Monitor's Office expects PRPB to fully implement this Recruitment Plan, for future recruitment plans to be developed prior to the start of each year, and for all recruitment plans to be fully implemented.

In the 2025 Training Plan, PRPB plans to offer a recruitment course for the personnel that are currently assigned to the Recruitment Office. This has been a recurring issue for PRPB, and the Monitor's Office expects PRPB to complete this Training Plan, which augmented the 40-hour in-service required training for all officers. Currently, the Monitor's Office has yet to receive a draft version of the curriculum, thus Targets 2 and 3 are missed. The Monitor's Office also reiterates that all officers should receive some type of information regarding recruitment, which is important for capitalizing on their abilities to attract potential candidates.

The Recruitment Office has been active in seeking and offering employment to historically underrepresented groups. Approximately 38% of Class 235, for example, are female cadets. The Recruitment Office also published a video where the Dominican, female, members of LGBTQIA+ community, and military members spoke about recruitment in PRPB. The Monitor's Office believes that the video showed commitment to recruiting candidates based on their qualifications and character.

The 2024 FPM Community Survey Report, conducted by Ipsos during 2024, asked the following question to 1,300 Puerto Rico residents: "Do you consider that the PR Police has an effective and attractive promotional campaign to draw the attention of various sectors of the community to recruit new Police Officers?" Approximately 31% of the respondents answered "Yes," a nine-point increase since 2022 and

69% of respondents answered “No,” a nine-point decrease. Although the Monitor’s Office recognizes the positive trend, more can still be done, as the survey shows.

Pathway Forward

The Monitor’s Office will wait to receive the training curriculum for the recruitment course. Training for recruiters is evolving, and the Recruitment Director has mentioned that he has forwarded a proposed training curriculum to the Reform Unit, but the Monitor’s Office has not yet received that draft.

The Monitor’s Office notes that there could be more outreach to CIC members and the Puerto Rican community for their assistance. The Recruitment Plan should include provisions that PRPB consult with community stakeholders and obtain recommendations to ensure a diverse candidate pool, including underrepresented communities in addition to the female population and Dominican nationals. Working together will ensure partnerships and good working relations among all groups in Puerto Rico. The Recruitment Division should also be familiar with the surveys which were given to community members and continue to partner with CIC members.

Paragraph 103: Recruitment, Selection, and Hiring - Recruitment Plan

The recruitment plan shall include specific strategies for attracting a diverse pool of applicants including members of groups that have been historically underrepresented in PRPD. A “Recruitment Officer” will be responsible for the development of the plan, together with a working group that includes officers from diverse backgrounds. The working group will also consult with community stakeholders to receive recommended strategies to attract a diverse pool of applicants. The plan will include both outreach to the general population and targeted outreach to populations currently underrepresented on the PRPD force including, but not limited to, women and the Dominican population, through media outlets, universities, community colleges, advocacy groups, and other community groups that serve or are likely to reach such populations. The “Recruitment Officer” and his or her staff, as determined by the Superintendent, will be responsible for the implementation of the plan.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	N/A		
 Practice:	Implemented		

Compliance Targets

Note: This Paragraph is assessed together with Paragraph 102.

Compliance Assessment

PRPB is currently working under the 2025 Strategic Recruitment Plan. This plan contained six main objectives, which required meetings with CICs, the LGBTQIA+ community, promoting recruitment in geographical municipalities or areas, educational institutions, and non-geographical groups, among

others. The plan was also developed by PRPB with the Dominican Consulates and CICs. The Monitor's Office highlights the importance of receiving the opinions of community stakeholders in order to increase recruitment in Puerto Rico.

As previously reported, GO 501 (Recruitment) will not be receiving new updates in the near future as it was just published in December 2024. The Monitor's Office received and reviewed the 2025 Strategic Recruitment Plan during this reporting period. The Monitor's Office once again reiterates the importance of PRPB seeking community stakeholders' opinions on the Strategic Recruitment Plan and GO 501, as was done for the 2023-2024 Strategic Recruitment Plan. This includes CICs, Consulates, etc. These opinions are sought, as Paragraph 103 states, to "attract a diverse pool of applicants."

In PRPB's March 2025 Self-Assessment Report, the Bureau reported the Recruitment Division participated in activities that promote recruiting candidates, such as job fairs at airports, universities, shopping centers, etc. The Monitor's Office finds these efforts to be notable and expects to see PRPB continue performing these activities as it has done during previous reporting periods and provide documentation to the Monitor's Office regarding these efforts in the future.

Subsequently, as was reported in a prior CMR, a Recruitment Committee was created by PRPB, as required by GO 501. PRPB stated that this committee plans to meet more frequently during 2025. The Monitor's Office would expect to see minutes, notes, and results stemming from this committee in the future. Finally, during this reporting period, the Monitor's Office did not receive information that PRPB had conducted recruitment efforts across the island. The Monitor's office expects the Recruitment Committee to attend to this area of concern. The Monitor's Office will also be attending Recruitment Committee meetings during 2025 and recommending possible ideas and best practices.

Pathway Forward

The Monitor's Office recommends that PRPB conduct outreach to a wide array of groups to whom it provides verbal and written information to promote the recruitment of candidates of diverse backgrounds. It should also continue to work with the Counsel of the Dominican Republic as well as other consulates and representatives of the LGBTQIA+ community to help promote recruitment in these communities. The Recruitment Division should be representative of the Bureau and be comprised of sworn and non-sworn members. Recruiting at PRPB should be creative and constantly evaluating which strategies are working and which are not, make changes when necessary to adapt, and use new social media tools that are available. Finally, the Monitor's Office recommends that PRPB develop some type of recruitment literature for all PRPB employees, both officers and civilians, for recruitment to be increased throughout the island.

2. Hiring Reforms

The Monitor's Office concludes that PRPB has developed and implemented a recruitment selection system that meets most of the policy and practice requirements of Paragraphs 104-107. PRPB did not provide evidence demonstrating that SAEA has conducted trainings on *How to be a Recruiter*, and the Monitor's Office determined that 95% of sampled personnel involved in recruitment had not been trained and certified on recruitment policies and plans. Recruitment Training is scheduled to be given to the Recruitment Office employees during December 2025.

Paragraph 104: Recruitment, Selection, and Hiring - Hiring Reforms

PRPD shall develop an objective system to select recruits to enter into UCCJ. The system will establish minimum standards for recruiting and an objective process for selection that employs reliable and valid selection devices that comport with generally accepted policing practice and anti-discrimination laws.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	Not Implemented		
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all the requirements of Paragraphs 104-07.	☒ Met	☐ Missed
2. Training on the recruit selection process is consistent with approved policies.	☒ Met	☐ Missed
3. 95% of sampled personnel are trained and certified in all recruit selection process policies (or scheduled for training, in the case of mid-year reviews).	☐ Met	☒ Missed
4a. 100% of recruits meet qualifications required by policy.	☒ Met	☐ Missed
4b. The recruit selection process was implemented in accordance with approved policies.	☒ Met	☐ Missed

Compliance Assessment

According to the 2025 PRPB Training Plan, the curriculum should be reviewed by the Parties at some point between January and May 2025, and is designed only for the Recruitment Office. PRPB expects to have completed the course by December 2025. The last time a recruitment course was given by PRPB was in 2021, and prior to that, 2019. Therefore, the Recruitment Training should be reviewed during the next CMR that this section of the Agreement is assessed.

The Monitor's Office still has not received a draft of the training curriculum. Recruitment Training has been a longstanding challenge for PRPB. The Monitor's Office recommends that PRPB seek community stakeholder opinions on the training as required by Paragraph 207. Thus, Targets 2 and 3 are missed.

Pathway Forward

PRPB should continue to ensure that their selection processes are consistent with generally accepted policing practices and continue their efforts in anti-bias and anti-discrimination policies. Though recruitment remains strong, PRPB must ensure continued compliance with the requirements of the Agreement by training all personnel on recruitment policies, especially recruitment officers. The Monitor's Office is optimistic that when relevant PRPB personnel are fully trained and operating the INTERBORO platform or its replacement, their work will allow PRPB to better track information and outcomes for the recruitment process.

It has been reported to the Monitor's Office that the training curriculum will include topics on anti-discrimination and anti-bias. All members who are acting as recruiters should be aware of the issues concerning these two topics.

Paragraph 105: Recruitment, Selection, and Hiring - Hiring Reforms

PRPD shall establish and publish qualifications for sworn personnel that are consistent with generally accepted policing practice. PRPD shall continue to require a two-year post-secondary degree, or its equivalent, as part of the requirements for sworn personnel.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed together with Paragraph 104.

Compliance Assessment

Class 235 has been divided into four sections: A, B, C, and D. The cadets in section A already have the minimum requirements of the associate's degree. Consequently, sections B, C, and D, are subdivided based on the date they commenced their pre-service training. Section A is composed of 263 cadets, section B has 135 cadets, section C has 34 cadets, and section D has 60 cadets, which add up to 492 cadets.

Although Class 235 has more cadets who have already obtained an associate's degree, those cadets who have earned post-secondary credits from other accredited institutions—but have not yet completed their post-secondary degree—are an area of concern for the Monitor's Office. This paragraph establishes that PRPB requires post-secondary degrees for sworn personnel. PRPB continues to hire cadets with post-secondary degrees or offers post-secondary education through the Ana G. Méndez University program to the cadets that have not yet acquired post-secondary degrees prior to their application. The Ana G. Méndez University program offers PRPB oversight mechanisms of the cadets while they obtain their post-secondary degree, thus complying with this paragraph. However, the Monitor's Office was informed that PRPB hired cadets that were on track to complete their post-secondary degree outside of the Ana G. Méndez University program, causing these cadets to be in an extended probationary period, which is further explained below.

Law 65-2021 (Ley Núm. 65-2021, art. 3, 2021 (P. de la C. 578), enmienda a la Ley Núm. 20-2017, art. 2.07) requires a three-year term for compliance with a post-secondary degree of all sworn PRPB members. Then, according to Regulation 9050, Article 12, subsection K, signed in 2018, cadets enter a probationary

period of 9 months during which they are required to submit documentation to PRPB demonstrating compliance with Regulation 9050—in this case, the post-secondary degree diploma. The period may be extended by PRPB if an internal, extraordinary circumstance warrants such a determination. However, some of these candidates require more than nine months to obtain the required credits in order to acquire their post-secondary degree, either because they are still completing their own post-secondary degree, or because Ana G. Méndez University will not accept either the cadets or the credits.

Another area of concern for the Monitor's Office regarding a similar issue is the date when pre-service trainings begins. According to the aforementioned Regulation 9050, once cadets are sworn-in (*juramentación*), the 9-month probationary period begins prior to their admission (*ingreso*). SAEA will sometimes take more than nine months to receive cadets that need their pre-service training, thus they remain cadets for more than nine months. These matters have been discussed with PRPB and the HR Department, and PRPB is working on resolving the issue.

Finally, Regulation 4216, signed on May 11, 1990, is the PRPB Personnel Regulation. Article 12 of Regulation 4216 refers to recruitment, establishing a probationary period of 2 years for members who were newly admitted (*nuevo ingreso*), which is extendable as well. The Monitor's Office understands that GO 501 (Recruitment), Regulation 9050, and Regulation 4216 are all in effect, which can result in confusion or sometimes contradictory information. Thus, this paragraph remains partially compliant, as does Paragraph 104. PRPB should ensure that it hires cadets with post-secondary degrees or has adequate oversight of the cadets that do not have their post-secondary degree and are seeking outside of the Ana G. Méndez University program.

Pathway Forward

The Monitor's Office recommends PRPB review these regulations to find a solution in a timely manner for these cadets that are placed on probation. This solution should maximize its allocation of resources and acquire the most candidates possible.

Paragraph 106: Recruitment, Selection, and Hiring - Hiring Reforms

PRPD shall require all candidates for sworn personnel positions to undergo a psychological, medical, and polygraph examination to assess their fitness for employment with PRPD.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed together with Paragraph 104.

Compliance Assessment

PRPB policy requires candidates moving through the recruitment process to undergo psychological, medical, and polygraph examinations to assess fitness for employment. The Monitor's Office determined these examinations to be consistent with policy and the Agreement after conducting a variety of document reviews including the files of cadets and recruits.

The Recruitment Office has diligently conducted psychological, medical, and polygraph examinations for incoming cadets. In reviewing candidate files, the Monitor's Office observed that psychological, medical, and toxicology certifications were in each candidate's file, thus determining this paragraph to be substantially compliant.

The Recruitment Director also informed the Monitor's Office of the need for new polygraphers. PRPB has already identified officers to serve as polygraphers for this new task. These officers are already undergoing their training, as documented by PRPB. The training for the new polygraphers is being delivered at SAEA by a well-known polygraphy company. These new polygraphers will streamline the recruitment process for incoming cadets. The Monitor's Office's rating of this paragraph as substantially compliant in the next CMR will be contingent on PRPB completing this task and continuing to demonstrate compliance.

Pathway Forward

PRPB should continue to foresee possible challenges that may hinder the recruitment process as it did during this reporting period. PRPB recognized that there was a need for additional polygraphers, and it acquired more polygraphers to streamline the recruitment process. The Monitor's Office recognizes PRPB for the good work it has done to comply with this paragraph and expects PRPB to continue performing in the way it has done during this reporting period. The Monitor's Office looks forward to hearing about the status of these polygraphers and any other issues that may arise.

Paragraph 107: Recruitment, Selection, and Hiring - Hiring Reforms

PRPD shall assess and revise its policies and practices to ensure thorough, objective, and timely background investigations of candidates for sworn personnel positions based on generally accepted policing practice. PRPD's suitability determination shall include an assessment of a candidate's credit history, criminal history, employment history, use and abuse of controlled substances, and ability to work with diverse communities and act without impermissible bias. Favorable suitability determinations shall expire six months after the determination.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed together with Paragraph 104.

Compliance Assessment

The Recruitment Division gives the DSP Office of Safety and Protection the recruit files to perform the background investigation of each PRPB candidate. The Monitor's Office understands this process continues to be in effect during this reporting period.

PRPB, alongside DSP, professionally conduct background checks for incoming cadets, including their criminal history, credit history, employment history, and toxicology tests. After the Monitor's Office reviewed the candidate files, it was determined that PRPB has partially complied with this paragraph. The Monitor's Office recommends PRPB prepare more documentation that proves each requirement, such as a certificate of criminal history, post-secondary diplomas, and verifications of previous employment history. PRPB should maintain a validated record of its cadets, which serve as evidence of their compliance with PRPB policies. For areas such as criminal history, post-secondary education, and others, PRPB should ensure that documentation certifying the candidate's compliance is complete.

The 2024 FPM Community Survey Report ([Appendix D](#)), conducted by Ipsos during 2024, asked a sample of 1,300 Puerto Rico residents the following question: "Do you think that the PR Police recruits candidates with the ideal characteristics to be part of the police force?" Approximately 36% answered "Yes," an increase of five points in comparison to 2022, 40% answered "No," a six point decrease since 2022, and 24% answered "Don't Know." The Monitor's Office recognizes the positive increase in the Puerto Rico population about recruitment, and commends PRPB for the good work. The Monitor's Office expects to continue seeing this pattern in the future.

Pathway Forward

PRPB should continue to develop an automated system that allows the Recruitment Office to corroborate that it has documentation that validates each requirement, such as a post-secondary diploma from an accredited university and a certificate of no previous criminal history. Every candidate's file should contain documentation corroborating that the requirements for each candidate were met. This ensures that PRPB is not hiring individuals that may pose a risk to the public it serves, and the Bureau itself.

Paragraph 108: Recruitment, Selection, and Hiring - Hiring Reforms

PRPD and the UCCJ shall revise and implement policies and practices related to hiring to ensure that PRPD recruits and cadets do not qualify for civil service employment protections until their aptitude and abilities are properly assessed.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented		

 Training:	N/A	Assessment Frequency	Annually
 Practice:	Not Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of the paragraph.

☒ Met ☐ Missed

Note: This Paragraph is assessed, in part, with Paragraph 119.

Compliance Assessment

The Monitor's Office verified that PRPB reviewed and implemented hiring-related policies and practices to ensure that PRPB recruits and cadets qualify for public service employment protections. These protections are only granted after a thorough evaluation of the candidate's skills and abilities. The Monitor's Office reviewed the new Recruitment Regulation and found it to comply with the stipulations of the Agreement and with widely accepted policing practices. The Monitor's Office also verified that this regulation was implemented in training and practice.

PRPB stated that candidates are subject to a probation period. PRPB specialists review the rights of candidates during the probation period. This probation period has shown some areas of concern for the Monitor's Office, such as candidates being in this probationary period for longer than PRPB policy mandates. This is of special concern because PRPB needs to allocate resources in the most effective manner for it to recruit the most candidates possible and not wait excessively for the candidates that are in the probationary period. These matters have been discussed with PRPB and the HR Department, and PRPB is working on resolving the issue. For more information on this topic, see Paragraph 105.

Pathway Forward

PRPB should resolve the above problem in a timely manner, and review GO 501 (Recruitment), Regulation 9050, and Regulation 4216 in order to have clear and effective guidelines for dealing with this issue. With Law 20-2017, candidates that are 18-years old who only hold a high school diploma are now able to become PRPB ranked employees if they acquire their associate's degree with the PRPB program at Ana G. Méndez University. PRPB needs to clarify policies for the candidates that are in this probationary period that have already obtained credits from another post-secondary accredited institution.

VI. Policies and Procedures

Policies and Procedures is assessed on an annual basis. Paragraphs 109 – 116 were assessed in CMR-11 and will be assessed again in CMR-13.

VII. Training

During this reporting period, PRPB continued to make meaningful strides in strengthening its training systems, demonstrating a strong commitment to reform and sustainability. Significant improvements were observed across pre-service, field training, and in-service training programs, particularly in curriculum alignment, instructor quality, and training delivery. Pre-service training at the Academy remains policy-driven and is effectively conducted by qualified instructors, with action collection and review of cadet feedback. PRPB is also exploring expanding online learning opportunities to modernize its training approaches.

As part of the Monitor's Office's review, focus groups were conducted with Training Coordinators from six policing regions (Mayaguez, Carolina, Bayamon, San Juan, Ponce, and Guayama) covering key areas such as policy development, procedural adherence, training standards, assessment tools, centralized management of training records, core curriculum implementation, and the use of equipment and technology guidelines. These discussions revealed a growing alignment between regional practices and SAEA's centralized training framework, reinforcing the structural integrity of PRPB's overall training system.

The Field Training Officer (FTO) Program continues to be one of PRPB's strongest areas, nearing full compliance across in almost all relevant paragraphs. PRPB updated GO 701 (FTO), implemented a refreshed FTO training course, and maintained a robust evaluation and supervision framework to ensure the quality of both field training officers and apprentice agents.

In-service training structures are beginning to take shape with better policy alignment, improved attendance rates, and early efforts toward specialized training tracks for different ranks and units. However, PRPB must continue to strengthen formal training needs assessments, better integrate stakeholder feedback, and ensure roll call trainings are fully tracked and credited under formal systems.

Finally, PRPB is making important advancements in training record management through its transition to the Benchmark Analytics platform. This system is expected to significantly improve the accuracy, tracking, and accessibility of training data. While some areas require continued focus, PRPB's overall progress in training reflects a steady, organized, and reflective trajectory toward full compliance.

Overall, PRPB's compliance with the 18 Training paragraphs assessed during this reporting period reflects similar levels of compliance compared to what was noted in previous CMRs. In CMR-10 66% of paragraphs (12 paragraphs) were assessed as partially compliant and 11% of paragraphs (2 paragraphs) were assessed as substantially compliant, in comparison to the current reporting period, where 56% of paragraphs (10 paragraphs) were found to be partially compliant and 11% of paragraphs (2 paragraphs) were found to be substantially compliant. Five paragraphs (28%) were rated as fully compliant. See figure 6.

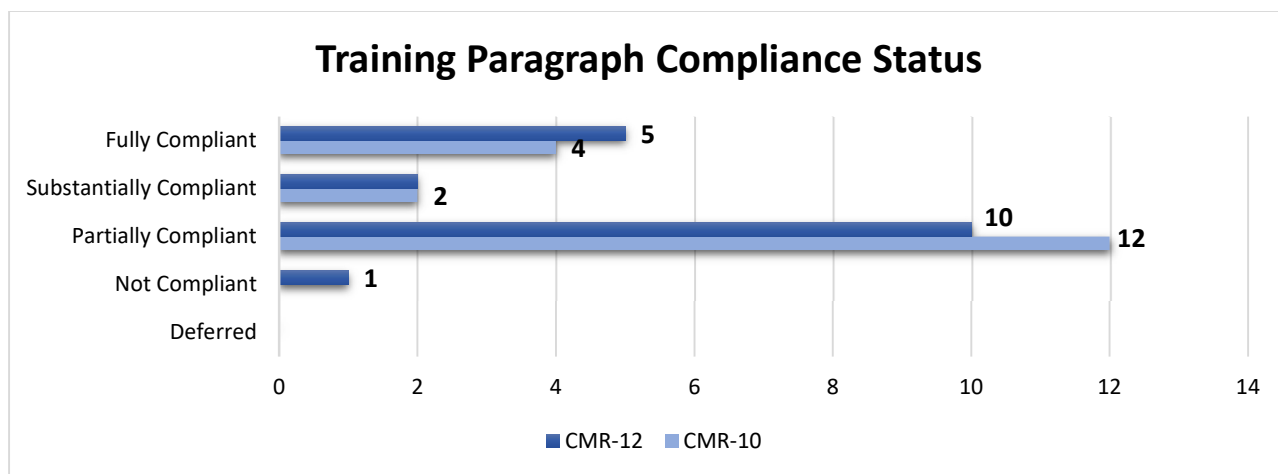


Figure 6. Training: Paragraph Compliance Status

Paragraph 117: Training - General Provisions

PRPD shall ensure that every PRPD officer and employee receives effective and comprehensive training that ensures they understand their responsibilities, the scope of their authority, and PRPD policy, and are able to fulfill these responsibilities and police effectively. Qualified trainers and instructors shall deliver instruction through generally accepted methods and techniques that are approved by UCCJ and are designed to achieve clear and articulated learning objectives. Trainers and instructors shall utilize generally accepted evaluation methods approved by UCCJ to assess proficiency and competency.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	Implemented		
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of the paragraph related to qualified instructors, instruction delivery, and evaluation methods.	☒ Met	☐ Missed
2. Training for trainers and instructors is consistent with approved policies.	☒ Met	☐ Missed
3. Instructors and trainers are qualified and certified as required by policy in 95% of selected training courses.	☒ Met	☐ Missed
4. Instruction is delivered in accordance with policy in 95% of selected training classes.	☒ Met	☐ Missed
5. Evaluation methods are used and documented in accordance with policy in 95% of selected training course files.	☒ Met	☐ Missed

Note: Compliance will be determined on two separate, but inter-dependent bases: (1) the implementation of Paragraphs 117-134, and (2) the results of outcome assessments, pursuant to Paragraph 243.

Compliance Assessment

The PRPB training framework remains firmly grounded in the policies established in GO 703 (Training and Retraining), GO 702 (Pre-Service Training Program), and GO 108 (SAEA). These policies, which outline instructor requirements, instructional methodologies, and evaluation procedures for both pre-service and in-service training, continue to be implemented as last reviewed in October 2023.

During this reporting period, PRPB successfully expanded its instructional capacity by delivering INS 108 (Instructor Development) 6 times, qualifying 73 additional instructors. These instructors were selected in accordance with the established policies, ensuring compliance with Target Two.

Further strengthening its instructional capabilities, PRPB submitted a comprehensive report on 25 specialized topics taught in train-the-trainer courses. This initiative enables certified trainers to disseminate critical knowledge to PRPB agents effectively. Additionally, PRPB provided the Monitor's Office with an updated and detailed list of trainers, their certifications, and the courses they are authorized to teach, thereby meeting the requirements for Target Three.

To ensure adherence to established training standards, the Monitor's Office conducted observations and evaluations during this reporting period. In November 2024, the Monitor's Office observed the REA 601CE course on the Recertification of Rules on Use of Force, confirming that it was delivered in compliance with policy and instructor qualifications. Additionally, the FTO Train-the-Trainer course offered at the Academy was found to be conducted according to policy, reinforcing the integrity of the training program.

The evaluation process extended to the basic academy courses for Class 235, Sections A and B, where academic instruction (associates degree) was assessed for adherence to policy. Instruction for these courses used the Blackboard platform, which the Monitor's Office deemed user-friendly and conducive to cadet engagement. Notably, some cadets used personal laptops for coursework, while others engaged with the instructor via the class monitor, showcasing flexibility in instructional delivery.

The Monitor's Office also conducted a thorough review of training evaluation records, examining files for 12 virtual courses and 109 traditional in-person courses. Additionally, during the February 2024 site visit, a comprehensive audit of pre-service training evaluations was conducted. This review confirmed that PRPB met evaluation process requirements and used the results to inform necessary modifications to training programs, ensuring continuous improvement and alignment with best practices. During this reporting period, SAEA started using PPR 702.1 (Course Evaluation Form) for all feedback processes. This document will provide timely feedback and support for any changes or modifications to courses.

It must also be noted that Paragraph 117 has two separate, but inter-dependent bases for determining its compliance status. First, the compliance of Paragraphs 117-134, and the results of outcome assessments, pursuant to Paragraph 243. Thus, until PRPB has achieved compliance with both bases, this paragraph will not reach substantial compliance.

Pathway Forward

Moving forward, PRPB is well-positioned to sustain its compliance with training policies while continuously refining its instructional methodologies. By maintaining rigorous evaluation processes and

expanding its pool of qualified trainers, PRPB reinforces its commitment to professional development and operational excellence. Continued engagement with the Monitor's Office and the integration of feedback will further enhance PRPB's training programs, ensuring they remain responsive to evolving law enforcement needs and best practices.

1. Pre-Service Education and Training

During this reporting period, PRPB's pre-service training program remained strong, with curriculum and instructional materials consistently aligned with policy and Agreement standards. Cadets received over 1,300 hours of training, far exceeding minimum requirements, and instruction incorporated key topics such as gender violence, community policing, and tactical techniques. The Academy continues to be staffed by qualified instructors, supported by a growing instructor pool through expanded Train-the-Trainer initiatives. Partnerships with the University of Puerto Rico (UPR) and Ana G. Méndez University have strengthened online learning opportunities. While PRPB successfully maintained training quality and cadet participation, it did not meet certain compliance targets related to curriculum review and training needs assessments. However, PRPB has initiated a comprehensive needs assessment in collaboration with V2A, with findings expected by mid-2025. Overall, PRPB is making steady progress toward building a more sustainable and responsive pre-service training program.

Paragraph 118: Training - Pre-Service Education and Training

UCCJ shall provide pre-service education and training to candidates for sworn personnel positions in PRPD in accordance with its enabling statute and regulations. To the extent that UCCJ will confer Associate or equivalent degrees recognized by nationally or regionally accredited institutions of higher learning in the continental United States, UCCJ shall maintain its license in good standing from the Puerto Rico Council on Education and attain full accreditation from the Middle States Association of Colleges and Schools within two years of the decision to confer such degrees.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	Not Implemented		
 Practice:	Not Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of Paragraphs 118-121.	☒ Met	☐ Missed
2. The pre-service training program, including curriculum and related training materials, is consistent with approved policies.	☒ Met	☐ Missed
3. Training plans and standards are consistent with approved policies.	☒ Met	☐ Missed

4. 95% of personnel who complete the pre-service training program are trained and certified (or scheduled for training, in the case of mid-year reviews) in accordance with training plans, standards, and policy.	☒ Met	☐ Missed
5. The pre-service training curriculum is reviewed and revised in accordance with policy.	☐ Met	☒ Missed
6. Findings and recommendations of bi-annual reviews of the pre-service training curriculum are submitted to the Commissioner in written reports.	☐ Met	☒ Missed
7. Needs assessments are conducted in accordance with policy.	☐ Met	☒ Missed

Compliance Assessment

During this reporting period, PRPB demonstrated progress by meeting the first four targets of this paragraph. Training policies are clearly incorporated into the objectives of the pre-service training program, and the curriculum aligns with relevant policies associated with each course topic. Instructional content introduces policy discussions early, ensuring cadets understand the regulatory framework underpinning their training. Additionally, training plans and standards are outlined within PRPB policy and remain in compliance with the Agreement. PRPB also reports that 95% of cadets are actively participating in the pre-service training, and upon completion, will be certified.

However, PRPB did not meet Targets 5, 6, and 7 during this reporting period. There is no documentation indicating that a bi-annual review or revision of the pre-service training curriculum has been conducted, which results in non-compliance with Target 5. Consequently, PRPB also did not meet Target 6, as no written findings or recommendations were submitted to the Commissioner based on a curriculum review. It is important to note that PRPB recently appointed a new Commissioner, and SAEA is working to establish the necessary reporting mechanisms to meet this requirement. In regard to Target 7, a formal training needs assessment has not yet been completed. Nonetheless, SAEA has acknowledged the importance of this process and initiated a partnership with V2A to conduct a comprehensive assessment.

This needs assessment is designed to identify gaps between organizational objectives and individual performance, evaluate existing knowledge and skills relevant to pre-service training, and review the in-service training program to uncover deficiencies. The overarching goal is to improve the delivery and accuracy of training to ensure PRPB officers are adequately prepared to fulfill their roles. Although not yet complete, the assessment process has begun, with findings expected by June 2025.

Pathway Forward

To achieve full compliance, PRPB must institutionalize bi-annual reviews and revisions of its pre-service training curriculum. These reviews are essential to keep training content aligned with updated laws, procedures, policies, and community needs.

In addition, PRPB must complete and implement the comprehensive needs assessment currently in development. This process—led in partnership with V2A—is vital to identifying performance gaps, evaluating current training effectiveness, and addressing areas such as legal updates, equipment use, and non-discrimination practices.

By integrating findings from the assessment into training plans, PRPB can better tailor its instruction to meet both organizational goals and officer development needs. Establishing a structured, data-informed approach to curriculum management and training delivery will support PRPB's efforts to build a professional, responsive, and accountable police force.

Paragraph 119: Training - Pre-Service Education and Training

Once candidates meet all educational requirements and eligibility criteria, UCCJ shall establish and provide a pre-service training program for PRPD cadets consisting of at least 900 hours of instruction that comports with generally accepted policing practice with respect to quality and content, and that reflects the requirements of this Agreement.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	Implemented		
 Practice:	Implemented		

Compliance Targets

Note: This Paragraph is assessed together with Paragraph 118.

Compliance Assessment

During this reporting period, PRPB's pre-service training program remained strong, delivering a total of 1,310 hours—well above the required minimum of 900 hours. The curriculum and training materials consistently aligned with approved policies. Reviewed materials included change reports, syllabi, program content, certifications, presentations, and teaching guides. These instructional resources adhered to generally accepted policing practices and met the quality and content standards outlined in the Agreement. The Monitor's Office's review covered a range of instructional topics, including gender violence, criminology, organizational conduct, community policing, and basic tactical restraint techniques.

It is important to highlight that the Academy is operated through SAEA, which is responsible for conducting the training. PRPB has assumed full responsibility for implementation and compliance, a role previously held by the University College of Criminal Justice (UCCJ). Additionally, PRPB has established academic partnerships with UPR for online instruction and Ana G. Méndez University to offer associate-level coursework for cadets as young as 18. These partnerships have yielded positive results, including the development of an online gender violence curriculum and the delivery of coursework via Blackboard—a user-friendly platform that effectively tracks course progress and development for each student.

Pathway Forward

To sustain its current level of substantial compliance, PRPB should continue implementing a pre-service training program that exceeds the required 900 instructional hours and adheres to the quality and content standards outlined in the Agreement. Although 900 hours is the minimum established by the Agreement, it is best practice to provide more than 900 hours of training. The program must remain consistent with generally accepted policing practices, with curriculum and instructional materials regularly reviewed and updated to reflect contemporary standards and policy changes. PRPB is encouraged to maintain its operational oversight through SAEA and build on the demonstrated success of its academic partnerships with UPR and Ana G. Méndez University. These partnerships have played a critical role in enhancing the accessibility and academic rigor of pre-service training, including the integration of online learning platforms like Blackboard, which support student engagement and ensure thorough documentation of coursework.

Moving forward, PRPB should sustain these collaborative efforts while also ensuring robust internal quality control measures are in place. This includes maintaining comprehensive documentation of training content and delivery, supporting ongoing evaluations by internal reviewers and the Monitor's Office, and incorporating feedback to inform continuous improvement. Exploring additional opportunities to integrate higher education resources and expand specialized content areas—such as community policing, gender-based violence, and tactical skills—will further reinforce the quality and effectiveness of the program. By continuing these practices, PRPB will uphold the integrity of its training efforts, provide cadets with a solid foundation for ethical and professional policing, and continue to meet the expectations set forth in the Agreement.

Paragraph 120: Training - Pre-Service Education and Training

PRPD and UCCJ shall review and revise its pre-service training curriculum to ensure quality, consistency, and compliance with applicable law, PRPD policy, and this Agreement. PRPD and UCCJ shall conduct regular subsequent reviews, at least semi-annually, and submit their findings and recommendations in written reports to the Superintendent.

Compliance Status		Assessment Schedule	
Not Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed together with Paragraph 118.

Compliance Assessment

In PRPB's March 2025 Self-Assessment Report it was reported that the pre-service training review is an ongoing effort. The Monitor's Office requested reports and related materials detailing the findings and recommendations of the bi-annual reviews, including presentations, outreach conducted by PRPB, memos, briefs, and communications with the Commissioner. PRPB informed the Monitor's Office that it had merged some courses and reduced the duration of others.

Furthermore, in PRPB's January 2025 Consolidated Status Report PRPB reported that it had completed the pre-service and in-service training programs. However, no report was submitted to the Monitor's Office, and there has been no information on the existence of such a report nor its submission to the Commissioner. There has not been any additional documentation detailing subsequent reviews. Thus, this paragraph remains not compliant.

Pathway Forward

To achieve full compliance, PRPB must formalize an academic oversight relationship with an institution of higher education, a goal it is actively pursuing. Such an affiliation would facilitate an external review process, ensuring that pre-service training is informed by research-based best practices. Partnering with an academic institution would enhance the lawfulness and legitimacy of policing by integrating evidence-based approaches into training and education. This is particularly critical during pre-service training, as it shapes officers' foundational skills, decision-making, and ability to engage effectively with community members.

Paragraph 121: Training - Pre-Service Education and Training

PRPD and UCCJ shall develop an appropriate training plan and standards including, but not limited to, establishing appropriate passing criteria, attendance, and participation requirements, and valid evaluation methods, to ensure that cadets and officers attain necessary knowledge, skills, and competencies to implement all requirements in this Agreement. PRPD and UCCJ shall conduct regular needs assessments to ensure that training related to the implementation of this Agreement is responsive to the knowledge, skills, and abilities of the cadets and officers being trained.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed together with Paragraph 118.

Compliance Assessment

During this reporting period, PRPB initiated the needs assessment process. In collaboration with V2A, PRPB presented a detailed scope of work to the Monitor's Office. The objective is to develop a comprehensive training plan and standards that establish appropriate passing criteria, attendance and participation requirements, and valid evaluation methods. This will ensure that cadets and officers acquire the necessary knowledge, skills, and competencies to implement all requirements outlined in the Agreement. The approval and distribution of the current needs assessment is expected by June 2025. Moving forward, PRPB shall conduct regular needs assessments to ensure that training remains responsive to the evolving knowledge, skills, and abilities of cadets and officers.

This effort reflects PRPB's commitment to addressing this critical aspect within the timeframe outlined in the Training Plan. PRPB recognizes that a structured needs assessment is essential for guiding training priorities and objectives annually, particularly in fulfilling in-service training obligations, which should be clearly established in a Training Plan.

Pathway Forward

To ensure compliance progress, PRPB must institutionalize a structured needs assessment process that informs training priorities on an ongoing basis. This includes formalizing collaboration with V2A and other relevant stakeholders to refine evaluation methods, establish clear performance benchmarks, and align training content with evolving policing standards.

Additionally, PRPB should integrate findings from the needs assessment into its annual training plan, ensuring that both pre-service and in-service training programs remain responsive to the operational demands of officers and the expectations outlined in the Agreement. Strengthening this process will enhance the effectiveness of training, improve officer preparedness, and support long-term professional development.

To maintain accountability, PRPB should also establish a mechanism for regularly reviewing and updating training standards based on assessment outcomes. This will ensure that cadets and officers consistently receive high-quality, evidence-based instruction that aligns with best practices in law enforcement training.

Paragraph 122: Training - Pre-Service Education and Training

PRPD and UCCJ shall select and train qualified officer and academic instructors and shall ensure that only mandated objectives and approved lesson plans are taught by instructors. Instructors shall engage students in meaningful dialogue, role playing, and test taking, as appropriate, regarding particular scenarios, preferably taken from actual incidents involving PRPD officers, with the goal of educating students regarding the legal and tactical issues raised by the scenarios.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented		

 Training:	Implemented	Assessment Frequency	Annually
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of the paragraph related to qualified instructors, instruction delivery, and evaluation methods.	☒ Met	☐ Missed
2. Training for trainers and instructors is consistent with approved policies.	☒ Met	☐ Missed
3. Instructors and trainers are qualified and certified as required by policy in 95% of selected training courses.	☒ Met	☐ Missed
4. Instruction is delivered in accordance with policy in 95% of selected training classes.	☒ Met	☐ Missed

Compliance Assessment

During this reporting period, PRPB conducted 6 sessions of the Instructor Training Course (INS 108), resulting in the addition of 73 new instructors to the faculty pool. This action significantly helps address the ongoing instructor shortfall.

To further expand the availability of qualified instructors, PRPB also conducted both pre-service and in-service Train-the-Trainer courses. For pre-service training, 13 courses were delivered, adding 371 instructors to the faculty pool. These courses covered a range of topics, including animal welfare, the crime data collection system (CAD), BWCs (AXION 4), performance evaluations, elder abuse, gender violence, missing person investigations, and SA and protective orders.

Similarly, 13 in-service Train-the-Trainer courses were offered, resulting in 518 additional instructors. Topics included instructor development, UOF recertification, Taser 10, searches and seizures, arrest reports, ethics, interactions with transgender and transsexual individuals, community policing, the field training program, and inspections for compliance inspectors.

This initiative to diversify Train-the-Trainer offerings marks a significant step forward. PRPB faces instructor limitations, as many current instructors are active-duty agents who are pulled from the field to teach. By completing multiple Train-the-Trainer courses, these instructors are better prepared to deliver a wider range of subjects as needed. This approach ensures instructional coverage across key training areas.

To sustain progress, PRPB should maintain its current methods and practices to ensure training aligns with mandated objectives and that approved lesson plans are delivered by qualified personnel. The Training Sustainability Plan developed by PRPB emphasizes the importance of recruiting additional training staff and highlights the need for rigorous instructor selection to ensure the best candidates are chosen for each topic.

Practitioner-skilled instructors are especially effective in facilitating meaningful dialogue, leading role-playing exercises, and testing trainees on real-world incidents involving PRPB officers. These methods help students understand both the legal and tactical dimensions of their roles.

2. Field Training Program

During the current reporting period, PRPB demonstrated significant progress in the development, implementation, and oversight of its FTO Program, achieving near full compliance across the relevant sections of the Agreement. PRPB updated and approved GO 701 (FTO Program) in April 2024, strengthening its structure and aligning it with generally accepted policing practices. Throughout the reporting period, the Monitor's Office observed that PRPB has maintained high standards in the selection, training, evaluation, and re-certification of FTOs, while also ensuring structured, well-documented training for apprentice agents.

PRPB successfully revised its FTO selection processes, maintained a strong and up-to-date training curriculum, and fully implemented evaluation mechanisms to assess FTO and apprentice agent performance. The updated FTO 9061 Training Course was launched in January 2025, and the Monitor's Office directly observed its delivery in a realistic, scenario-based environment at the Academy. Personnel file reviews, document assessments, and interviews with FTO leadership confirm that PRPB's practices meet the requirements of the Agreement, with compliance achieved in key areas such as FTO eligibility, training, supervision, and feedback integration.

While minor areas for improvement remain, such as formalizing an incentive structure to support and recognize FTOs, PRPB's efforts reflect a strong commitment to sustainable reform and continuous improvement. Overall, PRPB has performed exceptionally well in advancing the FTO Program and remains on track to achieve full compliance across all elements of this section.

Paragraph 123: Training - Field Training Program

PRPD shall develop a field training program that consists of at least 800 hours and that comports with generally accepted policing practice with respect to quality and content, and that reflects the substantive requirements of this Agreement.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	Implemented		
 Practice:	Not Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of Paragraphs 123, 126.	☒ Met	☐ Missed
2. The field training program, including curriculum and related training materials, is consistent with approved policies.	☒ Met	☐ Missed

-
3. 95% of personnel who complete the field training program are trained and certified (or scheduled for training, in the case of mid-year reviews) in accordance with approved policies. ☒ Met ☐ Missed
-

Compliance Assessment

In April 2024, PRPB updated and approved GO 701 (FTO Program). During the review process, the Monitor's Office submitted comments regarding the need to incentivize participation in the FTO Program. As of this reporting period, no such incentive process has been implemented. The Monitor's Office notes that while incentivization is not specifically required by the Agreement, it is considered a general policing best practice. Accordingly, we continue to emphasize the importance of integrating incentives into the FTO policy and program. Without an adequate FTO program, incoming cadets will not acquire the training required by the Agreement, PRPB policy, and best policing practices. The Monitor's Office emphasizes the need of mitigating any factors that might hinder or have a negative impact on FTOs, which are an integral part of the PRPB program.

During this reporting period, the Monitor's Office interviewed FTOs and gathered feedback on potential incentives that could support and motivate those serving in this capacity. Suggestions included allowing FTOs priority selection for vacation time and holidays. It was also recommended that a survey be conducted to gather additional input from FTOs, particularly regarding non-monetary incentives, as direct financial compensation is not an option. FTOs play a critical role in shaping the next generation of officers by modeling professional standards, reinforcing policy and procedural compliance, and cultivating a culture of accountability and integrity. The responsibilities they carry go beyond routine duties and require additional time, energy, and emotional investment. For this reason, identifying meaningful incentives—even non-monetary ones—is essential to support their continued commitment and reduce burnout. Prioritizing vacation or holiday selection acknowledges their contributions in a tangible way, helping to reinforce their value within the Bureau. Gathering broader input through a survey ensures that the incentives offered are responsive to FTO needs and are more likely to be effective in motivating and retaining qualified trainers.

Regarding Target Two, the Field Training Program curriculum complies with the requirements of the Agreement. The curriculum is aligned with generally accepted policing practices and is based on PRPB's model, incorporating elements from the San Jose Field Training Program, a recognized national standard.

For Target 3, the Monitor's Office reviewed 48 apprentice files and found information regarding the completion of Phase Four of the FTO Program. PRPB recently modified the 800-hour training requirement by introducing four distinct phases. The final phase, covering criminal investigation techniques, is now being taught at the Academy by instructors from the Criminal Investigation Division, rather than by FTOs in the field as was previously the practice. This change is being implemented for the first time with Class 235, which is currently in progress.

Pathway Forward

Moving forward, PRPB should establish a non-monetary incentive framework for FTOs, informed by direct feedback gathered through a formal survey. This will allow the organization to revise GO 701 (FTO Program) to incorporate meaningful incentives while aligning with best practices. Additionally, the

implementation of the revised curriculum, particularly the transition of Phase Four training to the Academy, should be closely monitored with Class 235 to assess effectiveness. Following the class's completion, PRPB will evaluate program outcomes to ensure all changes meet intended goals and address compliance gaps, particularly with Target Three.

Paragraph 124: Training - Field Training Program

PRPD's policies and procedures on field training shall delineate the criteria and methodology for selecting Field Training Officers ("FTOs"). PRPD shall permit only qualified officers to serve as FTOs. To determine qualifications, PRPD shall consider officer experience, disciplinary history, and demonstrated leadership skills, among other factors. PRPD shall strive to assemble FTOs that represent a broad cross-section of the community.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented		
 Training:	Implemented	Assessment Frequency	Annually
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of the paragraph.	☒ Met	☐ Missed
2. Selection devices used by the FTO evaluation boards are consistent with approved policies.	☒ Met	☐ Missed
3. Selected FTOs meet eligibility requirements.	☒ Met	☐ Missed
4. All FTOs who do not maintain eligibility are removed as FTOs in accordance with approved policies.	☒ Met	☐ Missed

Compliance Assessment

During this reporting period, the Monitor's Office found that PRPB's FTO selection process was revised in accordance with policy. In October 2024, PRPB certified compliance with Paragraph 124 of the Agreement. PRPB confirmed that the FTO Evaluation Board was eliminated from the GO, transferring responsibility for FTO selection to the Field Training Program Coordinator. The Coordinator continues to apply the same recruitment criteria outlined in Article 2 of GO 701 (FTO Program), including the addition of an annual performance evaluation requirement.

A review of 68 personnel folders for officers proposed to serve as FTOs showed that eligibility documentation was properly maintained. Each folder included evidence of training completion, annual performance evaluations (PPR 310.1), and reviews of administrative complaints, internal investigations, and disciplinary records through SARP. Once selected, FTO candidates complete a 40-hour training curriculum, which remains current with no updates reported during this reporting period. Following successful completion of training, officers are assigned an apprentice.

PRPB also maintains a system for the removal of FTOs if necessary. The process begins at the supervisory level, escalates to the commander, and ultimately requires final approval by the Police Commissioner. No FTO removals were reported during this reporting period.

Overall, based on the documentation reviewed, all FTOs met eligibility requirements, and PRPB remains in full compliance with Paragraph 124.

Paragraph 125: Training - Field Training Program

PRPD shall ensure that all FTOs receive training in the following areas: management and supervision; community-oriented policing; effective problem solving techniques; and field communication, among others. FTOs shall be required to maintain, and demonstrate on a regular basis, their proficiency in managing recruits and subordinates, practicing community-oriented policing, and solving problems effectively.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	Implemented		
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of this Paragraph.	☒ Met	☐ Missed
2. Training for FTOs is consistent with approved policies.	☒ Met	☐ Missed
3. 95% of personnel who complete the training for FTOs are certified (or scheduled for training, in the case of mid-year reviews) in accordance with approved policies	☒ Met	☐ Missed

Compliance Assessment

During the reporting period, both the FTO Program curriculum and its associated processes were found to be compliant with the Agreement. The curriculum reflects generally accepted policing practices and was further strengthened when PRPB finalized updates through the SAEA committee in October 2024. Following this approval, the revised FTO 9061 Training Course was implemented and offered beginning in January 2025. These updates enhance the quality of training provided to FTOs and contribute to sustaining compliance with Target Two.

During the January 2025 site visit, the Monitor's Office observed the delivery of the FTO Training Program at the Academy, held in the courtroom classroom. The setting lent itself to a scenario-based atmosphere that was conducive to practical, immersive learning.

PRPB ensures that FTOs receive essential instruction on key topics necessary for effectively mentoring apprentice agents. Training records for 22 FTOs were submitted, each confirming completion of the

updated FTO 9061 course. A review of personnel files for FTOs assigned in Bayamón, Caguas, Carolina, Fajardo, and San Juan confirmed successful training in areas such as management and supervision, community-oriented policing, problem-solving, and field communications. Additionally, each file contained certifications of FTO training completion, fully meeting the requirements established in the Agreement.

Paragraph 126: Training - Field Training Program

PRPD shall ensure that recruits in the field training program are trained in a variety of geographic areas within Puerto Rico; in a variety of shifts; and with several FTOs.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	Implemented		
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 123.

Compliance Assessment

PRPB continues to recognize the importance of providing structured training for apprentice agents and adheres to GO 701 (FTO Program) in the coordination and delivery of the program. During this reporting period, the Monitor's Office reviewed 30 apprentice agent files from the 5 regions conducting FTO training: Bayamón, Caguas, Carolina, Fajardo, and San Juan. The review found that the files were thorough and well-documented, reflecting compliance with policy-driven processes. Each file included evaluations for all four phases of the program, as well as evaluations of the assigned FTOs using PPR 701.4 (Apprentice Agent Evaluation Final Phase).

As established by the court approved methodology, Paragraph 126 is assessed with Paragraph 123, and thus found to be partially compliant. Once the compliance status of Paragraph 123 reaches substantial compliance, this paragraph will reach substantial compliance. Full implementation of this practice island-wide is still in development. Additional regions are developing the FTO program. For example, during this reporting period Ponce had an FTO coordinator but has yet to conduct any FTO training.

Pathway Forward

The Monitor's Office encourages PRPB to continue maintaining thorough documentation of apprentice agent training files, ensuring consistency across all regions. As the FTO Program continues to develop, PRPB should periodically review and update its evaluation tools, including PPR 701.4 (Apprentice Agent Evaluation Final Phase), to ensure they remain aligned with best practices and evolving training needs.

Continued monitoring of apprentice progress and FTO performance will support sustained compliance and further strengthen the quality and effectiveness of the Field Training Program.

Paragraph 127: Training - Field Training Program

PRPD shall develop a program to assess FTO performance using appropriate evaluation tools. PRPD shall review and evaluate the performance of FTOs, with re-certification dependent on strong prior performance and feedback from other staff. Any recommendation from a FTO to terminate a trainee during their field training program shall be reviewed and evaluated by the chain of command.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	Implemented		
 Practice:	Implemented		

Compliance Targets

1. The FTO performance assessment program incorporates all of the requirements of the paragraph.	☒ Met	☐ Missed
2. Training for supervisors evaluating the performance of FTOs is consistent with approved policies.	☒ Met	☐ Missed
3. 95% of performance assessments for selected FTOs are within policy.	☒ Met	☐ Missed
4. 95% of personnel files for selected FTOs who were recertified to serve as FTOs are within policy.	☒ Met	☐ Missed
5. 95% of recommendations by FTOs to terminate a trainee from the field training program are reviewed and evaluated by the chain of command.	☒ Met	☐ Missed

Compliance Assessment

The Monitor's Office conducted a review of a sample of 22 FTO personnel folders and concluded that the performance assessment required for this paragraph has been satisfactorily met. PRPB assesses its FTOs through supervisor evaluations, as stipulated in the Agreement. Upon reviewing FTO evaluations, it was determined that the FTOs are selected and re-certified satisfactorily, which meets Target 1 requirements.

Training for supervisors who evaluate FTO performance aligns with PRPB's approved policies and GO 701 (FTO Program). Supervisors are trained to assess FTOs using standardized tools and procedures, ensuring consistency across the regions. This includes evaluation processes embedded into the apprentice agent and FTO files reviewed during this reporting period, which addresses Target 2 requirements.

Based on the review of 22 FTO personnel folders and the documented evaluations (PPR 701.4), more than 95% of the assessments reviewed were found to be compliant with PRPB's policy and evaluation

standards. The assessments were thorough, timely, and appropriately documented according to Target 3 requirements.

A review of the FTO personnel files confirmed that eligibility documentation, training completion, and performance evaluations were properly maintained and aligned with PRPB policy. The Monitor's Office found that over 95% of the reviewed files for recertified FTOs were complete, up-to-date, and within policy and Agreement requirements.

During the reporting period, no recommendations for the termination of an apprentice agent were submitted by FTOs. As such, this target could not be assessed in practice for this reporting period. However, the policy framework is in place, and the review and evaluation process through the chain of command, including final authority by the Police Commissioner, has been clearly outlined in PRPB's procedures.

Paragraph 128: Training - Field Training Program

PRPD shall create a mechanism for recruits to provide confidential feedback regarding the quality of their field training and their FTO, including the extent to which their field training was consistent with what they learned, and suggestions for changes to training based upon their experience in the FTO program.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented		
 Training:	Implemented	Assessment Frequency	Annually
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of the paragraph.	☒ Met	☐ Missed
2. Training for relevant personnel includes training on the feedback mechanism.	☒ Met	☐ Missed
3. All relevant personnel are trained on the feedback mechanism.	☒ Met	☐ Missed
4. Feedback and suggestions of recruits is considered when reviewing and revising the field training program.	☒ Met	☐ Missed

Compliance Assessment

During this reporting period, the Monitor's Office reviewed 30 apprentice agent evaluation forms (PPR 701.5 – Evaluation by Apprentice Agent on their Assigned FTO) to gather confidential feedback regarding the apprentice agents' experiences during their field training. These evaluation forms solicit information from apprentices on the consistency between their FTO training and the instruction received at the Academy, as well as suggestions for potential improvements to the FTO Program. The feedback provided was appropriately documented and maintained within the personnel files reviewed.

The feedback forms were subsequently reviewed by the FTO Commanding Officer and staff to assess whether any revisions to the FTO Program were necessary. Additionally, the Monitor's Office conducted interviews with FTO leadership to confirm that apprentice agent feedback is considered when evaluating and modifying the program. No recommendations for program enhancements were reported during this reporting period.

PRPB is found to be fully compliant with the requirements of the Agreement regarding the collection and review of apprentice agent feedback. It is essential that PRPB continues to implement this process consistently to maintain compliance and ensure the ongoing improvement and responsiveness of the FTO Program.

3. In-Service Training

During this reporting period, PRPB demonstrated incremental progress in strengthening its in-service training program, with several core structures beginning to take shape. Updated policies aligned with the Agreement were implemented, and the 2024 training cycle reflected improved consistency between curriculum and approved guidelines. High levels of training attendance indicate growing participation and organizational commitment, and PRPB has taken initial steps toward tailoring training tracks for various ranks and specialized roles. However, important areas remain underdeveloped. There is limited evidence of formal training topic analysis or consistent integration of stakeholder feedback into program design. While PRPB began involving CICs and community representatives in some training discussions, this engagement has not yet been included in content. Similarly, the transition to crediting roll call trainings in 2025 shows potential, but those sessions are not yet integrated into formal tracking systems. Overall, while the groundwork is being laid, a sustained focus on analysis, documentation, and inclusive planning will be essential for PRPB to build a fully compliant and effective in-service training program.

Paragraph 129: Training - In-Service Training

PRPD shall establish a mandatory annual in-service training program that consists of at least 40 hours and that comports with generally accepted policing practice with respect to quality and content, and that reflects the requirements of this Agreement.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	Implemented		
 Practice:	Not Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of Paragraphs 129-131. ☒ Met ☐ Missed

2. The in-service training program, including curriculum and related training materials, is consistent with approved policies.	☒ Met	☐ Missed
3. 95% of personnel who complete the in-service training program are trained and certified (or scheduled for training, in the case of mid-year reviews) in accordance with approved policies.	☒ Met	☐ Missed
4. The in-service training program includes training tracks in accordance with approved policies and the Agreement.	☒ Met	☐ Missed
5. Reviews and revisions of the in-service training program are based on multiple factors in accordance with approved policies and the Agreement.	☐ Met	☒ Missed

Compliance Assessment

During this reporting period, PRPB continues to strengthen its in-service training program, making clear progress in several key areas. For Target 1, the policies guiding the training program fully incorporate the requirements outlined in Paragraphs 129–131. This target is met, with the relevant GO 108 (SAEA) revised in August 2023 and officially approved by the Commissioner in July 2024. The 2024 in-service training cycle achieved consistency between training materials and approved policies, ensuring that curricula content aligned with established standards. While the 2025 training curriculum is still under development, efforts are underway to maintain that same level of alignment.

PRPB has successfully met the 95% compliance threshold for training attendance, with over 95% of personnel either completing or being scheduled for all required in-service training courses, demonstrating strong organizational commitment and participation. The in-service training program includes structured training tracks for various roles, including agents, supervisors, and administrative personnel. This ensures that role-specific learning requirements are addressed in accordance with the Agreement.

Finally, while target five related to reviews and revisions of the training program was not fully met, PRPB has shown promising progress in incorporating stakeholder feedback into curriculum development. According to GO 703 (Training and Retraining), PRPB should seek, and in the appropriate cases implement, the recommendations of various organizations, such as the Civil Rights Commission, civilian organizations, or others. For example, meaningful input from Community Interaction Committees (CICs) was integrated into the development of the National Incident-Based Reporting System (NIBRS) training module, reflecting a growing emphasis on collaboration and responsiveness. These efforts, alongside the ongoing transition to the Benchmark Analytics system, signal a positive trajectory for PRPB's training management and delivery, and should be implemented for all courses undergoing a design phase. Furthermore, PRPB should submit proof that the Bureau sought input from stakeholders and evaluated whether to implement the recommendations.

Pathway Forward

To build on the progress made under Paragraph 129, PRPB should continue strengthening its in-service training program by maintaining the established 40-hour annual requirement and ensuring ongoing alignment with the Agreement and policing best practices. Sustaining the 95% compliance threshold for training participation will be critical, and PRPB is encouraged to implement tracking measures that can verify and document this level of attendance across all ranks. The full rollout and use of the training track

document scheduled for 2025 will be essential in capturing the scope and progression of officer professional development over time. As curriculum development continues, PRPB should formalize and expand its review processes to incorporate data-driven evaluations, operational feedback, and lessons learned from prior cycles. Furthermore, the integration of community inputs, such as through CIC participation, should be institutionalized to ensure training content remains relevant, adaptive, and responsive to public safety needs. These steps, supported by the transition to the Benchmark Analytics platform, will help ensure a more accountable, transparent, and effective training infrastructure moving forward.

Paragraph 130: Training - In-Service Training

PRPD shall create in-service training tracks for the following groups, including, but not limited to, command staff; lieutenants and sergeants; detectives; narcotics and vice investigators; specialized units; and professional responsibility investigators.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	N/A		
 Practice:	Implemented		

Compliance Targets

Note: This Paragraph is assessed together with Paragraph 129.

Compliance Assessment

In this reporting period PRPB created a thorough in-service training track document tailored to various groups, including but not limited to command staff, lieutenants, sergeants, detectives, narcotics and vice investigators, and specialized units. This document aims to provide structured and targeted training programs to enhance the skills and effectiveness of personnel across different roles within the Bureau.

However, these training tracks should also be based on the Training Needs Assessment. Therefore, the training tracks submitted to the Monitor's Office are incomplete due to missing the critical component of having the information regarding the Training Needs Assessment available for consideration. Furthermore, when assessed alongside Paragraph 129, which was found partially compliant, Paragraph 130 remains partially compliant.

Pathway Forward

PRPB should continue to build upon its progress in this reporting period by further developing and implementing the comprehensive in-service training track document designed for diverse groups within the Bureau, including command staff, lieutenants, sergeants, detectives, narcotics and vice investigators, and specialized units. The purpose of this document should remain focused on delivering structured and

tailored training programs aimed at improving the skills and performance of personnel across various roles within PRPB. Having a training track in place is not only beneficial but also considered a good standard for officer development.

Paragraph 131: Training - In-Service Training

PRPD shall identify critical in-service training topic areas based on an analysis of factors that include but are not limited to officer safety issues, community concerns, use-of-force statistics, internal affairs statistics, court decisions, research reflecting the latest law enforcement trends, individual precinct needs, and input from members at all levels of the Department, the Superintendent's Citizens' Interaction Committee ("CIC") and members of the community.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Annually
 Practice:	Implemented		

Compliance Targets

Note: This Paragraph is assessed together with Paragraph 129.

Compliance Assessment

During this reporting period, PRPB made limited but notable progress toward compliance with Paragraph 131. The paragraph requires PRPB to identify critical in-service training topics based on a comprehensive analysis of various factors, including officer safety concerns, UOF and internal affairs statistics, community concerns, court decisions, research on law enforcement trends, precinct-level needs, and input from internal personnel and external stakeholders such as the Superintendent's CIC and members of the broader community.

PRPB submitted 109 handwritten evaluations and 12 virtual course evaluations for review. While the virtual evaluations included more structured, analyzable questions and provided aggregate response data, the handwritten evaluations have not been formally analyzed to extract trends or inform future training decisions. No formal, comprehensive analysis incorporating the range of required inputs was conducted during this reporting period.

However, encouraging developments were observed during the February 2024 site visit where it was noted that the Superintendent's CIC and members of the community are actively being invited to attend training sessions to observe and provide feedback on instructional methods. This type of proactive engagement demonstrates a growing commitment to including community perspectives in the training process. Despite this, external stakeholders beyond CIC members have not yet been consistently

engaged in training design or delivery, and no documentation has been submitted to show how input from these stakeholders has influenced training content or priorities.

Work is currently underway with V2A to conduct a broad organizational needs assessment that may offer a valuable foundation for identifying critical training topics moving forward. For PRPB to achieve full compliance with this paragraph, it will need to institutionalize a process that combines data analysis with systematic stakeholder engagement and clearly documents how these inputs inform training decisions.

Pathway Forward

To move toward full compliance with Paragraph 131, PRPB should focus on developing a formal, recurring process to analyze in-service training needs using multiple data sources. This includes course evaluations, UOF statistics, internal affairs trends, court decisions, and officer safety data. Establishing a method to systematically review and synthesize this information will enable PRPB to better identify training gaps and emerging priorities.

Additionally, PRPB is encouraged to build on its recent efforts to involve the Superintendent's CIC and other community stakeholders. The planned inclusion of groups such as the Women's Advocate, Paz para la Mujer, and the Department of Justice's Specialized Prosecutors in upcoming committee sessions is a promising step. To ensure transparency and effectiveness, PRPB should document these engagements and clearly document how community and expert input informs training content and delivery.

As V2A's organizational needs assessment advances, PRPB should explore how its findings can be integrated into training design and planning. By institutionalizing these practices and providing supporting documentation, PRPB can meet the paragraph's requirements while reinforcing the value of data-driven and community-informed training initiatives.

Paragraph 132: Training - In-Service Training

PRPD shall develop a comprehensive training program to supplement the 40-hour formal in-service training that is delivered at the beginning of shifts or tours of duty for all officers. Training may include special topics selected by UCCJ and precinct or unit Commanders that address constitutional policing, officer safety, readiness, community concerns, or departmental procedural matters.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	Implemented		
 Practice:	Not Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of the paragraph.	☒ Met	☐ Missed
2. Monthly meetings are consistent with approved policies and the Agreement.	☒ Met	☐ Missed
3. 95% of selected monthly meetings comply with approved policies.	☐ Met	☒ Missed

Compliance Assessment

During the reporting period, the Monitor's Office received and reviewed 66 files containing supporting documents related to PRPB's monthly roll call training meetings. These sessions are held at the start of officers' shifts or tours of duty and are designed to complement the mandatory 40-hour formal in-service training program. The submitted files included key documentation such as agendas, sign-in rosters, and teaching objectives.

A notable improvement was observed in the use of PPR 704.1, the designated form for documenting these meetings. The form is now being completed more accurately, particularly in reflecting the actual duration and content of each training session. This marks a positive development in documentation quality and consistency.

Importantly, while no training credit was assigned for these meetings in the 2024 training cycle, PRPB has indicated that, beginning in 2025, these monthly sessions will be submitted for training credit. This shift represents a significant change and is a positive step toward maximizing the impact of all training opportunities. However, these meetings are not yet reported to SAEA or entered into PTMS, meaning they are not currently counted toward the formal 40-hour in-service training requirement.

Pathway Forward

To strengthen the training program, PRPB should begin formally reporting monthly roll call meetings to SAEA and recording them in the training management system. This will ensure these sessions are counted toward the 40-hour in-service requirement once training credit is applied in 2025. Continued accurate use of PPR 704.1 (Monthly Meeting Agenda) and consistent documentation will support transparency, improve training integration, and help institutionalize these meetings as a valuable part of ongoing officer development.

4. Training Records

PRPB continues to make steady progress in the management and oversight of training records, demonstrating a strong commitment to improvement and compliance. While some targets were not met during this reporting period, significant advancements have been made to enhance training data accuracy and accessibility. The transition from the legacy PTMS to the more advanced Benchmark Analytics platform is well underway and represents a major step forward. This new system will provide a centralized, reliable, and comprehensive solution for managing all training-related information. With the active support of SAEA and the Monitor's Office, the implementation of Benchmark Analytics is expected to greatly strengthen PRPB's capacity to track, report, and maintain training records in full alignment with the Agreement's requirements.

Paragraph 133: Training - Training Records

PRPD shall electronically maintain complete and accurate records of current curricula, lesson plans, and other training materials in a central, commonly-accessible, and organized file system.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	Implemented		
 Practice:	Not Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of the paragraph.	☒ Met	☐ Missed
2. Training on the storage and preservation of training records and materials is consistent with approved policies.	☐ Met	☒ Missed
3. Training records and materials are stored and preserved in accordance with approved policies in 95% of selected courses.	☐ Met	☒ Missed

Compliance Assessment

During this reporting period, the Monitor's Office found Target 1 to be compliant. GO 108 (SAEA) was revised in August 2023 and approved and signed by the Commissioner in July 2024. Specifically, Section IV.F of this GO provides guidance relevant to the requirements outlined in these paragraphs.

Targets 2 and 3, however, were not met during this reporting period. SAEA currently uses PTMS as its standardized electronic training records platform. The Monitor's Office conducted an audit of training courses stored in PTMS to verify that all required curricula were properly archived and maintained in accordance with established policies. The audit found that PRPB was compliant with 65 out of 77 required courses, resulting in an overall compliance rate of 84%. As such, PRPB did not meet the 95% compliance threshold.

PRPB responded to the audit by requesting the opportunity to address the deficiencies identified. As a result, the Bureau successfully located the missing course materials and added them to the appropriate files. It is important to note that PRPB is currently transitioning from PTMS to Benchmark Analytics—a move that the Monitor's Office supports. SAEA and the Monitor's Office agree that once this transition is complete, course materials and training documentation will be more effectively housed and maintained in the new system.

To support this transition, PRPB has already initiated coordination with Benchmark Analytics. The Bureau has begun work sessions focused on scoping and requirements analysis to develop an implementation

timeline. Benchmark Analytics is expected to fully replace PTMS, offering an upgraded training management platform aligned with the Training provisions of the Agreement.

Once implemented, Benchmark Analytics will serve as the comprehensive repository for all training-related data, including course curricula and instructional materials. The platform is designed to support SAEA in enhancing its training operations by enabling real-time tracking, management, and reporting of training records. It will include critical information such as course descriptions, durations, training locations, instructor details, attendance records, testing outcomes, and electronic copies of all relevant documentation.

Pathway Forward

To ensure continued progress and achieve future compliance with the Agreement, PRPB must prioritize the successful transition to the Benchmark Analytics system. This transition is critical to enhancing the efficiency, transparency, and accountability of training record management. In the coming months, PRPB should finalize the implementation timeline in collaboration with Benchmark Analytics, ensuring that specific milestones are met, including system deployment, data migration, and staff training. Once the system is fully operational, PRPB should focus on reconciling and migrating all existing training materials, curricula, and documentation from PTMS to Benchmark Analytics, ensuring that the data is accurate and complete.

To ensure proper use, PRPB will need to conduct comprehensive training for relevant staff, including data entry, retrieval, reporting, and record management. Additionally, internal monitoring and auditing processes must be established to regularly review the accuracy and completeness of training records housed within the new system. Finally, PRPB should develop a sustainability plan to ensure continuous, consistent use of the Benchmark Analytics system, including protocols for archiving new courses and maintaining up-to-date training documentation. By taking these steps, PRPB can meet and sustain compliance with Targets 2 and 3, ensuring that training documentation is effectively managed and maintained, and reinforcing the Bureau's commitment to professional policing practices.

Paragraph 134: Training - Training Records

PRPD shall track, maintain, and report detailed, real-time training records and statistics. PRPD shall develop an electronic database to create and maintain records for each recruit and each sworn and unsworn member of the PRPD, including a standard electronic training record and electronic copies of certificates and other materials. The training records shall include the following information: the course description and duration, curriculum, location of training, and name of instructor. PRPD will provide the Superintendent with annual reports, or more often as needed, on training attendance and testing results.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented		

 Training:	Implemented	Assessment Frequency	Annually
 Practice:	Implemented		

Compliance Targets

1. The electronic database accounts for all of the elements in the paragraph and outcome measures as required by Paragraph 243.	☒ Met	☐ Missed
2. All training records and statistics are tracked in the electronic database.	☒ Met	☐ Missed
3. Training reports provide current and accurate information to the Commissioner.	☒ Met	☐ Missed

Compliance Assessment

During this reporting period, PRPB submitted a certification regarding changes to the PTMS, which will record all training data and enable statistical analysis. SAEA reports that the development of the Benchmark Analytics Automated Training Management System has been completed, and they are beginning work sessions for scoping and requirements analysis, which will guide the implementation schedule. Benchmark Analytics will replace the current PTMS to fulfill all Training Agreement requirements.

Additionally, SAEA submitted its annual report to the Commissioner, including course descriptions and duration, curricula, training locations, instructor names, attendance data, and testing results. This updated report ensures accurate and timely information delivery. It is recommended that the current reporting fields be retained in the Benchmark Analytics system.

Pathway Forward

To ensure a successful transition, PRPB will continue working closely with Benchmark Analytics to complete the scoping and requirements analysis phase. This collaboration will define a clear and actionable implementation schedule for replacing the existing PTMS. As the new system is developed and customized, it is recommended that current reporting fields—such as course descriptions, instructor information, attendance, and test results—be retained to maintain consistency and compliance with the Agreement. Once the system configuration is complete, targeted training should be provided for staff to facilitate smooth adoption and ensure accurate data entry. In parallel, ongoing monitoring and feedback processes should be established to evaluate system performance and support continuous improvement. Finally, SAEA should continue enhancing its annual reporting, leveraging the capabilities of Benchmark Analytics to provide accurate, timely, and comprehensive reports to the Commissioner.

VIII. Supervision and Management

The Commonwealth continued to demonstrate improvement toward compliance in this section of the Agreement. As reported in prior CMRs, PRPB has made progress in promotions, implemented a new evaluation system, and assigned promoted first-line supervisors. Additionally, during this reporting period, PRPB announced that AH Datalytics, the Commonwealth's contractor, has developed a dashboard to track performance evaluations, training, monthly academies, non-punitive corrective measures, and referrals to SARP and psychological services. Furthermore, AH Datalytics is developing another dashboard to validate supervisor and agent assignments.

PRPB projected that the Early Intervention System (EIS) provided by Benchmark Analytics will go live between September and December 2025. These accomplishments represent significant progress in this area. PRPB also reported that the EIS Charter has been submitted for review and that the project scope has been presented to the IT Governance Executive Committee, including Puerto Rico Innovation and Technology Service (PRITS) representatives. Furthermore, PRPB reported progress in preparing the required datasets for the initial data import into the EIS. Ongoing sessions are being conducted with the Policies and Procedures team, the EIS Unit, and the Benchmark Analytics team to draft the policy and procedures for the EIS. The Monitor's Office stresses to the Commonwealth that it must incorporate an internal communication strategy to inform PRPB members of EIS, its objective, and related policies.

Despite these valuable accomplishments, PRPB continues to face challenges in supervisory accountability, the development of the EIS, and providing comprehensive personnel records and statistical data. Addressing these issues effectively and consistently will be crucial for PRPB to achieve substantial compliance.

The reported promotions at all levels of supervision during prior reporting periods bring PRPB closer to meeting the number of supervisors outlined in the Staffing Plan. The Monitor's Office recognizes that a number of supervisors have either retired or resigned, leading once again to a shortage of first-line supervisors. It is recommended that PRPB conduct an audit of first-line supervisors who have left the Bureau or are eligible for retirement within the next two years. Based on this data, PRPB should begin preparations for offering the sergeant's test by early 2026. While current deficiencies are relatively low, they nonetheless represent a concern.

Additionally, it was reported that training on inspections and audit systems for the Inspection Division has concluded and was submitted for review on February 22, 2025. The Monitor's Office finds that the related policies and training on internal audits and inspections align with approved policies. The Inspection Division has also provided information and documentation demonstrating that audits are consistently planned and conducted. However, documentation proving that the Commissioner reviews each audit is still lacking. The Inspection Division is actively working on producing reports to demonstrate that the Commissioner or his/her designee reviews all audits for policy compliance, disciplinary measures, and/or non-punitive corrective action.

As reported in several CMRs, ongoing concerns regarding the Transfer Unit, assignments, evaluations, vehicle shortages, and limited budgets for vehicle repairs continue to be raised and confirmed by

management. Human resources personnel and high-ranking officials have acknowledged these issues and indicated that they are actively developing plans and systems to address them. PRPB has demonstrated a commitment to resolving these concerns, particularly through the implementation of roll call meetings. However, proper documentation of these meetings remains insufficient. The improvements in this area can be attributed to the increase in new supervisors, as well as PRPB management's directive to mandate roll call meetings. PRPB should continue advocating for training meetings and roll calls, ensuring that a system is in place to document and codify these practices in policy.

PRPB implemented a new evaluation policy in January 2024, and over 95% of supervisors have completed the designated training curriculum, positioning PRPB for potential substantial compliance. During the January 2025 evaluation cycle, a review of 90 evaluation records provided by PRPB showed that supervisors have significantly improved in performance evaluation preparation and score justifications. However, interviews conducted in January and February 2025 revealed that 35% of personnel had not met with their supervisors to discuss their evaluations or career development and 10% of personnel reported that they were only asked if they agreed with their evaluation. This demonstrates that the training and related policy are not being operationalized in practice as required. These issues were verified during high-ranking officers' meetings, with the primary reason cited being a lack of supervisors. The primary reason cited by supervisors was a lack of time to conduct these meetings. It is essential that supervisors understand the importance of these discussions for morale and career development. Recently promoted supervisors received in-person training on performance evaluations; further comprehensive training for all supervisors is advised, emphasizing compliance and importance.

Interviews also revealed that some evaluations were conducted by supervisors who did not directly oversee the evaluated employees or worked on different shifts than the personnel they assessed. Additionally, acting supervisors continue to be used for supervisory duties, although these deficiencies were reported in only 10% of interviews. The technological improvements supporting the new performance evaluation system is detailed in the [IT section](#) of this CMR.

Overall, the Commonwealth's compliance with the 24 Supervision and Management paragraphs assessed during this reporting period reflects similar levels of compliance to what was noted in previous CMRs. In CMR-10, 50% of the 24 paragraphs (12 paragraphs) were assessed as partially compliant and 33% of the 24 paragraphs (8 paragraphs) were assessed as not compliant, in comparison to the current reporting period, where 50% of the 24 paragraphs (12 paragraphs) were found to be partially compliant and 4% of the 24 paragraphs (1 paragraph) was assessed as not compliant. Four paragraphs (17%) were assessed as fully compliant and 29% (7 paragraphs) were assessed as deferred. See figure 7.

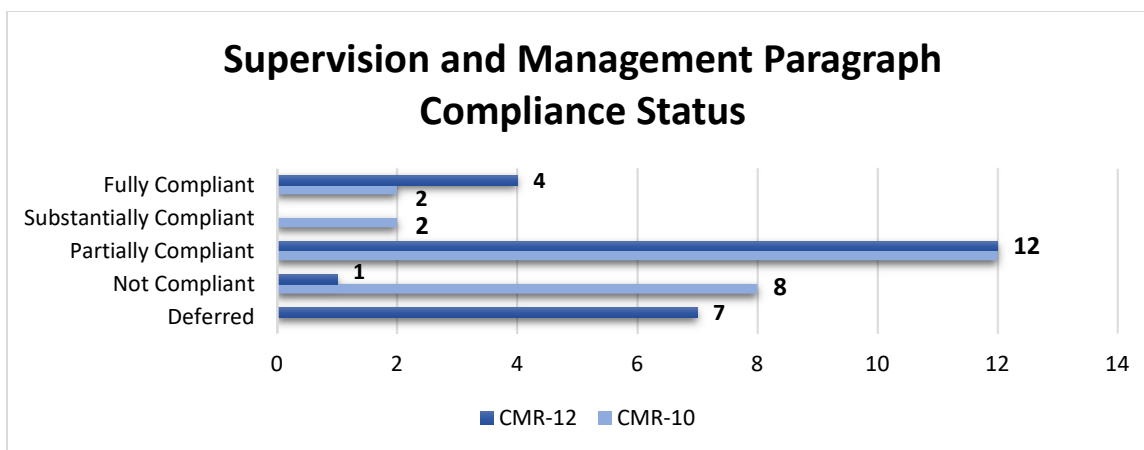


Figure 7. Supervision and Management: Paragraph Compliance Status

Paragraph 135: Supervision and Management - General Provisions

PRPD shall ensure that an adequate number of qualified first-line supervisors are deployed in the field to allow supervisors to provide close and effective supervision to each officer under the supervisor's direct command, to provide officers with the direction and guidance necessary to improve and develop as police officers, and to identify, correct, and prevent misconduct. PRPD shall develop policies for supervision that set out clear requirements for supervisors and are consistent with generally accepted policing practices.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

Note: Compliance will be determined on two separate, but inter-dependent bases: (1) the implementation of Paragraphs 136-158, and (2) the results of outcome assessments, pursuant to Paragraph 243.

Compliance Assessment

Supervision policies continue to be consistent with accepted policing practices. PRPB is also submitting more complete, accurate, and comprehensive reports of operational activities and staffing challenges across the Bureau, which are based on more effective reporting and tracking methods. Furthermore, improved communication between high-ranking officers, entry level officers, the administration, and all personnel were reported. The Monitor's Office is giving PRPB recognition and credit for the reported improvements. However, during the first two months of 2025, the Monitor's Office identified recurrent issues partially addressed during prior reporting periods.

Acting supervisors are still present and supervisors are not consistently working the same shifts as their supervisees. The Monitor's Office realizes that sometimes, realistically and logistically, it is impossible to comply with the requirement of having all supervisors working the same shifts as supervisees in every instance, but it has to be coordinated among high-ranking officials to reach at least 95% compliance. The over 500 first line supervisors promoted in 2024 should be alleviating these issues, specifically having acting supervisors in the field. It is recommended that PRPB conducts audits to determine how many first line supervisors were lost due to retirements or resignations and start coordinating the next sergeant examination test as soon as possible. In the meantime, the Monitor's Office recommends better coordination and communication among high-ranking officials and first-line supervisors to address the noted challenges.

In prior reporting periods supervision loads had improved and were expected to reach the 95% compliance threshold by the end of 2024, but after the Monitor's Offices again identified challenges with acting supervisors as well as supervisors not working the same shifts as supervised personnel, the expected improvement was not reflected during the current reporting period. The promoted first-line supervisors are supposed to address issues identified as not compliant, such as supervisors developing the ability to identify, detect, and prevent misconduct; to provide better direction and guidance to assist officers in becoming more effective in performing their duties; and the successful application of accepted policing practices. However, this cannot be achieved without supervisors consistently working the same shifts as their supervised personnel and having permanent supervisors. Both issues were identified during personnel interviews and confirmed during meetings with high-ranking officials.

Pathway Forward

The Monitor's Office will continue to review the 90-day status reports to assess the Commonwealth's progress to achieve compliance with the staffing and supervision requirements of the Agreement as well as the initiatives and activities noted in the Staffing Plan. The Monitor's Office will continue to provide the necessary guidance to achieve implementation of the updated Staffing Plan.

The Monitor's Office recognizes the dedicated reporting efforts of PRPB; however, PRPB must continue to develop a more effective system providing more accurate, updated, and consistent reports to confirm that officers and supervisors are receiving trainings, schedules, and assignments consistent with supervision policies and the Staffing Plan, which specifies the ratio of officers and supervisors per unit. Staffing logs should be updated to provide the Monitor's Office with more accurate information. PRPB is still using acting supervisors as well as having supervisors work different shifts from personnel they supervise. PRPB must reevaluate the distribution and assignments of the promoted first line supervisors to ensure these two challenges are addressed.

1. Duties of Supervisors

As reported in prior CMRs, first-line supervisors must provide effective, clear, and consistent supervision of subordinates under their command. Supervisors must develop the ability to motivate their officers to perform their duties lawfully, safely, and effectively. During this reporting period, supervision continued to improve. As in prior reporting periods, PRPB continues to move towards partial compliance with these paragraphs. However, during this reporting period, it was reported that supervisors were not working

the same shifts as supervisees and the use of acting supervisors continues. PRPB needs to track supervisor retirements and resignations and have a plan in motion to establish recurring and effective promotional cycles to achieve and maintain substantial levels of compliance even after the Agreement is complete.

During this reporting period, PRPB improved reporting as demonstrated by the dashboard completed by AH Datalytics, the Commonwealth's contractor, to track performance evaluations, trainings, monthly academies, non-punitive corrective measures, and referrals to SARP and psychological services. AH Datalytics is currently developing another dashboard to validate consistency between supervisors and agents. Once all dashboards are created, approved, and implemented, PRPB will be able to develop accurate, updated, and consistent reports of its personnel confirming that officers and supervisors are receiving proper and consistent trainings, schedules, and assignments within the supervision policies. EIS must also be finalized, trained on, and deployed as soon as possible to provide an additional tool for supervisors and personnel.

Paragraph 136: Supervision and Management - Duties of Supervisors

All operational field officers shall be assigned to a single, consistent, and clearly identified supervisor. Supervisors shall be assigned to and shall substantially work the same days and hours as the officers they are assigned to supervise, absent exceptional circumstances. Scheduled leave (such as vacation time), unscheduled leave (such as sick leave due to illness or injury) and other routine absences (such as court appearances and training obligations) shall not be deemed noncompliance with this provision.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	Implemented		
 Practice:	Not Implemented		

Compliance Targets

1. Policies incorporate all the requirements of Paragraphs 136-140.	☒ Met	☐ Missed
2. Supervision trainings are consistent with approved policies.	☒ Met	☐ Missed
3. 95% of sampled supervisors are trained and certified in all policies related to supervision (or scheduled for training, in the case of mid-year reviews).	☒ Met	☐ Missed
4. Officer and supervisor schedules, assignments, and ratios are consistent with supervision policies.	☐ Met	☒ Missed
5. Supervisors are assigned and deployed in accordance with approved supervision policies.	☒ Met	☐ Missed
6. 95% of interviewed personnel perceive that supervision is close and effective.	☐ Met	☒ Missed

7. 95% of sampled referrals indicate proactive observation and intervention to ensure adherence to policies, law, and the Agreement.

☒ Met ☐ Missed

Compliance Assessment

As reported in prior CMRs, current policies comport with all requirements outlined in Paragraphs 136 – 140 and generally accepted policing practices. PRPB must continue to offer supervisor trainings on a yearly basis. The Monitor’s Office identified additional and critical improvement by PRPB in reference to officer and supervisor schedules, assignments, and ratios. PRPB advised that AH Datalytics, the Commonwealth’s contractor, developed a dashboard to track performance evaluations, trainings, monthly academies, non-punitive corrective measures, and referrals to SARP and psychological services. AH Datalytics is currently working to develop another dashboard that will validate supervisor and agent assignments. However, consistent supervision continues to be an issue. During interviews it was reported that some evaluations were conducted by supervisors not supervising the evaluated employees or working different shifts than the evaluated personnel. It was also reported and confirmed by management that acting supervisors continue to be used even after PRPB provided a Staffing Plan reporting that the redistribution of personnel has been completed.

During the reporting period, PRPB continued achieving compliance progress with this paragraph. However, based on the re-appearance of acting supervisors, supervisors are not consistently working the same shifts as supervisees, and the recognized issue of lack of personnel, PRPB is still only partially compliant. Expectations are high that these challenges should be overcome during future reporting periods.

The understaffing of personnel is the most crucial challenge for PRPB. The new Commissioner is aware of the understaffing issues and publicly made it clear that it will be a priority. PRPB reported that by June 2025, they will complete the hiring of the 699 civilians approved in 2024. These hirings will allow PRPB to reassign officers performing civilian jobs, addressing some of the understaffing. HR reported that they have initiated communication regarding this initiative. Another reported initiative by PRPB is releasing officers back to duty after medical examinations have cleared their return. PRPB also reported the development of a system to promote recruitment, create incentives, a retention program, and professional development strategies to attract and increase the number of qualified and competent personnel. PRPB needs to continue to work towards improving recruitment methods to attract candidates to the Bureau and create incentives to retain current officers.

Pathway Forward

Promotions at all levels of supervision have greatly impacted supervision and improved administrative matters. PRPB has demonstrated their commitment to improving supervision issues in the Bureau. As in prior reporting periods, improvements were achieved, and this tendency should continue during future reporting periods. However, PRPB needs to revise their system to consistently have supervisors working the same schedules as their supervisees and to avoid using acting supervisors. Following the first anniversary of the newly promoted supervisors and after conducting their first performance evaluations, interviewed personnel expressed improvement with their supervisory abilities. This improvement should be credited to the guidance and experience acquired during real-time decision-making situations. Supervision has become more consistent and effective. However, the continued use of acting supervisors, not having a higher percentage of supervisors working the same schedule as their

supervisees, and the possibility of supervisors retiring due to the recently approved retirement plan makes it a priority for PRPB to re-visit the offering of the sergeant test to continue improvement and avoid regressing. The operational deployment and transfers process for officers needs to be revised to accomplish better and effective schedules and consistent records for complying with direct supervision best practices. This should also be addressed through the RMS update. The Monitor's Office will continue to evaluate PRPB's compliance with this paragraph.

Paragraph 137: Supervision and Management - Duties of Supervisors

First-line field supervisors shall be assigned to supervise no more than ten officers for the first five years of this Agreement. After considering the results of the staffing study required by Paragraph 13 and whether the first-line supervisors are meeting all of the supervisory requirements of this Agreement at the current officer to supervisor ratios, the TCA and the Parties shall determine whether to lower the number of officers supervised by each first-line field supervisor. On-duty field supervisors shall be available throughout their shift to respond to the field to provide supervision to officers under their direct command and, as needed, to provide supervisory assistance to other units.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 136.

Compliance Assessment

During this reporting period the Monitor's Office reviewed several samples of PPR 373s (Distribution of Personnel) from several areas provided by PRPB verifying that over 95% of supervisors are not supervising more than 10 individuals. Several interviews with supervisors and supervisees confirmed the provided information. Also, it was determined that supervisors are not supervising officers in other area commands out of their assigned territory. Supervisees reported developing more trusted and confident relationships with the recently promoted supervisors after the completion of their first anniversary. Supervisees believe that the guidance and experience acquired during real decision-making situations are the major reasons for their supervisors improvements. For consecutive reporting periods, supervisors reported equality in assigned supervisees. Also, based on the review of staffing logs and during interviews, it was determined that over 90% of lieutenants and captains have been assigned according to the needs of units. However, a low percentage of units or areas are still lacking these officers. Due to the lack of the mentioned ranks, units are being managed or supervised by sergeants,

taking away time and responsibilities from their ranks, prompting the use of acting supervisors. Nevertheless, PRPB has made improvements towards better and more effective assignments.

As in prior reporting periods, it was again determined that there are still issues with sergeants consistently working the same shift as the officers they supervise. The PPR 373s (Distribution of Personnel) are consistent with what is being reported by interviewed personnel. The use of acting supervisors continues to be noted. In addition to the two identified and reported challenges, it is clear that PRPB must continue to address issues related to lack of direct supervision, training, and updated policy. The Monitor's Office has credited the recently promoted first line supervisors for their knowledge of trainings and policies and their improvement in their day-to-day decision making during high stress situations, making them more well-rounded supervisors. PRPB reported that AH Datalytics, the Commonwealth's contractor, developed a dashboard to track performance evaluations, trainings, monthly academies, non-punitive corrective measures, and referrals to SARP and psychological services. AH Datalytics is currently developing another dashboard to validate supervisor and agent assignments. It is expected that once the IT systems are in place, all these dashboards will be fully functional, reliable, and validated. The system will enable PRPB to produce monthly and annual reports regarding the distribution of personnel as well as recruitment reporting deficiencies for the review and approval of the PRPB Commissioner. PRPB is credited for the improvement in this paragraph, but PRPB remains only partially compliant with this paragraph, mainly due to the lack of an adequate IT system to support supervision, especially as it relates to reporting accurate and efficient staffing data and the resurgent issues of acting supervisors and supervisors not consistently working the same shifts as their supervisees. The Monitor's Office expects to see continued improvement in this area in future CMRs that will result in compliance with this paragraph.

Pathway Forward

PRPB has been working with Gartner Inc., the Commonwealth's contractor, and the Monitor's Office is starting to see IT system improvements. The identified challenges providing accurate and efficient staffing data to demonstrate specific duties and assignments for personnel, including operational assignment of supervisors to ensure more consistent supervision and their patrol operational plans are improving and should continue to do so. PRPB must continue conducting more in-depth analysis of their staffing to ensure a better and effective distribution of personnel. PRPB must work with Garner Inc. to develop a better, consistent, and effective data processing system demonstrating staffing duties and assignments that enable them to provide the Monitor's Office with more accurate and efficient staffing data. The updated data system will provide PRPB with an effective and accurate tool to monitor supervision practices and workloads and will provide upper management with the overall picture of the supervision system. The Monitor's Office will continue to assist and work with Gartner Inc. to develop and implement the best available accurate and automated system to provide PRPB with the ability to produce accurate and real-time data reports from the 13 area commands to account for their personnel, including management responsibilities for each of the departments.

Paragraph 138: Supervision and Management - Duties of Supervisors

PRPD shall develop a program to ensure consistent field supervision when assigned supervisors are absent or otherwise unavailable for their tour of duty.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 136.

Compliance Assessment

As reported in prior CMRs, with promotions at all levels of supervision during 2024, PRPB mostly completed their long-term supervision commitment. With these promotions and their strategic assignments, PRPB should be able to provide more consistent, effective, and professional supervision, which should help close the gap to compliance for in this paragraph. With accomplishments like this, PRPB should be recovering trust and respect from the community. The Monitor's Office confirmed through staffing reports and interviews that a high percentage of supervisors are in place, received the proper training, familiar with policies and responsibilities, and, most importantly, the recently promoted supervisors have a year of experience and have developed the basic experience to make correct, effective, and sound decisions during day-to-day duties. However, the Monitor's Office has confirmed through interviews and meetings with commanders that acting supervisors are still being used and that some supervisors are not working the same schedule as their supervisees. PRPB leadership will have to determine if these issues are due to the ineffective distribution of supervisors or if they need additional supervisory positions. The Monitor's Office recommends that HR conduct an audit to determine how many first line supervisors have retired since 2024 or are due to retire by the end of 2025 and how many have resigned from the Bureau. PRPB must avoid regressing, which includes consistently using acting supervisors, supervisors covering other territories not assigned to them, not working the same shifts as their supervisees, and not having enough supervisors to account for vacation or sick leave. PRPB has demonstrated their commitment to supporting the Staffing Plan and the Monitor's Office has confidence that they will continue to do so.

The Monitor's Office recognizes PRPB's efforts to reach the highest levels of effective and professional supervision. The recent promotions have helped to close the compliance gap with this paragraph; however, PRPB must hold consistent promotion cycles to avoid regressing. The official distribution of the recently promoted supervisors addressed some staffing needs. Additional reviews and assignments should be conducted to address the acting supervisor issue as well as supervisors not working the same shifts as supervisees. Also, the Monitor's Office recognizes PRPB's commitment to bringing supervisory staff up to the required levels of professionalism. PRPB management recognizes the need for an updated and effective automated technology system to support statistical personnel records and are currently dedicated to accomplishing this task.

Pathway Forward

The absence of a fully functional and effective automated system within PRPB remains a significant challenge, impacting the Bureau's operational efficiency. PRPB is actively collaborating with Gartner Inc. to develop a robust automated system designed to track key statistics, ensuring that management and personnel have access to accurate and up-to-date information. The Monitor's Office will continue working closely with PRPB and Gartner Inc. on the development and implementation of this new system. This initiative aims to establish a clear and strategic record-keeping process for personnel assignments, as well as updated policies on replacing supervisors who are transferred, promoted, or on leave (annual or sick). The Monitor's Office acknowledges PRPB's leadership for its dedication to implementing a system that accurately accounts for supervisors' duties, responsibilities, and assignments across all investigative divisions. As emphasized in previous CMRs, a well-designed automated system—paired with effective training—will enhance PRPB's overall efficiency, credibility, and compliance with the Agreement while strengthening trust between the Bureau and the community.

Paragraph 139: Supervision and Management - Duties of Supervisors

Precinct and unit commanders shall closely and effectively supervise the officers under their command.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 136.

Compliance Assessment

During this reporting period, the Monitor's Office interviewed a random sample of approximately 16 supervisors and 27 supervisees and reviewed various evaluation documents, staffing logs, and disciplinary records. As previously reported and acknowledged by PRPB management, the existing IT system does not allow the Monitor's Office to conduct a comprehensive analysis of supervision matters based solely on interviews. However, based on the limited documentation and interviews available, the Monitor's Office recognizes PRPB's efforts in providing close and effective supervision. The development of a dashboard by AH Datalytics, the Commonwealth's contractor, is expected to enhance the tracking of performance evaluations, trainings, monthly academies, non-punitive corrective measures, and referrals to SARP and psychological services. Furthermore, it was reported that AH Datalytics is also working on another dashboard aimed at validating supervisor and agent assignment distributions. If these dashboards are effective and accurate, they will equip PRPB management with the necessary data

to support compliance efforts and allow the Monitor's Office to conduct a more thorough and precise analysis of supervision.

The following comments were also made or repeated by interviewees:

The Agreement

Officers reported being familiar with the Agreement, though none stated they had read it in its entirety. Many noted familiarity with the [UOF section](#). The primary reasons cited for not fully reading the Agreement included time constraints, multiple assignments, and increased responsibilities due to personnel shortages. Additionally, over 99% of interviewees expressed positive opinions about the PRPB organization, attributing improvements to the Agreement. Officers and supervisors consistently shared the following perspective:

"The Agreement has enhanced our professionalism and provided clearer guidance for both management and officers. It has contributed to better decision-making, training, equipment, organization, and planning. Communities are increasingly understanding and accepting our responsibilities, risks, and dedication to service and protection. We feel supported by both our leadership and the public. The UOF section remains the most frequently discussed topic in monthly meetings."

Consistent Supervision

The Staffing Plan and the Agreement are evolving the Bureau into a more effective and well-respected organization. Interviewed supervisors noted that the promotion of new sergeants has relieved them of additional duties, allowing them to focus on their primary responsibilities and oversee no more than 10 officers. They emphasized that evaluating 10 or fewer officers enables them to conduct fairer and more effective performance assessments, ensuring they only evaluate personnel they directly supervise. Additionally, the presence of the promoted supervisors ensure continuity in leadership when a supervisor retires, transfers, takes sick leave, or goes on vacation. However, during interviews conducted in January and February 2025, concerns were raised about some evaluations being conducted by supervisors who did not directly oversee the officers being assessed or who worked different shifts. Reports also indicated that acting supervisors were covering shifts. These issues were confirmed in high-ranking officers' meetings, with the primary cause cited as a shortage of supervisors.

The Monitor's Office believes that with an increase in supervisors and improved distribution of assignments, PRPB will achieve greater consistency and effectiveness, ultimately leading to compliance with the Agreement. The addition of supervisors at all levels will greatly enhance supervision in the upcoming reporting periods. With this improvement, supervisors will be able to concentrate on their official duties without the need for extended hours on the streets, though they should remain available to provide field assistance when necessary. The increased number of supervisors is also expected to eliminate the need for acting supervisors. Addressing these challenges will improve communication among high-ranking officers, a previously identified issue. Clear and timely instructions or directives will be issued, reducing errors and ensuring better compliance with orders.

As in previous reporting periods, interviewees continue to express concerns about disarmed officers assigned to civilian administrative tasks while still receiving full officer salaries. These assignments include responsibilities such as physical maintenance, building repairs, and vehicle upkeep.

Interviewees indicated that management is aware of this issue, particularly instances where officers allegedly cite emotional or personal problems to be placed on light duty while maintaining their regular pay. The Monitor's Office has consistently stressed the need for a comprehensive review of this system to properly identify and medically assess officers who may be misusing it. This assessment should determine whether officers are fit to return to duty or, if unable to perform law enforcement responsibilities, should be reassigned to a civilian position with appropriate compensation.

The Monitor's Office views this situation as fundamentally unfair to all parties involved and a significant issue affecting morale within PRPB. According to PRPB, most of these officers have been evaluated by a Medical Board and are currently undergoing a process to determine their ability to return to active duty.

Promotions

A significant number of interviewed officers expressed no interest in seeking a promotion. The primary reasons for this lack of interest remain unchanged: a lack of motivation from supervisors, minimal salary increases despite greater responsibilities, and, most notably, the fear of being transferred outside of their current region. However, some officers acknowledged that a large percentage of recently promoted personnel have been assigned within their existing territories. This decision by PRPB administration may help alleviate concerns about relocation upon promotion. As a result, more qualified and competent officers may become interested in advancement, ultimately allowing PRPB to select the best candidates for supervisory roles.

Equipment

As in previous reporting periods, over 99% of interviewed officers reported satisfaction with their personal equipment, including tasers, bulletproof vests, and flashlights. However, officers continue to emphasize the need for specialized vehicles, such as SUVs, to navigate difficult terrains in their assigned territories.

A recurring concern remains the lack of functional computers in patrol cars. Many vehicles either do not have computers or have malfunctioning ones, requiring officers to return to their offices to complete reports. This limitation prevents officers from accessing critical vehicles and personnel records during traffic stops, potentially creating safety risks. In such cases, officers must call their office or "Centro de Mando" for information, a process that can take up to 30 minutes, frustrating civilians and escalating tensions. Additionally, officers noted that after issuing a ticket, they sometimes remain unaware of whether the driver or passenger(s) have outstanding arrest warrants or criminal records, posing further security concerns.

Officers reiterated that their personal cell phones remain their most reliable means of communication. Additionally, all interviewed personnel confirmed that officers frequently use their own money to repair official vehicles, covering expenses for brake pads, air conditioning systems, tires, and other minor repairs—sometimes even performing the repairs themselves. They attributed this ongoing issue to budget constraints, stating that disabled vehicles can remain out of service for months, years, or even indefinitely.

Evaluations

In January 2025 the new evaluation system was conducted for the second time. Officers interviewed in January and February 2025 expressed increased interest in the performance evaluation system and believed the evaluations were relevant to their jobs and future careers. Most officers stated that they agreed with and signed their evaluations without concern. A review of 90 evaluation records from the January 2025 cycle indicated improvements in performance evaluation ratings and the written summaries supporting the scores. Additionally, the Monitor's Office determined that score inflation was not detected.

However, the interviews also revealed that 35% of personnel had not met with their supervisors to discuss their evaluations or career development. Furthermore, 10% reported that they were only asked whether they agreed with their evaluation. Interviewees stated that supervisors cited a lack of time as the primary reason for not conducting evaluation discussions.

Despite this, officers reported that supervisors now have a better understanding of the evaluation system. Officers explained that most supervisors emailed their evaluations for signatures and then held one-on-one meetings. HR advised that by the end of 2024, over 95% of supervisors had received training virtually or in person on the new evaluation system. Additionally, PRPB reported that 93% of personnel have been evaluated.

Transfers

As reported multiple times during past reporting periods, all interviewed officers believe that the transfer system does not function as outlined in policy. Officers continue to report that transfers take too long and remain influenced by friendships, connections, and politics, leading to a lack of faith in the program. Interviewees identified the transfer program as one of the biggest morale issues among officers, with regional transfers taking up to 15 years. They also stated that it is widely known that some officers are being transferred ahead of others lower on the seniority list. Over 95% of officers expressed that transfer policies are a significant problem that upper management must acknowledge and address. HR advised that the automation of the transfer system was completed in 2024, but the lack of trust is still present.

Community Relations

Officers acknowledged that each department or precinct has designated personnel responsible for community engagement. Several interviewed officers believe that it is solely the responsibility of these designated personnel to participate in and represent PRPB at community events. Due to personnel shortages, officers reported having too many responsibilities and assignments to engage directly in community activities. They noted that upper administrative leaders created specialized units or assignments specifically for community engagement, allowing officers to focus on their daily investigative work.

General Observations

- Positive areas that were mentioned:
 - The Agreement is positive and a necessity;
 - Communication among officers;

- All supervisors are becoming more professional and committed;
- Payment for overtime hours has improved;
- Steps to get better pay has improved;
- Supervisors are open to considering new ideas and change;
- Approval of the old and new Commissioner;
- Increased and enhanced professional instruction from supervisors;
- Working conditions, training, and equipment have improved; and
- The required 40-hour training, when available, has become easier to schedule.
- Areas needing improvement that were mentioned:
 - Written communication: Most interviewees continued to report that communication was primarily verbal;
 - Supply shortages were not only reported but noted during precinct visits;
 - Increased and enhanced recruitment and retention programs to help with the lack of personnel;
 - Removal of political influence from PRPB, especially relating to transfers;
 - Improvement of the pension plan and benefits, which will in turn attract better candidates;
 - Some of those interviewed stated that cars and equipment are somewhat accessible, but PRPB needs to increase the budget for the purchasing of equipment, car parts, and the ability to repair cars as quick as possible to better equip officers;
 - Shortage of qualified police candidates. Good incentives must be in place to attract better candidates;
 - Supervisors are supportive of virtual training but believe that in-person training is needed and more effective;
 - Officers reported working additional shifts or hours to cover the lack of officers. In many cases, the lack of officers is causing PRPB members to be overworked, affecting morale, and causing burnout;
 - Supervisors and officers complained about the Judicial System, which they feel needs to be more consistent and effective in the application of the law; and
 - Recognition of outstanding work sometimes does not occur.

Pathway Forward

PRPB executive leadership should acknowledge and act upon officers' feedback while evaluating improvements in key areas such as the transfer unit, vehicle repair budget, assignments, and employee recognition programs. As the frontline representative of PRPB, these officers must be equipped with the best available resources. Leadership must address and rectify identified deficiencies. The Monitor's Office will continue to assess PRPB's progress in implementing the Staffing Plan in accordance with Paragraph 13.

Paragraph 140: Supervision and Management - Duties of Supervisors

All PRPD commanders and supervisors shall ensure that all supervisors and officers under their command comply with PRPD policy, Commonwealth of Puerto Rico and federal law, and the requirements of this Agreement.

Compliance Status

Assessment Schedule

Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	Not Implemented	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 136.

Compliance Assessment

The Monitor's Office reviewed staffing documents submitted electronically and during multiple site visits to the Mayagüez, Humacao, Aibonito, and Ponce areas. Based on the provided documents and interviews, supervision has been assessed at a partial level of compliance. Supervisors are currently performing their duties and assignments in accordance with their rank and job descriptions. As they continue gaining experience, receiving proper training, and receiving guidance, they will be better equipped to provide effective leadership, enhance professionalism, prioritize community policing, and develop problem-solving skills. A critical skill that supervisors must cultivate is the ability to identify, correct, prevent, and address misconduct.

The development of the EIS, along with effective personnel integrity audits and inter-agency feedback mechanisms, is essential for establishing a robust supervision system within PRPB or any other law enforcement agency. The Monitor's Office has attended several PRPB-led EIS demonstrations, during which PRPB has reaffirmed its commitment to developing and implementing this system. The Monitor's Office has confidence that PRPB will successfully implement an effective EIS program. Once approved and fully operational, this system will bring this paragraph closer to compliance. Effective and professional supervision is the backbone of any successful organization. PRPB supervisors are expected to ensure that officers under their command adhere to Bureau policies, the Agreement, and the law. Officers interviewed by the Monitor's Office expressed strong support for their supervisors, acknowledging the essential guidance and oversight they provide. However, most personnel stated that their supervisors could benefit from additional training to enhance their communication skills, particularly in interactions with higher levels of supervision.

Pathway Forward

PRPB's digital non-punitive disciplinary application is likely accumulating a vast amount of data that could be analyzed to uncover valuable insights regarding policies, training, supervision, and early intervention. By leveraging this data, PRPB may identify gaps in these areas and take proactive measures to address them. This analysis requires dedicated analytical capability within the non-punitive disciplinary system that should be conducted at regular intervals, at least quarterly. To strengthen its oversight and accountability framework, PRPB should develop an analytical capability to systematically review non-punitive disciplinary cases. This approach will help identify deficiencies in training, supervision, and policy, allowing for timely corrections and continuous improvement.

2. Supervisor Training

PRPB's 40-hour in-service training program for current and newly promoted supervisors aligns with best practices in leadership and management within law enforcement agencies. This training complies with the Agreement and reinforces PRPB's commitment to professionalism within the Bureau. PRPB will ensure that all future supervisors will continue to complete the required training before assuming their responsibilities.

To maintain a high standard of leadership, PRPB should continue to enhance and expand annual training programs, incorporating successful management strategies used by both government agencies and the private sector. Achieving full compliance with this section also requires the full development and implementation of the EIS. Additionally, comprehensive training on the use and significance of EIS must be designed and mandated for all supervisors to ensure its effective application in daily operations.

Paragraph 141: Supervision and Management - Supervisor Training

Each supervisor shall receive mandatory management, supervisory, leadership, and command accountability training, tailored to each level of supervision and command, of no fewer than 40 hours in duration, prior to assuming supervisory responsibilities. Each supervisor shall receive no fewer than 40 hours of in-service training annually thereafter.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	Implemented		
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all the requirements of Paragraphs 141-143.	☒ Met	☐ Missed
2. Supervisor trainings are consistent with Paragraphs 141-143.	☒ Met	☐ Missed
3. 95% of sampled supervisors are trained and certified in supervision requirements (or scheduled for training, in the case of mid-year reviews). With respect to Paragraph 142, 100% of PRPB personnel serving as supervisors on or before July 17, 2013, were trained and certified in supervision requirements by October 8, 2018.	☒ Met	☐ Missed

Compliance Assessment

The Monitor's Office conducted a thorough review of PRPB's supervisor training policies and found that the training materials align with agency policies and widely accepted policing practices. These materials cover key topics such as management, supervision, leadership, and command accountability, tailored to various supervisory levels. PRPB provided records confirming that both current and newly appointed supervisors have successfully completed the required training outlined in the Agreement. Interviews

conducted during this reporting period affirmed that officers are not permitted to assume supervisory roles without first completing the necessary training.

Paragraph 142: Supervision and Management - Supervisor Training

All current PRPD supervisors shall receive the supervisor training developed pursuant to this Agreement within 18 months after it is developed and first implemented.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented		
 Training:	Implemented	Assessment Frequency	One-Time Compliance
 Practice:	Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 141.

Compliance Assessment

The Monitor's Office reviewed and approved the supervisor training curriculum and reviewed all supervision training records for current and newly promoted supervisors to confirm that they completed the required and approved training before assuming their positions. The Monitor's Office has determined that PRPB has reached full compliance with this paragraph by implementing a policy, providing the required training, and enacting it in practice. PRPB should be commended for this accomplishment due to the difficulty with reaching approvals at all levels of management within PRPB.

Paragraph 143: Supervision and Management - Supervisor Training

The supervisory training program shall include, but not be limited to, instruction in the following topics:

- a) techniques for effectively guiding and directing officers and promoting effective and ethical police practices;*
- b) de-escalating conflict;*
- c) evaluation of written reports;*
- d) investigating officer uses of force;*
- e) responding to and investigating allegations of officer misconduct;*
- f) risk assessment and risk management;*
- g) evaluating officer performance;*
- h) appropriate disciplinary sanctions and non-punitive corrective action; and*
- i) using EIS to facilitate close and effective supervision.*

Compliance Status	Assessment Schedule

Partially Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented		
 Training:	Implemented	Assessment Frequency	Annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 141.

Compliance Assessment

The Monitor's Office determined that current and recently promoted supervisors have received training in most of the required topics. However, while newly promoted supervisors are familiar with EIS due to its inclusion in testing, over 90% of the interviewed officers and other supervisors lack familiarity with the system. Upper management must recognize that EIS has not been properly used. Prioritizing its implementation and ensuring a continuous effort to educate personnel on its purpose and importance is essential. EIS has proven to be an effective tool in law enforcement agencies nationwide and should be fully integrated into PRPB operations.

Pathway Forward

EIS must be fully developed and implemented as soon as possible. All levels of supervision must receive comprehensive training on related policies, system use, and their significance for the Bureau. The Monitor's Office is prepared to review this training and provide PRPB with recommendations to ensure its successful implementation.

Paragraph 144: Supervision and Management - Supervisor Training

Officers appointed to the rank of Lieutenant Colonel, Colonel, commanding officer to a PRPD superintendency or unit, and any other supervisors must receive Equal Employment Opportunity ("EEO") training on PRPD's policies and federal and Commonwealth anti-discrimination laws. This training shall include protocols for supervisors to follow in the event they are made aware of complaints involving discrimination and/or harassment. The training shall also include instruction on PRPD policies prohibiting retaliation against any individual opposing the alleged discrimination or harassment and/or participating in a proceeding or investigation of discrimination or harassment. Supervisors receiving the EEO training shall be evaluated in part based on their knowledge and implementation of the policies, guidance, and laws covered in that training.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	April 2023 – March 2024
 Policy:	Implemented		

 Training:	Implemented	Assessment Frequency	Annually
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all the requirements of this Paragraph.	☒ Met	☐ Missed
2. Supervision trainings are consistent with approved policies.	☒ Met	☐ Missed
3. 95% of sampled personnel are trained and certified in EEO and anti-discrimination laws (or scheduled for training, in the case of mid-year reviews).	☒ Met	☐ Missed
4. Supervisor evaluations and SARP investigations indicate that supervisors are implementing policies and training on EEO and anti-discrimination laws in 95% of selected personnel files.	☒ Met	☐ Missed

Compliance Assessment

The Monitor's Office conducted a review of all provided related policies, training curricula, and training certificates related to supervision and found that they align with the requirements of this paragraph and that supervisory training is consistent with approved policies. A random proportional sample of 92 sworn personnel was reviewed by the Monitor's Office. After the Monitor's Office reviewed all the provided samples, policies, training, and the implementation of supervisors' training, it was determined that PRPB met all required targets leading to full compliance within this paragraph.

The below table shows the full breakdown of the random sample by rank:

Rank	Number	% of Sworn Personnel	Proportional Sample Size
Coronel	3	0.03%	1
Teniente Coronel	12	0.10%	1
Comandante	25	0.22%	1
Inspector	66	0.58%	2
Capitan	127	1.11%	5
Teniente II	392	3.42%	6
Teniente I	182	1.59%	5
Sargento	1,465	12.79%	15
Agente	8,740	76.28%	116

Table 1: Sample by Rank

The Monitor's Office requested all training and disciplinary records for the sampled officers, along with the new personnel evaluation system for the reporting period. Details on the sampling methodology can be found in [Appendix B](#).

Additionally, an assessment of personnel records and documentation provided by PRPB revealed that 95% of sampled personnel have been trained and certified in equal employment opportunity (EEO) and

anti-discrimination laws. PRPB also submitted documentation on supervisory evaluations and SARP investigations, demonstrating that supervisors are applying policies and training related to EEO and anti-discrimination laws in 95% of the personnel files reviewed.

3. Performance Evaluation

PRPB implemented the new evaluation policy in January 2024, with over 95% of supervisors completing the designated training curriculum, positioning the Bureau for potential substantial compliance. During the January 2025 evaluation cycle, a review of 90 evaluation records provided by PRPB indicated improvements in performance evaluation ratings and the written summaries supporting the scores. However, interviews conducted in January and February 2025 revealed that 35% of personnel had not met with their supervisors to discuss their evaluations or career development. Additionally, 10% reported that they were only asked whether they agreed with their evaluation. Interviewees indicated that supervisors cited a lack of time as the primary reason for not conducting evaluation discussions. PRPB must implement additional training to enhance communication skills, enabling supervisors to effectively convey strategies that foster employee growth, professionalism, and effectiveness. Additionally, improved organization and planning are essential to ensure supervisors provide structured guidance and effectively follow through on performance plans. The Monitor's Office believes that with appropriate training and guidance, supervisors can cultivate essential leadership skills, making them more effective in fulfilling PRPB's mission. Furthermore, once the Commonwealth establishes and institutionalizes a robust IT auditing system, PRPB will be able to effectively monitor and oversee performance evaluations.

Paragraph 145: Supervision and Management - Performance Evaluation

PRPD shall develop and implement a specific system to accurately evaluate the qualifications and performance of all PRPD officers in areas that include, but are not limited to, constitutional policing, integrity, community policing, and critical police functions on both an ongoing and annual basis. PRPD shall develop objective criteria to assess whether officers meet minimum qualifications and performance standards, including officers in inactive status, where appropriate. The evaluation system shall provide for appropriate remedial or disciplinary action.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	Not Implemented		
 Practice:	Not Implemented		

Compliance Targets

1. Policies incorporate all the requirements of Paragraphs 145-146.

☒ Met ☐ Missed

2. Training on performance evaluations is consistent with approved policies.	☒ Met	☐ Missed
3. 95% of sampled personnel files indicate that supervisors are trained and certified on policies regarding performance evaluations (or scheduled for training, in the case of mid-year reviews).	☐ Met	☒ Missed
4. 95% of sampled officers meet minimum qualifications and eligibility criteria.	☒ Met	☐ Missed
5. 95% of sampled performance evaluations adhere to approved policies.	☒ Met	☐ Missed

Compliance Assessment

The Monitor's Office will continue to monitor the implementation of GO 310 (Performance Evaluations) and related forms. Supervisors and supervisees need continued training on the evaluation system to make PRPB more effective and professional. A review of training logs and personnel interviews conducted by the Monitor's Office confirmed that supervisory training aligns with established policies. Promoted supervisors completed the mandatory 40-hour training at the Academy before assuming their duties. HR reported that over 95% of supervisors completed the required training, either in person for new supervisors or virtually for all others. PRPB must continue prioritizing this training, as performance evaluations are a vital tool for discussing expectations, setting goals, and guiding career progression. With effective training and guidance, personnel will come to view evaluations as essential to their careers and morale.

PRPB needs to continue updating the ProMedia evaluation system so that executives and HR can monitor and audit performance evaluations according to policy.

Although the training for performance evaluations and the new process has been conducted, the Monitor's Office continues to find that the implementation of the training is not being operationalized, most evidently among supervisors with tenure. The Monitor's Office discovered this discrepancy during interviews with officers and supervisors and discussions with PRPB commanders and HR representatives. This discrepancy may be due in part to new supervisors receiving the training in-person, but tenured supervisors receiving it virtually.

Specifically, interviews conducted in January and February 2025, after the evaluation cycle was underway and/or completed, revealed that some evaluations were conducted by supervisors who were not directly overseeing the evaluated employees or were assigned to a different shift. Additionally, 35% of interviewed personnel (8) reported not having a meeting with their supervisor to discuss their evaluations or career development. Another 10% (2) stated that they were only asked whether they agreed with their evaluation. These concerns were verified during meetings with high-ranking officers, with the primary reason cited being a shortage of supervisors. The new performance evaluation process mandates annual evaluations, requiring supervisors to meet with their supervisees in person to discuss performance and career development, regardless of the rating. Topics covered in these evaluations should include constitutional policing, integrity, community engagement, and critical law enforcement functions.

Despite these issues, no instances of inflated ratings were found in the reviewed performance evaluations. The scores remained consistent with normal and average evaluations.

Pathway Forward

The Monitor's Office will continue overseeing the implementation of GO 310 (Performance Evaluations) and its related forms. Ongoing training for supervisors and supervisees on the evaluation system remains crucial for PRPB's continued professionalization and effectiveness. The Monitor's Office recommends that additional in-person training, via the monthly academies, be conducted to reinforce the requirement to conduct performance evaluations in-person. Doing so ahead of the January 2026 evaluation cycle will hopefully ensure improved compliance. Additionally, continuous review and refinement of policies and procedures will be vital for successful implementation. PRPB must further develop and update the ProMedia evaluation system to enable executives and HR personnel to effectively monitor and audit evaluations in compliance with policy.

Paragraph 146: Supervision and Management - Performance Evaluation

As part of this system, PRPD shall establish a formalized system documenting annual performance evaluations of each officer by the officer's direct supervisor. PRPD shall hold supervisors accountable for completing timely, accurate, and complete performance evaluations of their subordinates.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 145.

Compliance Assessment

The Monitor's Office conducted a review of the performance evaluation system, including sample evaluations and personnel interviews. The review confirmed that evaluations were completed on time and properly formalized. This new program would greatly benefit from the implementation of a more advanced automated system. No systemic inflation of evaluation ratings was detected in the review, a finding further supported by interviews. HR reported that over 95% of supervisors completed the designated training curriculum, positioning PRPB for potential substantial compliance. A review of 90 evaluation records from the January 2025 cycle showed improvements in performance evaluation ratings and the written summaries supporting the scores.

As noted in Paragraph 145, although the training was conducted, it is evident that it has yet to be operationalized across the Bureau. According to the Monitor's Office's findings from interviews with officers and supervisors conducted in January and February 2025 revealed that 35% of personnel (8) had not met with their supervisors to discuss their evaluations or career development. Additionally, 10% (2)

reported that they were only asked whether they agreed with their evaluation. Interviewees indicated that supervisors cited a lack of time as the primary reason for not conducting these discussions. The Monitor's Office believes that addressing these recurring issues and providing additional guidance will enhance the effectiveness of the performance evaluation system. If properly implemented, this system will help PRPB become a more professional organization and support its goal of achieving compliance by the end of 2025. Because this paragraph is reviewed and assessed with Paragraph 145, compliance is contingent on the successful implementation and operationalization of the requirements of said paragraph.

Pathway Forward

The Monitor's Office will continue overseeing the implementation of GO 310 (Performance Evaluations) and its related forms. To enhance PRPB's professionalism, both supervisors and supervisees must receive ongoing, effective training on the evaluation system. Reviewing and refining policies and procedures will be essential to ensuring proper implementation. With the correct approach, PRPB executives and HR personnel will be able to monitor and audit evaluations in accordance with policy. Further, as noted in Paragraph 145, the Monitor's Office recommends that additional in-person training, via the monthly academies, be conducted to reinforce the requirement to conduct performance evaluations in-person. Doing so ahead of the January 2026 cycle will hopefully ensure improved compliance.

4. Early Identification System

During this reporting period, PRPB stated that the EIS is being developed by Benchmark Analytics with system demonstrations and requirements gathering currently in progress. The Bureau estimates that EIS will go live between September and December 2025. PRPB must provide personnel with updated and clear information on the program, including its purpose and benefits. Additionally, the continued misuse of the EIS acronym by SARP poses a potential issue in effectively communicating the new intervention system and unit to officers.

While PRPB may have achieved partial compliance with the technological aspects of EIS, the operational components of the system as required in all related paragraphs in this subsection have not yet been completed. However, because the Commonwealth has demonstrated progress towards acquiring the services of Benchmark Analytics to develop the EIS, the Monitor's Office has chosen to defer all paragraphs within this subsection.

Paragraph 147: Supervision and Management - Early Identification System

PRPD shall develop, implement, and maintain an early identification system ("EIS") to support the effective supervision and management of PRPD officers and employees, including the identification of and response to problematic behaviors as early as possible. PRPD shall regularly use EIS data to promote ethical and professional police practices; to manage risk and liability; and to evaluate the performance of PRPD employees across all ranks, units, shifts, commands, and organization components.

Compliance Status	Assessment Schedule	
Deferred	Review	October 2024 – March 2025

 Policy:	Not Implemented	Period	
 Training:	Not Implemented	Assessment Frequency	
 Practice:	Not Implemented		Bi-annually

Compliance Targets

1. Policies incorporate all the requirements of Paragraphs 147-153.	☐ Met	☐ Missed
2. Training on EIS is consistent with approved policies.	☐ Met	☐ Missed
3. 95% of sampled supervisors and personnel administering EIS are trained and certified in EIS policies (or scheduled for training, in the case of mid-year reviews).	☐ Met	☐ Missed
4. EIS data and records demonstrate compliance with EIS policy for 95% of selected officers who trigger EIS and officers who do not trigger EIS.	☐ Met	☐ Missed
5. 95% of interviewed officers, supervisors, SARP personnel, and IT staff perceive EIS as an effective supervisory tool that addresses potential problematic behavior in a non-punitive manner.	☐ Met	☐ Missed
6. EIS is functioning as designed, equipment is in good working order, and information is secure in 95% of selected units.	☐ Met	☐ Missed

Compliance Assessment

As previously reported, PRPB has not yet completed the development and implementation of an EIS. However, during this reporting period, PRPB stated that AH Datalytics, the Commonwealth's contractor, has developed a dashboard to track performance evaluations, trainings, monthly academies, non-punitive corrective measures, and referrals to SARP and psychological services. Additionally, AH Datalytics is working on another dashboard to validate supervisor and agent assignments. PRPB advised that the EIS implementation is expected to go live between September and December 2025. This marks significant progress in this area. PRPB also reported that the Project Charter has been submitted for review by relevant parties, and the project scope has been presented to the IT Governance Executive Committee, including PRITS representatives. Furthermore, PRPB has made progress with the required data sets for the initial data import into the EIS environment.

Ongoing sessions are being conducted with the Policies and Procedures team, the EIS Unit, and the Benchmark Analytics team to draft the EIS GO and procedures. The Monitor's Office looks forward to reviewing the EIS Division's policy, members, and related developments. The Monitor's Office remains optimistic that PRPB will adequately complete the EIS creation by the end of 2025, leading to compliance with Paragraphs 147-153.

Pathway Forward

PRPB must expedite the development of an EIS that clearly defines key information and ensures corrective actions are based on appropriate evaluations rather than simply an accumulation of violations. Currently, the EIS module is still under development and remains unavailable for use by supervisors, though it is expected to be operational by the end of 2025. EIS is a critical component of risk assessment and management systems and should be a top priority for PRPB. It must provide a non-

punitive, proactive approach to identifying officers who may require additional training, counseling, or intervention before misconduct issues arise. PRPB should continue refining the platform to ensure supervisors can effectively use EIS data and records. By doing so, EIS can become a valuable supervisory tool that facilitates timely and constructive intervention in a non-punitive manner.

Paragraph 148: Supervision and Management - Early Identification System

The EIS shall include a computerized relational database which shall be used to collect, maintain, integrate, and retrieve detailed data department-wide and for each officer regarding:

- a) all uses of force;*
- b) injuries to and deaths of persons in custody;*
- c) all complaints and their dispositions;*
- d) data compiled under the stop data collection mechanism;*
- e) all criminal proceedings initiated, as well as all civil or administrative claims filed, that bear upon an officer's performance or fitness including, but not limited to, domestic violence and protective orders;*
- f) all judicial proceedings involving domestic violence, protective orders, and any other judicial proceedings which may be related to an officer's performance;*
- g) all instances in which PRPD is informed by a prosecuting authority that a declination to prosecute any crime was based, in whole or in part, upon concerns about the credibility of a PRPD employee or that a motion to suppress evidence was granted on the grounds of a constitutional violation by a PRPD employee;*
- h) all disciplinary action taken against employees;*
- i) all non-punitive corrective action required of employees;*
- j) all awards and commendations received by employees;*
- k) training history for each employee; and*
- l) identifying information for each PRPD officer and employee and;*
- m) demographic data for each civilian involved in a use of force or search and seizure incident sufficient to assess bias.*

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – March 2025
 Policy:	Not Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 147.

Compliance Assessment

The ongoing collaboration between the Policies and Procedures team, the EIS Unit, and the Benchmark Analytics team in developing the system, drafting the GO, and establishing procedures for the EIS represents a crucial step toward its effective implementation. Benchmark Analytics, along with other key stakeholders, will oversee the development of working modules, assess their functionality, and request necessary programming adjustments to ensure full and efficient operation. PRPB has indicated that once the module is fully operational, records and reports will be generated and shared with the Monitor's Office.

At this stage, the Monitor's Office concludes that there is no finalized policy or system in place. Therefore, PRPB cannot yet be considered compliant with EIS-related requirements. However, once implemented, the system is expected to mark significant progress toward compliance.

Pathway Forward

The Monitor's Office will continue to assess PRPB's progress and the potential for EIS implementation by the end of 2025. It emphasizes the critical importance of ensuring that EIS, once developed, fully aligns with the requirements outlined in the Agreement.

Paragraph 149: Supervision and Management - Early Identification System

PRPD shall establish a unit to develop, implement, and maintain the EIS with sufficient resources to facilitate data input and provide training and assistance to EIS users.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – March 2025
 Policy:	Not Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 147.

Compliance Assessment

The working group, composed of the Policies and Procedures team, the EIS Unit, and the Benchmark Analytics team, represents a significant step toward the creation and implementation of the EIS. Benchmark, along with other stakeholders, will oversee the development of working modules, evaluate their functionality, and request necessary programming adjustments to ensure full and efficient operation. The Monitor's Office is hopeful that once the EIS becomes functional, PRPB will move closer to compliance in this area. PRPB has indicated that once the module is fully operational, records and reports will be generated and shared with the Monitor's Office. The Monitor's Office remains optimistic

that PRPB will successfully complete the stated Action Plan, contributing to compliance with Paragraphs 147-153.

Pathway Forward

The Monitor's Office looks forward to assessing PRPB's progress in this area. It will closely monitor all steps taken by PRPB until the EIS is fully implemented in accordance with the approved Action Plan. Once developed, the system's training, policies, and personnel will be thoroughly evaluated by the Monitor's Office.

Paragraph 150: Supervision and Management - Early Identification System

PRPD shall maintain necessary equipment, in sufficient amount and in good working order, to permit appropriate personnel, including supervisors and commanders, ready and secure access to the EIS system to allow for timely input and review of EIS data.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – March 2025
 Policy:	Not Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 147.

Compliance Assessment

The Monitor's Office has been informed that PRPB supervisors do not always have access to essential equipment, such as administrative supplies, laptops/iPads, and computers, to review and analyze data related to the EIS. The Monitor's Office emphasizes that providing such equipment is critical to ensure supervisors have the necessary tools to access and review EIS data once the system is fully developed. It is expected that the working group responsible for EIS development is also addressing this requirement. Additionally, interviews revealed that most supervisors and agents are aware of what constitutes an EIS. The Monitor's Office remains hopeful that once the EIS becomes functional, PRPB will make significant progress toward compliance in this area. PRPB has indicated that once the module is fully operational, records and reports will be generated and shared with the Monitor's Office. The Monitor's Office remains optimistic that PRPB will successfully complete the stated Action Plan, contributing to compliance with Paragraphs 147-153.

Pathway Forward

The Monitor's Office emphasizes that PRPB must consider equipment needs as it progresses toward implementing the EIS by the end of 2025. Additionally, PRPB should take the necessary steps to keep

stakeholders informed about the status of the EIS and ensure that supervisors, commanders, and management have the knowledge and essential equipment to effectively access and use the system.

Paragraph 151: Supervision and Management - Early Identification System

PRPD shall develop a protocol for using the EIS and information obtained from it. The protocol for using the EIS shall address data storage, data retrieval, reporting, data analysis, pattern identification, supervisory use, supervisory/departmental intervention, documentation and audits, access to the system, and confidentiality of personally identifiable information. The protocol shall also require unit supervisors to periodically review EIS data for officers under their command, including upon transfer between PRPD units or regions.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – March 2025
 Policy:	Not Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 147.

Compliance Assessment

The working group, composed of the Policies and Procedures team, the EIS Unit, and the Benchmark Analytics team, represents a significant step toward the creation and implementation of the EIS. Benchmark, along with other stakeholders, will oversee the development of working modules, evaluate their functionality, and request necessary programming adjustments to ensure full and efficient operation. The Monitor's Office is hopeful that once the EIS becomes functional, PRPB will move closer to compliance in this area. PRPB has indicated that once the module is fully operational, records and reports will be generated and shared with the Monitor's Office. The Monitor's Office remains optimistic that PRPB will successfully complete the stated Action Plan, contributing to compliance with Paragraphs 147-153.

Pathway Forward

The Monitor's Office looks forward to assessing the development of this work in CMR-13.

Paragraph 152: Supervision and Management - Early Identification System

PRPD shall maintain all personally identifiable information about officers and employees included in the EIS for at least five years following their separation from the agency. Information necessary for aggregate statistical analysis shall be maintained indefinitely in the EIS. On an ongoing basis, PRPD will enter information into the EIS in a timely, accurate, and complete manner, and shall maintain the data in a secure and confidential manner.

Compliance Status	Assessment Schedule

Deferred		Review Period	October 2024 – March 2025
 Policy:	Not Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 147.

Compliance Assessment

The working group, composed of the Policies and Procedures team, the EIS Unit, and the Benchmark Analytics team, represents a significant step toward the creation and implementation of the EIS. Benchmark, along with other stakeholders, will oversee the development of working modules, evaluate their functionality, and request necessary programming adjustments to ensure full and efficient operation. The Monitor's Office is hopeful that once the EIS becomes functional, PRPB will move closer to compliance in this area. PRPB has indicated that once the module is fully operational, records and reports will be generated and shared with the Monitor's Office. The Monitor's Office remains optimistic that PRPB will successfully complete the stated Action Plan, contributing to compliance with Paragraphs 147-153.

Pathway Forward

The Monitor's Office looks forward to assessing the development of this work in CMR-13.

Paragraph 153: Supervision and Management - Early Identification System

Following the initial implementation of the EIS, and as experience and the availability of new technology may warrant, PRPD may propose to add, subtract, or modify data tables and fields, modify the list of documents scanned or electronically attached, and add, subtract, or modify standardized reports and queries. PRPD will submit all such proposals for review and approval as set forth in Paragraph 229.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – March 2025
 Policy:	Not Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 147.

Compliance Assessment

The working group, composed of the Policies and Procedures team, the EIS Unit, and the Benchmark Analytics team, represents a significant step toward the creation and implementation of the EIS. Benchmark, along with other stakeholders, will oversee the development of working modules, evaluate their functionality, and request necessary programming adjustments to ensure full and efficient operation. The Monitor's Office is hopeful that once the EIS becomes functional, PRPB will move closer to compliance in this area. PRPB has indicated that once the module is fully operational, records and reports will be generated and shared with the Monitor's Office. The Monitor's Office remains optimistic that PRPB will successfully complete the stated Action Plan, contributing to compliance with Paragraphs 147-153.

Pathway Forward

The Monitor's Office looks forward to assessing the development of this work in CMR-13.

5. Internal Audits and Interagency Feedback

Upon reviewing the paragraphs in this subsection, the Monitor's Office determined that PRPB consistently conducts audits in a fair, professional, and standardized manner. PRPB has confirmed that training on inspection and audit systems for the Inspection Division is included in the 2025 In-Service Training Plan. The curriculum was submitted for review to the relevant parties in February 2025, and once approved, by the Monitor's Office, it will be implemented for PRPB unit members. The Monitor's Office concludes that the Inspection Division enhances transparency and fosters public trust through accountability, quality assurance, and continuous improvement. The audit system effectively identifies operational deficiencies, analyzes root causes and contributing factors, and implements corrective measures. These audits ensure that all areas of Puerto Rico receive adequate service levels.

The policies reviewed by the Monitor's Office for this subsection comply with paragraph requirements. However, the Monitor's Office found that insufficient staffing and resource allocation have resulted in a limited number of internal audits being conducted during each reporting period.

Paragraph 154: Supervision and Management - Internal Audits and Interagency Feedback

As part of PRPD's continuous improvement efforts and to ensure compliance with this Agreement, PRPD shall establish an auditing system that identifies operational deficiencies, analyzes causal and contributing factors, and implements effective remedial action. To effectuate the system, PRPD shall develop and implement auditing protocols that are based on generally accepted policing practices. The protocols shall provide the audited unit an opportunity to respond to preliminary findings and recommendations, as appropriate, to foster a culture of accountability and continuous improvement among all PRPD units and personnel.

Compliance Status	Assessment Schedule	
Partially Compliant	Review	October 2024 – March 2025

 Policy:	Implemented	Period	
 Training:	Implemented	Assessment Frequency	
 Practice:	Not Implemented		Bi-annually

Compliance Targets

1. Policies incorporate all the requirements of Paragraphs 154-156.	☒ Met	☐ Missed
2. Training on internal audits and inspections are consistent with approved policies.	☒ Met	☐ Missed
3. 95% of sampled personnel are trained and certified on the auditing and inspections system (or scheduled for training, in the case of mid-year reviews).	☒ Met	☐ Missed
4. 95% of selected internal audits and inspections comply with policy.	☐ Met	☒ Missed
5. Internal audits and inspections are scheduled regularly for all PRPB units, locations, and personnel.	☒ Met	☐ Missed
6. PRPB prepares an annual report that (a) includes the conclusions and recommendations of internal audits and inspections conducted for the covered period and (b) is reviewed by the Commissioner and unit commanders to guide corrective action, as appropriate.	☐ Met	☒ Missed

Compliance Assessment

In evaluating PRPB's compliance with this paragraph, the Monitor's Office found that the relevant policies align with the requirements of Paragraphs 154-156. The Monitor's Office acknowledges that the Inspections Manual and Guide are comprehensive and well received by PRPB supervisors. Notably, both documents were revised and reviewed by the Monitor's Office as part of Paragraph 229, with comments provided accordingly.

Training on internal audits and inspections is consistent with approved policies. The Monitor's Office noted that 95% of sampled personnel completed the required training and certification on the auditing and inspections system within the designated timeframe for this reporting period. An updated training curriculum was submitted for review in February 2025, and once approved by the Monitor's Office, it will be implemented for members of the unit.

Based on discussions with Inspection Division members in 2024, PRPB is using the auditing system to identify operational deficiencies, analyze root causes and contributing factors, and implement effective corrective actions. Details from the Monitor's Office review of completed audits are outlined in Paragraph 156. These audits were thorough, clear, and well-structured. PRPB is commended for the inspections completed, as the reports were extensive, comprising hundreds of pages of documentation and analysis.

The Monitor's Office was informed that PRPB conducted over 40 inspections. However, the unit was unable to provide the total number of inspections reviewed and approved by the Commissioner. The unit advised that a new system feature will be implemented to automatically generate and track these

statistics upon request. Additionally, the Inspections Annual Report did not include evidence that the Commissioner reviewed and signed each completed inspection.

Pathway Forward

The Monitor's Office commends PRPB for its efforts in updating and conducting a new round of training on administrative inspections for compliance inspectors and will continue to assess PRPB's compliance. It is recommended that further training be conducted on the auditing and inspections systems. Based on this review, PRPB is effectively using the auditing system to identify operational deficiencies and implement corrective actions. The revised Inspections Manual has led to more comprehensive inspections. However, the Commissioner must certify all inspections, and the Annual Report should be reviewed, approved, and signed by the Commissioner's Office. PRPB should also ensure that all internal audits and inspections are performed in accordance with established policies.

Paragraph 155: Supervision and Management - Internal Audits and Interagency Feedback

PRPD shall develop a protocol for conducting operational audits related to the material terms of this Agreement. The protocol shall establish a regular and fixed schedule to ensure that such audits occur with sufficient frequency and cover all PRPD units and Command Areas. Audits shall assess, where appropriate, operational consistency among similar units throughout PRPD to ensure that all geographic areas are provided with appropriate levels of service delivery. PRPD shall summarize in an annual report the conclusions and recommendations of audits conducted during the time period covered by the report.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	April 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	Implemented		
 Practice:	Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 154.

Compliance Assessment

The Monitor's Office commends PRPB for its efforts in updating and conducting a new round of training on administrative inspections for compliance inspectors and will continue to assess PRPB's compliance. Further training on the auditing and inspection systems is recommended. This review confirms that PRPB is effectively using the auditing system to identify operational deficiencies and implement corrective actions. The revised Inspections Manual has contributed to more comprehensive inspections. However, the Commissioner must certify all inspections, and the Annual Report should be reviewed, approved, and signed by the Commissioner's Office. PRPB must also ensure that all internal audits and inspections are conducted in full compliance with established policies.

Paragraph 156: Supervision and Management - Internal Audits and Interagency Feedback

PRPD auditors shall issue a report to the Superintendent on the result of each audit. The Superintendent will review each audit for appropriate policy, disciplinary, and/or non-punitive corrective action. The commander of each precinct or specialized unit shall review all audit reports regarding employees under their command and, if appropriate, shall take non-punitive corrective action or disciplinary action.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 154.

Compliance Assessment

The Monitor's Office received documentation from the Inspection Division indicating that audits are consistently planned and conducted and that the commander of each precinct or specialized unit reviewed all audit reports regarding employees under their command and, if appropriate, took non-punitive corrective or disciplinary action; however, the Monitor's Office did not receive documentation to demonstrate that the Commissioner reviews each audit for appropriate policy, disciplinary, and/or non-punitive corrective action.

During the reporting period, PRPB provided documentation showing that they had completed 42 inspections, of which the Monitor's Office reviewed 28 representing a wide array of units and divisions across the 13 area commands. In the review, the Monitor's Office found that those in charge of each of the 28 locations resolved all issues identified by the Inspection Division within 30 days. In each of these inspections, proper advance notice was given to those in command in preparation for their efforts. During the January and February 2025 site visits, the Monitor's Office recommended that more operational audits should be completed during the reporting period.

Although some divisions and units had considerably fewer violations than others, the Monitor's Office acknowledges the efforts made by each division and unit in rectifying their violations, especially when the audits were completed in a timely manner. The audits show that most of the divisions and units were able to correct the violations reported by the Inspection Division. Audits are important for PRPB divisions and units because they pinpoint the areas that need attention, and the Monitor's Office will continue to acknowledge the divisions and units that display initiative in correcting their violations.

Further, the Monitor's Office recommends that the inspection of the Guánica Maritime Division completed during the CMR-8 reporting period continue to be used as a model. This inspection audit was streamlined and very efficient due to the organized methods used to track the information and

equipment. Specifically, all equipment was numbered, and the records were organized by numerical order to easily identify the corresponding equipment. This included equipment such as portable radios, computer equipment, bullet proof vests, tasers, weapons, vehicles-organized by VIN, model, and make, ballistic shields, etc. The Monitor's Office hopes that the other areas could review and establish a similar tracking system to prepare for future audits.

The Monitor's Office is aware of the severe understaffing problems suffered by many of the divisions/units assigned to conduct inspections. The Metro Division, for example, is probably the division where the understaffing problem is most noticeable. This division regularly relies on the participation of personnel from other areas to comply with its yearly scheduled inspections. The Monitor's Office is also aware of the equipment allocation and training initiatives that PRPB must provide to the different divisions/units assigned to conduct inspections once new personnel are assigned to alleviate this understaffing.

During previous assessments of this paragraph, the Monitor's Office found a continuous pattern of repetition in the violations committed by the various inspected units/divisions, and this reporting period is no exception. These violations include no weekly taser tests, improper uniform, vehicle upkeep violations, among others. Although the Monitor's Office understands that PRPB has generally been effective in solving and documenting the initiatives taken to solve these violations once they are identified, PRPB has not found and implemented an effective resolution to remedy this pattern.

Pathway Forward

As reported prior CMRs, the Inspection Division completed a system upgrade that enables inspection results to be sent directly to the Commissioner and Associate Commissioner for evaluation and final approval. However, the Inspection Division has not yet provided documentation confirming that the Commissioner or their office has signed the completed audits. The Inspection Division must continue to provide the Monitor's Office with a list of resolved and approved audits. Additionally, these strategies and corrective actions should be published to allow other commanders to learn from successful resolutions.

The Monitor's Office recommends that all Annual SARP Audit Reports be required reading for all PRPB supervisors. More importantly, this information should be incorporated into future promotional examinations for sworn personnel.

Furthermore, the Monitor's Office again emphasizes the need for PRPB to uniformly implement the roll call concept. While some units reportedly hold meetings, they are inconsistent and undocumented. Establishing a standardized roll call process is essential for proper duty preparation, officer safety, the administration of non-punitive discipline, and reinforcing the supervisor's role. The roll call setting, combined with daily inspections, plays a crucial role in ensuring readiness for duty and overall performance.

In conjunction with Paragraph 13, the Monitor's Office will continue to review the allocation of personnel to these divisions and units.

Paragraph 157: Supervision and Management - Internal Audits and Interagency Feedback

PRPD shall develop and implement a plan for organizing and executing regular, targeted, and random integrity audits. The integrity audits will be used to identify and investigate officers engaging in misconduct including,

but not limited to, unlawful stops, searches, seizures (including false arrests), excessive uses of force, potential criminal behavior, racial or ethnic profiling, and bias against lesbian, gay, bisexual, and transgendered persons, or any other form of misconduct. These operations shall also seek to identify officers who discourage the filing of a complaint, fail to report misconduct or complaints, or otherwise undermine PRPD's integrity and accountability systems. SPR shall have the oversight responsibility within PRPD for these operations. SPR shall use relevant EIS data and other relevant information in selecting targets for integrity audits.

Compliance Status		Assessment Schedule	
Not Compliant		Review Period	October 2024 – March 2025
 Policy:	Not Implemented	Assessment Frequency	Bi-annually
 Training:	Not Implemented		
 Practice:	Not Implemented		

Compliance Targets

1. Policies incorporate all the requirements of this Paragraph.	☐ Met	☒ Missed
2. Training on integrity audits is consistent with approved policies.	☐ Met	☒ Missed
3. 95% of sampled personnel are trained and certified on integrity audits (or scheduled for training, in the case of mid-year reviews).	☐ Met	☒ Missed
4. 95% of selected integrity audits are designed effectively and comply with approved policies.	☐ Met	☒ Missed
5. EIS and other relevant information is considered when selecting targets for integrity audits in 95% of selected integrity audits.	☐ Met	☒ Missed

Compliance Assessment

PRPB continues its efforts to adopt and implement an effective protocol for conducting integrity audits. A preliminary draft of the Integrity Audit policy and protocol was submitted, and PRPB participated in a meeting with the Parties to discuss the drafts. Currently, PRPB is developing relevant training for its personnel as well as conducting integrity audits based on the associated policy and protocol. During the reporting period, no data was provided by PRPB since the policy is still being developed. As a result, the Monitor's Office was unable to review a random sample of integrity audits.

As previously reported, in 2024, the Monitor's Office, OSM, and PRPB conducted a peer-to-peer visit to two police departments on the mainland. PRPB was exposed to various integrity audit strategies and case presentations, gaining valuable insights. This experience proved to be highly informative and productive. PRPB should consider adopting similar strategies and technological systems to enhance its integrity audits.

Pathway Forward

The Monitor's Office looks forward to the implementation of the integrity audits in future CMRs. PRPB and OSM continue to collaborate on the development of the integrity audit policy, and the Monitor's Office remains hopeful for its timely completion.

Paragraph 158: Supervision and Management - Internal Audits and Interagency Feedback

PRPD shall establish an executive-level liaison committee consisting of high-level command officers of the PRPD who communicate, on at least a quarterly basis, with representatives of federal and local criminal justice components in all regions in Puerto Rico, including judicial courts, prosecutors, the University College, and municipal police departments. The committee shall seek mutual feedback and information on improving Puerto Rico's criminal justice system, including performance issues or concerns related to PRPD, its officers, employees, or units. All PRPD high-level commanders who participate in the executive-level liaison committee shall ensure that all allegations of misconduct or potential criminal activity are referred to SPR and/or PRDOJ for investigation, as appropriate.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Quarterly
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

1. Agreements and protocols incorporate all the requirements of this Paragraph.	☒ Met	☐ Missed
2. PRPB solicits feedback and shares information with criminal justice components, and refers allegations of misconduct or potential criminal activity it obtains from such components to SARP for investigation.	☐ Met	☒ Missed

Compliance Assessment

As has been determined in previous CMRs, PRPB met Target 1. Aligning with the [Civilian Complaints, Internal Investigations, and Discipline section](#), various components of the criminal justice system have stepped forward to partake in these meetings, and all allegations of misconduct and potential criminal activity it receives from these components are properly referred to SARP.

During this reporting period, PRPB submitted documentation confirming that the Humacao, Ponce, Mayagüez, Bayamón, Caguas, Carolina, Arecibo, and Aibonito area commands carried out compliant communications through meetings. The Monitor's Office also received minutes that captured the conversations between the meeting attendees held in these area commands. These meetings are for PRPB to solicit feedback from criminal justice components, inform them of the services and initiatives conducted by PRPB, and refer any misconduct/potential criminal activity by any of its officers to SARP. The aforementioned area commands comprise 8 of the 13 areas (62%), all of which are required to

comply with this paragraph. Out of the five remaining area commands, Fajardo only submitted an invitation document, an agenda, and an attendance sheet, with no meeting notes; Guayama submitted a document certifying that the meeting was suspended because not all of the components were available to attend; and Aguadilla submitted documents informing that the meetings were not held. San Juan and Utuado did not submit any documentation related to this paragraph.

Another possible area of improvement for PRPB is to ensure that all required attendees are present at these meetings. Out of the area commands that submitted attendance sheets, the areas of Humacao, Ponce, Aibonito, Arecibo, and Fajardo did not count all of the required representatives or were unclear about the representation of each component. The Monitor's Office encourages PRPB to provide clear and adequate documentation aimed towards compliance. In addition, the Monitor's Office is aware that the quality assessment of these meetings is reliant on its ample documentation and note taking. For example, the meeting held in Ponce demonstrated adequate note taking, and there were discussions on the recurring theme of DV cases across the island, possible alliances with certain communities, and providing educational content for officers. The Monitor's Office encourages these types of discussions and this documentation approach. Bayamón exhibited another exemplary meeting because of its discussion and documentation. The notes showed that COPOP, restraining orders, and CIT were discussed. Because of the reasons outlined above, Target 2 is missed, maintaining partial compliance with Paragraph 158.

Pathway Forward

Documentation is the most important component for compliance with Paragraph 158. The Monitor's Office encourages all PRPB area commands to perform these meetings frequently and hold productive discussions related to the criminal justice system and refer possible misconduct/criminal activity to SARP.

The Monitor's Office recommends that PRPB continue to use protocols for maintaining related documentation not only as a means of demonstrating compliance with the Agreement, but more broadly to document the outcomes and action items from these meetings to ensure follow-through and accountability. A protocol has been developed and other criminal justice agencies in Puerto Rico have responded to or ratified the protocols developed by PRPB. Now, PRPB should develop an automated system to obtain copies, agreements, and protocols related to criminal justice committees and verify that these materials incorporate all requirements to improve compliance. It is also suggested by the Monitor's Office that a PRPB member be appointed to take concise and complete notes during these meetings.

IX. Civilian Complaints, Internal Investigations, and Discipline

For this reporting period, the Monitor's Office found that PRPB continues its efforts to improve compliance in multiple areas, while continuing to struggle with two main issues: insufficient resources and the use of proper investigative techniques and tools. While the analysis of the random sample of SARP investigative files resulted in low levels of compliance,² other cases demonstrated improvements in SARP investigative practices.³ The evidence is clear - in areas where PRPB and DSP have aligned necessary resources, measurable progress has invariably followed. However, the continued lack of key resources and several policy and practice changes undermine PRPB's compliance levels.

Most of the SARP investigative cases adjudged as not compliant were due to the absence of a separate, concurrent administrative investigation in cases where a PRPB officer had been accused of criminal wrongdoing. Others relate to the unacceptable practice of assigning an Internal Affairs (criminal) investigator to also investigate cases administratively. PRPB has been repeatedly cautioned over the past several years concerning this practice. Unfortunately, the practice continues unabated and bars further gains in compliance.

PRPB readily acknowledges that it does not conduct simultaneous administrative investigations of alleged criminal behavior by officers. PRPB points to their current version of SARP procedures that seemingly forbids them from embracing this part of the Agreement – despite the fact that the same Agreement requires simultaneous investigations.⁴ While SARP leadership promises that they will conduct concurrent investigations upon the issuance of a modified GO, such GO has been circulating since September 2024 without the required signature by the new Police Commissioner.⁵

As is the case in all CMRs, the Monitor's Office has interviewed various members who actually conduct, supervise, oversee, and direct internal police investigations. Presently, the Monitor's Office has interviewed every SARP investigator at least once - with the majority sitting for two or three separate interviews over the past five years. With this full data set, certain trends and problems come into sharper focus.

The Monitor's Office remains concerned about the workload of SARP investigators, many of whom have reported active SARP administrative caseloads in the double digits. This is worrisome in light of the 90/90-day rule for completion of a SARP administrative investigation. The Monitor's Office sees PRPB struggling to keep the administrative timeframe mandated by the Agreement for both investigations and subsequent adjudications. Notwithstanding PRPB's efforts, the Monitor's Office has seen recent evidence of more than three dozen current and active SARP internal administrative investigations that

² 31% were found to be substantially compliant, 35% partially compliant, and 33% not compliant.

³ The most conspicuous improvement in reporting has been the mention and analysis of the accused officer's *historial* by some SARP investigators, as well as the latest case analyses processed by SEAQA. While not a universal practice, multiple cases containing this analysis were found in the current sample of over 60 investigative case files.

⁴ See Paragraph 173 of the Agreement.

⁵ Since September 2024 Monitor's Office has been informed on multiple occasions by the Civilian Complaints, Internal Investigations, and Discipline Working Group and SARP Command that PRPB is working on rules/procedural changes that affect a number of critical areas in SARP that fall under the Agreement, including simultaneous administrative investigations, digital recording of SARP interviews, the creation of accurate interview transcripts, and creating internal guidance to prevent additional misuses of Garrity. The Monitor's Office requested a copy of all pending rule changes associated with this section of the Agreement to prevent a non-compliant proposed policy from being enacted, which would require further modification. As of this writing, the Monitor's Office has yet to receive any of these "draft" policies.

have greatly exceeded the 180 (90+90) day rule for completion. Even more concerning as of the end of the reporting period, 9 of these investigations remain incomplete despite the passing of over 6 months since the original 180-day deadline passed. No reasons were cited for these delays in the data provided.⁶

In what could be interpreted as effort to spread SARP case workload across the island, the Monitor's Office has heard of and seen internal investigative cases from the San Juan Metropolitan area assigned across the island, including to its most remote western points located a substantial distance away from the metro region. The majority of SARP cases originate in the island's population centers, including San Juan, Bayamon, and Carolina, with fewer cases originating in Ponce, Mayaguez, and Aguadilla.

In a limited number of these internal cases, an investigator from outside the area may be required to avoid potential conflicts of interest or other conflicts. Five years of review reveals that ethical dilemma cases are the exception, not the rule. Through their efforts to balance case distributions and SARP workloads across the island, PRPB has exposed the core problem – some internal investigators are assigned to outlying SARP offices where far fewer complaints are normally received. When these underused investigators are re-tasked to the other side of the island, they often commute for hours in a vehicular fleet that is only now beginning to approach some level of sufficiency and roadworthiness.

SARP investigators from the west are challenged with managing cases located far away from their workplace. They describe coordinating in-person interviews in other parts of the island, securing dependable transportation to these sites, and the lost time spent driving to these sites – often with traffic delays – as a significant challenge. While the assigned vehicular fleet has actually improved in some SARP dependencies, some SARP investigators describe having to completely avoid the toll highway system and rely on secondary and back roads. According to these investigators, while multiple new cars were delivered many months ago – some of these cars still lack a highway toll transponder.⁷

Due to the adverse impact of assigning metropolitan administrative cases to the west of the island, the Monitor's Office strongly recommends that any SARP commander considering such an assignment take into account the investigators' travel time to the location, the present state of their caseload, the sufficiency and safety of their transportation, the estimated amount of time to be spent away from their assigned area, as well as the number and type of cases currently assigned to that officer. To assign a case located hours away to an investigator carrying a full caseload of 12 or more SARP cases, each with an individual 90+90-day deadline, is both counterproductive and imprudent.

The Monitor's Office understands the dilemma of workplace assignment challenges, especially in geographically larger state police agencies, which unlike municipal and most local or county agencies,

⁶ From inception, the Monitor's Office has consciously chosen to avoid reviewing active investigation case files. Rather, the Monitor's Office has chosen to wait until the investigator has concluded the active investigation and submitted their case for approval by SARP command. This *ad hoc* policy assists the SARP investigators by not taking their cases offline for the Monitor's Office to review, with the hope of increasing the current level of compliance with investigative timeframes. Depending on the future level of CMR compliance with productive investigative techniques recommended by the Monitor's Office, the Monitor's Office may revisit this *ad hoc* practice in the future.

⁷ These active SARP investigators needlessly spend extra hours avoiding faster toll roads and relying only on secondary roads due to a persistent delay in acquiring what civilian Puerto Rican motorists seem to be able acquire every single business day – a simple toll responder.

cover a far more extensive geographic area. That said, PRPB should consider reassigning SARP investigators closer to where the work is actually concentrated, namely the San Juan Metropolitan area ranging from Arecibo to Fajardo and reaching down as far as Caguas. The Monitor's Office also urges caution in assigning new SARP investigators to places that lie well outside of this defined area of higher reporting. PRPB's first priority should be to match resources with area workload, not matching prospective investigators with their preferred area assignments.

Another area that bars further compliance progress concerns Internal Affairs. In the random sample of cases reviewed, one current case exemplifies this problem, which has been frequently restated in multiple past CMRs. In this latest case, plainclothes Internal Affairs investigators were repeatedly assigned to surveil an officer accused of criminal wrongdoing while on duty. The suspected officer's workplace was located in the very same facility as that of the IA investigators. It is not hard to imagine the plight of these surveillance officers leaving the confines of this police area, attempting to surveil a member of PRPB who not only knows who these officers are, but also the confidential surveillance vehicle they operate. To no one's surprise, surveillance in this case was unproductive. Accordingly, PRPB will fail to advance in this area until Internal Affairs Units are relocated into adequate non-police facilities that are not adjacent to active police installations.

PRPB continues to remain non-compliant with respect to the *Garrity Rule*, which unfortunately has been misapplied repeatedly for well over a year. This non-compliance is evidenced by Internal Affairs (criminal) investigators frequently misusing this tool, which was designed for the use of administrative investigators and administrative investigations. Recently, in an attempt to assist PRPB in curing this lingering defect, the Monitor's Office designed and delivered a short course on the proper use of Garrity to the entire SARP command staff. The Monitor's Office is now more confident that SARP command has a deeper understanding as to how the rule must be applied and the serious consequences resulting from misapplication of this rule. The Monitor's Office expects to see significant effort by PRPB to properly apply the rule in the future.

The Office of Legal Affairs (OAL) lawyers are essential to PRPB's mission of internal discipline. OAL lawyers are responsible for adjudicating internal cases of serious wrongdoing investigated by SARP. In the last CMR, the Monitor's Office was pleased to report that OAL was fully staffed with lawyers – although still lacking support staff. While OAL was mostly satisfactory in the last CMR, the Monitor's Office was informed that the office recently lost four of its assigned lawyers. Two lawyers were reassigned to the Reform Office and two were reassigned to DSP. This repeats a revolving-door situation from the past where adjudicating cases and notifying parties within 30 days was impossible to accomplish. It took nearly two years and multiple CMRs for DSP to staff OAL with a sufficient number of lawyers. Less than a year later, the office is returning to the status quo ante - not enough legal personnel to handle their caseload.

Overall, the Commonwealth's compliance with the 46 paragraphs assessed during this reporting period within Civilian Complaints, Internal Investigations, and Discipline reflects similar levels of compliance with what was noted in previous CMRs. In CMR-11, 57% of paragraphs (26 paragraphs) were assessed as partially compliant and 11% (5 paragraphs) were assessed as substantially compliant, in comparison

to the current reporting period, where 54% of paragraphs (25 paragraphs) were found to be partially compliant and 11% (5 paragraphs) were found to be substantially compliant. See figure 8.

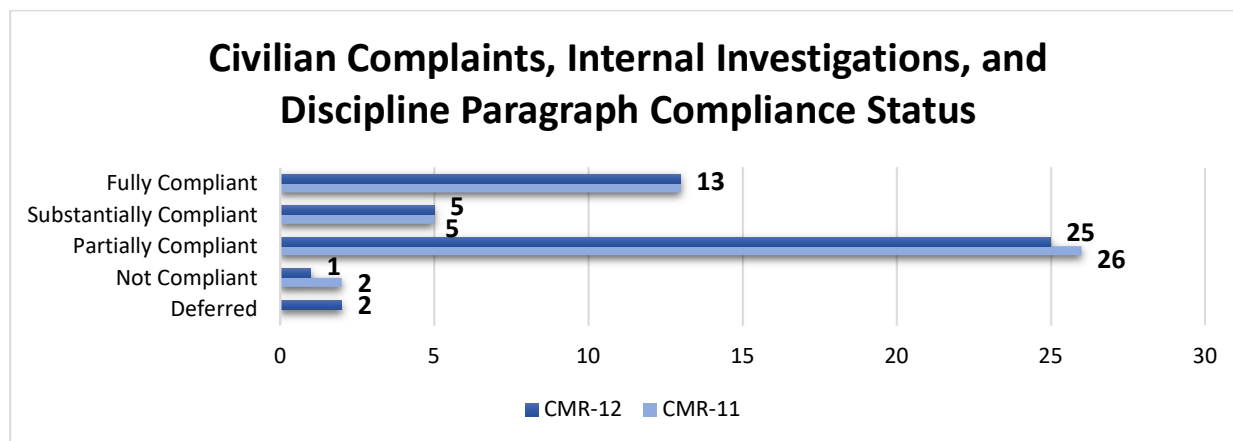


Figure 8. Civilian Complaints, Internal Investigations, and Discipline: Paragraph Compliance Status

Paragraph 159: Civilian Complaints, Internal Investigations, and Discipline - General Provisions

PRPD shall ensure that all allegations of officer misconduct are received and are fully and fairly investigated; that all investigative findings are supported by a preponderance of the evidence; and that all officers who commit misconduct are held accountable pursuant to a disciplinary system that is fair and consistent. PRPD shall develop policies and practices for the intake, investigation, and adjudication of misconduct complaints against PRPD officers. These policies and practices shall comply with applicable law and comport with generally accepted policing practices, and shall include the requirements set out below.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

Note: Compliance will be determined on two separate, but inter-dependent bases: (1) the implementation of Paragraphs 160-204, and (2) the results of outcome assessments, pursuant to Paragraph 243.

Compliance Assessment

The Monitor's Office continues to note that while SARP leadership has been diligent in requesting equipment, vehicles, tools, and human resources from PRPB to cure deficiencies previously mentioned by the Monitor's Office, some work remains to increase compliance levels. The Monitor's Office has also

recommended a throughput analysis of SEAQA, the SARP entity responsible for adjudicating less-serious offenses.⁸

The Monitor's Office also cited issues with formative and specialized training, the *Garrity Rule*, the location of confidential Internal Affairs units, a perceived imbalance between assigned case investigations and the corresponding number of investigators assigned to certain areas, and the continuing lack of concurrent administrative investigations of criminal PRPB misconduct, all of which are further discussed in this CMR.

The Monitor's Office was also aware of the transfer of four new lawyers away from OAL to the Reform Office and DSP, leaving OAL unable to manage its caseload of SARP cases, as well as other legal matters.

Pathway Forward

DSP must deliver the resources SARP needs to conduct its investigations and reach its conclusions in a thorough and timely manner. DSP must reassign sufficient legal staff to OAL with at least four lawyers as well as support staff.

Moving forward, where and when delays in procurement occur, the Monitor's Office will determine and point out where the delay occurred so that either the Commonwealth or the court may take decisive action to remedy the delay.

PRPB must either use REA 114R (SARP Refresher Training) or develop a special course to instruct all SARP members on proper use of the *Garrity Rule*.

PRPB must relocate confidential Internal Affairs Units to locations away from known police facilities.

PRPB must assign all cases concerning alleged criminal wrongdoing to both Internal Affairs and Administrative Investigations within five business days for concurrent investigation.

SARP must improve SARP area resource allocations with area demand. In areas with insufficient demand for internal investigations, SARP investigators should be transferred to areas with greater demand. PRPB should study the current caseload and manpower of each SARP area delegation with the goal of staffing assigned investigators in accordance with the average internal investigative caseload of people serving in that given area. Transferring a SARP case from one side of the island to the other must be done only to avoid ethical impropriety or the appearance thereof.

1. Civilian Complaints

The Monitor's Office notes that much of the mandated training of the sworn force has been met, depending on the relative paragraph. While the Monitor's Office is satisfied that this training was

⁸ Throughput analysis refers to an analysis of the amount of work produced by a unit as it is presently staffed, measured in total output for that unit, including its manpower and the number of cases assigned.

conducted, there are lingering questions concerning its efficacy, as reflected in the Monitor's Office's review of SARP investigations for this reporting period.⁹

The cross section of actual complaints reviewed by the Monitor's Office establishes that PPR 311.1 (Complaint Form) as presently configured is clear, that the general public is aware of their ability to submit a complaint concerning a PRPB member, and that multiple complaint entry mechanisms are viable and frequently used - all of which is in tenor with the Agreement. The Monitor's Office continues to see a significant level of anonymous complaints from both civilians and those suspected of belonging to PRPB via the anonymous Internet portal designed for this purpose.¹⁰

Paragraph 160: Civilian Complaints, Internal Investigations, and Discipline - Civilian Complaints

PRPD will develop and implement a program to inform persons that they may make complaints regarding the performance of any officer.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3 and 4.
 Training:	Implemented	Assessment Frequency	Annually as to Compliance Targets 1 and 2. Bi-annually as to all other Compliance Targets.
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all of the requirements of Paragraphs 160-162.	☒ Met	☐ Missed
2. Civilian complaint program trainings are consistent with approved policies.	☒ Met	☐ Missed
3. 95% of sampled press, office and SARP personnel are trained and certified in all policies related to the civilian complaint program (or scheduled for training, in the case of mid-year reviews).	☒ Met	☐ Missed
4. PRPB has developed and implements a program to inform persons that they may make complaints regarding the performance of any officer.	☒ Met	☐ Missed

Compliance Assessment

PRPB policy and training on receiving civilian and internal complaints as well as its implementation have not changed since the Monitor's Office's last review where it was found to be compliant with the spirit and letter of the Agreement.

⁹ Among these concerns was the misapplication of the *Garrity Rule*. PRPB trained SARP members in Garrity over the past 18 months using a curriculum that has not been reviewed by the Monitor's Office. Late in the current reporting period, the Monitor's Office crafted a presentation on the proper use of Garrity. SARP command staff all attended this presentation. As a result, the Monitor's Office believes that the misapplication of the rule is now better understood. The Monitor's Office expects that PRPB will amend REA 114 (SARP Training) and REA 114R (SARP Refresher Training) to resolve any lingering Garrity misconceptions.

¹⁰ A variety of complaint inputs were observed during the Monitor's Office's current analysis, including physically tendering complaints at a PRPB facility, receipt of complaints via telephone, U.S. Mail, and PRPB's Internet complaint portal (referred to by the PRPB as *Interfaz*).

PRPB has demonstrated the required compliance threshold of training and certification of Press Office and SARP personnel as required by this paragraph.

As demonstrated by the form and number of actual complaints received, PRPB's use of a variety of mechanisms to inform members of the public about their ability to submit a complaint against a PRPB member, either as a named person or anonymously, continues to be successful. The Monitor's Office observed informational material about the complaint program publicly posted at each of the area commands and precincts visited. The Monitor's Office urges PRPB to continue to proactively emphasize this accessibility in its open community meetings held across the island.

The Monitor's Office's interviews of nearly all SARP investigators show an individual awareness of SARP's shared responsibility to educate and proactively communicate the existence of the PRPB civilian complaint program to members of the communities that they serve.

Pathway Forward

The Commonwealth must continue to ensure its SARP personnel receive the required training and that it continues to carry out its program to inform citizens that they may make complaints regarding the performance of any officer.

Paragraph 161: Civilian Complaints, Internal Investigations, and Discipline - Civilian Complaints

Pre-printed complaint forms shall not include any language that can be construed as discouraging civilians from submitting complaints, including warnings regarding potential criminal prosecution for false or untrue complaints. PRPD shall require all officers to carry complaint forms in their official vehicles at all times or on their person, if feasible.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Implemented		

Compliance Targets

1. Content of complaint forms is consistent with civilian complaint program policies. ☒ Met ☐ Missed

Note: Policies and Trainings is assessed with Paragraph 160.

Compliance Assessment

The Monitor's Office has found continued full compliance during this reporting period and will continue to reassess for paragraph compliance in future reporting periods.

Paragraph 162: Civilian Complaints, Internal Investigations, and Discipline - Civilian Complaints

PRPD shall make complaint forms and informational materials, including brochures and posters, available at all police facilities and on the PRPD website. Information shall be posted in Spanish and English. PRPD shall post and maintain a permanent placard describing the external complaint process at appropriate government buildings where public services are provided. The placard shall include relevant contact information, such as telephone numbers, email addresses, and websites. PRPD shall also post and maintain a placard explaining an individual's right to be free from involuntary searches and seizures and thus to decline consent to voluntary searches.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 3.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Target 2.
 Training:	N/A	Assessment Frequency	Annually as to Compliance Targets 1 and 3. Bi-annually as to all other Compliance Targets.
 Practice:	Implemented		

Compliance Targets

1. Content of complaint forms and informational materials is consistent with civilian complaint program policies.	☒ Met ☐ Missed
2. The PRPB website and 95% of PRPB facilities and patrol vehicles have required civilian complaint materials.	☒ Met ☐ Missed
3. Placards as described in Par. 162 are displayed in 95% of all PRPD and DPS buildings, plus eleven regional judicial centers across the Island.	☒ Met ☐ Missed

Note: Policies and Trainings is assessed with Paragraph 160.

Compliance Assessment

The Monitor's Office has found continued full compliance during this reporting period and will continue to reassess for paragraph compliance in future reporting periods.

2. Internal Investigations

For SARP to reach its goal of substantial compliance, additional staff and equipment may still be needed. In terms of human resources, increased efficiencies in operation along with developing technology may eliminate the need for more investigators. The Monitor's Office has seen some responses to SARP procurement requests for both human and tangible resources, but more is required to improve compliance.

The ongoing practice of housing Internal Affairs Units within police facilities is a self-inflicted condition that effectively bars PRPB from further progress in compliance. As stated in numerous past CMRs, this practice disincentivizes members of the general public to report misconduct allegedly committed by

police officers who may work at that same facility. It also makes effective Internal Affairs investigations next to impossible.

While the Monitor's Office had heard of a few attempts by PRPB to locate suitable Internal Affairs locations, no newly procured office locations have been provided. Presently, all Internal Affairs Units are currently located in police facilities, despite actual and repeated notice that these units require relocation for substantial compliance.¹¹ At present, confidential units involved in plainclothes surveillance of alleged police wrongdoing are located in the very same building as the police officer subjects they are supposed to surveil.¹² Not only are these special investigators assigned to the same building, but they also share the same parking lot where their personal and confidential vehicles are parked alongside officers' that they may in fact be investigating.

Substantial compliance requires DSP to not only procure suitable sites, but to also make them usable and secure for the purpose of conducting full, confidential, and robust Internal Affairs investigations without any further unnecessary delay.

Paragraph 163: Civilian Complaints, Internal Investigations, and Discipline - Internal Investigations

PRPD shall require that all officers and employees report misconduct, including apparent, alleged, or perceived misconduct, by another PRPD officer or employee to a supervisor or directly to SPR for review and investigation. Where apparent misconduct is reported to a supervisor, the supervisor shall immediately document and report this information to SPR. Failure to report or document apparent or alleged misconduct or criminal behavior shall be grounds for discipline, up to and including termination of employment. The presumptive discipline for a failure to report apparent or alleged misconduct or criminal behavior shall be commensurate to the presumptive discipline for the underlying apparent or alleged conduct not reported.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3 and 4.
 Training:	Implemented	Assessment Frequency	Annually as to Compliance Targets 1 and 2. Bi-annually as to all other Compliance Targets.
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all the requirements of the paragraph. ☒ Met ☐ Missed

¹¹ Given the size of Internal Affairs and its island-wide responsibilities, the Monitor's Office suggests the location of three regional, confidential Internal Affairs Offices. One should be located in the metropolitan area and the others assigned to cover the east, west, and southernmost part of the island. Regionality would give Internal Affairs flexibility to help their counterparts in other parts of the island – especially in complicated investigations.

¹² Case 2024-1320 provides a cautionary tale of attempting clandestine surveillance of a person working out of the same police facility as the Internal Affairs investigators following them.

2. Training on internal reporting of misconduct and investigations is consistent with approved policies.	☒ Met ☐ Missed
3. 95% of sampled personnel are trained and certified in relevant policies related to reporting and internal investigations (or scheduled for training, in the case of mid-year reviews).	☒ Met ☐ Missed
4. All reports of alleged or perceived misconduct are reviewed and investigated, as appropriate, by supervisors or SARP.	☒ Met ☐ Missed

Note: Implementation of the portion of this Paragraph regarding discipline is assessed with Paragraphs 177 (Data Source #4), 198, and 199.

Compliance Assessment

Universal training components for sworn PRPB members as well as the underlying policy regarding complaint reporting procedures have not changed from PRPB's previously substantially compliant versions. PRPB has demonstrated that it has reached the compliance threshold in training and certification of its personnel concerning relevant policies and procedures; however, the efficacy of this training regimen remains in question.

The Monitor's Office finds that PRPB has met the burden of showing that reports of alleged or perceived misconduct are reviewed and investigated, as appropriate, by supervisors or SARP and, therefore, achieve the corresponding compliance target.

Pathway Forward

PRPB must continue to ensure that its personnel are trained, certified, and tested on relevant policies related to their subject matter expertise.

Paragraph 164: Civilian Complaints, Internal Investigations, and Discipline - Internal Investigations

PRPD shall develop protocols requiring supervisors to investigate and take appropriate disciplinary or non-punitive corrective action when the supervisor becomes aware of minor misconduct or policy infractions by an officer that do not merit an SPR notification. The incident of misconduct and the supervisor's response shall be reported to SPR within five business days for SPR's review. Where the officer disputes the misconduct allegation, the allegation shall be referred to SPR for investigation.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3 – 6.
 Training:	Implemented	Assessment Frequency	Annually as to Compliance Targets 1 and 2. Bi-annually as to all other Compliance Targets.
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all the requirements of Paragraphs 164 and 165.	☒ Met	☐ Missed
2. Training on supervisory review of minor policy violations is consistent with approved policies.	☒ Met	☐ Missed
3. 95% of sampled supervisors are trained and certified in policies related to supervisory review of minor policy violations (or scheduled for training, in the case of mid-year reviews).	☒ Met	☐ Missed
4. 95% of selected supervisory reviews and responses comply with approved policies.	☒ Met	☐ Missed
5. 95% of selected supervisory reviews and investigations are reviewed and evaluated by unit commanders and the commanders identify needs, as appropriate, in accordance with Paragraphs 164 and 165.	☒ Met	☐ Missed
6. 95% of selected supervisory reviews and investigations are sent to SARP and assessed according to approved policies.	☒ Met	☐ Missed

Compliance Assessment

Fewer SARP investigators interviewed in this reporting period cited underuse of non-punitive discipline as a current problem. An increasing volume of data indicates that PRPB supervisors are more actively using non-punitive discipline to address minor policy violations and situational behavioral problems among the rank and file.

PRPB's digital non-punitive disciplinary application continues to assemble a wealth of data that should contain valuable clues concerning the efficacy of PRPB policies, training, and supervision, as well as assisting early intervention practices. This analysis should uncover gaps in training, policy, and supervision that PRPB could address proactively. This capability requires an analytical capacity within the non-punitive disciplinary system and must be conducted at frequent intervals – no less than quarterly.

The Monitor's Office has seen evidence showing the new system as effective in discerning non-punitive sanctionable behavior from that which should be investigated, proven, and with discipline imposed by PRPB. In the current SARP cases, one case in particular stood out. - the officer was mistakenly written up for non-punitive discipline, but the conduct was scrutinized by SARP and found to be sanctionable under PRPB disciplinary code. SARP remanded it for full investigation, which in the end reached the appropriate conclusion. The system worked as designed.

Pathway Forward

PRPB should develop an analytical capability to look at non-punitive disciplinary cases with an eye towards correcting defects in training, supervision, and policy. This is closely related to the development of an effective EIS.

Paragraph 165: Civilian Complaints, Internal Investigations, and Discipline - Internal Investigations

The results of unit investigations, be they minor misconduct allegations, policy infractions, or SPR referrals, shall each be referred to and evaluated by unit commanders for underlying problems including supervisory, training, or other deficiencies. Unit evaluations shall be sent to SPR for further assessment of trends and potential deficiencies in tactics or training, among other considerations.

Compliance Status

Assessment Schedule

Partially Compliant		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3 – 6.
 Training:	N/A	Assessment Frequency	Annually as to Compliance Targets #1 and #2. Bi-annually as to all other Compliance Targets.
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 164.

Compliance Assessment

The Monitor's Office's continued review of cases for the current reporting period has revealed a handful of SARP cases where specific tactical, training, policy, or procedural deficiencies were mentioned, either at the unit, area, or SARP command level. That said, it is accepted as a fact that many SARP investigators are carrying sizeable caseloads where this important detail may be overlooked.

The Monitor's Office recommended the adoption of a very brief inquiry designed to remedy this particular shortcoming. Through work with the Civilian Complaints, Internal Investigations, and Discipline Working Group, the Monitor's Office is awaiting a small change in investigative procedure to instruct the investigator to provide a short answer to each of the following in the conclusion of their investigation:

- Could a fault in training be a contributing cause or factor in this complaint?
- Was a faulty PRPB policy a contributing cause or aggravating factor in this complaint?
- Was inadequate (or non-existent) supervision a contributing cause or factor in this complaint?

The Monitor's Office was assured that the above policy change has been enacted and that SARP investigators are now aware of this change. In fact, the Monitor's Office began to see evidence of SARP investigators referring to this analysis in the later part of the reporting period.¹³ The Monitor's Office reviewed at least one case that was returned to the investigator by SEAQA because the analysis was missing. The Monitor's Office expects to see wider use of the policy in the next reporting period.

The Monitor's Office notes that since September 2024, the office has been made aware of supposed PRPB and SARP efforts to amend or rewrite several internal policies governing internal investigations. Several policies conflict with the Agreement or lack definition and should be corrected. Each time the Monitor's Office has asked about these redrafted policies, the office was told by the Civilian Complaints, Internal Investigations, and Discipline Working Group that, "the policies are awaiting approval by the Police Commissioner." The Monitor's Office has yet to review these updated drafts.

¹³ As is always the case, the Monitor's Office reviewed trailing data of investigations concluded during the entire reporting period. Some of these investigations began as early as 2023 and well before the change and training cycle. As such, the Monitor's Office is always looking at data that may be six months old or older.

Pathway Forward

PRPB should circulate the corresponding draft policies to the Monitor's Office while it awaits a decision by the Commissioner. Once the policy is approved for use, follow up study by the Monitor's Office will determine if the inquiry is being used appropriately.

Failing the above, PRPB will not advance beyond partial compliance with this paragraph.

3. Complaint Intake, Classification, Assignment, and Tracking

Complaint intake, classification, assignment, and tracking continue to be one of the better areas of SARP performance. SARP's database digitally captures and tracks all incoming complaints, investigations, and reporting paperwork. It has been in broad use for many reporting periods. This system now allows the SARP Commander to track timelines including when extensions are granted and when any given case is overdue for completion.

Paragraph 166: Civilian Complaints, Internal Investigations, and Discipline - Complaint Intake, Classification, Assignment, and Tracking

PRPD shall train all officers in how to properly handle complaint intake.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	March 2024 – April 2025 for Compliance Target 1.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 2 and 3.
 Training:	Implemented	Assessment Frequency	Annually as to Compliance Targets 1 and 2. Bi-annually as to all other Compliance Targets.
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all the requirements of Paragraphs 166-176.	☒ Met	☐ Missed
2. Complaint intake, classification, assignment, and tracking trainings are consistent with approved policies.	☒ Met	☐ Missed
3. 95% of sampled officers are trained and certified in relevant policies related to complaint intake, classification, assignment, and tracking (or scheduled for training, in the case of mid-year reviews).	☒ Met	☐ Missed

Compliance Assessment

Records indicate that no changes in policies and related training have been made during this reporting period. Therefore, the unchanged training content on complaint intake, classification, assignment, and tracking continues to be consistent with the Agreement.

While PRPB has met the compliance threshold for training related to this paragraph, there are a number of PRPB employees who continue to produce illegible documents. The Monitor's Office is unable to assess illegible documents provided in any language.

In the past, illegible 311.1 forms (Complaint Forms) written or accepted by PRPB officers were submitted to the Monitor's Office for evaluation. During this reporting period, most illegible 311.1 forms were handwritten by the complainant and not by a PRPB member. The most glaring examples of illegible documents are Hojas de Entrevistas, which are often used by PRPB investigators to capture an officers' contemporary written version of a particular incident. Many of these forms are written using an illegible version of cursive handwriting and are unreadable by the Monitor's Office. These reports are crucial to any investigation and frequently involve serious events such as arrests, UOFs, internal reprisals, and allegations of criminal behavior involving a PRPB member. While the Monitor's Office is aware that a future Benchmark Analytics IT solution may eventually cure this handwriting defect, the Monitor's Office must be able to read and digest all current reports pertaining to any internal investigation conducted by PRPB against any of its members. Accordingly, and until such time as a Benchmark Analytics IT solution has cured this defect, PRPB must not allow handwritten Hojas de Entrevista or other similar reports to be submitted by any m PRPB member unless it is typewritten, dated, signed, and completely legible.

Pathway Forward

PRPB must ensure that officers continue to be trained and certified on relevant policies related to complaint intake, classification, assignment, and tracking.

Illegible forms filled out by any member of PRPB must be rejected by supervisors and sent back for redrafting. Those who repeatedly write illegible reports should be subjected to non-punitive discipline. A computer should be used by all PRPB members to draft any report associated with a civilian complaint.

In the future, the finding of multiple, illegible SARP-related documents could cause the Monitor's Office to revisit and downgrade the current compliance rating. Supervisors should be overseeing the redaction of these reports and should not approve an illegible document.

The Monitor's Office is hopeful that the implementation of Benchmark Analytics IT solutions will ensure that PRPB no longer relies on paper forms as part of its complaint process.

Paragraph 167: Civilian Complaints, Internal Investigations, and Discipline - Complaint Intake, Classification, Assignment, and Tracking

The refusal to accept a misconduct complaint, discouraging the filing of a misconduct complaint, or providing false or misleading information about filing a misconduct complaint, shall be grounds for discipline.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025 for Compliance Target 1.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Target 2.

 Training:	N/A	Assessment Frequency	Annually as to Compliance Target 1. Bi-annually as to Compliance Target 2.
 Practice:	Not Implemented		

Compliance Targets

Note: Implementation is assessed with Paragraphs 177 (Data Source #4), 198 and 199.

Note: Policies and trainings are assessed as part of Paragraph 166.

Compliance Assessment

The Agreement stipulates that PRPB may not discourage, redirect, or otherwise refuse to accept a complaint against one of its members. While the Monitor's Office observed several examples in the past of complaint frustration or redirection, which caused concern, what remains clear after five years of review is that PRPB still does not ask a complainant if a PRPB member tried to discourage or frustrate their ability to file the complaint in the first place. Neither the Agreement nor the methodology supplies any relevant evidence or mechanism to determine whether this occurs. Lacking this evidence, there is no way for the Monitor's Office to conclude whether a PRPB member failed to accept, redirected, or frustrated a person's ability to file a complaint.

In cases where a police officer has discouraged or redirected a case to another area or jurisdiction, a complainant will often not mention this so long as the complaint was eventually received by some official and acted upon in some way. It is important to note that a person may have had to travel needlessly to a different police station without knowing that their complaint should have been accepted by any PRPB member located anywhere across the island.

Knowing that any given misconduct complaint was ultimately received and investigated thoroughly is not enough for substantial compliance. In order to receive a substantial compliance rating, the Monitor's Office requires evidence to prove that no PRPB member hindered, frustrated, or redirected an internal complaint. This requires the production of reliable data.

Pathway Forward

As suggested in multiple past CMRs, the Monitor's Office recommends adding two questions to the SARP interview preamble. Answers supplied to these two questions will generate data showing whether this improper conduct is actually occurring and to what extent.

As part of their interview checklist, SARP investigators must proactively ask each complainant,

- Did any PRPB member try to dissuade you from filing this complaint?
- Did any PRPB member refuse to accept your complaint?

This short line of questioning is essential to elicit information from those who may have been subjected to discouragement or outright refusal on the part of any PRPB member to accept their complaint. Investigators who encounter this accusation from any source should be directed to mention the allegation directly in their investigative report and either address the allegation in the present report, or in the alternative, refer the allegation for a separate and thorough investigation.

As required by the Agreement, PRPB must identify all cases where a complainant has alleged that his/her complaint was either refused or discouraged by a PRPB member and then register and investigate the allegation.

PRPB members who have been found to have either discouraged a complainant from filing a complaint or have refused or frustrated any such attempt must be identified and disciplined appropriately.

The Civilian Complaints, Internal Investigations, and Discipline Working Group is well aware of this issue and is working on changing appropriate orders, forms, and investigative templates to ensure that this inquiry is made in their interview of the complainant(s). The Monitor's Office looks forward to reviewing these policies, forms, and templates.

PRPB will not advance beyond partial compliance if it fails to act on the foregoing recommendations.

Paragraph 168: Civilian Complaints, Internal Investigations, and Discipline - Complaint Intake, Classification, Assignment, and Tracking

PRPD shall accept all misconduct complaints, including anonymous and third- party complaints, for review and investigation. Complaints may be made in writing or verbally, in person or by mail, telephone (or TDD), facsimile, electronic mail, or any other appropriate electronic means.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

1. PRPB accepts, reviews, and investigates complaints, as appropriate, in accordance with approved policies. ☐ Met ☒ Missed

Note: Policies and trainings are assessed as part of Paragraph 166.

Compliance Assessment

The Monitor's Office has consistently observed a significant number of complaints submitted either via U.S. Mail or the Internet (SARP *Interfaz*) in the reviewed samples. Some of these complaints are submitted anonymously either by civilians or insiders/whistleblowers. The Monitor's Office now regularly studies a special list of cases where the identity of the complainant is unknown to PRPB.

Administrative closure is permitted by PRPB, but only under the following narrow and exclusive set of circumstances:

- In cases where the complained against party is not a PRPB employee, or
- In cases where the complaint is a duplicate of a complaint that has already been filed, or

- In cases where, even if the allegation were true, it could not possibly have constituted a PRPB administrative violation.

A review revealed an array of complaints from anonymous sources, as well as from known individuals – both sworn and civilian.¹⁴ The Monitor’s Office notes that the term “rechazada” remains neither defined nor mentioned in Rule 9088, which refers to all SARP procedures. This should be remedied.

PRPB has informed the Monitor’s Office of the rationale for these refusals through the submission of SARP database screenshots, which upon review seem to be objectively reasonable.

While there has been noticeable improvement with respect to handling anonymous complaints, there are still SARP investigators who have a difficult time with these cases. The Commonwealth should always be mindful that - whether the complaint came from an anonymous civilian or an inside whistleblower complaining of misconduct - a person lodging a complaint has placed their faith in this system. The Monitor’s Office has frequently reviewed anonymous complaints that contain an uncanny level of detail, making it self-evident that the complainant – or whistleblower - has first-hand knowledge of the situation. Accordingly, these complaints should not be prejudged without having at least conducted a limited, yet thorough, preliminary investigation to determine whether any of the three acceptable conditions for archival apply. If an acceptable condition applies, then the investigator must not only cite that specific condition and data in their recommendation for archival, but this must also be included in the officer’s historical background file (historial). This information, as well as all other information generated by PRPB, must always be legibly recorded within the case file and the SARP database.

In SARP investigations, typewritten or computer-generated hojas de entrevista may be used, but they must invariably be followed up by a separate, in-person, face-to-face interview of the person, both recorded and transcribed with consent of the subject. In rare circumstances where complainants or witnesses are located off the island, telephone or Zoom interviews may be appropriate. For purposes of creating an accurate record; however, the Monitor’s Office insists that these interviews be recorded upon consent of the interviewed party. Transcripts must be prepared for all interviews, regardless of whether they were in-person or not.

PRPB still does not assign internal criminal cases for simultaneous administrative investigation within the mandated five-day period. SARP investigator interviews uniformly indicate that this practice continues throughout the reporting period. As mentioned, the Monitor’s Office is working closely with the Civilian Complaints, Internal Investigations, and Discipline Working Group to remedy this situation. Similarly, the unacceptable practice of assigning criminal internal affairs to investigate the same case from an administrative perspective – invariably many months after the case was originally received – also persists. This frequently results in up to two years of delay in investigating the administrative violation. During that long delay, people move, officers transfer or retire, and memories of the incident may become less clear.

¹⁴ Anonymous complaints or those complaints where the true identity of the complainant is unknown are automatically subjected to a preliminary investigation under PRPB Rule 9088 to determine whether the case should be fully investigated or administratively archived. An anonymous complaint should reflect only one of two possible outcomes – either administrative closure for one of three acceptable situations, or in the alternative – a full internal investigation conducted administratively. In the cases warranting a criminal investigation, a separate administrative investigation must be conducted concurrently. See Paragraph 178.

The practical result is 12 to 18 months of criminal investigation by an Internal Affairs investigator focused on PC, followed by a later administrative investigation. Subsequent findings of not sustained are frequently noted in these aged administrative investigations due to lack of avenues for investigation, disinterest by the complainant, unavailability of percipient witnesses, or faded memory.

Pathway Forward

PRPB should define the *rechazada* classification in 9088 (Processing of Administrative Complaints) to officially define this term and establish proper guidelines for its use.

Known complainants must receive a copy of the correspondence containing a brief explanation of the case refusal in addition to information on the complainant's right of appeal before the Commission of Investigation, Prosecution, and Appeal (CIPA) should they wish to further pursue the matter.

According to Rule 9088, all SARP cases where the identity of the complainant is unknown must first be subjected to a preliminary investigation. For administrative closure or archival, the investigation must reveal one of the three acceptable circumstances for administrative closure. Failing that, the case may not be administratively closed and must be remanded for a thorough and expeditious investigation by SARP. If the allegation may be considered criminal in nature, then a separate administrative as well as internal criminal investigation must run concurrently within stipulated timelines.

All cases of a purported criminal nature must be assigned within five business days for simultaneous investigation by both NIA (Administrative Investigation) and NAI (Internal Investigations). Under no circumstances should an NAI investigator be assigned to investigate a case administratively once a criminal investigation into the same incident has been concluded.

Failure to address these defects and update Rule 9088 bars any advancement beyond partial compliance.

Paragraph 169: Civilian Complaints, Internal Investigations, and Discipline - Complaint Intake, Classification, Assignment, and Tracking

PRPD will establish a protocol that provides procedures to be followed when an individual objects to an officer's conduct. The protocol shall provide that, absent exceptional circumstances, the officer will inform the individual of his or her right to make a complaint and shall provide the complaint form and the officer's name and identification number. If the individual indicates that he or she would like to make a complaint on the scene, the officer shall immediately inform his or her supervisor, who shall immediately respond to the scene and initiate the complaint process. In the absence of the officer's immediate supervisor, any supervisor may respond to the scene. All misconduct complaints received outside of SPR shall be forwarded to SPR before the end of the shift in which they were received.

Compliance Status		Assessment Schedule	
Partially Complaint		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A		Bi-annually

 Practice:	Not Implemented	Assessment Frequency	

Compliance Targets

1. Intake protocol was followed in 95% of sampled investigations.	☒ Met	☐ Missed
2. Intake protocol was followed in 95% of sampled complaints received by officers in the field.	☐ Met	☒ Missed
Note: Policies and trainings are assessed as part of Paragraph 166.		

Compliance Assessment

The continued scarcity of on-site complaint cases in requested samples seems to support the conclusion that this is most likely not occurring. PRPB should continue to use proactive steps to ensure that on-site complaints are actually a viable input method and are never discouraged in any way.

Several meetings with the Civilian Complaints, Internal Investigations, and Discipline Working Group were held during the reporting period to help make progress on this issue and provide evidence of PRPB compliance.

Pathway Forward

The Civilian Complaints, Internal Investigations, and Discipline Working Group is drafting policy changes for the Police Commissioner to review. These questions, or similar ones, should be asked of the complainant during their SARP interview as a preamble to the interview itself:

- Did any PRPB member try to dissuade you from filing this complaint?
- Did any PRPB member refuse to accept your complaint?

When this becomes part of SARP operations, the Monitor's Office should possess conclusive empirical evidence showing that PRPB officers are not attempting in any way to undermine, redirect, or discourage the complaint process. Without empirical evidence, the Monitor's Office is unable to properly adjudicate intake protocol.

Paragraph 170: Civilian Complaints, Internal Investigations, and Discipline - Complaint Intake, Classification, Assignment, and Tracking

PRPD shall develop a system to ensure that allegations of officer misconduct made during criminal prosecutions or civil lawsuits are identified and assessed for further investigation. Any decision to decline an investigation shall be documented.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A		Bi-annually



Practice:

Implemented

Assessment
Frequency*Compliance Targets*

1. PRPB has a system to identify and assess civil lawsuits and criminal proceedings filed involving allegations of officer misconduct.	☒ Met	☐ Missed
2a. SARP reviews all allegations involving PRPB personnel to assess the need to investigation by PRPB.	☒ Met	☐ Missed
2b. 95% of such SARP reviews are documented in accordance with approved policies.	☒ Met	☐ Missed

Note: Policies and trainings are assessed as part of Paragraph 166. Implementation is assessed, in part, with Paragraph 158.

Compliance Assessment

The Monitor's Office continues to receive a list of both civil causes of action and potential acts of criminality allegedly committed by PRPB members, all of which have been referred to SARP from either OAL or SAIC for assessment. The Monitor's Office is satisfied with the evidence presented by PRPB relevant to this paragraph.

Paragraph 171: Civilian Complaints, Internal Investigations, and Discipline - Complaint Intake, Classification, Assignment, and Tracking

SPR shall maintain a centralized numbering and tracking system for all misconduct complaints. Upon the receipt of a complaint, SPR shall promptly assign a unique numerical identifier to the complaint, which shall be provided to the complainant as soon as practicable.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Implemented		

Compliance Targets

1. SARP administers a centralized numbering and tracking system for all misconduct complaints.	☒ Met	☐ Missed

Note: Policies and trainings are assessed as part of Paragraph 166. Implementation is assessed, in part, with Paragraph 178.

Compliance Assessment

The Monitor's Office has found continued full compliance during this reporting period and will continue to reassess for paragraph compliance in future reporting periods.

Paragraph 172: Civilian Complaints, Internal Investigations, and Discipline - Complaint Intake, Classification, Assignment, and Tracking

Where a supervisor receives a misconduct complaint in the field alleging that misconduct has occurred, other than those incidents covered by Paragraph 44 of this Agreement, the supervisor shall gather all relevant information and evidence and provide these to SPR. All complaints should be referred to SPR by the end of tour of duty, absent exceptional circumstances.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Implemented		

Compliance Targets

1a. 95% of sampled complaints were forwarded to SARP by the end of the relevant tour of duty or articulated exceptional circumstances. ☒ Met ☐ Missed

1b. 95% of sampled complaints document what information and evidence is collected by the PRPB supervisor. ☒ Met ☐ Missed

Note: Policies and trainings are assessed as part of Paragraph 166. Implementation is assessed, in part, with Paragraph 136, Data Sources #6 and #7.

Compliance Assessment

The Monitor's Office reviewed case samples and confirmed that cases generated by field supervisors were included in the investigation files. Relevant cases were assigned in a timely manner as appropriate.

Paragraph 173: Civilian Complaints, Internal Investigations, and Discipline - Complaint Intake, Classification, Assignment, and Tracking

Within five business days of the receipt of a misconduct complaint, SPR shall determine whether the complaint will be assigned to a supervisor for a Supervisory Investigation, retained by SPR for investigation, and whether it will be investigated criminally by PRPD, PRDOJ, or both.

Compliance Status		Assessment Schedule	
Not Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

1. 95% of sampled SARP investigation files are assigned for investigation in accordance with approved policies. ☐ Met ☒ Missed

Note: Policies and trainings are assessed as part of Paragraph 166.

Compliance Assessment

PRPB's SARP case tracking system shows that new SARP cases are assigned for an investigation within the five working day period mandated by the Agreement. Unfortunately, the majority of these cases were for mere administrative violations, and not for alleged criminal conduct by PRPB members. The Monitor's Office continues to see multiple cases of a criminal nature investigated exclusively by NAI for months without assigning the case for concurrent administrative investigation within the same five-day rule. No one disputes that this unacceptable practice continues.

Pathway Forward

As pointed out in prior CMRs, there is no justification to delay the assignment of allegations of PRPB criminal wrongdoing for a separate, concurrent investigation conducted by a SARP administrative investigator. Since at least September 2024, PRPB has been working on a policy change to make this happen. The Monitor's Office's understanding is that the change is still awaiting approval by the Police Commissioner.

Every PRPB member must be instructed to fill out every PPR 311.1 (Administrative Complaint Form) either by using a typewriter or block letters. Supervisors must reject and remand handwritten submissions.

Cases of a criminal nature involving possible misconduct by a PRPB member coming to the attention of PRPB through any source, including but not limited to PRDOJ, USDOJ, civilian complainants, witnesses, anonymous sources, whistleblowers, media accounts, NAI or SAIC investigators, etc., must be concurrently assigned to both a SARP internal criminal investigator as well as a SARP administrative investigator within five business days of receiving the complaint.

In internal criminal cases where prosecution is either contemplated or anticipated, PRDOJ or USDOJ may request in a signed writing or email correspondence to hold the administrative investigation in abeyance for a defined period of time not to exceed the aggregate period of time prescribed by the rule, which is 90+90 days or six months.

PRPB will not move forward with paragraph compliance until it meets the requirements of the pathway forward.

Paragraph 174: Civilian Complaints, Internal Investigations, and Discipline - Complaint Intake, Classification, Assignment, and Tracking

PRPD shall develop a complaint classification protocol that is allegation-based rather than outcome-based to guide SPR in determining where a complaint should be assigned.

Compliance Status

Assessment Schedule

Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

1. SARP classifies complaints in accordance with policy. ☐ Met ☒ Missed

Note: Policies and trainings are assessed as part of Paragraph 166.

Compliance Assessment

As mentioned in Paragraph 173, the Monitor's Office continues to see an excess of cases in which alleged criminal misconduct is sent for internal criminal investigation, and once that criminal investigation has been concluded, the same case is assigned to the same criminal internal investigator for administrative investigation. This is contrary to the Agreement.

After reviewing hundreds of SARP investigations over the past five years, the Monitor's Office has yet to see any evidence whatsoever of a PRDOJ or Assistant U.S. Attorney requesting a delay in an administrative investigation of a criminal allegation against a PRPB member. In the absence of evidence to the contrary, the Monitor's Office is left to conclude that no such request was ever received from the U.S. Attorney's Office.¹⁵

All cases involving criminal allegations against a PRPB member, regardless of the source of the complaint, should be investigated concurrently from both a criminal and administrative rules violation perspective by two separate branches of SARP – criminal and administrative.

Pathway Forward

In the absence of a written and signed correspondence from a USDOJ or PRDOJ prosecutor, in a case where a PRPB member accused of misconduct that could be classified as criminal in nature, the case must be assigned for full, separate, concurrent criminal and administrative investigations within five business days, in accordance with the Agreement.

PRPB will not achieve substantial compliance with this paragraph until it complies with the rule.

Paragraph 175: Civilian Complaints, Internal Investigations, and Discipline - Complaint Intake, Classification, Assignment, and Tracking

A misconduct complaint investigation may not be conducted by any supervisor who used force during the incident; whose conduct led to the injury to a person; who authorized the conduct that led to the reported

¹⁵ It is with this reason in mind that the Monitor's Office insists on a paper trail in the form of a signed writing or email from a PRDOJ (or Assistant U.S. Attorney) requesting that SARP forego the administrative investigation for a defined period not to exceed 180 days. A copy of this correspondence must be attached to the command approval of this extension.

incident or complaint; who was on the scene at the time of the incident leading to the allegation of misconduct; or by any officer or supervisor who has a conflict of interest as defined by PRPD policy.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Implemented		

Compliance Targets

1. All misconduct complaint investigations are conducted by persons not prohibited from doing so, as required by the Paragraph. ☒ Met ☐ Missed

Note: Policies and trainings are assessed as part of Paragraph 166.

Compliance Assessment

To date, and after having thoroughly reviewed hundreds of SARP investigations, the Monitor's Office has yet to find a case where a PRPB member alleged to have been involved in misconduct took an investigative role in the corresponding internal investigation.

Paragraph 176: Civilian Complaints, Internal Investigations, and Discipline - Complaint Intake, Classification, Assignment, and Tracking

PRPD's centralized numbering and tracking system shall maintain accurate and reliable data regarding the number, nature, and status of all misconduct complaints, from initial intake to final disposition, including investigation timeliness and notification to the complainant of the interim status and final disposition of the investigation. This system shall be used for periodic assessment of compliance with PRPD policies and procedures and this Agreement.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Implemented		

Compliance Targets

1. SARP's record management system maintains accurate and reliable data for operational and internal compliance purposes. ☒ Met ☐ Missed

Note: Policies and trainings are assessed as part of Paragraph 166.

Compliance Assessment

The Monitor's Office has found continued full compliance during this reporting period and will continue to reassess for paragraph compliance in future reporting periods.

4. Investigation of Complaints

While the Monitor's Office has seen some positive developments over the five-year course of monitoring the Agreement, there are areas of longstanding challenges that act as a bar to increased compliance levels. The Monitor's Office is still convinced that the preponderance of evidence standard of proof, which under the Agreement is required to be applied in 100% of SARP cases, continues to be misunderstood by some SARP investigators, although fewer than seen in the past.

This problem manifests itself when SARP investigators fail to review an officer's disciplinary history until after their investigation had concluded. When asked why, most investigators responded that they wanted to avoid prejudicing themselves against the officer. In this most recent random sample of cases, the Monitor's Office was pleased to find multiple examples of SARP investigators and SEAQA evaluators referring to relevant sections of an employee's prior history of complaints, or *historial*, for similar sustained cases against the accused officer. This practice is not yet universal, but the Monitor's Office surmises that the change is due to the latest SARP REA 114 (SARP) and REA 114R (SARP Referesh) training offered over the past year. Accordingly, the Monitor's Office believes that PRPB is on the right path and that increased compliance will be forthcoming in future CMRs. SARP, working in partnership with SAEA, should strive to include practical examples of cases where this circumstantial, historical evidence analysis proved to be persuasive in training.

Throughout the past, the Monitor's Office had encountered a number of SARP cases that were closed with minimal, if any, effort to resolve direct and material contradictions in members' individual versions of the same incident. In previous CMRs, the Monitor's Office made note of SARP administrative investigators alleging interference, collusion, retaliation, and possible cover-ups of administrative investigations against their immediate supervisor and perhaps even higher-ranking figures within the Bureau. These allegations involved a multitude of alleged internal misconduct of a particularly alarming nature. The Monitor's Office is now seeing an increasing number of these cases being properly investigated with the use of polygraphs where appropriate.

Any PRPB employee who is found, based upon a preponderance of evidence, to have been untruthful during any SARP investigation must be held accountable, regardless of whether the employee was originally cited as a complainant, witness, or accused. Police officers are routinely called to testify honestly about their observations in a variety of settings, including internal matters. The credibility and trustworthiness of the entire Bureau rests upon its collective reputation for honesty and candor.

The Monitor's Office had noted a peculiar interviewing methodology used when an accused officer holds a rank of lieutenant or above and the complainant is an anonymous whistleblower. Some investigators in these cases relied upon leading questions often resulting in short yes/no answers when questioning superiors to determine their responsibility. It must be understood that SARP investigators at the rank of

agent or sergeant are frequently tasked with investigating alleged misconduct involving much higher-ranking figures in the Bureau. This creates a subtle imbalance in the investigator's authority in that situation. In a positive development, the Monitor's Office saw only one case of this type in the current reporting period.

All persons investigated by SARP should be treated with respect and dignity regardless of their position as a member or their rank. SARP questioning of any member allegedly involved in misconduct must be thorough, exhaustive, and complete. Respect towards a superior officer should never translate itself into preference for a higher-ranking member's version over a lesser-ranking officer's version of that same incident. An officer's promotion to command rank does not necessarily correlate with an unimpeachable reputation.

In some SARP investigations, questioning of officers of rank can still be seen as perfunctory and deferential as opposed to the experience of lesser-ranking members. For PRPB to advance beyond the current state of compliance, all members of PRPB should be interviewed using the exact same methodology, regardless of their rank.

Paragraph 177: Civilian Complaints, Internal Investigations, and Discipline - Investigation of Complaints

PRPD shall ensure that policies and procedures regarding the investigation of complaints clearly establish that complaints are adjudicated on the basis of the preponderance of the evidence. This standard should be clearly delineated in policies and procedures and accompanied by extensive examples to ensure proper application by investigators.

Compliance Status		Assessment Schedule	
Partially Complaint		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	Not Implemented	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

1. Policies incorporate all the requirements of Paragraphs 177-193.	☒ Met	☐ Missed
2. Investigation of complaints trainings are consistent with approved policies.	☐ Met	☒ Missed
3. 95% of sampled personnel are trained and certified in relevant policies related to investigation of complaints (or scheduled for training, in the case of mid-year reviews).	☒ Met	☐ Missed
4. 100% of sampled investigation files were adjudicated using a preponderance of the evidence standard.	☐ Met	☒ Missed

Compliance Assessment

As mentioned previously, the Monitor's Office has seen limited progress in this area, most likely due to the re-training cycle of SARP investigators last year.

With the exception of a SARP internal affairs (criminal internal) case, the standard of proof to be applied is that of a preponderance of evidence. While this standard is mentioned throughout SARP formative training as well as the Instructor's Manual, the data continues to indicate confusion among SARP investigators over this definition. The Monitor's Office suggests including numerical assessment of these cases - expressed as 50.1 versus 49.9 in training curricula and policy guidance.

Pathway Forward

The Monitor's Office is aware that all SARP investigators have received REA 114R, a re-trainer consisting of 16 hours of training. The Monitor's Office strongly urges PRPB to have a closer look at the standard of proof segment contained in this curriculum. Any future refresher training must include how certain documented prior misconduct may act to change a not sustained finding to a sustained one. The Monitor's Office strongly recommends using multiple practical examples of actual preponderance of evidence analyses to alleviate this uncertainty among remaining members.

SARP supervisors and area commands must be aware of and on the lookout for close-call cases of repeated misconduct. SARP supervisors should be held accountable when approving a serious not sustained case that fails the burden of proof standard or leaves contradictory evidence over a material and relevant fact unchallenged between sworn officers in any given case. SARP supervisors must be better at supervising and overseeing the work of their teams.

SAEA curriculum developer(s) should devote more attention to defining and distinguishing preponderance of evidence with other commonly used standards of proof used by PRPB including, PC and guilty beyond a reasonable doubt. Efforts must be made to point out the relevance of prior accusations of remarkably similar conduct by the accused officer, even if the case was eventually adjudicated as not sustained. Actual case examples should be used to illustrate and delineate these important differences.¹⁶

Paragraph 178: Civilian Complaints, Internal Investigations, and Discipline - Investigation of Complaints

PRPD shall investigate all misconduct complaints and document the investigation and its findings and conclusions in writing. PRPD shall develop and implement a policy that specifies those complaints that may be resolved via administrative closing or informal resolution. Administrative closing shall be used for minor policy violations that do not constitute a pattern of misconduct, duplicate allegations, or allegations that even if true would not constitute misconduct, among others.

Compliance Status	Assessment Schedule	
Partially Compliant	Review	October 2024 – March 2025

¹⁶ Of particular interest are cases where there are no witnesses other than the complainant and the accused, and where the PRPB member involved had been accused of remarkably similar misconduct in the past.

 Policy:	Implemented	Period	
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

1. 95% of sampled complaints are investigated, documented, and resolved, and relevant PRPB personnel were so advised, in accordance with approved policies. ☐ Met ☒ Missed

Note: Policies and trainings are assessed as part of Paragraph 177.

Compliance Assessment

An administrative investigation must be launched when any employee, sworn or civilian, is alleged to have committed any violation of the U.S. or Puerto Rico Constitutions, federal or state laws relating to their duties, the commission of any crime proscribed by the penal code or special criminal law, regulations, public policy, or procedure established by PRPB, whether under color of law or in their personal affairs.

If a review of the content of a complaint does not align with the above criteria, or the complainant is anonymous, then pursuant to Rule 9088 the complaint is then assigned for a preliminary investigation.¹⁷

The Agreement between the Parties provides that,

“Administrative closing shall be used for minor policy violations that do not constitute a pattern of misconduct, duplicate allegations, or allegations that even if true would not constitute misconduct, among others.”¹⁸

Pathway Forward

Cases with a named complainant should not be sent for preliminary investigation where the conduct alleged on the part of any PRPB member may constitute a violation of U.S. or Puerto Rico Constitutions, state, or federal law regarding functions, regulations, public policy, or procedure established by PRPB, whether under color of law or in their own personal conduct.

Administrative closures are reserved only for allegations that – even if proven,

1. Could not possibly constitute a PRPB administrative violation, or
2. Cases that are duplicated within the system, or
3. Cases that do not involve a PRPB employee.

¹⁷ See PRPB Rule 9088, Article VI, paragraph 20, *Investigación Preliminar*.

¹⁸ See Paragraph 178. The inclusion of the language “...among others” should be openly discussed to reveal any other situations agreeable to the Parties where administrative archival should be indicated. One possible example might be the archival of a complaint offered by a known serial complainant who suffers from mental illness, a phenomenon commonly encountered in police internal investigative units.

In any case that is administratively closed by SARP, the officer's historial must contain a reference to the applicable rule above, indicating why the case was administratively closed or archived.

The Monitor's Office repeats the previously recommended examples of terminology to be used:

- a. ...upon investigation, the allegations, even if proven to be true, cannot possibly rise to the level of an administrative or criminal violation committed by a PRPB member due to..., or
- b. ...this case is an exact duplicate of SARP 20xx-xxxx, which is registered within EIS, or
- c. ...the accused is not a PRPB member.

Any case sent to SARP command for administrative closure without this specific statement and supporting facts must be returned to the SARP investigator for correction. Cases with insufficient documentation and/or faulty rationale should also be returned to the original investigator with instructions that the archival petition has been denied and that a thorough investigation must be carried out immediately within the original 90-day timeframe. The case must be completed and returned with an appropriate and well-supported finding of sustained, not sustained, exonerated, or unfounded. Once a case advances beyond the archival decision, and barring any future change to the Agreement, the four agreed-upon administrative findings are the only findings acceptable to the Monitor's Office in closing such an investigation.

Now that PRPB has recently created the capability to better track SARP cases and related data, historial reports - otherwise known as an officer's record of misconduct allegations - must always contain a written reference as to which of the three valid reasons cited above were applied to the facts in a case that has been administratively closed. The mere fact that the complainant's identity is unknown to PRPB, by itself, is never an acceptable reason to administratively file or otherwise archive any complaint against a PRPB member.

Lastly, the Monitor's Office has consistently pointed out that PRPB must properly investigate all complaints where the claimant's identity is unknown. Over the past five years, the Monitor's Office has noted the unusually variable quality of internal administrative investigations where the complainant is unidentified and the complained against party is an officer of rank. The questioning of higher-ranking employees allegedly involved in these anonymous allegations is unusually perfunctory and deferential. Some investigators in these types of cases rely upon leading questions resulting in very brief yes/no answers while questioning superior officers and sworn witnesses to determine whether the officer of rank was actually involved in alleged misbehavior. Officers are permitted to state - often without any challenge by the investigator - that they have no current memory of certain parts of the incriminating allegations. The frequency of memory issues found in PRPB interviews as they relate to sanctionable behavior - as opposed to otherwise innocuous facts concerning the incident - is troubling.¹⁹

The Monitor's Office continues to see cases involving PRPB subordinates and named superior officers where SARP has reached an erroneous conclusion.²⁰ The use of defective or deferential lines of

¹⁹ For this reason, the Monitor's Office has strongly recommended a series of questions to follow up on a "I don't recall" response to critical questions posed that concern liability or culpability of any involved officer.

²⁰ See 2023-0865, where a series of apparent whistleblower complaints was inadequately investigated, handwritten Hojas de Entrevista were used, and no concurrent administrative investigation was performed in a case involving the alleged manipulation of crime statistics.

questioning must end without delay. No case should be administratively closed unless it meets PRPB's own administrative closure criteria cited above. The continued use of inappropriate techniques, incomplete investigations, cases archived counter to PRPB rules, mishandled or poorly investigated anonymous complaints, and the non-concurrence of simultaneous administrative and criminal internal investigations all bar substantial compliance with this paragraph.

Paragraph 179: Civilian Complaints, Internal Investigations, and Discipline - Investigation of Complaints

PRPD shall ensure that all administrative investigations conducted by SPR shall be completed within 90 days of the receipt of the complaint, including assignment, investigation, review, and final approval. The SPR commander is authorized to grant additional 30 day extensions, for up to 90 additional days in the aggregate, for justifiable circumstances, which shall be documented in writing. For purposes of these extensions, workload shall not constitute justification for extensions. Where an allegation is sustained, PRPD shall have 30 days to determine and notify the officer of the appropriate discipline. The appropriate discipline shall be imposed as soon as practicable, consistent with PRPD's disciplinary procedures. All administrative investigations shall be subject to appropriate tolling periods as necessary to conduct a parallel criminal investigation or as provided by law.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

1a. 95% of sampled investigations were adjudicated and notified within authorized timeframes in accordance with approved policies.	☒ Met	☐ Missed
1b. 95% of disciplinary actions were imposed within authorized timeframes in accordance with approved policies.	☐ Met	☒ Missed
2. 95% of SARP investigations that were not completed within prescribed timeframes have justified extension approvals as required by approved policies.	☐ Met	☒ Missed

Note: Policies and trainings are assessed as part of Paragraph 177.

The questioning of the superior officers involved was unusually deferential and perfunctory. A commander interviewed described how a lieutenant was noticeably intoxicated at a PRPB public event, but never took disciplinary action for this unacceptable conduct. The lieutenant was never disciplined for his behavior, which in the end reflects poorly on the Bureau. In 2024-1364, the subject officer had two other similar cases for disrespectful treatment to civilians that were NS. While the complainant declined to be interviewed, the accused officer was only asked a handful of closed questions, which resulted in an erroneous unfounded finding instead of not sustained. In 2024-1222, the accused had 9 other cases of verbal mistreatment and excessive force over 14 years (2 archived, 1 sustained with 30-day suspension, 2 exonerated, and 2 unfounded). The questioning of the police witnesses was perfunctory and deferential to the officers in this case that were clearly reported by an unidentified PRPB whistleblower.

Compliance Assessment

The Monitor's Office continues to find examples where the 90-day investigative deadline rule, or the 3x30-day extension rule were either not appropriately followed or the file lacked evidence of compliance.²¹

SARP case files frequently contain an excessive amount of unnecessary and sometimes repetitive or conflicting forms, which makes it difficult to clearly establish important dates. Many files contain multiple letters with conflicting dates – some with signatures and dates, and some without dates at all. The SARP tracking system creates multiple, confusing extension time stamps in each file, first when the petition is actually filed, and then further notations with different dates when the petition is approved. The Monitor's Office has also seen second extensions erroneously being expressed as the first extension, the third as the second, etc.²² There were also cases in the sample that lacked memorialization of deadlines in the case file or had contradicting documentation due to PRPB's multiple forms that require both signature and physical inclusion in the case file.²³ The number of these cases encountered exceeded the 5% threshold.

As for the 90-day rule, the extension mechanism, and where the entire record of a case file is, the record shows that the majority of SARP investigators are cognizant of these deadlines and most seek extensions where indicated. Notwithstanding, there have been multiple incidents of repeated, legitimate requests for extensions that were delayed prior to eventual approval by the SARP command. These repeated delays ranged from a matter of days to well over a week. In fairness, all signs point to the investigator continuing the investigation while awaiting written approval for the extension. There have also been cases where the investigation was passed on to other investigators for reasons that are unclear to the Monitor's Office. Whether the original investigator or a colleague finishes the case, the 90-day rule and the 3x30-day extensions rule apply.

While minor cases of misconduct are adjudicated within SARP by SEAQA, the Monitor's Office has observed persistent delays in the adjudicative phase of serious complaints, which according to PRPB Rule 9088 (Processing of Administrative Complaints), must be conducted by OAL within a 30-day period.²⁴ OAL and SEAQA are limited to 30 days to adjudicate the case, including notification to the parties about

²¹ See multiple examples of cases exceeding the 180 day rule: 2024-0974, 2024-0811, 2024-0687, 2023-0432, 2024-0041, and 2023-1611.

²² PRPB should consider creating a trigger in the system asking the investigator/supervisor to electronically file for an extension near their 90 day limit, making an actual notation in the file when the petition is approved, and classifying it accurately (first, second, or third).

²³ PRPB seems to have a form for every prospective duty and responsibility, including forms for assigning investigations and requesting time extensions (up to 3 extensions of 30 days). Every PRPB form must be signed, dated, time-stamped, and acknowledged/responded to within the time period stipulated by the rule. The Monitor's Office frequently finds these forms incomplete or left blank – at times with no signature, date, or timestamp. Command responses to extension requests can be delayed for a number of days, and cases in the current sample have been extended more than the 180 day maximum limit agreed upon. Still other cases are passed from investigator to investigator while the original investigator leaves on holiday, military leave, or sick compensation. This common practice is seemingly used to improperly reset the 90/180 day deadline each time a re-assignment occurs. This area is ripe for use of IT to track requests and the granting of 3 x 30 day extensions in any given case and limiting all cases to 180 day maximums for investigation. SARP must be able to use IT to determine where these problematic cases are in the process and exert greater field supervision over them.

²⁴ See PRPB Rule 9088, Article XII, s.5.

the disposition of the complaint. Compliance with these deadlines has always been the exception, and never the rule.²⁵

Over the course of multiple CMRs, the Monitor's Office had criticized OAL for having been effectively gutted in terms of legal staffing and support resources. That issue was largely resolved last year when adequate lawyer staffing was assigned to the unit. Recently, the Monitor's Office learned that four lawyers were transferred out of the unit and not replaced, leaving OAL dangerously understaffed once again. Turning then to SEAQA, which adjudicates minor PRPB misconduct, the Monitor's Office surmised that it may require additional adjudicators to handle adjudicative caseload. The Monitor's Office will continue to measure SEAQA output through SARP compliance with the 30-day adjudication/notification rule. SARP should conduct an analysis of SEAQA's needs and its current output to determine whether more resources, human or otherwise, are needed.

Pathway Forward

As the agency responsible for PRPB Human Resources as well as Procurement, DSP must maintain adequate legal and support staffing of OAL and adequate sworn staffing of SEAQA to ensure that the 30-day limit for adjudication and notification is met.

Paragraph 180: Civilian Complaints, Internal Investigations, and Discipline - Investigation of Complaints

PRPD shall ensure that investigations of officer misconduct are thorough and the findings are consistent with the facts.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

1. 95% of selected investigations are thorough and findings are consistent with the facts ☐ Met ☒ Missed

Note: Policies and trainings are assessed as part of Paragraph 177.

²⁵ One major contributing factor to this problem is the 15-day period during which an officer may apply for a Vista Administrativa (due process hearing). PRPB's interpretation of this rule seems to consume half of the allotted 30 days for adjudication and notification. With that in mind, the Monitor's Office proposes that OAL adjudicates and sends notice to all the parties within the 30-day period while specifically mentioning that the accused has a Constitutional right to be heard in the future. This solution accommodates the rule, protects a Constitutional right, and places all parties on notice that the case finding(s) are subject to review and possible change.

Compliance Assessment

The Monitor's Office assessed compliance with this paragraph upon completing a desk study of sampled SARP cases originating from the Internal Affairs (criminal), Anti-Discrimination, and Administrative Investigation Bureaus.

The Monitor's Office is aware of proposed PRPB policy and procedural changes designed to help PRPB comply with this paragraph. Some proposed changes are more dated than others, and most lack a defined policy that meets the Monitor's Office's approval. These changes include audio recording of all SARP interviews (upon subject consent), as well as the creation of accurate, certifiable interview transcripts by transcription experts, and not - as PRPB has insisted in the past - by SARP investigators who are already overtasked.²⁶

The Monitor's Office cites the rollout, albeit flawed, of the PRPB *Garrity Rule* as another example of an area where PRPB has shown earnest effort to change policy and procedures towards compliance. To help cure defects in the use of Garrity, the Monitor's Office delivered a presentation for the SARP command staff in March 2025, which seems to have cleared up areas of confusion or uncertainty concerning proper use of the rule.

The Monitor's Office repeats its concern regarding the interviewing techniques employed by a now decreasing number of SARP investigators, specifically as they relate to establishing a conversational rather than legalistic tone. While this activity has diminished over time, some investigators continue in this practice, which should be pointed out to attendees of REA 114R (SARP Annual Re-Trainer).²⁷

Internal Affairs investigators still periodically rely upon a variant of a *hoja de entrevista*, which is a form used by a PRPB witness to compose an unchallenged statement of the facts in their own hand. *Hojas de entrevista* have also been used less frequently to memorialize an investigator's version of a PRPB witnesses' statement. These statements, at times handwritten, are often illegible and have little investigative use beyond freezing an officer's contemporaneous and individual version of an event. The Monitor's Office continues to object to the use of *hojas de entrevista* as a stand-alone tool for conducting any interview of any kind, but especially SARP interviews.

The Monitor's Office is opposed to the suggested practice of having PRPB SARP investigators create their own transcripts of recorded SARP interviews. From what the Monitor's Office has gathered in over 150 investigator private interviews, most SARP investigators handle a high caseload. In fact, it has come to the Monitor's Office's attention that some investigators are handling over a dozen open cases at once, with additional cases assigned each week. If one were to multiply this caseload by a minimum of two witnesses per case, that would require a time commitment of over a week of full-time work merely for the investigator to listen to and transcribe interviews. To compel a trained and skilled investigator to

²⁶ SARP in-person interviews consume investigators' time. If SARP investigators are responsible for producing transcripts of these interviews, then one can easily expect a one-hour interview to take two additional hours to listen to, transcribe, and correct an official transcript. Using this factor to estimate transcription workloads placed on SARP investigators, it becomes readily apparent that transcription duties will consume an inordinate amount of investigators' time, and place further jeopardy on SARP case timelines, which are already excessive. There are contracting as well as technological solutions that may prove more efficient and less costly to prepare these official transcripts.

²⁷ This is another area that relates to investigators preparing their own official transcripts. SARP transcripts are currently prepared by the investigator, who must rely on their notes from an interview - and not from an actual recording. As no audio recording or word transcript exists for review, the Monitor's Office is unclear whether the investigator is using appropriate techniques to extract information from the interviewee.

complete 24 1-hour interviews and afterwards spend at least the same amount of time creating transcripts is an unacceptable waste of investigative talent and resources.

Pathway Forward

Current SARP members will require substantive in-service training once policy and practice changes are finalized.

Regarding recommended changes, the Monitor's Office continues to assert that:

1. The use of hojas de entrevista only for "locking in" and memorializing the version of a PRPB member at any time before an actual in-person interview (either by NAI, NIA, or NAA) of the same subject. Hojas de entrevista should always be typewritten and not handwritten. The interviewer should use the hoja de entrevista prior to and during the in-person interview to ask questions and to clear up any areas left unclear or in doubt. A hoja de entrevista must never be offered nor accepted as a stand-alone statement.
2. All SARP interviews should be digitally recorded with written consent of the interviewee. Said recordings should be transcribed by a professional transcriber or via software, not the investigator.
3. SARP interview practice must be rooted in an open rather than legalistic style. Open-ended questioning must predominate, especially in the first part of the interview, to place the subject at ease. The words, *le pregunto*, should be avoided as part of this conversational interview style, but may be employed later in certain interviews to deal with hostile witnesses or to clarify answers and eliminate ambiguity.
4. In cases where there is a preponderance of evidence that a PRPB member, whether complainant, witness, or accused, has attempted to deceive a SARP investigator, that member must receive a sustained finding for untruthfulness, regardless of whether the PRPB member was involved in the misconduct in any way.
5. Anonymous complaints must be investigated as if the person making the complaint is both known and reliable, until such time as the complainant's reliability has been substantially called into question by known facts.
6. Multiple members of PRPB SARP Internal Affairs have strongly indicated to the Monitor's Office that the continuing, irrational practice of locating their criminal, undercover self-investigative units in PRPB police facilities has a disastrous effect on their confidential investigations against uniformed individuals who often work out of the same facility.

Paragraph 181: Civilian Complaints, Internal Investigations, and Discipline - Investigation of Complaints

PRPD shall require officers to cooperate with administrative investigations, including appearing for an interview when requested by a PRPD or Commonwealth investigator and providing all requested documents and evidence. Supervisors shall be notified when an officer under their supervision is summoned as part of an administrative investigation and shall facilitate the officer's appearance, unless such notification would compromise the integrity of the investigation.

Compliance Status	Assessment Schedule	
Partially Compliant	Review	October 2024 – March 2025

 Policy:	Implemented	Period	
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

1. Officers cooperate and supervisors are notified about SARP summons, as required by approved policies, in 95% of selected investigations.	☐ Met ☒ Missed
2. SARP personnel indicate that the level of cooperation of officers and supervisors with SARP investigations is acceptable in accordance with generally accepted practices.	☒ Met ☐ Missed

Note: Policies and trainings are assessed as part of Paragraph 177.

Compliance Assessment

While SARP investigator interviews indicate that PRPB officers show up for interviews and answer most questions posed to them, the actual content of these interviews is variable in terms of quality and candor. Occasionally, when a sworn witness to an event is asked a direct question concerning wrongdoing by another officer, many officers claim a memory lapse of the alleged wrongdoing, rather than implicating a coworker or superior officer in any misconduct.

"I don't recall," is perhaps the most prevalent manifestation of the notorious code of silence in any policing agency. In the officer's mind, they have neither lied to the investigator nor implicated a fellow officer in misconduct, they are merely stating that they fail to remember the most critical and salient information. However, when the same officer vividly recalls other contemporary, mitigating, or innocuous facts, this calls into question whether their memory of the facts is selective.

Even worse are examples of directly contradictory statements of fact between fellow officers that are left untested and unreconciled by the investigator. Fortunately, the number of cases closed while leaving behind a direct contradiction between sworn members is decreasing. In the reporting period, the Monitor's Office noted use of the polygraph to get to the bottom of these discrepancies, which is a very positive development for the Bureau and will help achieve a greater level of compliance.

Pathway Forward

As mentioned repetitively in this and nearly all previous CMRs, the Monitor's Office recommends that no serious internal misconduct case should be closed leaving a direct contradiction between officers concerning a material fact.²⁸

In the case of those officers whose memory allegedly fails when asked a direct question regarding their observations of another officers' alleged misconduct, the SARP investigator must further question the officers' memory concerning other events that happened contemporaneously. In nearly all cases

²⁸ In an administrative scenario, with no apparent criminal exposure (or in the case of *Garrity*), where there may exist criminal exposure on the part of the declarant, the declarant must answer all questions truthfully or be subject to immediate dismissal from employment.

involving alleged memory faults examined by the Monitor's Office, the *I don't recall*, or *I'm not sure* assertion by an officer is frequently accepted at face value and left unchallenged by SARP investigators.

The Monitor's Office knows from experience that a SARP interview of any kind could present an imbalance of power between a superior officer and a lower ranking investigator. This imbalance of power may not only influence an investigator's decision to ask or not ask certain questions of the subject, it may also prevent the investigator from being more insistent or persistent in an interview. While the Monitor's Office has often noted an unusual level of deference by SARP investigators in interviewing superior officers, declarations of poor or absent memory must always be properly challenged regardless of whether a colonel or an agent is making that assertion.

Example: "Officer, you remember handcuffing the man, so how could you not remember your partner removing the man's watch at the same time?"

Additional follow-up questions may include:

1. Why don't you remember?
2. Is there anything that would refresh your memory on this?
3. Are there any documents that could help you remember?
4. Who might know the answer?
5. How would you get the answer to this question? and
6. Do you have any reason to dispute the complainants' version of the incident?

All of these questions may be used by the investigator to assess the declarant's level of veracity when claiming a lack of memory of certain questions that may incriminate, while at the same time clearly recalling contemporaneous details that are innocuous or exculpatory.

Where two or more PRPB officers of any rank offer sworn statements or declarations that are diametrically opposed over a material fact in an investigation involving serious misconduct, the investigator should request a polygraph examination to help evaluate the veracity of an officer's statement. Once any declarant's veracity has been effectively called into question on any material and relevant fact, then the declarant's version of the event in question has been effectively undermined. In the case of an officer failing a SARP polygraph or otherwise caught in a lie, an additional charge of untruthfulness should be made with corresponding discipline imposed.²⁹

Paragraph 182: Civilian Complaints, Internal Investigations, and Discipline - Investigation of Complaints

The subject officer of an administrative investigation shall not be compelled to provide a statement to administrative investigators where there is a potential criminal investigation or prosecution of the officer until the remainder of the investigation has been completed, and after the administrative investigators have consulted with the prosecutor's office and the SPR commander, except where the taking of such a statement is authorized by the Superintendent after consulting with the prosecutor's office.

²⁹ Case 2024-1567 involved a complaint for direct insubordination towards a superior officer. The accused had 23 prior cases on her record - a number of them sustained - for both insubordination as well as verbal abuse. The accused officer was caught in a lie and should have been charged with untruthfulness in addition to other assessed charges. In 2024-0400, an officer was adjudged as being untruthful during a polygraph examination, but was never charged with untruthfulness. An obvious prevarication by any public official in their official capacity - especially a sworn police officer - must always be sanctioned in order to preserve an agency's reputation for integrity.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

1. Compelled statements are taken in accordance with approved policies and officers' constitutional rights. ☐ Met ☐ Missed

Note: Policies and trainings are assessed as part of Paragraph 177.

Compliance Assessment

PRPB submitted an acceptable Garrity warning to the Monitor's Office over 18 months ago, which the Monitor's Office reviewed, edited, and approved for use.

In previous CMRs, the Monitor's Office saw a clear misunderstanding of the *Garrity Rule* and how it was applied by the Bureau. Some of these misapplications of Garrity may actually cause legal difficulties for PRPB in the future. In this reporting period, there were no cases involving Garrity in the requested sample.

Garrity may be used to elicit a statement only in an administrative interview, and not in an interview conducted by criminal investigators - especially those from Internal Affairs, who must be strictly shielded from exposure to Garrity-supplied information. These misuses of Garrity were observed when criminal internal investigators were improperly assigned administrative investigations to complete despite the Monitor's Office's strident and continuing criticism of this same practice.

Garrity is used by administrative investigators to compel an officer to answer a question that may incriminate the officer. In exchange for this truthful answer, the government may not use that statement, nor a derivative of the statement, in a criminal proceeding. The *Garrity Rule* creates effective use immunity for incriminating yet truthful answers.

The use of Garrity demands strict separation between criminal internal and administrative internal investigators in order to preserve the integrity and confidentiality of answers provided to administrative investigators under the rule. Under Garrity, there can be no crisscrossing of investigative efforts split between administrative and internal criminal investigators.

Garrity does permit unfettered sharing of most investigative data and findings from criminal investigators to administrative investigators.³⁰ However, there may be no sharing of Garrity information or derivatives with criminal investigators, including PRPB Internal Affairs.

Pathway Forward

There were no cases found in the sample where Garrity was used.

In March 2025, the Monitor's Office prepared a brief course on the proper use of Garrity and made a presentation to the entire SARP command staff. There seems to be no lingering doubt among SARP command over how the rule must be applied. The Monitor's Office looks forward to reviewing future Garrity cases now that SARP commanders possess a much better understanding as to how it must be used.

PRPB must re-train its investigators to understand how and when to use the new policy.

The Monitor's Office will request cases in where the *Garrity Rule* was applied in order to assess compliance in future reporting periods.

Paragraph 183: Civilian Complaints, Internal Investigations, and Discipline - Investigation of Complaints

Where there is no potential criminal investigation or prosecution of the subject officer, SPR investigators shall not warn the subject officer that he or she has a right not to provide a statement that may be self-incriminating.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Implemented		

Compliance Targets

1. Subject officers are not given Miranda warnings where there is no potential for criminal investigation or prosecution. ☒ Met ☐ Missed

Note: Policies and trainings are assessed as part of Paragraph 177.

Compliance Assessment

For the entire compliance monitoring phase, the Monitor's Office continues to search for, but has yet to uncover a single instance of a PRPB member being Mirandized where no possible criminal jeopardy could have arisen from the facts as alleged.

³⁰ Many articles of evidence, including photographs, drawings, videos, official records, non-Garrity statements, ballistics evidence, etc., may be shared between internal criminal and administrative investigators. However Garrity interviews and information derived from them may not be shared with criminal investigators whether from NAI, SAIC, or any other law enforcement entity.

Paragraph 184: Civilian Complaints, Internal Investigations, and Discipline - Investigation of Complaints

If at any time during complaint intake or investigation the investigator determines that there may have been criminal conduct on the part of any officer or employee, the investigator shall immediately notify the SPR commander. The SPR commander shall immediately notify the Superintendent and shall consult with the prosecutor's office regarding the initiation of a criminal investigation. Where an allegation is investigated criminally, SPR shall continue with the administrative investigation of the allegation, except that it may delay or decline to conduct an interview of the subject officer(s) or other witnesses until completion of the criminal investigation unless, after consultation with the prosecutor's office and PRPD Superintendent, such interviews are deemed appropriate.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

- 1a. Investigators notify SARP and SARP consults with prosecutors in accordance with approved policies when an investigator determines that there may have been criminal conduct on the part of any officer or employee. ☒ Met ☐ Missed
- 1b. Administrative investigations continue when a parallel criminal investigation is also ongoing in accordance with approved policies. ☐ Met ☒ Missed

Note: Policies and trainings are assessed as part of Paragraph 177.

Compliance Assessment

The Monitor's Office has seen no evidence that internal cases of a criminal dimension are being investigated criminally and administratively concurrently by different investigators. This has yet to change after five years of monitoring.

Since September 2024, the Monitor's Office has been told by the Civilian Complaints, Internal Investigations, and Discipline Working Group that a new policy (unknown GO number to the Monitor's Office) permitting simultaneous internal investigations has been written, but the Monitor's Office has yet to see a draft of the new policy. PRPB continues to indicate that their policy is awaiting signature by the Commissioner.

Pathway Forward

Internal criminal and administrative investigations must be assigned for concurrent investigation by separate corresponding branches of SARP - NAI and NIA. Internal Affairs (NAI) investigators should not conduct administrative investigations of any kind, much less be assigned to re-investigate their own criminal cases from an administrative perspective.

Continuance of this unacceptable practice prevents achieving any status beyond that of partial compliance.

Paragraph 185: Civilian Complaints, Internal Investigations, and Discipline - Investigation of Complaints

PRPD, PRDOJ, and the prosecutor's office shall develop protocols to ensure that the criminal and administrative investigations are kept appropriately separate after a subject officer has provided a compelled statement. Nothing in this Agreement or PRPD policy shall hamper an officer's obligation to provide a public safety statement regarding a work related incident or activity.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

1. Administrative and criminal investigations are conducted separately as required by approved policies after a subject officer has provided a compelled statement. ☐ Met ☒ Missed

Note: Policies and trainings are assessed as part of Paragraph 177.

Compliance Assessment

The Monitor's Office's partial compliance finding is based upon continued lack of implementation of agreed upon policies and procedures.

The prior misuse of Garrity and the continuing lack of simultaneous investigations by PRPB is discussed in Paragraphs 182 and 184. PRPB continues to assign administrative investigations to criminal Internal Affairs investigators despite longstanding objections by the Monitor's Office.

Only an administrative investigator may use Garrity. Once that Garrity statement has been taken, it may not be shared with a criminal investigator, including Internal Affairs.

Pathway Forward

So long as PRPB continues assigning administrative investigations to Internal Affairs investigators, or misusing Garrity, PRPB will not progress beyond partial compliance with Paragraph 185.

Paragraph 186: Civilian Complaints, Internal Investigations, and Discipline - Investigation of Complaints

In each investigation, PRPD shall consider all relevant evidence, including circumstantial, direct, and physical evidence. There will be no automatic preference for an officer's statement over a non-officer's statement, nor will PRPD disregard a witness' statement merely because the witness has some connection to the complainant

or because of any criminal history. PRPD shall make efforts to resolve material inconsistencies between witness statements.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

1. 95% of sampled investigations considered all relevant evidence in a manner consistent with this Paragraph, and tried to resolve material inconsistencies between witness statements. ☐ Met ☒ Missed

Note: Policies and trainings are assessed as part of Paragraph 177.

Compliance Assessment

In the past, the Monitor's Office had seen relatively few instances where circumstantial evidence (especially prior remarkably similar allegations of misconduct on file with PRPB), was considered by SARP investigators in their investigations. In a positive development, the Monitor's Office has detected a change with the inclusion of an analysis of the officer's prior complaint history in a limited number of reviewed files. While current case files show that this approach is not yet universal, it certainly indicates that SARP is on the right path. Future cases must contain a brief study of the accused employee's history of accusations and discipline (historial) in all relevant SARP inquiries.

SARP investigators frequently accept an officer's assertion of a memory lapse in their internal investigations without added questioning. While pursuing this line of questioning may be uncomfortable for the SARP investigators – especially when the interviewed employee outranks them - it is essential that SARP investigators get to the truth of the matter by whatever legal means possible.

Pathway Forward

The Commonwealth must consider all relevant evidence, including circumstantial, direct, and physical evidence when conducting its investigations. PRPB must continue and expand upon the practice of citing the employee's record of accused misconduct and discipline in their case reports. PRPB must continue to make efforts to resolve material inconsistencies between conflicting sworn witness statements as part of its investigative methodology.

Paragraph 187: Civilian Complaints, Internal Investigations, and Discipline - Investigation of Complaints

A misconduct investigation shall not be closed simply because the complaint is withdrawn or the alleged victim is unwilling or unable to provide additional information beyond the initial complaint, or because the complainant pled guilty or was found guilty of an offense.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Implemented		

Compliance Targets

- 95% of sampled investigations were not closed simply because the complaint is withdrawn or the alleged victim is unwilling or unable to provide additional information beyond the initial complaint, or because the complainant pled guilty or was found guilty of an offense. ☒ Met ☐ Missed

Note: Policies and trainings are assessed as part of Paragraph 177.

Compliance Assessment

The Monitor's Office has yet to observe a SARP case that had been closed because a complaint was withdrawn, the alleged victim failed to cooperate, or the complainant was found guilty of any offense.

Paragraph 188: Civilian Complaints, Internal Investigations, and Discipline - Investigation of Complaints

The misconduct investigator shall explicitly identify and recommend one of the following dispositions for each allegation of misconduct in an administrative investigation:

- "Unfounded," where the investigation determines by clear and convincing evidence that the alleged misconduct did not occur or did not involve the subject officer;
- "Sustained," where the investigation determines, by a preponderance of the evidence, that the alleged misconduct did occur;
- "Not Sustained," where the investigation is unable to determine, by a preponderance of the evidence, whether the alleged misconduct occurred; or
- "Exonerated," where the investigation determines by clear and convincing evidence that the alleged conduct did occur but did not violate PRPD policies, procedures, or training.

Compliance Status	Assessment Schedule	
Partially Compliant	Review	October 2024 – March 2025

 Policy:	Implemented	Period	
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

1. Misconduct investigators identify and recommend one of the listed dispositions for each allegation of misconduct in an administrative investigation. ☐ Met ☒ Missed

Note: Policies and trainings are assessed as part of Paragraph 177.

Compliance Assessment

The Monitor's Office has seen several cases in this reporting period where an investigator's incongruous finding was left in place by a supervisor or higher authority. The most common example is a confusion between a not sustained and exonerated finding, though there are other aberrations as well.³¹

All must understand that the findings of exoneration apply only when the preponderance of evidence reveals that the conduct did occur, and that the conduct was proper (in accordance with law, PRPB rules, policies, and procedures).

If the evidence casts substantial doubt on whether the alleged incident actually occurred, only then would a finding of unfounded be indicated.

Pathway Forward

The Monitor's Office urges SARP to continue to clarify the difference between its four factual case findings among all staff during all scheduled training events. SARP supervisors and area commanders are an essential tool to prevent these erroneously decided cases from advancing within the system.

³¹ See 2024-1881 where the investigator found that the conduct occurred and was proper, but assigned an unfounded finding instead of exonerated. In 2024-0907, an exonerated case was returned to the investigator for amplification. The accused had a history of 73 prior complaints with multiple suspensions. After a review of BWC footage, the finding was changed to not sustained, and resubmitted to SARP command. No other notes were found in the file to explain this change. In 2023-0865, a poorly conducted investigation exonerated a lieutenant of manipulating crime statistics, but entirely ignored the fact that the lieutenant was observed to be intoxicated at a public PRPB event by his supervisor, which is sanctionable. In 2024-1364, a complainant accused an officer of poor treatment and later declined to pursue the matter. The accused officer had two prior allegations of mistreatment in the past six years. The investigator merely asked seven closed questions of the accused officer receiving very brief answers in response. The case was closed as unfounded, despite the investigator's inability to show that the event did not occur. This case should have been not sustained, at best. In 2024-1222, the accused had 9 allegations of verbal mistreatment and excessive force over the last 14 years. Two were archival, 1 sustained with a 30-day suspension, 2 were not sustained, 2 were exonerated, and 2 unfounded. The questioning of the accused was both closed and deferential, resulting in many one-word answers to the investigator's softball questions. The case erroneously was concluded as unfounded, without citing proof that the conduct never occurred. In the most favorable light to the accused, the case should have been not sustained. Similarly in 2024-0806, the case was closed as unfounded without showing that the alleged conduct never occurred. In 2024-0661, an officer was sanctioned for not carrying 45 cartridges as mandated. The case was closed as exonerated despite the fact that the officer did not possess the required amount of ammunition at inspection. This should have been sustained. In 2024-0209, a case was closed as unfounded without any proof that the incident did not occur.

Paragraph 189: Civilian Complaints, Internal Investigations, and Discipline - Investigation of Complaints

The unit commander of the investigating supervisor shall review the supervisor's recommended disposition and accept, reject, or modify it. The unit commander shall document rejected or modified recommendations from supervisors in writing. Supervisory investigation reports and all related documentation and evidence shall be provided to SPR immediately upon completion of the investigation, but no later than within three business days. SPR shall review disposition recommendations made by unit commanders to ensure that investigative standards are met. SPR shall retain misconduct investigation reports and related records.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

1. The unit commanders complied with the requirements of this Paragraph in 95% of selected investigations. ☐ Met ☒ Missed

Note: Policies and trainings are assessed as part of Paragraph 177.

Compliance Assessment

For a discussion on SARP supervision and area command reviews, please refer to Paragraph 188.

Pathway Forward

The Monitor's Office recommends that each case be properly reviewed to ensure that it contains a properly supported, dated, and signed review/approval from the SARP supervisor as well as area commands.

Paragraph 190: Civilian Complaints, Internal Investigations, and Discipline - Investigation of Complaints

The SPR commander shall review the investigator's recommended disposition and accept, reject, or modify it. The SPR commander shall document rejected or modified recommendations from investigators in writing. The Superintendent, or his or her designee(s), shall review the SPR commander's recommended disposition and accept, reject, or modify it. The Superintendent, or his or her designee(s), shall document rejected or modified recommendations from SPR.

Compliance Status		Assessment Schedule	
Partially Compliant		Review	October 2024 – March 2025

 Policy:	Implemented	Period	
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

1a. The SARP commander reviews and resolves the complaint in accordance with the paragraph in 95% of selected investigations.	☐ Met ☒ Missed
1b. The Commissioner reviews and resolves the complaint in accordance with the paragraph in 95% of selected investigations.	☐ Met ☒ Missed
Note: Policies and trainings are assessed as part of Paragraph 177.	

Compliance Assessment

Please refer to Paragraphs 188 and 189.

According to PRPB's own policy, once an investigation has been concluded, then either OAL (grave misconduct) and SEAQA (minor misconduct) has 30 days to reaffirm said finding and notify the parties. The Monitor's Office's review clearly indicates that compliance in this area is more the exception than the rule.

Pathway Forward

Concerning SARP supervisory review and accuracy of findings, please refer to Paragraphs 188 and 189.

While the situation with OAL had improved greatly over the past year, four lawyers from that unit have recently been transferred out, leaving OAL, once again, critically understaffed. Conversations with SARP members indicate that SEAQA, the minor-offense adjudicative branch, may be understaffed as well. OAL must be restored to its full complement of lawyers and support staff without further delay.

The Monitor's Office also recommends that the initial investigator be informed of any change in the case finding at SARP command, OAL, SEAQA, or the Commissioner level, including a brief rationale for said change. Adding a brief explanation to the file helps investigators follow their investigative results as they are adjudicated and fosters both transparency and clarity. *Historiales* must also contain the same brief rationale for changes in any investigator findings, as well as citing the reason for any archival.

Paragraph 191: Civilian Complaints, Internal Investigations, and Discipline - Investigation of Complaints

In addition to determining whether the officer committed the alleged misconduct, administrative investigations shall assess and document whether: (a) the action was in compliance with training and legal standards; (b) the use of different procedures should or could have been employed to achieve a potentially better outcome; (c) the incident indicates a need for additional training, counseling or other non-punitive corrective action; and (d) the incident suggests that PRPD should revise its policies, strategies, tactics, or training. This information shall be shared with the relevant commander(s).

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 178.

Compliance Assessment

The Monitor's Office has examined cases investigated during the reporting period for the inclusion of the following observations on the part of the investigator:

- (a) Compliance with training and legal standards;
- (b) Whether the use of different procedures should or could have been employed to achieve a potentially better outcome;
- (c) Whether the incident indicates a need for additional training, counseling, or other non-punitive corrective action; or
- (d) Whether the incident suggests that PRPB should revise its policies, strategies, tactics, or training.

A growing number of SARP cases are beginning to mention these observations in their final report, which is encouraging. While the number remains small, the Monitor's Office expects it to grow once PRPB amends its GO.

Pathway Forward

To improve overall PRPB performance, SARP investigators must be on constant lookout for problems or issues with training, supervision, standards, GOs, and other policies. Many complaints against PRPB members by members of the public may shed light on one or more of these areas. Presently, the Monitor's Office finds most SARP cases lacking this analysis; however, this is beginning to change. Most cases citing this recommended analysis were concluded later in the reporting period. The Monitor's Office infers that SARP in-service training was a factor in promoting this change. The Monitor's Office will study cases generated in the second and third quarters of 2025 where the Monitor's Office expects to find wider compliance with this provision.

PRPB should include observations (a) through (d) as noted above in every SARP investigative case file. This could be accomplished as part of the cover sheet checklist indicating that the analysis was made and was concluded as negative or not applicable. In the case where the observation was positive, the investigator must specifically elaborate on the observation in their report.

Paragraph 192: Civilian Complaints, Internal Investigations, and Discipline - Investigation of Complaints

Each misconduct complainant will be notified in writing regarding the initiation of an investigation, the final disposition of the investigation, any disciplinary or non-punitive action taken, and the right to seek further review of the final disposition under applicable law. If an investigation goes beyond the 90 day limit, the complainant will be notified that an extension has been granted. PRPD shall establish procedures for complainants dissatisfied with the outcome to discuss their concerns with SPR commanders.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Implemented		

Compliance Targets

1. Complainants are notified about the status of the investigation and outcome in accordance with approved policies in 95% of selected investigations.	☒ Met ☐ Missed
2. Complainants are given the opportunity to appeal the determination before the Investigation, Processing and Appeals Commission.	☒ Met ☐ Missed

Note: Policies and trainings are assessed as part of Paragraph 177.

Compliance Assessment

The Monitor's Office has found continued full compliance during this reporting period and will continue to reassess for paragraph compliance in future reporting periods.

Paragraph 193: Civilian Complaints, Internal Investigations, and Discipline - Investigation of Complaints

SPR shall retain all misconduct investigation records for at least five years after the officer's separation from the agency. This obligation shall apply to records regarding officers' credibility that come to the attention of SPR and that may be subject to disclosure under Brady v. Maryland, 373 U.S. 83 (1963), and its progeny.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	October 2024 – March 2025
 Policy:	Implemented		Bi-annually
 Training:	N/A		



Practice:

Implemented

Assessment
Frequency

Compliance Targets

1. SARP retains at least 95% of investigation files for persons who have separated from PRPB less than five years ago.	☒ Met	☐ Missed
2. PRPB's document retention practices comply with approved policies.	☒ Met	☐ Missed

Note: Policies and trainings are assessed as part of Paragraph 177.

Compliance Assessment

The Monitor's Office has found continued full compliance during this reporting period and will continue to reassess for paragraph compliance in future reporting periods.

5. Staffing, Selection, and Training Requirements

As policies and investigative techniques continue to change, PRPB must ensure that all current investigators are familiar with and can demonstrate their familiarity with all these new procedures.

All personnel assessments in general, and those involving SARP investigators and staff in particular, should contain a presentational component. Supervisors should not avoid an opportunity to meet with subordinates privately to discuss areas where the subordinate is excelling and areas where a subordinate may improve their performance. In-person advice or coaching is an effective tool to improve both the employee's performance and job satisfaction.

Paragraph 194: Civilian Complaints, Internal Investigations, and Discipline - Staffing, Selection, and Training Requirements

PRPD shall ensure that a sufficient number of well-trained staff are assigned and available to thoroughly complete and review misconduct investigations in a timely manner and in accordance with the requirements of this Agreement. PRPD further shall ensure it provides sufficient resources and equipment to conduct adequate criminal and administrative misconduct investigations.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3 – 5.
 Training:	Implemented	Assessment Frequency	Annually as to Compliance Targets 1 and 2. Bi-annually as to all other Compliance Targets.
 Practice:	Not Implemented		

Compliance Targets

1. Policies incorporate all the requirements of Paragraphs 177-193.	☒ Met	☐ Missed
2. Trainings for the internal investigation unit are consistent with approved policies.	☒ Met	☐ Missed
3. All internal investigation unit personnel are trained and certified in relevant policies (or scheduled for training, in the case of mid-year reviews).	☒ Met	☐ Missed
4. The internal investigation unit has sufficient resources and equipment, or is in the process of procuring needed resources and equipment.	☐ Met	☒ Missed
5a. Internal investigation unit personnel serve three-year terms.	☒ Met	☐ Missed
5b. Retained internal investigation unit personnel have demonstrated effective performance.	☒ Met	☐ Missed

Compliance Assessment

From extensive interviews with SARP members, the Monitor's Office continues to find that the decision to extend an investigator's service period continues to be *ad hoc* in practice, with very few SARP investigators reporting that they were asked if they would like to remain in the unit after three years.

The Monitor's Office reviewed recent procurement requests from SARP command and found that some of the requested personnel and resources have been delivered. However, there is still a critical need for off-site Internal Affairs office space, additional investigators, infrastructure support, and improvements to the vehicular fleet. In the recent past, the Commonwealth had cast doubt concerning its support of relocating confidential Internal Affairs bureaus to locations outside of police facilities, which is a prerequisite to any substantial compliance rating.

Pathway Forward

The Monitor's Office expects DSP to address SARP requests for human resources, equipment, and office space at its highest priority and to deliver these resources without further delay.

Having absorbed the procurement function of PRPB, DSP is responsible for procuring adequate office spaces for Internal Affairs investigators. Aside from being located outside of any PRPB facility, this space must contain adequate infrastructure (securely alarmed premises, sufficient Internet access, secure communications, desks, chairs, cubicles, and private interview space, etc.).

These are all prerequisites for a substantial compliance rating for this paragraph.

Paragraph 195: Civilian Complaints, Internal Investigations, and Discipline - Staffing, Selection, and Training Requirements

PRPD shall establish a term of duty of up to three years for SPR officers and supervisors who conduct investigations and may reappoint an officer to successive terms of duty if that officer has demonstrated effective performance based on an appropriate annual performance evaluation.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3 – 5.

 Training:	N/A	Assessment Frequency	Annually as to Compliance Targets 1 and 2. Bi-annually as to all other Compliance Targets.
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 194.

Compliance Assessment

Very few SARP investigators describe a conversation with their superior(s) regarding whether they would choose to stay in SARP or transfer to another section after three years of service. After interviewing virtually every SARP investigator, the Monitor's Office concludes that most investigators, if given a choice, would choose to stay in the unit. Nevertheless, every SARP member should be asked every three years if they would like to be assigned to another part of the Bureau.

Pathway Forward

Service to SARP should also be looked upon as a career-improvement measure that benefits the Bureau as well as the individual. Re-appointment of SARP investigators for additional three-year terms should not be the default practice. The three-year period may also be considered as an opportunity to replace investigators who are either burned out or unmotivated.

When supervisors ask their top performers if they are content, those members will often provide useful feedback on workplace conditions and morale.

SARP members, who on their own volition unilaterally transfer out of SARP, should do so via an exit interview conducted by the area commander. This interview may help SARP determine what led to the decision to leave the unit. Effective exit interviews frequently develop keen insight into recruitment, morale, and retention of employees.

Paragraph 196: Civilian Complaints, Internal Investigations, and Discipline - Staffing, Selection, and Training Requirements

All SPR personnel conducting officer misconduct investigations shall receive at least 40 hours of initial training in conducting officer misconduct investigations and shall receive additional in-service training each year.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3 – 5.
 Training:	Implemented	Assessment Frequency	Annually as to Compliance Targets 1 and 2. Bi-annually as to all other Compliance Targets.
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 194.

Compliance Assessment

Records indicate that all SARP investigators have completed REA 114 – the formative investigator’s training course and are current in the SARP refresher course – REA-114R.

PRPB is held back from substantial compliance with this paragraph due to the contingency on Paragraph 194 targets.

Pathway Forward

SARP and SAEA should work together to address the following areas of observation made by SARP investigators in reports where relevant:

- (a) Would the use of different procedures should or could have been employed to achieve a potentially better outcome, or
- (b) Whether the incident shows a need for additional training, counseling, or other non-punitive corrective action, or
- (c) Whether the incident suggests that PRPB should revise its policies, strategies, tactics, or training.

6. Preventing Retaliation

In the present SARP file sample, complaints involving retaliation often appear in a small percentage of cases within the sample. In this CMR, there are no such cases contained within the sample. For future CMRs, the Monitor’s Office will contemplate drawing a purposive sample of SARP cases of this particular nature in order to ensure a timely and statistically relevant assessment.

Paragraph 197: Civilian Complaints, Internal Investigations, and Discipline - Preventing Retaliation

PRPD policy shall expressly prohibit all forms of retaliation, whether subtle or direct, including discouragement, intimidation, coercion, duty-station reassignment, or adverse action, against any person, civilian or officer, who reports misconduct, makes a misconduct complaint, or cooperates with an investigation of misconduct. Retaliation shall be considered a serious policy violation and shall subject an officer to serious disciplinary action, up to and including termination.

Compliance Status		Assessment Schedule	
Deferred		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3 – 5.
 Training:	Implemented		

 Practice:	Not Implemented	Assessment Frequency	Annually as to Compliance Targets 1 and 2. Bi-annually as to all other Compliance Targets.

Compliance Targets

1. Policies incorporate all the requirements of this Paragraph.	☐ Met ☐ Missed
2. Retaliation trainings are consistent with approved policies.	☐ Met ☐ Missed
3. 95% of sampled personnel are trained and certified in retaliation policies (or scheduled for training, in the case of mid-year reviews).	☐ Met ☐ Missed
4. Complaints involving alleged retaliation are investigated and adjudicated in accordance with approved policies and agency standards in 95% of selected complaints.	☐ Met ☐ Missed
5. 95% of interviewed personnel perceive retaliation for participating in an investigation of misconduct is not tolerated and leads to serious disciplinary action.	☐ Met ☐ Missed

Compliance Assessment

The Monitor's Office has found no cases of this type in the current sample. The Monitor's Office will consider requesting a separate sample of these complaints in future CMRs to be better able to assess compliance.

Pathway Forward

The Monitor's Office defers assessment of this paragraph until a proper sample of retaliation cases is requested for analysis.

7. Discipline

The Monitor's Office continues to see that discipline is broadly applied in accordance with the PRPB Code of Conduct and related disciplinary matrix but is frequently delayed in cases that extend beyond the 180-day maximum period for SARP investigations. This phenomenon is exacerbated by the continuing SARP practice of conducting Internal Affairs (criminal) investigations without assigning the same case for concurrent administrative investigation. This often results in an internal criminal case taking up to two years to investigate before the same case is ever seen by a SARP administrative investigator.

Paragraph 198: Civilian Complaints, Internal Investigations, and Discipline - Discipline

PRPD shall ensure that discipline for sustained allegations of misconduct is fair, consistent, based on the nature of the allegation, and that mitigating and aggravating factors are set out and applied consistently. Discipline shall be based on objective criteria and shall not depend on or be influenced by rank or external considerations.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		

			October 2024 – March 2025 for Compliance Targets 3 – 5.
 Training:	Implemented	Assessment Frequency	Annually as to Compliance Targets 1 and 2. Bi-annually as to all other Compliance Targets.
 Practice:	Not Implemented		

Compliance Targets

1. Policies incorporate all the requirements of Paragraphs 198-199.	☒ Met	☐ Missed
2. Discipline trainings are consistent with approved policies.	☒ Met	☐ Missed
3. 95% of sampled personnel are trained and certified in discipline policies (or scheduled for training, in the case of mid-year reviews).	☒ Met	☐ Missed
4. Discipline is taken and documented in response to sustained misconduct complaints in accordance with approved policies in 95% of selected complaints.	☐ Met	☒ Missed
5. Disciplinary matrix employs objective criteria to apply to sustained findings to assess the appropriate level of discipline.	☒ Met	☐ Missed

Compliance Assessment

The Monitor's Office continues to see that discipline is generally applied in accordance with the PRPB Code of Conduct and related disciplinary matrix. This does not mean that PRPB is close to meeting its own rules requirements with respect to adjudication or notice to the parties, which has been an issue in the past and just now being addressed adequately.

There are occasional cases that fall outside of this disciplinary matrix.³² The Monitor's Office continues to recommend that, when the Commissioner deviates from the PRPB disciplinary matrix, which most often involves a downward departure on the number of days a member is suspended, there should be a short statement as to why that deviation was indicated. The absence of any written rationale for lessened discipline (or for that matter enhanced discipline) lends itself to accusations of favoritism, influence, nepotism, or political interference, all of which are devastating to morale.

Pathway Forward

In cases where the final resolution findings depart from the original investigator's findings, the investigator should be able to access these findings online and find a brief, written rationale for the deviation from the SARP investigator's findings. This helps maintain transparency in the disciplinary process while providing helpful feedback for investigators.

Paragraph 199: Civilian Complaints, Internal Investigations, and Discipline - Discipline

PRPD shall establish a disciplinary matrix for reviewing sustained findings and assessing the appropriate level of discipline to facilitate consistency in the imposition of discipline. All disciplinary decisions shall be documented, including the rationale behind any decision to deviate from the level of discipline set out in the disciplinary procedures.

³² In case 2023-1088, a sergeant received a 60-day suspension under Article 18. The sergeant's record shows a prior similar offense where a 60-day suspension was also received. The latest suspension should have been for 90 days in keeping with the PRPB progressive disciplinary matrix.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3 – 5.
 Training:	Implemented	Assessment Frequency	Annually as to Compliance Targets 1 and 2. Bi-annually as to all other Compliance Targets.
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 198.

Compliance Assessment

The Monitor's Office has seen evidence of multiple deviations from disciplinary findings and recommendations within PRPB with many files lacking the reason for the lessened discipline or modified findings. The Monitor's Office continues to recommend that, when the Commissioner deviates from the PRPB disciplinary matrix, there should be a short statement as to why that deviation was indicated. The absence of any written rationale for lessened discipline (or for that matter enhanced discipline) lends itself to accusations of favoritism, influence, nepotism, or political interference, all of which are devastating to morale.

Pathway Forward

The Monitor's Office recognizes the sole statutory authority of the Police Commissioner under Ley 20 to impose discipline on a PRPB member, nevertheless the Agreement calls for disciplinary deviations to be duly documented with a rationale.

Moving forward, all disciplinary cases where the original finding has been changed within PRPB must contain a legible, written rationale for said change.

Paragraph 200: Civilian Complaints, Internal Investigations, and Discipline - Discipline

PRPD shall review its drug testing program on an ongoing basis to ensure that pre-service testing for new officers and random testing for existing officers is reliable and valid. The program shall be designed to detect use of banned or illegal substances, including steroids.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3 and 4.

 Training:	Implemented	Assessment Frequency	Annually as to Compliance Targets 1 and 2. Bi-annually as to all other Compliance Targets.
 Practice:	Not Implemented		

Compliance Targets

1. Policies incorporate all the requirements of this Paragraph.	☒ Met	☐ Missed
2. PRPB's drug testing program trainings are consistent with approved policies.	☒ Met	☐ Missed
3. 95% of sampled personnel are trained and certified in PRPB's drug testing program policies (or scheduled for training, in the case of mid-year reviews).	☐ Met	☒ Missed
4. Drug tests are reliable, valid, and administered to new officers and a random selection of existing officers in accordance with the Paragraph.	☒ Met	☐ Missed

Compliance Assessment

Examination of PRPB's random controlled substance testing shows some baseline improvement from the previous reporting periods. PRPB is inching closer to 4,000 random screenings each year to help ensure that every active PRPB member is screened at random at least once every 3 years, which is best practice.

The Monitor's Office concludes that the collection and preservation methodologies employed are sufficient in both their design and practical use.

This paragraph regressed to partial compliance due to the fact that the new drug testing training course has not yet been fully rolled out or scheduled. The Monitor's Office expects to see this situation quickly rectified.

Pathway Forward

The Monitor's Office is pleased to see a return to progress in PRPB's controlled substance testing program relating to the aggregate number of persons tested annually. From the tables supplied by PRPB, and except for cadets and cadet candidates, it is impossible to determine how long active PRPB members had gone without prior testing. The Monitor's Office continues to recommend that PRPB prioritize testing sworn officers who have not been tested in the last five years. It is unclear from the data whether PRPB is doing this.

The Monitor's Office recommends that, wherever possible, controlled substance testing be performed on all applicants for any position within PRPB prior to being contracted for employment and certainly before entering the Academy.³³ The Monitor's Office also reaffirms that the aggregate number of tests conducted annually be increased to approximately 4,000 members, including active members and incoming cadets. The Monitor's Office remains open to suggestions from and collaboration with PRPB to make this process more innovative, efficient, and effective.

³³ While drug testing has a cost in terms of human resources as well as the test itself, that cost is minimal compared to performing a full-spectrum background investigation. To perform such an in-depth investigation only to later discover that the candidate tested positive for a controlled substance implies a less than efficient use of candidate screening resources.

8. Officer Assistance and Support

The Monitor's Office continues to find the PAE program to be highly effective and thus in substantial compliance with the Agreement. Where a lower level of compliance is assessed, it is due to the lack of training and not a failure of PAE in any way.

Paragraph 201: Civilian Complaints, Internal Investigations, and Discipline - Officer Assistance and Support

PRPD shall provide officers and employees with a range of non-punitive supports and services to address and correct problem behavior, as part of PRPD's disciplinary and performance improvement systems. These supports and services shall include a comprehensive range of mental health services that include, but are not limited to: readily accessible confidential counseling services; critical incident debriefings and crisis counseling; mental health evaluations; and stress management training that comport with generally accepted practices.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3 – 6.
 Training:	Not Implemented	Assessment Frequency	Annually as to Compliance Targets 1 and 2. Bi-annually as to all other Compliance Targets.
 Practice:	Implemented		

Compliance Targets

1. Policies incorporate all the requirements of Paragraphs 201-204.	☒ Met	☐ Missed
2. Officer assistance and support trainings are consistent with approved policies.	☒ Met	☐ Missed
3. 95% of sampled personnel are trained and certified in officer assistance and support policies (or scheduled for training, in the case of mid-year reviews).	☐ Met	☒ Missed
4. A variety of non-punitive supports and services that comport with generally accepted practices are available to officers and their families as required by approved policies.	☒ Met	☐ Missed
5. Mental health professionals are involved in developing and providing in-service training on mental health stressors related to law enforcement and the mental health services available to officers and their families.	☒ Met	☐ Missed
6. Mental health counseling provided to PRPB employees is confidential, pursuant to approved policies.	☒ Met	☐ Missed

Compliance Assessment

PRPB currently provides officers and employees with a range of non-punitive support and services to address and correct problem behavior as part of PRPB's disciplinary and performance improvement systems. These supports and services include readily accessible confidential counseling services, critical incident debriefings, crisis counseling, mental health evaluations, and stress management training.

Although training was noted as part of the 2025 Training Plan, the Monitor's Office has not been informed of the scheduling of this training, nor provided with documentation to demonstrate that officers have been scheduled for training, which is required by Target 3. The Monitor's Office expects PRPB to rapidly return to substantial compliance once officers are scheduled for this training and/or training is conducted.

Pathway Forward

PRPB currently provides officers and employees with a range of non-punitive support and services to address and correct problem behavior as part of PRPB's disciplinary and performance improvement systems. These supports and services include readily accessible confidential counseling services, critical incident debriefings, crisis counseling, mental health evaluations, and stress management training.

Paragraph 202: Civilian Complaints, Internal Investigations, and Discipline - Officer Assistance and Support

PRPD shall train management and supervisory personnel in officer support services protocols to ensure wide availability and use of officer support services.

Compliance Status		Assessment Schedule	
Substantially Compliant		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3 – 6.
 Training:	Implemented	Assessment Frequency	Annually as to Compliance Targets 1 and 2. Bi-annually as to all other Compliance Targets.
 Practice:	Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 201.

Compliance Assessment

In the past, PRPB had trained management and supervisory personnel on officer support service protocols to ensure wide availability and use of officer support services. The Monitor's Office notes that this training was outlined in the 2025 Training Plan. Training must continue to be conducted for PRPB to meet the training requirements of this paragraph. If not, PRPB will backslide on compliance.

Pathway Forward

Training must be scheduled by the end of 2025 to sustain the training requirements of this paragraph. If not, PRPB will backslide on compliance. The Monitor's Office will continue to reassess PRPB's continued compliance in future CMRs.

Paragraph 203: Civilian Complaints, Internal Investigations, and Discipline - Officer Assistance and Support

PRPD shall involve mental health professionals in developing and providing in- service training on mental health stressors related to law enforcement and the mental health services available to officers and their families.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3 – 6.
 Training:	Implemented	Assessment Frequency	Annually as to Compliance Targets 1 and 2. Bi-annually as to all other Compliance Targets.
 Practice:	Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 201.

Compliance Assessment

The Monitor's Office notes that this training was outlined in the 2025 Training Plan. Training must continue to be conducted for PRPB to sustain the training requirements of this paragraph. If not, PRPB will backslide on compliance.

Pathway Forward

Training must be completed by the end of 2025 to sustain compliance with this paragraph. If not, PRPB will backslide on compliance. The Monitor's Office will continue to reassess PRPB's continued compliance in future CMRs.

Paragraph 204: Civilian Complaints, Internal Investigations, and Discipline - Officer Assistance and Support

PRPD shall ensure that any mental health counseling services provided to PRPD employees remain confidential as consistent with generally accepted practices in the field of mental health care.

Compliance Status		Assessment Schedule	
Fully Compliant		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3 – 6.
 Training:	Implemented		

 Practice:	Implemented	Assessment Frequency	Annually as to Compliance Targets 1 and 2. Bi-annually as to all other Compliance Targets.

Compliance Targets

Note: This Paragraph is assessed with Paragraph 201.

Compliance Assessment

PRPB ensures that any mental health counseling services provided to PRPB employees remain confidential as consistent with the Health Insurance Portability and Accountability Act (HIPPA) and generally accepted practices in the field of mental health care. PRPB has achieved full compliance with this paragraph.

X. Community Engagement and Public Information

On September 18, 2024, the court approved a new methodology to streamline processes and align with PRPB's implementation of improved administrative and operational practices. As a result, some paragraphs and compliance targets moved to an annual assessment frequency. Consequently, the Monitor's Office adjusted all annual paragraphs to be reviewed during the same CMR reporting periods. Therefore, all annual paragraphs are now assessed during odd reporting periods (October 2024 – September 2025). This report serves as an interim assessment and review of the paragraphs within this area of the Agreement.

Under the new court-approved methodology and the Monitor's Office's oversight, compliance is measured by PRPB's ability to establish a Bureau-wide community engagement plan and supplemental area command needs-based program plans developed in close collaboration with CIC and other community stakeholders. The plans should outline how PRPB will integrate the community and problem-solving principles into its management, policy, and procedures, including resource deployment and accountability systems.

During this reporting period, PRPB submitted an initial draft of its Bureau Community Engagement Plan for review. As part of this, the Monitor's Office and the Community Engagement Working Group had several discussions to review and provide feedback on the initial plan and outline the scope of the Area Command Community Engagement Plans. As of the end of this reporting period, no further drafts were received. The Monitor's Office looks forward to reviewing further drafts of both plans during the next reporting period. Further, the Monitor's Office notes that the approval of community policing policies, related GOs for CICs, the ancillary CIC Rules and Regulations Manual, and the policy for community open meetings (Encuentros Comunitarios) are overdue and were not approved and signed by the Commissioner during this reporting period. It was also confirmed that Benchmark Analytics, as part of its contract with the Commonwealth and PRPB, will implement a new community policing electronic module system to extend data collection systems to CIC engagement, open meetings (Encuentros Comunitarios) activities, the integration of the Press Office into community policing and public information practices. These developments aim to create a proactive control and monitoring process to meet Agreement requirements effectively and efficiently.

To evaluate compliance during this reporting period, the Monitor's Office sampled the police areas of Mayaguez, Ponce, Humacao, Aguadilla, and Arecibo, and interviewed PRPB members directly involved in community policing and outreach at various levels within the districts, precincts, area coordinators, and area commands. Interviewees included area command personnel, community safety council (CSC) members, civilians, facilitators, and representative CIC members within the sampled police areas. Additionally, the Monitor's Office reviewed GOs 801 (CICs), 803 (Community Policing), and 805 (Community Meetings) and the CIC Rules and Regulations Manual; attended various CIC Central committee meetings, the Safety Fair held at Plaza Las Americas during Police Week, and the CSC Encounter held in Aibonito.

Further supplementing the information gathered in the above reviews and interviews, the Monitor's Office sponsored a Townhall Meeting held in Fajardo and through joint efforts with PRPB. Over 150

community members and stakeholders including CSCs, representatives from various municipalities, non-profit organizations, direct services providers, CIC members from Fajardo and Utuado, along with the committee's spokespersons from Ponce and Bayamon attended these meetings. The Honorable Francisco A. Besosa, U.S. District Judge for the District of Puerto Rico, addressed the group along with PRPB's Commissioner, and USDOJ representatives.

The Monitor's Office notes that the evidence submitted by PRPB to determine compliance during this reporting period revealed no major changes or significant improvements compared to prior reporting periods, specifically related to those paragraphs with methodologies that have remained unchanged. Although the Monitor's Office is encouraged by the milestones PRPB has reached in refining administrative and technological practices, the comprehensive implementation of community policing in practice has encountered considerable delays, including pending procedural reviews and decision-making processes, which hinder fulfilling the Agreement's requirements. These practices encompass supporting evidence in alignment with 1) recruiting a diverse and representative workforce with community participation through CICs; 2) performance appraisals; 3) personnel deployments in response to community engagement efforts; 4) collaborative problem-solving activities through the implementation of the SARA Model; 5) meaningful outreach activities aimed at community education, prevention, and awareness; and 6) improving the community's quality of life through strategic and structured planning for meaningful community interactions including community open meetings or initiatives classified as Encuentros Comunitarios.

As noted above, due to the September 2024 court approved methodology change to streamline processes and align with PRPB's implementation of improved administrative and operational practices, some paragraphs and compliance targets moved to an annual assessment frequency. Consequently, the Monitor's Office adjusted all annual paragraphs to be reviewed during the same CMR reporting periods. Therefore, all annual paragraphs are now assessed during odd reporting periods (October 2024 – September 2025), which prevents the Monitor's Office from being able to provide a compliance comparison. This report serves as an interim assessment and review of the paragraphs within this area of the Agreement. See figure 9.

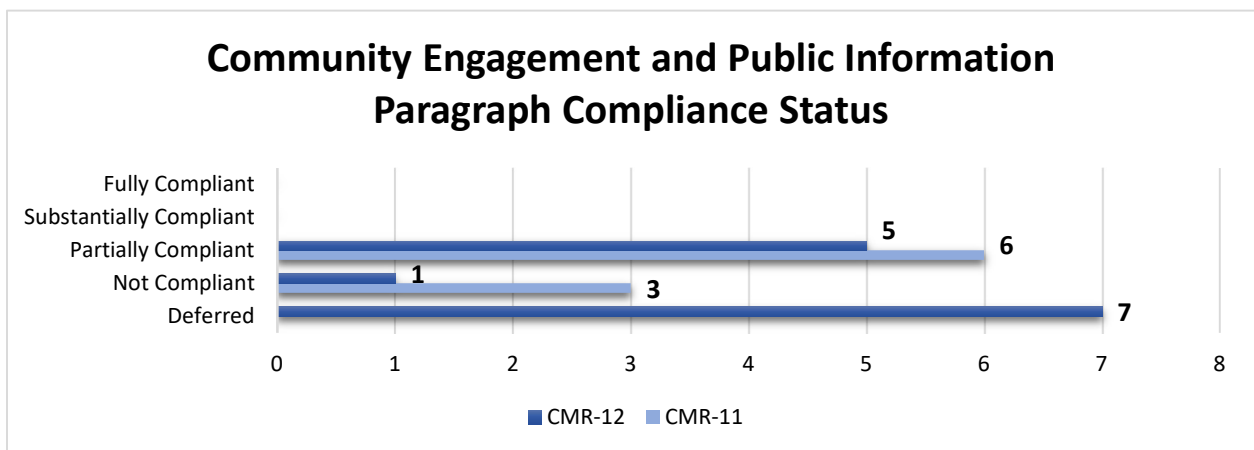


Figure 9. Community Engagement and Public Information: Paragraph Compliance Status

Paragraph 205: Community Engagement and Public Information - General Provisions

PRPD shall create robust community relationships and engage constructively with the community to ensure collaborative problem-solving, ethical and bias-free policing, and more effective crime prevention. PRPD shall integrate community and problem oriented policing principles into its management, policies and procedures, recruitment, training, personnel evaluations, tactics, deployment of resources, and systems of accountability. PRPD shall engage the public in the reform process through the dissemination of public information on a regular basis.

Compliance Status		Assessment Schedule	
Deferred		Review Period	April 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A	Assessment Frequency	Annually
 Practice:	Not Implemented		

Compliance Targets

Note: Compliance will be determined on two separate but inter-dependent bases: (1) the implementation of paragraphs 206 - 217, and (2) the results of outcome assessments, pursuant to Paragraph 243 of the Agreement. In addition, compliance will be determined on PRPD's ability to establish a department-wide community engagement strategy. This strategy should outline how the department will integrate community and problem-oriented policing principles into its management (Paragraph 140), policies and procedures (Paragraph 109), recruitment (Paragraphs 102-103), training (Paragraphs 120, 123, and 129), personnel evaluations (Paragraph 145), tactics (Paragraph 13), and systems of accountability (Paragraph 159). The Plan should also outline PRPD's priorities for engagement with the community, according to Paragraphs 2017, 214, and 215. The Plan is assessed as part of Paragraph 208.

Compliance Assessment

The Commonwealth and PRPB are working on a Bureau-wide community strategic plan, which the Monitor's Office has been able to review. During that review, the Monitor's Office provided feedback and comments on the document and had several discussions with the PRPB Community Engagement Working Group about the draft. The Monitor's Office looks forward to reviewing an updated version of the strategic plan based on these discussions and feedback.

Community Policing in Policy

The Monitor's Office finds that related GOs and standing policies on community policing, GO 803 (Community Policing), GO 801 (CICs), including CIC Rules and Regulations Manual, and GO 805 (Community Meetings) remain overdue for approval. The Monitor's Office has resubmitted all associated recommendations. However, during the Monitor's Office's meetings with PRPB, the Reform Office conveyed that although progress was achieved, the expected approval date of November 30, 2024, was postponed until April 15, 2025. Finalizing policy approval facilitates PRPB's development of a Bureau-wide engagement plan along with individual area commands' engagement plans.

Community Policing Training

During prior reporting periods, PRPB made significant progress implementing community policing training as part of the required 40-hour in-service training, surpassing the 95% threshold. However, the Monitor's Office notes that in-service training on community policing (REA 803) was not included in the approved annual training schedule submitted for 2025.³⁴ The Monitor's Office notes that although the Agreement does not require annual community policing training, the Commonwealth should incorporate principles of community policing in all of its training, including those topics that should be conducted annually. The community policing training should be conducted as a refresher course periodically. On the other hand, operational implementation practices for effective record keeping and reliable, measurable data on implemented practices, including training, were delegated to Benchmark Analytics, who is developing an improved electronic module system for community policing. These expansions include training plans, evaluations, and delivery timelines. The Monitor's Office notes that substantive curriculum development with stakeholders' feedback is fundamental for progressive compliance. Training should also encompass supplemental reference manuals and practical field training assistance.

Community Policing in Recruitment

The policy for recruitment was approved and published in December 2024. However, the deficiencies identified during prior reporting periods carried through to this CMR. The Annual Recruitment Plan for 2025 is still in development, including review and approval by the Commissioner. The plan must include community participation and assistance through CICs to achieve a diverse workforce that is representative of the Puerto Rican community. However, despite recruitment policy stipulations for community participation through CIC involvement in PRPB's recruitment, advertisement, and selection process, little to no evidence was submitted to the Monitor's Office to determine compliance during this reporting period. Field interviews with CIC members validate these findings. Recruitment regulations must align with community policing standards and values to attract candidates with demonstrated interpersonal skills, problem-solving capacities, mature judgment, and critical thinking abilities. The plan must also consider provisions for PRPB to seek and engage CIC input and participation, including recommendations in the selection process to ensure securing a diverse candidate pool, and assist with identifying barriers in securing underrepresented candidates and initiatives to overcome those barriers, not only to meet compliance with this paragraph, but to ensure the development and implementation of a comprehensive police approach.

During the last reporting period, the Monitor's Office recognized the Recruitment Director's efforts to ensure a diverse workforce. However, PRPB must incorporate a more proactive role that is extended to integrating additional internal resources such as the Press Office and multimedia to broaden visibility into its efforts. Action plans must also incorporate PRPB's media resources to inform and attract potential candidates and keep the public abreast of active initiatives. Additionally, evidence in support of public policy and Law 65 must be produced demonstrating strategic and systematic planning to attract potential candidates through high schools, colleges, technical schools, consulates, and community organizations. PRPB needs to review and revisit resuming CIC involvement and participation to comply

³⁴Pursuant to GO 703 Chapter III§D.2, training is to be delivered uninterrupted.

with GO 501 (Cadet Aspirant Recruitment).³⁵ Implementing these adjustments will reinforce PRPB's commitment to community engagement in recruitment.

Community Policing in Management and Performance Evaluations

The new performance evaluation program takes place annually. Supervisors received guidance on policy requirements and how to assign reasonable and applicable scores. However, uniform practices are not the norm despite the required performance appraisal discussions. Written supervisory summaries continue to denote the need for performance observations or recommendations for professional development and motivational programming, specifically relevant to community policing. The Monitor's Office notes that supervisory observations and performance guidelines must be commensurate with the supervisee's proficiency in community interactions, engagement, proactive policing, problem-solving, alliance development/sustainment, and documenting efforts, including presentations, outcome reports, and stakeholder satisfaction to substantiate ratings.

Community Interaction Committees

The approval of related GO 801 (CICs) and the Rules and Regulations Manual associated with Paragraphs 209-213 of the Agreement remain overdue since 2021. During the prior reporting period, there was a timeline delay in the approval of these policies, which has now been rescheduled for April 15, 2025. By approving this policy and the Regulations Manual, PRPB should be in a better position to develop specific engagement plans and implement strategies for continued community involvement through the committees and the development of a comprehensive police approach as required in the Agreement. This also includes membership expansion through recruitment, consistent and timely delivery of CIC training to confirm membership, and pursuing joint initiatives to inform, educate, and expand trusting relationships with the community, aiming to address the community's needs, solve crimes, and foster overall improvement in the quality of life.

These citizens possess a vested interest in assisting PRPB in advancing the reform and are instrumental in PRPB's ability to sustain community connections. However, as noted during previous reporting periods, unresolved issues related to recruitment and timely training availability to confirm new members have been contributing factors for membership decline.

Community Policing and Collaborative Problem Solving

Technical assistance and field support in community policing, specifically for alliance development and strategies for problem-solving and outreach were delegated to the designated area coordinators during a prior reporting period. However, PRPB personnel interviewed during this reporting period indicate that structured planning and action plans for full implementation have been postponed pending policy approval.

During the last reporting period, the Reform Office certified that no problem-solving initiatives under the SARA Model were implemented throughout the sampled police areas. Under the new methodology, Paragraphs 206-207 will be assessed annually, during odd reporting periods, requiring one problem-solving initiative per police area under the SARA Model, instead of one per district/precinct within each

³⁵ See GO 501 Chapter V.B: Recruitment Advertisement Committee.

of the 13 police areas. The methodology also requires a Bureau-wide engagement plan, including area-specific Community Engagement Plans. These plans should be updated annually and should outline activities related to formal programs, structured problem-solving projects, and proactive community policing activities, including outreach and Agreement-related discussions for awareness, prevention, and education. To meet Agreement requirements, the plan must also encompass the development of alliances to foster trust, improve communication, address specific needs, enable effective problem-solving, including prevention through multiple resources and expertise from various sectors, along with methods to determine the effectiveness of implemented strategies.

Progressive compliance requires addressing the longstanding deficiency of implementing the deployment of resources to comply with the full staffing rollout as required in Paragraph 13 of the Agreement. This would ensure supportive community policing expansion, continuity of guided practices, community discussions, and improved documentation initiatives.

Public Information

PRPB has remarkably improved the public's access to information through an improved website. It integrated public reports through community dashboards to inform the public about statistics on crime and Agreement-related topics such as UOF, administrative complaints/commendations, sexual offenses, and DV. This is a commendable effort in alignment with keeping the public informed and placing value on improving community connections. However, compliance with public information through open meetings (Encuentros Comunitarios) requires deliberate and concerted efforts for execution, including sufficient and required evidence to assess progress, including the integration of the Press Office into implemented practices in community policing. Notwithstanding, the Monitor's Office anticipates that the area command's engagement plans would provide the necessary structure and mechanisms to incorporate policy and integrate the Press Office into the plans while yielding opportunities to deliver innovative strategies to fight crime, inform crime trends, review policies and practices, and communicate PRPB's Reform progress. NIBRS implementation is in progress. However, crimes are not NIBRS certified. Data collection under NIBRS requires monthly submission to meet policy and Agreement compliance. Hate crimes identification and reporting currently requires further development through training.

Expanded efforts in public information should include informational campaigns to educate the community on Agreement-related topics, prevailing crimes, including gender and domestic violence, available resources through partnered stakeholders, and preparing the public to understand crime reporting and classification under NIBRS. Additionally, PRPB must consistently continue integrating and expanding diversity and inclusion in line with public policy to facilitate sign language interpreters throughout all PRPB sponsored community meetings. On the other hand, the Monitor's Office is encouraged by the Commissioner's recently adopted initiative to inform the public through weekly press conferences, including statistics on crime and initiatives to supplement work plans. This effort aligns with better practices in keeping the public informed, adding transparency, and accountability within the Bureau.

Pathway Forward

Finalizing policy approvals will facilitate PRPB's development of a Bureau-wide engagement plan along with individual area commands' supplemental engagement plans as well as support the development of

structured initiatives and contribute to advancing a comprehensive approach in community policing. A comprehensive approach includes delivering in-service training along with timelines, evaluations, and substantive curriculum development. Recruitment protocols need to align with community policing standards and values. Recruitment plans must consider provisions to seek and engage CICs for input and participation, including recommendations in the selection process to ensure securing a diverse pool of candidates. PRPB must incorporate proactive initiatives that integrate the Press Office and multimedia resources to broaden visibility into recruitment efforts. These efforts align with better practices in keeping the public informed, adding transparency and accountability within the Bureau.

Expanded efforts in public information should include informational campaigns, websites, and podcasts to educate on Agreement-related topics, prevailing crimes, including gender and domestic violence, and available resources through partnered stakeholders. Recruitment procedures must align with community policing standards and values to attract candidates with demonstrated interpersonal skills, problem-solving capacities, mature judgment, and critical thinking abilities. The plan must also consider provisions to seek and engage CIC input and participation, including recommendations in the selection of potential candidates to ensure securing a diverse candidate pool.

PRPB must also resolve issues related to CIC recruitment and provide training in a timely and consistent manner to facilitate new membership confirmation thereby expanding and advancing engagement, fostering community-oriented practices, trusting relationships, and a sustainable reform.

Progressive compliance in community policing requires addressing the longstanding deficiency of implementing the deployment of resources to comply with the full staffing rollout as required in Paragraph 13. This would ensure supportive community policing expansion, continuity of guided practices, enhanced community discussions, and improved documentation initiatives.

The Monitor's Office reiterates prior recommendations to integrate the Press Office and PRPB's internal media resources into engagement plans for increased public awareness and education in community policing practices, including policies, Agreement-related discussions, outreach activities, collaborative initiatives for problem-solving, referral services, and the exchange of resources. Additionally, PRPB must increase efforts to hold community open meetings (Encuentros Comunitarios) required to address community concerns, report on Agreement progress, and educate the public on various reform topics. Such efforts must be outlined through streamlined operational practices, including meeting calendars and publication on the Bureau's website.

The Commissioner's recently adopted initiative to inform the public through weekly press conferences about statistics on crime and PRPB's initiatives to supplement police work plans is commendable and in line with accountability and transparency practices. The Monitor's Office recommends instituting this initiative as a common practice to keep the public informed.

Community outreach and engagement are critical components for effective community-oriented policing. The development of strategic plans in this area ensures that progress and initiatives align with the primary goals of the Agreement. In addition to these foundational elements, PRPB must also focus on strengthening its training programs to ensure that all personnel, from recruits to seasoned officers,

are knowledgeable in the principles and practices of community policing. Continued training will not only enhance the efficacy of the police force but will also build stronger and more trusting relationships with the community they serve. It is equally important to address any technological and administrative barriers that may hinder the implementation of these strategies. By leveraging advanced data collection and analytical tools, PRPB can more effectively monitor progress, identify areas for improvement, and ensure transparent reporting to the public.

1. Community Oriented Policing

The court approved a new methodology to assess compliance with this section of the Agreement. Although PRPB began developing a work plan to define deliverables and required engagement plans, the Bureau postponed the initiative, waiting for the approval of pending policies on community policing and associated policies for the CICs and open meetings (Encuentros Comunitarios). The Monitor's Office finalized the re-review of these policies in December 2024. As indicated in PRPB's January 2025 Consolidated Status Report, approval and publication of these pending policies was scheduled for April 15, 2025. However, PRPB's most recent Consolidated Status Report does not address this longstanding issue.

Working group sessions between the Monitor's Office and PRPB have uncovered further delays and setbacks for continued progress to date. Benchmark Analytics has yet to define processes and set timelines for transitioning or implementing a new electronic module system in community policing. These modules have become fundamental for PRPB's data collection of problem-solving initiatives under the SARA Model, outreach endeavors, alliance development, and sustainment. It is also through Benchmark Analytics that PRPB aims to extend CIC engagement, Open Meetings (Encuentros Comunitarios) activities, integration of the Press Office into implemented practices, outcome reporting, and the development of a control and monitoring process data collection processes to meet Agreement requirements. The Monitor's Office notes that these plans are only practical and achievable through continued training, supervisory guidance, and collaboration throughout all ranks.

Paragraph 206: Community Engagement and Public Information - Community Oriented Policing

PRPD shall reassess its staffing allocation and personnel deployment to ensure that they support community policing and problem-solving goals. PRPD shall employ a Scanning, Analysis, Response, and Assessment ("SARA") model to structure its problem-solving approach.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – September 2025
 Policy:	Implemented		
 Training:	Implemented		Annually



Practice:

Not Implemented

Assessment
Frequency*Compliance Targets*

1. Policies incorporate all the requirements of Paragraph 206.	☐ Met	☐ Missed
2. Community policing and problem solving trainings are consistent with approved policies.	☐ Met	☐ Missed
3. 95% of sampled PRPB members are trained and certified in community policing and problem solving, including the SARA Model.	☐ Met	☐ Missed
4. Staff allocation and personnel deployment plan are aligned with community policing and problem solving.	☐ Met	☐ Missed
5. All PRPB Area Commands implement/conduct at least one SARA Model project per year.	☐ Met	☐ Missed

Note: This paragraph is assessed together with Paragraph 13 of the Agreement.

Compliance Assessment

Under the new methodology, this paragraph is now assessed annually during odd reporting periods in tandem with Paragraph 13, which requires the deployment of personnel based on the Staffing and Resource Allocation Plan consistent with community-oriented policing principles, supportive of the systematic use of partnerships and problem-solving techniques. Additionally, the plan shall consider deployment practices that offer officers opportunities to serve the communities in which they reside to foster community-oriented policing. This paragraph is deferred for this reporting period. All targets within this paragraph will be assessed for compliance in the next CMR.

In this CMR we provide a review of the current progress related to this paragraph. As to Target 1, although the standing policy, GO 803 (Community Policing), established in October 2021, met the requirements during this and prior reporting periods, overdue revisions are still pending approval. As reflected in the prior CMR, there was a timeline delay in approving these policies. The Commonwealth's January 2025 Consolidated Status Report, established April 15, 2025, as the new date for the cited policies' approval and publication. Finalizing approval facilitates PRPB's development of a Bureau-wide engagement plan along with individual area commands' supplemental engagement plans.

During the past two reporting periods, PRPB focused on delivering the mandatory 40-hour annual in-service training on community policing, surpassing the 95% threshold with 100% compliance by December 2024. However, the Monitor's Office notes that training on community policing was not included in the approved training schedule submitted for 2025.³⁶ Although the frequency of this training is not specified in the Agreement, the Monitor's Office recommends that the Commonwealth incorporate principles of community policing into various other trainings, such as UOF and searches and seizures. Further the Monitor's Office also that it is important to offer this refresher training periodically., PRPB should use GO 803 as its guide to establish the frequency for this training.

³⁶ Pursuant to GO 703 Chapter III§D.2, training is to be delivered uninterrupted.

Meeting the requirement of Target 4 remains deficient. Compliance with this target requires implementing at least 85% of the initiatives in the Staffing and Resource Allocation Plan, which continues pending fulfillment. During the prior reporting period some areas reported having sufficient officers assigned per shift while others lacked the necessary personnel for adequate functioning. According to a Consolidated Status Report during this reporting period and field interviews, PRPB aims to address this gap through recruitment.

Target 5 is a modification of Target 4 under the old methodology where PRPB was assessed for compliance on the implementation of problem-solving initiatives under the SARA Model.

Pathway Forward

Finalizing the approval of GOs in Community Policing, CIC, and Community Encounters will enable PRPB to develop its Bureau-wide engagement plan and supplementary plans for each area command. Thus, empowering supervisors and appointed police area coordinators to assist officers in identifying and seeking community stakeholders to collaboratively identify needs for problem-solving, and develop initiatives for improved community relationships, education, and advanced awareness.

The Monitor's Office also underscores the importance of supervisors in overseeing their unit's development and implementation of problem-solving initiatives. This includes providing guidance for identifying barriers and effective responses, addressing deficiencies to ensure data quality, and proactively engaging in practices that promote effective implementation of improved practices in community policing.

The final implementation of resource deployment through PRPB's Staffing and Resource Allocation Plan is fundamental for effective community policing and problem-solving. Further, the Monitor's Office also emphasizes the importance of seeking and engaging community stakeholders, including advisory groups, through working groups for proactive problem-solving, evaluation, and improvement.

Paragraph 207: Community Engagement and Public Information - Community Oriented Policing

PRPD shall continue to conduct outreach to a broad cross-section of community stakeholders to establish extensive problem-solving partnerships and develop cooperative strategies that build mutual respect and trusting relationships.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – September 2025
 Policy:	Implemented		
 Training:	Implemented	Assessment Frequency	Annually
 Practice:	Not Implemented		

Compliance Targets

1. Policies incorporate all the requirements of Paragraph 207.	☐ Met	☐ Missed
2. Community partnerships and problem-solving strategies trainings are consistent with approved policies.	☐ Met	☐ Missed
3. 95% of sampled PRPB members are trained and certified in community partnerships and problem-solving strategies.	☐ Met	☐ Missed
4. Area specific Community Engagement Plans are updated annually and outline activities related to formal programs, structured problem-solving projects, and proactive community policing activities. The Plans should also include evaluation methods to determine the effectiveness of such activities in reaching a broad cross section of community stakeholders.	☐ Met	☐ Missed
5. Area specific Annual Reports documenting activities conducted related to its Community Engagement Plans.	☐ Met	☐ Missed

Compliance Assessment

Under the new methodology, this paragraph is now assessed annually during odd reporting periods. Changes to this paragraph methodology include the development of area specific community engagement plans and related annual reports. Although this paragraph is listed as deferred and will be comprehensively assessed in the next CMR, the Monitor's Office provides a review of the current progress as of this reporting period.

The standing policy, GO803 (Community Policing), established in October 2021, met the requirements during this and prior reporting periods. However, overdue revisions are still pending approval. As reflected in the prior CMR, there was a timeline delay in the approval of these policies. The Commonwealth's January 2025 Consolidated Status Report established April 15, 2025, as the new date for the cited policy's approval and publication. Finalizing its approval may facilitate PRPB's development of a Bureau-wide engagement plan along with individual area commands' supplemental engagement plans.

Targets 2 and 3 in this paragraph measure annual training delivery within the mandatory 40-hour in-service training to meet policy standards. PRPB focused on delivering the mandatory 40-hour annual in-service training on community policing through the past two reporting periods surpassing the 95% threshold. However, training on community policing was not included in the approved training schedule submitted for this reporting period. Training on community policing is subject to annual delivery within the mandatory 40-hour in-service training to comply with policy requirements and the Agreement.

Target 4 is new and requires the development of area-specific Community Engagement Plans based on identified needs, geographic location, demographics, community stakeholders, crime statistics, trends, and mapping, including overall issues impacting quality of life. These plans must be updated annually and must outline activities related to programs, initiatives, structured problem-solving projects, and proactive community policing activities. The plans should also include methods to evaluate the effectiveness of implemented activities to reach a wide range of community stakeholders and a combination of strategies for expanded broadcasting.

Better practices and Agreement requirements include all efforts to seek and secure community stakeholders for problem-solving, and alliance development through documented evidence, such as:

- Stakeholder name and contact Information
- Meeting minutes with clearly outlined objectives
- Planned discussions
- Work/action plans including tasks/activities and timelines/deadlines
- Relevant content including analysis, resources, and support
- Outcome reports including challenges encountered and success stories.

Pathway Forward

Delivering training consistently as required in the policy and the Agreement facilitates and supports advancing community engagement efforts and effective implementation practices. Establishing working groups, including community stakeholders through CICs and CSCs is recommended to facilitate the development of area-specific Community Engagement Plans, identify needs, and implement relevant programming. To promote constructive interactions and resource exchange for crime prevention and education, the Monitor's Office emphasizes the importance of engaging with federal agencies, academia, non-profit organizations, advocacy, and faith-based groups. This collaboration aligns with extensive efforts in crime prevention and educational initiatives. The Monitor's Office will review and track outcomes from meetings and initiatives to assess outreach compliance and interagency efforts. The Monitor's Office reaffirms the need to integrate the Press Office in the engagement plans to broaden initiatives for education, public information, and crime prevention. This approach adds value and supports the institutionalization of community policing while ensuring the community remains well-informed. Substantial compliance hinges on the quality of implemented practices, supporting data, and community feedback.

Paragraph 208: Community Engagement and Public Information - Community Oriented Policing

PRPD shall develop and implement mechanisms to measure its community partnerships and problem-solving strategies and assess their effectiveness. PRPD shall prepare a publicly available report on at least an annual basis that details its community partnerships, meetings, and problem-solving activities, including specific problems addressed and steps taken by PRPD and the community toward their resolution. The report also shall identify obstacles faced and recommendations for future improvement.

Compliance Status		Assessment Schedule	
Deferred		Review Period	April 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

1. Bureau-wide community engagement strategic plan is developed and made publicly available.	☐ Met	☐ Missed
2. Formal Community Partnership module incorporates all the requirements of Paragraph 208.	☐ Met	☐ Missed
3. PRPB annual reports are made publicly available.	☐ Met	☐ Missed
4. Annual report incorporates all the requirements of Paragraph 208.	☐ Met	☐ Missed

Compliance Assessment

Under the new methodology, this paragraph is now assessed during odd reporting periods. Target 1 is a new target related to the publication of a Bureau-wide community engagement plan. This paragraph is deferred for this reporting period. All targets will be assessed for compliance in the next CMR.

Overdue revisions to GO 803 (Community Policing) are still pending the Commissioner's approval. PRPB established April 15, 2025, as the new date for policy approval and publication. Approving this policy will enable PRPB to develop a Bureau-wide community engagement plan that incorporates policy and Agreement requirements.

Per policy, the annual alliances report must be made public by January 30th of the current year for the preceding year. PRPB released its most recent annual alliance report on January 20, 2025, for 2024. A preceding report was published on January 30, 2024, for 2023. Both reports missed substantive information regarding the names of the alliances and other supporting evidence, including required Agreement elements such as the scope of the alliance, collaborative agreements, issues addressed, meeting minutes, steps taken towards resolution, encountered obstacles, and recommendations for improvement addressed within each partnership. The Monitor's Office notes that the report published for 2024 included other activities (outreach and Conversatorios) relevant to area command engagement plans, but unrelated to the requirements for this paragraph.

Pathway Forward

PRPB needs to approve the Community Policing policy (GO 803) and its Bureau-wide engagement plan for continued progress. Additionally, PRPB needs to consistently, accurately, and reliably collect data to develop adequate standards to assess and measure the effectiveness of implemented practices. The foundation of a comprehensive alliance report to meet Agreement requirements requires compiling detailed information and producing evidence, including defined objectives/needs, activities effected in support of initiatives, problems addressed, obstacles encountered, steps taken towards problem/issue resolution, supporting evidence to justify implementing a problem-solving model, and recommendations for improvement or replication, including outcome reports. Furthermore, whether PRPB appoints any of its contracted vendors (Benchmark Analytics, Axon, or AH Datalytics) to implement quality controls and data audits to demonstrate the accuracy and reliability of collected data within the community policing electronic modules and develop capabilities to measure the effectiveness of implemented practices in alliance development and problem-solving, is yet to be determined or defined.

2. Community Interaction Councils

The CICs consist of volunteers, including professionals from various fields, who represent diverse segments of the community across the 13 police areas. According to GO 801 (CICs), each committee is composed of 11 community representatives from different sectors. They play an essential role in advising, reviewing, and providing recommendations to PRPB on numerous matters, including advising the Commissioner on policies, recruitment processes, and implementing reform-related strategies for increased accountability and transparency in the dissemination of public information. These recommendations derive from experiences and priorities of their respective communities, along with input from community stakeholders and safety councils. Each committee designates a spokesperson within the 13 area commands. These spokespersons, in conjunction with the Community Safety Councils' president, the Executive Director, and a civil rights representative appointed by the Commissioner, constitute the Central CIC.

During this reporting period, the Monitor's Office re-reviewed the existing CIC policy (GO 801), including the Committees' Rules and Regulations Manual, and rendered recommendations. The CICs also had the opportunity to review the policy and submit recommendations to the Reform Office through the Community Relations Bureau. However, the approval of related GO 801 and the Rules and Regulations Manual associated with Paragraphs 209-213 have remained overdue since 2021. As noted in the prior CMR, there was a timeline delay in the approval of these policies. Based on PRPB's January 2025 Consolidated Status Report the new date for the cited policy approval and publication was set for April 15, 2025; however, the April 2025 Consolidated Status Report does not address this longstanding issue. By approving this policy, and all other related ones, PRPB can better position itself to develop specific engagement plans and implement strategies for ongoing community involvement through the committees. This includes ongoing membership recruitment, consistent training delivery, providing resources for the committees to fulfill their mission, and pursuing joint initiatives to support a comprehensive approach in community policing and meet compliance with the Agreement.

The Monitor's Office also notes that although no methodology changes were made to the paragraphs in this subsection, because all annual paragraphs are now monitored together on an annual basis, a comprehensive review of these paragraphs will be provided in the next CMR. The compliance statuses noted here are carried over from the previous CMR.

Paragraph 209: Community Engagement and Public Information - Community Interaction Councils

PRPD shall continue to maintain Community Interaction Councils ("CICs") jointly with community representatives to facilitate regular communication and cooperation between PRPD and community leaders at the local level. CICs shall meet, at a minimum, every three months.

Compliance Status	Assessment Schedule	
Partially Compliant	Review	April 2024 – March 2025

 Policy:	Implemented	Period	
 Training:	Implemented	Assessment Frequency	Annually
 Practice:	Not Implemented		

Compliance Targets

1. PPRB policies require it maintain the CIC and they meet at least every three months.	☐ Met	☒ Missed
2. PRPB maintains CICs as required by this Paragraph.	☐ Met	☒ Missed

Compliance Assessment

The CIC policy (GO 801) requires annual revision. The current policy, approved in November 2021, is overdue pending approval despite the parties' multiple recommendations, revisions, and discussions during working group sessions with the Reform Office and PRPB's legal division. As reflected in the prior CMR, the approval of this and other associated community policing policies scheduled for November 2024, did not materialize. PRPB's January 2025 Consolidated Status Report set April 15, 2025, as the new date for the cited policies' approval and publication; however, the most recent Consolidated Status Report does not address this issue at all.

The standing policy requires the committees to hold monthly meetings to discuss initiatives and develop work plans relevant to each of the 13 police areas. The Agreement, on the other hand, stipulates a minimum of three CIC meetings per police area per semester. The police areas of Aguadilla, Mayaguez, Humacao, Ponce, and Arecibo were sampled to determine PRPB's compliance with Target 1 during this reporting period. However, out of those five police areas sampled, only Mayaguez and Ponce held policy required meetings and submitted corresponding evidence in support of those meetings. This evidence included required meeting minutes and membership attendance sheets. Aguadilla submitted evidence of two meetings held during the second quarter. Arecibo submitted evidence for January, along with a narrative describing two prior meetings, but did not provide any supporting evidence for content analysis. Humacao reported having held only one meeting in March with a prior meeting held in October 2024. Most committees opted to cancel their monthly meetings in December without rescheduling. As a result, compliance with Target 1 was not met.

CIC community membership continues to fluctuate from one reporting period to another throughout most police areas. Evidence reviewed in support of CIC representation revealed that only 1 CIC committee is fully constituted out of the 13 area commands (8%). Most area command CICs have six to seven members, while Caguas, Bayamon, and Humacao have two to six members. Out of the 13 police areas, 8 have LGBTQIA+ representation (62%). LGBTQIA+ community leaders have met with CICs in efforts to facilitate representation throughout the 13 police areas.

Field interviews indicate that encountered difficulties in securing new membership were primarily attributed to PRPB's technical limitations in establishing individual accounts for virtual training delivery. CIC spokespersons and agent facilitators further reported that despite recruiting new candidates, completing investigations, and obtaining clearance, the absence of required workshops hindered their

confirmation as bona fide members. This resulted in candidate dissatisfaction and withdrawal from participation.

Although CIC training became available at the end of 2024, the Monitor's Office notes that PRPB has been deficient in consistently delivering CIC orientation and training since July 2022. On the other hand, the Monitor's Office notes that new leadership and transition in some police areas might have impacted CIC's organizational operations. Additionally, PRPB and CIC members interviewed asserted that most committees continue holding their meetings within police headquarters, citing convenience and accessibility to resources. However, securing meeting spaces away from police headquarters to promote public access and open collaboration with community stakeholders is a reiterated recommendation. Compliance with Target 2 is considered marginal.

Area commanders and CICs need to explore and develop innovative and proactive strategies to secure meetings away from headquarters and seek potential candidates to ensure cross-sectional community representation within their committees. The Monitor's Office recognizes the support and active participation given to the CICs by the area commanders and representatives from Ponce, Mayaguez, Fajardo, and Aguadilla. The Monitor's Office is also encouraged by the participation and integration of the Community Safety Councils within the CICs initiatives as promulgated in their Internal Rules and Regulations and expects this involvement to be extended to the development of individual area commands' engagement plans.

Pathway Forward

PRPB must support CICs in securing a diverse cross-section of the community at the area command level, through monthly meetings, the integration of the Press Office, and multi-media resources to develop innovative and broader recruitment strategies. The CIC multi-themed workshops should be consistently available for membership confirmation and sustainment to meet Agreement compliance and policy requirements. Commitment and collaboration at all levels are fundamental to effectively developing and implementing annual plans, facilitating community dialogues, addressing community needs and concerns, increasing trust, and advancing reform processes with added transparency and accountability. The Monitor's Office underscores the value of using the CICs as key resources for assistance in developing area command engagement plans. These plans should facilitate developing structured initiatives for community discussions on PRPB's public policy, non-discriminatory practices, including immigration, and hate crimes, professional responsibility, as well as other topics related to the Agreement in alignment and support of public information.

Paragraph 210: Community Engagement and Public Information - Community Interaction Councils

In conjunction with community representatives, PRPD shall develop a mechanism to select the members of CICs, which shall include a representative cross section of community members and PRPD officers.

Compliance Status	Assessment Schedule	
Partially Compliant	Review	April 2024 – March 2025

 Policy:	Implemented	Period	
 Training:	N/A	Assessment Frequency	Annually
 Practice:	Not Implemented		

Compliance Targets

1. PPRB has developed a mechanism to select the members of the CICs in accordance with this Paragraph.	☐ Met ☒ Missed
2. Selection process for CIC members complies with Paragraph 210 and relevant policies.	☐ Met ☒ Missed

Compliance Assessment

Compliance with this paragraph requires evidence of the CIC recruitment plans and evidence of mechanisms for the selection of candidates within a sample. The evidence includes opening advertisements and publications as required within the policy, recruitment efforts, candidates' applications, and the selection process. During this reporting period, the Monitor's Office sampled the police areas of CIC Central, Mayaguez, Aguadilla, Ponce, Humacao, and Arecibo to determine compliance.

Policy approval has remained overdue since 2021 despite completed recommendations and parties' discussions. The new date for policy approval and publication was set for April 15, 2025, as indicated in PRPB's January 2025 Consolidated Status Report; however, the latest report does not address the policy's approval status.

The standing policy outlines the mechanisms for selecting CIC members and stipulates the procedures to meet Agreement requirements. Under the existing policy, PRPB must open membership recruitment through the press, mass media, and social media platforms every two years during June, specifying openings available to Puerto Rico residents 18 years of age and older. The announcement must be open for 30 consecutive days. Subsequent announcements are published every two years from the date of the last announcement. However, biennial recruitment means that open recruitment is not available to fill vacancies based on needs and demand, forcing the committees to opt for alternate options to address community representation. Despite this, the Monitor's Office did not receive any evidence regarding CIC candidate referrals or any documents for review concerning CIC candidates who applied and completed investigative clearance through DPS during the reporting period. As a result, although the mechanism is established within the policy, the evidence to determine compliance with Target 1 was not submitted for the Monitor's Office's assessment. Field interviews revealed that at least 15 candidates had completed investigative processes and were at different confirmation stages.

Committee representation reviewed revealed that only one CIC committee is fully constituted besides the Central Committee. The committees in nine area commands have six to seven community representatives, while Caguas, Bayamon, and Humacao have between two to six members. A marked membership fluctuation was noted throughout this reporting period and the two prior. The Monitor's

Office finds that although PRPB ultimately addressed CIC training needs by facilitating a December 2024 training, its inconsistency hinders membership confirmation, contributing to membership decline.

Pathway Forward

Modifying existing CIC recruitment protocols in alignment with the committee's representation needs is a reiterated recommendation. The Monitor's Office also stresses the need to deliver CIC multi-themed workshops in a timely and consistent manner to promote and expedite new members' confirmation and establish committees' full representation to meet Agreement compliance and policy requirements. This, in turn, would enable the committees to extend their full participation in area commands' engagement plans, including establishing parameters to conduct initiatives and deliver activities through coordinated efforts for increased visibility, awareness, education, and community connections. The Press Office, along with multimedia resources, can support CIC engagement with the community by creating online resources, including policy, and assisting in CIC recruitment.

Paragraph 211: Community Engagement and Public Information - Community Interaction Councils

PRPD shall allocate sufficient resources and authority to ensure that CICs possess the means, staffing, access, training, and mandate necessary to fulfill their mission and the requirements of this Agreement. The operating budget shall be revisited on an annual basis in consultation with the CICs.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025 for Compliance Targets 1 and 2.
 Policy:	Implemented		October 2024 – March 2025 for Compliance Targets 3 and 4.
 Training:	Not Implemented	Assessment Frequency	Annually for Compliance Targets 1 and 2. Bi-annually for all other Compliance Targets.
 Practice:	Not Implemented		

Compliance Targets

1. Policies related to CICs incorporate the requirements of the paragraph.	☒ Met	☐ Missed
2. CIC orientation course is consistent with approved policies.	☐ Met	☒ Missed
3. PRPB makes CIC orientation available to all members of the CICs.	☐ Met	☒ Missed
4. 85% of CICs possess the means, staffing, and access necessary to fulfill their mission and the requirements of this Agreement.	☐ Met	☒ Missed

Compliance Assessment

Pursuant to the new methodology, the annual assessment frequency for Targets 1 and 2 of this paragraph remains unchanged. Targets 3 and 4 are assessed biannually and are reported on in this CMR.

As reported in preceding paragraphs, GO 801 (CICs), along with the Committee's Rules and Regulations Manual are pending final approval and publication since 2021 despite multiple recommendations made

by the committees and the Monitor's Office. Relevant to those recommendations, the need remains to amend the policy to project recruitment based on each police area's needs and demands to address gaps in securing cross-sectional community representation. This is a reiterated observation and recommendation made by the Monitor's Office since 2022. The policy also needs to outline PRPB's expectations for collaborative efforts between the Bureau and the Committees and provide CICs with necessary guidelines to direct their work in support of a comprehensive police approach, including the development of area command engagement plans. Such plans should also outline the committees' input and recommendations in recruitment practices, training reviews, structured discussions including policy, post visits, policy-related Conversatorios, open meetings (Encuentros Comunitarios), and facilitate community discussions on public policy, non-discriminatory practices, professional responsibility through SARP, and other Agreement-related areas.

CIC training and orientation must be available in a consistent and timely manner. Unresolved issues regarding the availability of multi-themed workshops to confirm new members prevail despite the committees' internal discussions and spokespersons' reports at the Central level. The Monitor's Office notes that in 2022, the Reform Office was tasked with the design and development of a virtual training course for CICs (VCICS 101) to bridge delivery gaps, while the Bureau of Technology (BT) was responsible for facilitating training access through individual accounts. Although the Monitor's Office learned through CIC interviews that training was finally delivered in December 2024, it is evident that the gap remains. PRPB has been unable to consistently establish individual accounts to make CIC training available in a timely manner. Evidence in support of assessment compliance to satisfy Targets 2 and 3 was not fulfilled for this reporting period. The last evidence submitted by PRPB pertains to training delivered in 2023. Further, the Monitor's Office notes that CIC training should encompass information and necessary skills to fulfill their mission and maximize their contributions to complement engagement plans.

The training curriculum and delivery should include a combination of techniques to address adult learning styles and multiple intelligences. Thus, a combination of in-person and virtual training (hybrid) is most advisable. Moreover, as recommended in a prior CMR, supplementing CIC orientation with scenario-based training enhances the membership's sensitivity and understanding of police functions. CIC members interviewed during this reporting period recalled experiencing in-person training in Crowd Control in 2022 and rated it as remarkable. Conversely, PRPB must provide mechanisms for CIC multi-themed training content evaluation for quality, relevancy, and improvement. The Monitor's Office further reiterates the recommendation to develop a CIC training schedule to deliver training virtually every quarter and scenario-based at the Academy with live streaming capabilities every six months to maximize participation and support membership expansion.

Compliance with Target 4 requires that 85% of the committees possess the means, staffing, and access necessary to fulfill their mission and meet the requirements of the Agreement. Five police areas were sampled for compliance assessment. PRPB submitted no evidence in support of determining compliance with Target 4 during this reporting period.

Interviews with CIC members, agent facilitators, and area commanders for the police areas of Mayaguez revealed that the committee needs in-focus equipment (recurrent need for the past two reporting

periods), and a suitable vehicle to address the needs of individuals with disabilities, including those of a committee member. Humacao and Ponce asserted each committee has all their resources. Ascertaining and fulfilling CIC resources, including equipment, training, and suitable transportation to fulfill their mission is PRPB's responsibility. Consequently, Target 4 is not met.

Pathway Forward

PRPB must review policies regularly as stipulated in policy and required by the Agreement. The Monitor's Office recommends the review and tempering of the instructional CIC training program in alignment with policy and the Agreement. PRPB faces the unmet challenge of maintaining CIC training as membership expands. Hence, it must expedite attention to the delivery of CIC training in a timely, and consistent manner, including developing and implementing a CIC training calendar. The training curriculum and delivery should include a combination of techniques to address adult learning styles and multiple intelligences. A combination of in-person and virtual training (hybrid) is most advisable, supplementing it with scenario-based training to promote sensibility and understanding of police functions. Delivering training through other police areas to maximize productivity and efficiency should be comprehensive of the Bureau-wide engagement plan. PRPB must create mechanisms to evaluate CIC multi-themed training content for quality, relevancy, and improvement. Area commanders must take proactive steps to procure the necessary resources for CICs to fulfill their mission. Discussing and validating the committees' resource needs and PRPB's budget allocation ensures that the committees have the necessary tools to fulfill their mission, support engagement, and meet progressive compliance.

Paragraph 212: Community Engagement and Public Information - Community Interaction Councils

PRPD shall work closely with CICs to develop a comprehensive community policing approach that collaboratively identifies and implements strategies to address crime and safety issues. In order to foster this collaboration, PRPD shall share appropriate information and documents with CICs, provided adequate safeguards are taken not to disclose confidential or otherwise law enforcement sensitive information. PRPD shall seek CIC assistance, counsel, recommendations, or participation in areas including:

- a) reviewing and assessing the propriety and effectiveness of law enforcement priorities and related community policing strategies, materials, and training;*
- b) reviewing and assessing the propriety and effectiveness of PRPD policies on matters such as discriminatory policing, search and seizure, use of force, the civilian complaint process, and victim services;*
- c) reviewing and assessing concerns or recommendations about specific PRPD policing tactics and initiatives;*
- d) providing information to the community and conveying feedback from the community to PRPD;*
- e) advising the Superintendent on recruiting a qualified, diverse workforce; and*
- f) advising the Superintendent on ways to provide data and information, including information about PRPD's compliance with this Agreement, to the public in a transparent and public-friendly format, to the greatest extent allowable by law.*

Compliance Status	Assessment Schedule	
Not Compliant	Review	April 2024 – March 2025

 Policy:	Implemented	Period	
 Training:	N/A	Assessment Frequency	Annually
 Practice:	Not Implemented		

Compliance Targets

1. PRPB developed a community policing approach working closely with CIC as per the requirements of the paragraph.	☐ Met	☒ Missed
2. PRPB protects confidential and law enforcement sensitive information in documents and information it shares with the CICs.	☐ Met	☒ Missed
3. Every six months, PRPB sought assistance, counsel, recommendations or participation from the CICs, collectively, at least once in all areas specified by the Paragraph.	☐ Met	☒ Missed

Compliance Assessment

Under the new methodology only Target 1 is assessed annually. All other targets are subject to compliance assessment biannually.

Compliance with a comprehensive police approach in community policing lies in a Bureau-wide engagement plan, supplemented by area command engagement plans for collaborative efforts to address community needs and improve safety in alignment with policy and Agreement requirements. As indicated in PRPB's January 2025, Consolidated Status Report, the availability and public broadcasting of these plans was scheduled for April 15, 2025. However, the Monitor's Office has yet to review any documents in support of the engagement plans. During the working group meeting in February 2025, the Reform Office indicated the draft would be made available for the Monitor's Office preliminary review before policy approval. This has yet to materialize.

In the interim, to meet the targets within this paragraph, PRPB is required to produce evidence in support of joint efforts with CICs through a) reviewing and assessing the appropriateness and effectiveness of law enforcement priorities and related community policing strategies, resources, and training; b) reviewing and assessing policies' relevancy and effectiveness, police best practices, Agreement related matters, and victim services; c) reviewing and assessing concerns or recommendations about specific PRPB tactics and initiatives; d) conveying community feedback to PRPB through the exchange of information to the community; e) advising the Commissioner on recruiting a qualified, diverse workforce; and f) advising the Commissioner on ways to deliver data and information to the public in a transparent and public-friendly format.

The Monitor's Office sampled the police areas of Arecibo, Mayaguez, Aguadilla, Humacao, and Ponce to determine compliance during this reporting period. PRPB did not submit any semester work plans in support of a comprehensive police approach with CICs for review. During field visits, the Monitor's Office informally revised the available semester plans for Caguas and Ponce. Field interviews also revealed CICs' diligent efforts to respond and comply with PRPB's recent invitation for the committees to observe

training sessions at SAEA, such as the NIBRS Instructor course. The CIC spokespersons for Ponce and Bayamon reported having participated in this activity. PRPB submitted evidence of membership participation to observe SAEA's curriculum design for in-service training courses for Inspections, Arrests, Searches and Seizures, Ethics, Inspections, Investigations involving Elderly Incidents, Transgender, Pursuits, PAE, and Hate Crimes. The Fajardo CIC submitted recommendations on GO 604 (Pepper Spray), GO 801 (CICs), the CIC Rules and Regulations Manual, and Interventions and Citizen Manifestations at Sea.

The committees also reviewed some policies and engaged in Agreement-related initiatives as highlighted in the CIC Annual Report, including outreach for public awareness and education through "Conversatorios" that were in-person and publicly broadcasted through local radio.

The Community Safety Councils continue demonstrating engagement to meet independent objectives through community activities and outreach, and in support of CICs' mission. However, PRPB has fallen short at integrating, capturing, and documenting these efforts. The Monitor's Office recommends consolidating these efforts through the most suitable vendor already contracted for records management tracking or the expansion of the electronic module system to capture PRPB's engagement plans with CICs in support of a comprehensive community policing approach. This encompasses assessing and recording initiatives, monthly meetings, outreach activities such as "Conversatorios", collaboration in open meetings, policy reviews, recommendations, and feedback.

During PRPB's working group meetings with the Monitor's Office, the Reform Office reported that CICs participated in policy reviews where recommendations were rendered. However, other than recommendations made by the Fajardo CIC, none were submitted for the Monitor's Office's review. Noteworthy are the longstanding issues pending resolution around acknowledging receipt of reviews and recommendations made by CICs. PRPB needs to establish unified mechanisms to track all CIC contributions, including providing feedback on the adoption or rejection of reviewed policies, recruitment practices, community concerns and discussions, needs assessments, and outreach initiatives. This recommendation has been reiterated since 2023.

Compliance with Target 1 will be comprehensively assessed during odd reporting periods. To meet compliance with Targets 2 and 3 PRPB must demonstrate and document that it sought assistance, advice, and collaboration from the committees to address community safety concerns, exchanged community feedback, provided input, participated in recruitment practices and advised the Commissioner in securing a representative workforce among other policy and collaborative engagement efforts required by the Agreement. PRPB must demonstrate through documented evidence that it protects confidential and sensitive information shared with CICs. Therefore, Targets 2 and 3 are not met.

Pathway Forward

PRPB must outline expectations for collaborative efforts between the Bureau and the committees and provide CICs with necessary guidelines to direct their work in support of a comprehensive police approach, including the development of area command engagement plans. The plans must provide the framework for the committees' input and recommendations on recruitment practices, training reviews, structured discussions including policy, post visits, resources, policy-related Conversatorios, open meetings (Encuentros Comunitarios), and community discussions on public policy, non-discriminatory

practices, professional responsibility through SARP, and other Agreement-related areas. PRPB must integrate CICs in policy-related responsibilities and the implementation of strategies geared at crime reduction and quality of life improvement. PRPB has fallen short at integrating CIC documented initiatives and diligent efforts to meet policy requirements and fulfill its mission. PRPB must consolidate CIC efforts through the most suitable vendor already contracted for records management tracking or the expansion of the electronic module system to capture PRPB's engagement plans with CICs in support of a comprehensive community policing approach. Issues around acknowledging the receipt of reviews and recommendations made by the committees must be rectified for accountability and better practices. PRPB needs to establish unified mechanisms to track all CIC contributions, including feedback on the adoption or rejection of reviewed policies, recruitment practices, advice to the Commissioner, community discussions, concerns and shared feedback, needs assessments, and outreach initiatives. Area command training is necessary on streamlined practices and guidelines, including reference manuals for engaging with CICs to effectively develop and execute area command engagement plans. As recommended in the prior CMR, integrating RMS into community policing may prove promising for the Bureau to increase its ability to fulfill compliance targets.

Paragraph 213: Community Engagement and Public Information - Community Interaction Councils

CICs shall memorialize their recommendations in an annual public report that shall be available in PRPD facilities and on the official web pages of the Commonwealth of Puerto Rico and PRPD. The report shall include appropriate safeguards not to disclose confidential or otherwise law enforcement sensitive information and to protect sensitive personal or private information.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	April 2024 – March 2025
 Policy:	Implemented	Assessment Frequency	Annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

1. PRPB published the CIC's annual public report with recommendations included on the PRPB webpages.	☐ Met ☒ Missed
2. All CICs annual reports do not disclose confidential or otherwise law enforcement sensitive information and it protects sensitive personal or private information.	☐ Met ☒ Missed

Compliance Assessment

Under the new methodology, this paragraph is now assessed during odd reporting periods. To meet compliance with this paragraph and CIC policy (GO 801) requires that the Community Relations Bureau's Executive Director, in collaboration with SARP, produces an annual report documenting all CIC recommendations regarding the review of PRPB's policies, as well as other police practices and initiatives

where the CICs were involved during the preceding year.³⁷ The report is a compilation of the Committees' semester reports (December and June) within each area command. Both the Agreement and the policy stipulate that CICs document their recommendations in an annual public report available by January 31 of each year at PRPB facilities and on PRPB's official website, including PRPB's Virtual Library. The policy also requires the report to safeguard the disclosure of confidential or sensitive law enforcement information, personal, and private data.

A review of PRPB's website indicates that the CICs published their annual report on March 2, 2025, which is after the outlined deadline. Despite this, the report captured all activities and recommendations made by each committee in the 13 police areas during the semiannual reports. However, the Monitor's Office found a significant decrease in the number of policies the committees reviewed. Additionally, the report failed to include recommendations made by the committees to determine compliance as required by the Agreement and policy.

Field interviews conducted with CIC members revealed that these recommendations were excluded from the annual report at the request of the Reform Office and instead were sent directly to the Reform Office as instructed. The Monitor's Office informally reviewed recommendations made by some CICs noting that valuable input on analysis and appropriate justifications were made. It is unknown to the Monitor's Office as well as to CIC membership whether these recommendations were adopted or rejected because there is no evidence of feedback being provided.

The following is an excerpt from the CIC Annual Report on policies reviewed and the review of brochures and posters for public information on equal protection:

³⁷ See GO 801: V§6(h).

CIC's		
Capítulo	Sección	Título
300	305	Transacciones de Traslado del Sistema de Rango
500	503	Junta de Evaluación De Las Divisiones Tácticas Especializadas
600	605	Informe de Investigación de Uso De Fuerza
800	801	Comités de Interacción Ciudadana
800	802	Reorganización del Cuerpo de Capellanes de la Policía de Puerto rico
800	803	Policía Comunitaria

Además de las Ordenes Generales se evaluó lo siguiente:

- Opúsculo Comunidad LGBTTIQ
- Opúsculo Crimen de Odio
- Derechos De Las Comunidades Extranjeras
- Personas Con Estatus Migratorio No Definido

Figure 20. Policies Reviewed by CICs

The report further captures a total of 209 initiatives CICs carried out during 2024 which were aimed at advancing the Reform and assisting PRPB in developing community connections and educating the public through multiple outreach activities, community discussions by way of “Conversatorios”, and radio talk shows. Notwithstanding, PRPB must be held accountable for carrying the responsibility to demonstrate, execute, and deliver these activities through joint efforts and CIC support to meet compliance.

CICs reiterated concerns about PRPB's lack of feedback regarding the recommendations made. The Monitor's Office reiterates the recommendation for PRPB to establish unified mechanisms to track all CIC contributions, including feedback on the adoption or rejection of reviewed policies and other practices. Additionally, to meet compliance targets the recommendations made by the committees must be included in the report. Therefore, the Monitor's Office finds that compliance thresholds for this paragraph are not met. Furthermore, the protection of sensitive law enforcement information, a requirement to meet Target 2, was not triggered.

Pathway Forward

PRPB holds the responsibility to demonstrate, execute, and deliver community initiatives and outreach activities in collaboration with CICs. The development of police area engagement plans may assist in bridging the gap and facilitate these efforts to meet compliance. PRPB must value CIC field knowledge and expertise to actively consider constructive feedback and adopt effective communication, ensuring community needs are addressed efficiently. PRPB must establish unified mechanisms to track all CIC contributions, including feedback on the adoption or rejection of reviewed policies and other practices. The Monitor's Office reiterates previous recommendations such as using a policy feedback form, similar to the one used for SA/DV policies, to streamline and enhance transparency in the feedback process.

PRPB should also add a publication date on its website to demonstrate when its annual reports were published. As it is displayed now, it is difficult for the Monitor's Office to discern the date on which the report was made publicly available. Further adding to this confusion is the discrepancy of the inclusion of the report on the website and the inclusion of the report within the Virtual Library. PRPB must resolve these date challenges to achieve compliance with this paragraph.

3. Public Information

Significant milestones in providing information to the public have added value to PRPB's efforts in promoting transparency and reinforcing better accountability practices during the past three reporting periods. PRPB has focused on internal improvements to deliver a redesigned website and integrate public reports on Agreement-related paragraphs through community dashboards for enhanced public access to information on UOF, administrative complaints/commendations, sexual abuse, DV, and Reform status. Also, a significant achievement is the public's access to statistics on crime by facilitating searches on set parameters, such as month/year offenses/crimes, and police areas. In early March 2025, the Commissioner adopted the initiative to inform the public about crime statistics, trends, and the Bureau's undertaken initiatives supplementing police work plans' expansion through weekly press conferences. This effort is highly commendable, and in line with best practices to keep the public informed, while adding transparency and accountability within PRPB.

Notwithstanding these efforts, PRPB struggles to demonstrate compliance with public information through open meetings (Encuentros Comunitarios), requiring deliberate and concerted efforts for execution, including sufficient and required evidence to assess progress. Per policy and the Agreement, open meetings constitute the primary mechanism for PRPB to report progress on meeting Agreement requirements, address issues of community concern, and educate the public on topics required by the Agreement. The Monitor's Office is encouraged by PRPB's reported integration of the Press Office into its pending engagement plan to assist in delivering innovative strategies to fight crime, inform crime trends, inform new policies and practices, and communicate the Bureau's Reform progress to the public.

NIBRS implementation is in progress. Crimes are not NIBRS certified. NIBRS data submissions require monthly uploads to meet policy and Agreement requirements. Hate crimes identification, classification, and reporting require further development through training to communicate statistics in a clear and accessible manner, including publication on PRPB's website as they occur.

Expanded efforts in public information should include informational campaigns to educate the public on Agreement-related topics, prevailing crimes, including gender and domestic violence, and available resources through partnered stakeholders, podcasts, and web-based seminars. Additionally, PRPB must consistently continue integrating and expanding diversity and inclusion in line with public policy. Website information updates must evolve to keep information current and create public interest. The safety tip banners introduced during a prior reporting period and discontinued shortly thereafter should be resumed, adding multiple topics, tips, and enhanced features.

With exception of Paragraph 217, all other paragraphs in this subsection are assessed annually according to the revised methodology, as such compliance status in this report reflects a deferred status. A

comprehensive assessment of this subsection will be provided in the next CMR and every odd report moving forward.

Paragraph 214: Community Engagement and Public Information - Public Information

The Community Outreach and Public Information program shall require at least bi-annual open meetings for the first two years of this Agreement. During the meetings, PRPD officers from the police region and/or the Reform Unit shall inform the public about the requirements of this Agreement, PRPD's progress meeting these requirements, and address areas of community concern. At least one week before such meetings, PRPD shall widely publicize the meetings using print media, the Internet, and public service announcements on television or radio.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – March 2025
 Policy:	Not Implemented		
 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 215.

Compliance Assessment

Open meetings or Encuentros Comunitarios are governed by GO 805 and constitute the primary mechanism for PRPB to report progress on meeting Agreement requirements, address issues of community concern, and educate the public on topics required by the Agreement. However, as outlined in the Action Plan during a prior reporting period, PRPB's commitment to reviewing and publishing this paragraph's policies was postponed. The new approval and publication date is April 15, 2025, according to the Bureau's January 2025 Consolidated Report.

Engaging with the community to share information, provide education, and address community concerns through open meetings has been a consistent challenge for PRPB. This remains true despite the minimum policy and Agreement requirements to conduct these meetings annually. Nonetheless, the Monitor's Office is encouraged by the required development of PRPB's engagement plan under the new methodology. The plan should include the structured integration of the Press Office and internal resources, such as the Citizens Services Unit, across the 13 area commands and detail resource participation, ensuring that programming aligns with the objectives outlined in this paragraph. It must also include a control and monitoring process to guarantee sustainability across all 13 police areas.

Missed targets for this paragraph impact following paragraphs because compliance depends upon the targets outlined here. The Monitor's Office will continue to assess this paragraph pending timely evidence submission.

The Monitor's Office sampled the police areas of Aguadilla, Ponce, Bayamon, San Juan, and Utuado to determine compliance. Out of the eight samples submitted, only two police areas (Aguadilla and Ponce; 25%) held the required open meetings, partially fulfilling compliance targets. Other evidence submitted included CIC initiatives by way of Conversatorios. These initiatives are not directly associated with compliance targets established in this paragraph and the Bureau's responsibility to inform and educate the public on Agreement-related topics through Open Meetings. Evidence in support of compliance includes work plans and outcome reports, where CIC's supportive input and efforts must be captured. Additional Agreement requirements include calendar publications denoting notice at least a week prior to the event, work plans, attendance sheets, evaluations, and topic presentation.

Pathway Forward

This paragraph has been deferred for this reporting period. However, the Monitor's Office reiterates a prior recommendation to document open meetings in a separate module within the community policing system to ascertain execution, avoid comingling activities, and improve data quality management. As Benchmark Analytics defines its processes and sets timelines for transitioning or implementing a new community engagement electronic module system, careful consideration should be given to this recommendation by making its data collection inclusive of open meetings (Encuentros Comunitarios), including developing a control and monitoring process to meet Agreement requirements effectively and efficiently.

Paragraph 215: Community Engagement and Public Information - Public Information

The Community Outreach and Public Information program shall require at least bi-annual open meetings for the first two years of this Agreement. During the meetings, PRPD officers from the police region and/or the Reform Unit shall inform the public about the requirements of this Agreement, PRPD's progress meeting these requirements, and address areas of community concern. At least one week before such meetings, PRPD shall widely publicize the meetings using print media, the Internet, and public service announcements on television or radio.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – September 2025
 Policy:	Not Implemented	Assessment Frequency	Annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

1. Community Outreach and Public Information programs/plans were developed in each of the former thirteen police regions or geographic equivalent. These may be included as part of the area specific community engagement plans.	☐ Met	☐ Missed
2. One open meeting was held annually at each area until the end of the Agreement.	☐ Met	☐ Missed
3. The annual meetings are widely publicized at least one week before such meeting.	☐ Met	☐ Missed
4. In all the meetings that occurred during the reporting period reviewed, the public was informed of the requirements of this Agreement, PRPB's progress meeting these requirements, and addressed areas of community concern.	☐ Met	☐ Missed
5. The Outcome Reports of open meetings reviewed comply with the parameters established by this Paragraph.	☐ Met	☐ Missed
6. A sample of the meetings reviewed included public education on an individual's right to decline consent to voluntary searches, consistent with Paragraph 77 of this Agreement.	☐ Met	☐ Missed
7. Community Outreach and Public Information program meetings comply with Paragraphs 214-216.	☐ Met	☐ Missed

Compliance Assessment

Missed targets in this paragraph impact the superseding paragraph because compliance depends upon meeting targets outlined in this paragraph and Paragraph 214. PRPB did not submit any evidence in support of compliance with this paragraph during the reporting period.

Pathway Forward

The Monitor's Office will provide a comprehensive assessment of this paragraph in the next CMR. In the interim, the Monitor's Office stresses to the Commonwealth that it must continue its work per the requirements of this paragraph and provide such documentation to the Monitor's Office for input and review.

Paragraph 216: Community Engagement and Public Information - Public Information

The Community Outreach and Public Information meetings shall, with appropriate safeguards to protect sensitive information, include summaries of all audits and reports completed pursuant to this Agreement and any policy changes made and other significant action taken as a result of this Agreement. The meetings shall also include public education on an individual's right to decline consent to voluntary searches, consistent with Paragraph 77 of this Agreement.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – September 2025
 Policy:	Not Implemented		
 Training:	N/A	Assessment Frequency	Annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 215.

Compliance Assessment

This paragraph requires a review of summaries of all audits, reports, policy changes, and actions taken by the Commonwealth. Summaries must be available to the public at the open meetings to keep the public informed, demonstrating transparency and accountability.

PRPB has been unsuccessful at submitting audit summaries and reports to assess compliance throughout all reporting periods. Effective methods must be established to ensure transparency and accountability through public reporting. The Reform Office is PRPB's clearinghouse and holds an integral role in facilitating this process.

Pathway Forward

Effective methods must be established to ensure transparency and accountability through public reporting. The Monitor's Office will comprehensively assess compliance with this paragraph in the next CMR.

Paragraph 217: Community Engagement and Public Information - Public Information

PRPD shall maintain and publicly disseminate accurate and updated crime statistics, including those related to hate crimes, on a monthly basis.

Compliance Status		Assessment Schedule	
Partially Compliant		Review Period	October 2024 – March 2025
 Policy:	Not Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

1. PRPB disseminates crime statistics to the public on a monthly basis.	☒ Met	☐ Missed
2. PRPB includes hate crimes in its public dissemination of crime statistics.	☐ Met	☒ Missed

Note: The portion of this paragraph that requires that PRPB maintain updated crime statistics is assessed together with Paragraph 219 of the Agreement (Information Systems and Technology), and Paragraph 148 (Early Identification System).

Compliance Assessment

Compliance with this paragraph requires PRPB to collect and maintain all data and records necessary to:
(a) document implementation of the Agreement and compliance with it, including assisting the

Monitor's Office in outcome assessments, data collection, and reporting required by the Agreement; (b) perform ongoing performance improvement activities in each of the areas addressed by the Agreement; (c) facilitate and ensure transparency and wide public access to information related to PRPB decision making and activities, as permitted by law; and (d) promote officer and civilian safety. Additionally, it requires the implementation of an EIS, as required in Paragraph 148.

Facilitating public access to crime statistics monthly to satisfactorily meets compliance thresholds for Target 1 are met. However, further efforts to communicate hate crime occurrence remain an unmet challenge for PRPB. To bridge this gap, PRPB needs to address deficiencies related to the Manual for Identification and Investigation of Hate Crimes, effective since September 2022, and consider updating the hate crimes module to effectively gather hate crime and incident data. The training phase, although initiated, is pending completion, which does not adequately prepare officers to identify, collect, correctly classify, and accurately report hate crimes. Nevertheless, appropriate classification and reporting of these crimes must be demonstrated moving forward. Moreover, data collection requires reconciliation to complete validation to meet required compliance standards. Because this paragraph is also assessed with Paragraph 148, which has not achieved compliance PRPB has not met Target 2. As a result, this paragraph is partially compliant.

Pathway Forward

PRPB must make crime statistics, including hate crimes, available on its website and social platforms as additional reporting tools to better inform the public. PRPB must continue to improve data collection procedures, resolve inefficiencies, master data analytic methods through its contracted vendors, and improve its management and oversight rigor. FBI's NIBRS resources should be made available to the public to inform and educate on the use and benefits of NIBRS in preparation for its eventual transition. Website information updates must advance to keep information current and create public interest. The safety tip banners introduced during a prior reporting period and discontinued shortly thereafter should be resumed, adding multiple topics, tips, and enhanced features. The Commissioner's recently adopted initiative to inform the public through weekly press conferences about crime statistics and PRPB's initiatives to supplement work plans adds value to the Bureau's efforts in keeping the public abreast of information for accountability and added transparency.

XI. Information Systems and Technology

Throughout the reporting period the Commonwealth continued to improve its ability to address IT challenges (Paragraphs 218 through 223). While there are no changes in compliance ratings due to ongoing implementation of the Axon RMS and Benchmark Analytics modules, to which the Parties and the Monitor's Office have agreed, PRPB's improving capacity to act has resulted in a positive impact to the Commonwealth's efforts to implement the RMS replacement and EIS. Notably, staffing of the Program Management Office (PMO) with key contractors has been significant to the BT's ability to manage. This commitment to subject matter experts must continue in order for PRPB to succeed, manage risk, and sustain itself.

PRPB's focus on management details, resources, rigor, planning, and the IT Corrective Action Plan (CAP) are commendable. As recently as November 2024, management tracking and establishment of artifacts showed marked signs of improvement due to the standup and staffing of the PMO. In December 2024, subject matter experts from Gartner Inc. noted that the ongoing implementation with Axon was positive. Emphasis and focus on the Axon and Benchmark Analytics modules are warranted and supported by the Monitor's Office. BT's continuous focus and dedication is required to maintain management acumen in order to address the risks and challenges they will face throughout system implementation.

NCIC doctrine is being addressed resulting in compliance trending towards partial compliance during the next reporting period. In accordance with the IT CAP, radio inventory has been stabilized, and minimums have been achieved. The PMO is established and improving planning and execution. Overall, the BT has raised its activity level and is focused on solution development. On-site working sessions with Axon were well supported. This significance should not be underestimated.

With the arrival of a new Commissioner, PRPB has the opportunity to continue to "raise the bar" with regard to its practices, acumen, and pursuing improvement in every facet of its IT enterprise including development, solutioning, training, design, oversight, planning, etc.

Summary of Concerns

Improved information sharing should be more proactive. USDOJ noted that information available and status of the Benchmark Analytics acquisition from the Commonwealth was inadequate, which led to multiple meetings to address the lack of clarity around teaming and contracting.

Field operational use of IT and the infrastructure are often considered to be adequate. During the reporting period, power outages and system updates impacted availability. Lack of visibility into technology planning was an operational concern as recently as January 2025, both in the field and at the Academy.

Further, although the BT continues its efforts to work around training shortcomings by doing on-the-job training, the obligations of SAEA to conduct institutional and refresher training should be revisited and codified in policy as soon as possible to support the ongoing staffing assessment. The continuing lack of direct SAEA support should be viewed as an enterprise concern requiring top-down leadership intervention. Robust and available training is important to gaining IT buy-in both at HQ and in the field. If left unaddressed, frustration and resistance to IT is likely.

Looking Forward

With a new Commissioner, PRPB has the opportunity to be forward thinking and lean into its efforts to transparently communicate, publish status, and build the view of IT as an enabler. To be credible, use cases regarding operational technology must be proofed and data demonstrated. Without proofing, compliance cannot be achieved or evaluated. Long term strategic planning is critical to plan beyond initial compliance with the Agreement and should be codified and negotiated through the IT Executive Committee.

Best practice core management artifacts such as a Master Integration Plan and System Roadmap need to be formalized and put under configuration management. Doing so will aid in removing integration and planning ambiguity, which are essential to successful implementation. Ultimately documentation serves as the path to compliance as agreed to by principal stakeholders performing tasks or providing resources. Oversight from the IT Executive Committee is being reconstituted and must be more formally institutionalized between the DSP, PRITS, and PRPB. With or without involvement from DSP or PRITS, PRPB must be committed to advocating for itself as a stakeholder to achieve technological success. PRPB's IT management must continue to become more acute over time as discipline, rigor, attention to detail, and cadence will need to be effective and transferable to ensure long-term sustainability. Ultimately as PRPB continues to mature and advance its technological abilities, it must also advance and embrace its role as overseer and honest broker by incorporating outcome-based metrics beyond the technology. This includes Service Level Agreements, strategic contracting for skills and support, oversight practices like ReformStat, and metrics, etc.

Continuously minimizing risks will require actively eliminating distractions and low return on investment (ROI) activities. The initial implementation of Axon's RMS has been pushed to July 2026 with required solutioning and improvement of the RMS continuing beyond its launch. It is the Monitor's Office's opinion that risk to successful implementation remains high and should be managed as such.

Data validation and purification remains ambiguous. As stated in the prior CMR:

"On at least two levels, the veracity of data matters. The first being that without validation, the investments in technology and procedure cannot be factually reconciled...Second, without validation...of the working data, sorts and queries of data may not genuinely represent the status of police operations...A plan for data validation, verification, and reconciliation is needed...trend data is critical to transformation, cultural, and behavioral change."

The IT CAP continues to be a focal point for priorities and activity. The Commonwealth is strongly urged to continue to evolve the IT CAP into a "living Plan of Action" for both tactical and strategic implementation without an end date. Regular revision and streamlining is recommended to improve focus and priorities given the progress thus far.

As stated in the prior CMR, the Monitor's Office urges the Commonwealth to 1) continue to use the advisory services made available to the fullest extent possible, 2) embrace third party validation and verification in technology and process development and delivery, 3) prepare for long term sustainability and rely on succession planning and knowledge transfer strategies, 4) employ aggressive and rigorous management and planning practices that will ensure optimal and predictable outcomes for the

Commonwealth, and 5) dedicate itself to rigorous cyber planning and hardening as well as continuing infrastructure assessments.

In summary, the Commonwealth's focus on technical capacity is essential as is the fidelity of its management behavior. If not focused and maintained, the Commonwealth risks a stall in progress. In light of this scenario, PRPB should identify, optimize, and designate its essential and critical portfolio of IT functionality and shed itself of unnecessary and low ROI tools thereby simplifying its portfolio of IT assets. The Commonwealth needs to focus on hygiene, access control, cyber, and management rigor. A plan for data reconciliation is still unavailable and remains an essential component of the eventual validation method for evaluation of full compliance.

Overall, the Commonwealth's compliance with the six Information Systems and Technology paragraphs has been revised to deferred to accommodate the substantial changes expected from the implementation of Axon and Benchmark Analytics systems. See figure 11.

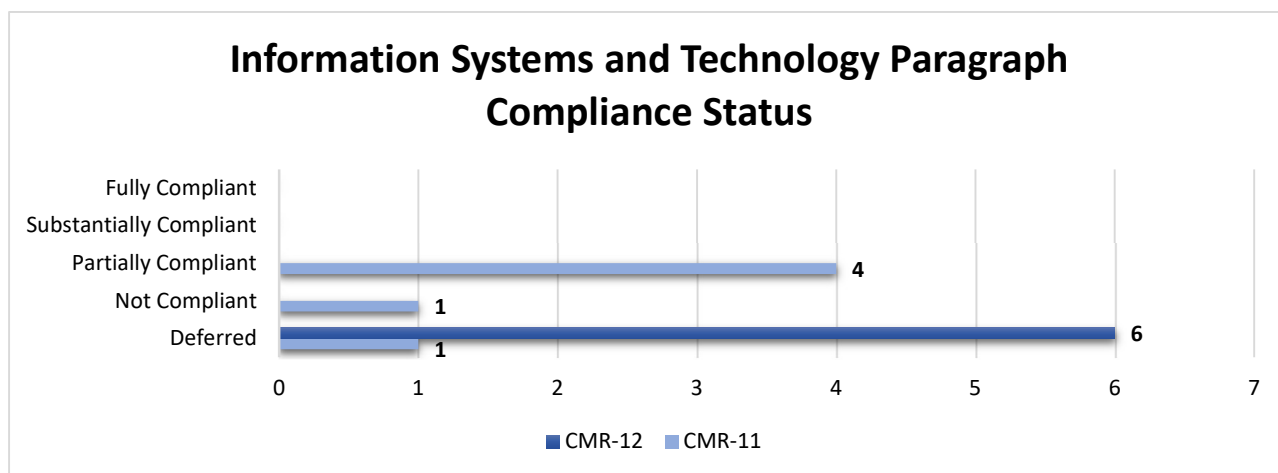


Figure 11. Information Systems and Technology: Paragraph Compliance Status

Paragraph 218: Information Systems and Technology

PRPD shall establish information systems and utilize technology to support the implementation of this Agreement in an efficient and effective manner.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024– March 2025
 Policy:	Implemented	Assessment Frequency	Bi-annually
 Training:	N/A		
 Practice:	Not Implemented		

Compliance Targets

Note: Compliance will be determined on two separate, but inter-dependent bases: (1) the implementation of Paragraphs 219 – 224 in tandem with applicable Paragraphs in sections III through XII and (2) the results of outcome assessments, pursuant to Paragraph 243.

Compliance Assessment

Although there was no substantive change in the status of IT systems or applications, many applications are being deferred pending the Axon and Benchmark Analytics implementation, see the table below.

System	Legacy or “Existing Technology” Compliance³⁸	Revised Compliance Guidance	Procedural Compliance, (Practical Fulfilment-218-223), Original Targets Filed 10/30/19
Project Management System (Asana)	Fully Compliant	Fully Compliant	Fully Compliant
Virtual Library	Fully Compliant	Fully Compliant	Fully Compliant
CAD/CAD Mobile	Partial	Deferred Pending Axon RMS Implementation	Partial
GTE – to be replaced by AXON	Partial	Deferred Pending Axon RMS Implementation	Partial
UOF– to be replaced by AXON	Substantial	Deferred Pending Axon RMS Implementation	Substantial
EIS - To be replaced by Benchmark Analytics	Not Compliant	Deferred Pending Benchmark Analytics Implementation	Not Compliant
DV and Sex Crimes	Partial	Deferred pending Benchmark Analytics implementation	Partial
Supervisory Module	Partial	Deferred pending Benchmark Analytics implementation	Partial
Non-Punitive Module	Partial	Deferred pending Benchmark Analytics implementation	Deferred
PTMS - To be replaced by Benchmark Analytics	Partial	Deferred Pending Benchmark Analytics Implementation	Partial
Promedia Performance Evaluation System - To be replaced by Benchmark SAEC – Computerized Analysis and Statistics - To be replaced by Benchmark Analytics	Partial	Deferred Pending Benchmark Analytics Implementation	Partial
	Substantial	Deferred Pending Benchmark Analytics Implementation	Deferred

³⁸ See Appendix B for a definition of compliance ratings.

Crime Mapping	Substantial	Deferred Pending Benchmark Analytics Implementation	Deferred
Tracking Module	Deferred	Deferred Pending Benchmark Analytics Implementation	Deferred
SARP	Partial	Partial	Partial
Legal	Deferred	Deferred	Deferred
Inspections – Operational, Investigative, & Administrative	Partial	Deferred	Deferred
Recording Devices	Deferred	Deferred	Deferred
NCIC	Deferred	Deferred	Deferred
BWC	Partial	Deferred pending Axon RMS Implementation	Deferred
NIBRS	Minimally	Deferred	Not Compliant
Formal Community Partnerships/Alliances	Deferred	Deferred	Deferred

Table 2. Information Systems and Technology Systems Reviewed During the Reporting Period

Pathway Forward

Due to the criticality of RMS, EIS, and PTMS, the Commonwealth must maintain its focus on the Axon and Benchmark Analytics launch while also improving its management acumen and planning materials. Collaboration across the spectrum of stakeholders, oversight, and operations is essential during the development and implementation phase to ensure that these platforms are effectively adapted and operationalized. Effective collaboration with Axon and Benchmark Analytics is essential to successful stand up of these tools and critical to follow on integration of all data, secondary applications, training, and analytics. The post implementation challenge cannot be underestimated.

Paragraph 219: Information Systems and Technology

PRPD shall collect and maintain all data and records necessary to: (a) document implementation of and compliance with this Agreement, including assisting the TCA's outcome assessments and the data collection and reporting required by this Agreement; (b) perform ongoing performance improvement activities in each of the areas addressed by this Agreement; (c) facilitate and ensure transparency and wide public access to information related to PRPD decision making and activities, as permitted by law; and (d) promote officer and civilian safety.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – March 2025
 Policy:	Implemented		
 Training:	N/A		Bi-annually



Practice:

Not Implemented

Assessment
Frequency*Compliance Targets*

1. Data dictionary includes all data sets necessary to access compliance with the Agreement.	☐ Met	☐ Missed
2. The data systems permit PRPB to engage in ongoing performance improvement activities in each of the areas addressed by this Agreement.	☐ Met	☐ Missed
3. PRPB makes publicly available all data that the Agreement requires be published, in accordance with PRPB policy and applicable laws.	☐ Met	☐ Missed
4. PRPB collects and maintains data that is relevant, useful, and applicable to officer and civilian safety.	☐ Met	☐ Missed
5. PRPB maintains data and records in compliance with the Agreement and applicable laws.	☐ Met	☐ Missed

Note: Review frequency, consistent with the periodicity of assessments in areas III through XII and XIV.

Compliance Assessment

The Commonwealth's partial success is being revised to deferred while PRPB implements Axon and Benchmark Analytics systems. The data to be collected via Axon and Benchmark Analytics is to be defined and must be tested through a validation and verification process as part of effective deployment of the systems. Until that time, this compliance area will be deferred.

Pathway Forward

PRPB must continue to improve data collection procedures and master analytical methods developed by AH Datalytics, the Commonwealth's contractor. PRPB should adopt best practices and improve its oversight and supervisory rigor. For this reason, the Monitor's Office endorses the activities of AH Datalytics and recommends their continued support to further progress. Additionally, the Data Directory provided by Axon should be considered as a baseline for a formalized revision to its legacy Data Dictionary. The Commonwealth must acknowledge and support PRPB's data and analytics staff with resources. PRPB's credibility will hinge on collection of factual data and its analysis. This responsibility is paramount to public perception of genuine transformation and PRPB's capacity to communicate facts about its Reform efforts.

Paragraph 220: Information Systems and Technology

PRPD shall develop protocols for collecting, analyzing, and reporting the information required by this Agreement. These protocols shall be developed and implemented in coordination with the TCA and shall be approved by the DOJ prior to implementation.

Compliance Status		Assessment Schedule	
Deferred		Review Period	October 2024 – March 2025
 Policy:	Implemented		

 Training:	N/A	Assessment Frequency	Bi-annually
 Practice:	Not Implemented		

Compliance Targets

Note: This Paragraph is assessed with Paragraph 219.

Compliance Assessment

This paragraph is deferred pending the Axon and Benchmark Analytics implementations.

Pathway Forward

Consistent with Paragraph 219, PRPB must continue to improve data analysis procedures and master analytical methods developed by AH Datalytics, the Commonwealth's contractor. PRPB should adopt best practices and improve its oversight and supervisory rigor. For this reason, the Monitor's Office endorses the activities of AH Datalytics and recommends their continued support to further progress. Additionally, the Data Directory provided by Axon should be considered as a baseline for a formalized revision to its legacy Data Dictionary.

Paragraph 221: Information Systems and Technology

PRPD shall develop and maintain an automated record management system and electronic files as part of the Action Plans developed for each subsection above.

Compliance Status		Assessment Schedule	
Deferred		Review Period	Aoril 2024 – March 2025
 Policy:	Implemented		
 Training:	Implemented	Assessment Frequency	Annually
 Practice:	Not Implemented		

Compliance Targets

1. A record management system accounts for all the elements of the Paragraph and outcome measures as required by Paragraph 243. ☐ Met ☐ Missed

Compliance Assessment

Significant effort continues to be put into the RMS replacement through Axon. PRPB must stay the course, collaborate, share information, and adapt its processes to the Axon platform.

Pathway Forward

PRPB should continue to focus on and maintain the current implementation plan. Optimal use of subject matter experts is urged. As these implementations are large scale and sophisticated, diligence among

the Parties and staff performing the implementation must be ensured. Routine progress and status reviews must be supported.

Paragraph 222: Information Systems and Technology

PRPD shall provide each supervisor with handheld recording devices and require that supervisors use these devices to record complainant and witness statements taken as part of use of force or misconduct complaint investigations.

Compliance Status		Assessment Schedule	
Deferred		Review Period	April 2024 – March 2025
 Policy:	Implemented		
 Training:	Implemented	Assessment Frequency	Annually
 Practice:	Not Implemented		

Compliance Targets

1. Policies incorporate all the requirements of this Paragraph.	☐ Met	☐ Missed
2. Handheld recording device trainings are consistent with approved policies.	☐ Met	☐ Missed
3. 95% of sampled personnel are trained and certified in relevant policies related to handheld recording devices (or scheduled for training, in the case of mid-year reviews).	☐ Met	☐ Missed
4. Complaint and witness statements are recorded in 95% of use of force reviews.	☐ Met	☐ Missed
5. Complaint and witness statements are recorded in 95% of misconduct complaint investigations.	☐ Met	☐ Missed
6. All sampled units had access to functional handheld recording equipment.	☐ Met	☐ Missed

Compliance Assessment

Compliance assessment will be deferred until the new RMS is implemented.

Pathway Forward

PRPB must provide evidence of its efforts to integrate with Axon and implement a robust recorder infrastructure.

Paragraph 223: Information Systems and Technology

All officers shall have access to National Crime Information Center (“NCIC”) data for valid law enforcement purposes only. PRPD shall develop a protocol for the handling and use of NCIC data.

Compliance Status	Assessment Schedule	
Deferred	Review	April 2024 – March 2025

 Policy:	Implemented	Period	
 Training:	Not Implemented	Assessment Frequency	Annually
 Practice:	Not Implemented		

Compliance Targets

1. Policies incorporate all the requirements of this Paragraph.	☐ Met	☐ Missed
2. NCIC data trainings are consistent with approved policies.	☐ Met	☐ Missed
3. 95% of sampled personnel are trained and certified in relevant policies related to handling and use of NCIC data (or scheduled for training, in the case of mid-year reviews).	☐ Met	☐ Missed
4. NCIC data is considered in 95% of patrol interventions and investigations.	☐ Met	☐ Missed
5. All sampled units had access to NCIC data.	☐ Met	☐ Missed
6. PRPB safeguards appropriately protect sensitive data.	☐ Met	☐ Missed

Compliance Assessment

This assessment has not changed from the previous CMR. As noted, the central commands are relied on heavily for access to NCIC information. Officers that need NCIC information must relay their requests to the central commands.

Pathway Forward

Unless the criteria for success under this paragraph is changed, PRPB must continue integrating and implementing NCIC to ensure roll out beyond headquarters and area central commands. Availability to all authorized and trained officers must be achieved and be aligned with NCIC operational use criteria.

Paragraph 224: Information Systems and Technology

Nothing in this Agreement shall be construed as prohibiting PRPD from contracting services related to technology and data collection, entry, and analysis.

Compliance Assessment

As noted in previous CMRs, PRPB has adopted the allowances of this paragraph.

Appendix A: Background to PRPB Monitoring Mission

In 2008, USDOJ initiated an investigation of PRPB into an alleged pattern or practice of using excessive force, conducting unlawful searches and seizures, and unlawful discrimination, all of which are proscribed by the United States Constitution. USDOJ conducted their investigation pursuant to the Violent Crime Control and Law Enforcement Act of 1994, 42 U.S.C. § 14141, and the anti-discrimination provisions of the Omnibus Crime Control and Safe Streets Act, 42 U.S.C. § 3789d. PRPB accepted the grounds for the investigation and pledged cooperation and has worked in partnership with USDOJ to establish the reforms outlined in this Agreement.

As part of its investigation, USDOJ and its police practices expert consultants conducted a detailed fact-finding review with the assistance and full cooperation of PRPB, including: a) tours of police areas; b) interviews with PRPB officers, supervisors, command staff, Commonwealth officials, members of the public, and other stakeholders; c) review of many thousands of documents, including policies and procedures, incident reports, internal investigation of civilian complaint records, external audit reports, and legislative materials; and d) accompanying line officers and supervisors during their respective tours of duty. PRPB's Superintendent and command staff officials met personally with USDOJ representatives and consultants on multiple occasions and pledged their full support and cooperation.

In response to the concerns raised by USDOJ during its practice investigation of PRPB, and in recognition of the need to modernize and professionalize its operations, PRPB undertook its own internal reform efforts. These efforts culminated in the issuance in March 2011 of PRPB's own internal reform plan. The plan included: 1) the development and implementation of new policies regarding UOF and a wide range of other substantive areas; 2) the training of all appropriate officers in the new UOF policies through "train-the-trainer" pedagogy; 3) the adoption of a reformed disciplinary system; 4) the improvement of citizen complaint procedures; 5) the strengthening of community outreach efforts through Citizen Interaction Committees; and 6) a staffing review to improve supervisor to officer ratios.

In September 2011, USDOJ issued a written report of its investigative findings ("the Report"). The Report presented USDOJ's findings related to UOF, UOF to suppress the exercise of First Amendment rights, and searches and seizures. The Report identified several additional areas of serious concern, including discriminatory policing and the insufficient quality of investigation into sex crimes and domestic violence. Finally, the Report outlined a series of other performance issues: 1) systemic deficiencies in PRPB's policies and procedures; 2) conduct of specialized units; 3) formative and in-service training; 4) supervision; 5) intake, internal investigation, and institutional adjudication of administrative misconduct complaints; 6) corrupt acts and other crimes committed by PRPB officers; 7) substandard processes for promotion in rank; 8) lack of risk management; 9) poor external oversight and accountability; and 10) a lack of sufficient community engagement. The Report concludes that the performance of PRPB was undermined by several entrenched and long-standing problems, which in the estimation of USDOJ called for a systemic remedy.

While the Commonwealth did not concur with all the findings and conclusions in the Report, the Parties met throughout 2012 to exchange ideas and proposals for modernizing and professionalizing PRPB and to discuss numerous reforms already underway at PRPB's own initiative. Once the newly elected Commonwealth administration took office in January 2013, the administration familiarized itself with the Agreement and continued negotiating to reach a final Agreement. The Agreement is the product of

these good faith negotiations. In July 2013, the draft Agreement was presented to the Honorable Gustavo A. Gelpi, Chief Judge of the U.S. District Court for the District of Puerto Rico, who approved the draft, formalizing the Agreement.

On June 5, 2014, the Court approved the selection and hiring of an independent monitor to help PRPB and the Commonwealth during the capacity building phase and thereafter monitoring the compliance period of the Agreement.

Unlike other consent decrees throughout the United States and its territories and owing to the unique institutional development and needs of the Commonwealth, the Agreement between the USDOJ and Commonwealth of Puerto Rico included a four-year “capacity-building” phase. During that phase, PRPB and the Commonwealth were expected to develop policies, procedures, and technologies to address serious deficiencies within the Bureau. The Monitoring Team, which is comprised of subject matter experts, was expected to provide substantive expertise and technical assistance to guide PRPB in its implementation and development efforts, while at the same time providing the public with assurance that PRPB’s progress would be evaluated in a reliable, independent, and transparent manner.

The capacity-building period concluded on October 8, 2018, at which time the “monitoring phase” was to commence according to the Agreement. However, at that time the Monitor and Parties were unable to come to a consensus on the methodology matrices that the Monitor’s Office proposed to use to measure PRPB’s compliance with the Agreement. This resulted in a delay in the start of the monitoring phase, and the Court subsequently suspended monitoring measures pending the finalization and acceptance of a compliance assessment methodology agreeable to the Parties. The Commonwealth, legal counsel, and the USDOJ conferred with the Monitoring Team over the course of six months to develop methodology matrices necessary to measure compliance for the 11 performance areas outlined in the Agreement. After review, and with the assent of the Parties, the Court accepted the objective methodologies put forth by the Monitor’s Office.

In March 2020, the court approved and published the First Report of the Federal Monitor, which focused primarily on policies and procedures, UOF, and IT. CMR-1 found broad compliance on policy and procedure and certain areas of UOF, but nevertheless found a series of key lapses in UOF investigations and IT infrastructure. Later that same year, CMR-2 provided a more comprehensive overview of PRPB’s performance, covering a significantly larger number of Consent Decree paragraphs. The format and comprehensiveness of our CMRs has evolved with each report. CMR-5 represents the first full comprehensive assessment and report and the first report in which PRPB’s status in the implementation of policy, training, and practice was documented. As such, CMR-5 provided a model for Monitor’s reports going forward. As some areas, and paragraphs, of the Agreement are only assessed biannually, CMR-6 along with CMR-7 jointly provide the most comprehensive assessment provided by the Monitor’s Office thus far.

Appendix B: Methodology

In agreement with the approved methodology, the Monitoring Team uses a combination of quantitative and qualitative research methods to assess the Commonwealth's compliance with the Agreement in the areas of performance selected for this report. These methods include but are not limited to 1) document reviews of forms that PRPB uses in the daily conduct of its activities; 2) content analysis of policies, training materials, internal investigation files, and other documents that provide detailed evidence of PRPB's efforts to comply with the Agreement; 3) interviews with sworn and civilian PRPB personnel, members of the public who can directly verify PRPB's community outreach and public information activities, personnel from other criminal justice components within Puerto Rico, and additional stakeholders in the reform process; 4) site visits to PRPB facilities, patrol locations, crowd control incidents, CIC meetings, and public information sessions; and 5) analysis of PRPB's data systems and the knowledge management practices that make use of these systems.³⁹

Compliance Levels

Each paragraph in the Agreement has been assigned a methodology that was agreed on by the Parties and approved by the court. These methodologies include information on the data source, sampling method (if relevant), and compliance target. The compliance targets provided for each paragraph outline the objectives and thresholds the Commonwealth must meet to reach full compliance with the paragraph. Further, if applicable, the compliance targets outline whether the Commonwealth and PRPB have incorporated the requirement into an implemented policy; trained all relevant personnel in the requirement and policy; and fully implemented the requirement in practice. PRPB and the Commonwealth's status in the implementation of policy, training, and practice are noted for each paragraph assessed, see figure 11. For those paragraphs where training is not a requirement of the paragraph training is listed as not applicable (N/A).



Figure 12. Implementation Status: Policy, Training, Practice

The compliance levels are defined as follows:

- **Fully Compliant:** Where PRPB has objectively demonstrated substantial compliance with the cited portion of the Agreement for a period of more than two years;

³⁹ The full methodology can be accessed at the Monitor's website at <https://www.fpmpr.org>.

- **Substantially Compliant:** Where PRPB has objectively demonstrated extensive compliance with the cited portion of the Agreement (as defined by the compliance targets for a given paragraph) for a period of less than two years;
- **Partially Compliant:** Where PRPB has objectively demonstrated a sub-optimal level of compliance with the cited portion of the Agreement, as defined by the compliance targets for a given paragraph;
- **Not Compliant:** Where PRPB has not objectively demonstrated compliance with the cited portion of the Agreement, either due to a lack of evidence, or due to evidence of significant shortfalls in compliance relative to the targets outlined for a given paragraph;
- **Rating Deferred:** Where the Monitoring Team has not obtained sufficient evidence to reach a determination as to compliance status with a given paragraph, due to no fault on the part of PRPB.

The court draws a clear distinction between a deferred rating and a rating of not compliant due to lack of information. In the latter case, the Monitor's Office is unable to reach a determination of compliance because PRPB and the Commonwealth failed to provide the Monitor's Office with requested data, and thus failed to provide evidence of compliance. In the former case, the Monitor's Office could not obtain sufficient data to reach a determination of compliance due to no fault on the part of PRPB or the Commonwealth, e.g., travel restrictions prevented the Monitor's Office from conducting required site visits.

Sampling Methodology

The Monitor's Office uses a variety of sampling methods to draw valid and representative samples for the data sources noted above. These sampling methods include the following:

1. Simple random sampling: Used for large datasets such as arrest reports and search/seizure incidents that occur in very large volumes each reporting period.
2. Stratified random sampling: Used for large but varied datasets such as training, performance, and disciplinary records for sworn PRPB personnel who are stratified by rank.
3. Purposive sampling: Used for datasets that require intentional selection to investigate key topics and cover all stakeholders over the course of successive CMRs, such as interviews with CIC members, training and counseling staff, and PRPB personnel assigned to specialized units.
4. Full enumeration: Used for sources that must be reviewed exhaustively, such as revisions to policies and training curricula, exemplars of forms that PRPB uses to interact with the public, and records for critical incidents such as deployment of chemical agents to disperse crowds.

In addition, the Monitor's Office uses a rolling sampling method for key data sources that require analyzing significant amounts of data on a tight deadline, such as arrests and searches, internal investigations, UOF incidents, etc. These data sources present a significant workload for the Monitor's Office, and for PRPB, because the relevant incidents either occur in large volumes during each reporting period or involve large amounts of documentation per incident. The Monitor's Office has addressed the

tradeoff between sample frequency, sample size, and margin of error, by adapting a “rolling” sampling method that the U.S. Census Bureau has developed for the American Community Survey.⁴⁰

Using this method, the Monitor’s Office draws quarterly samples for large data sources that are reviewed biannually. Sample sizes are calculated for each quarter by examining the past six months of incidents and drawing a proportional number of cases for the present quarter. Sample size is determined so that the margin of error for two years of combined data (consistent with the above definition of full compliance) is under 5%, allowing the Monitor’s Office to state confidently whether PRPB has maintained substantial compliance on a given paragraph for the past two years and has therefore achieved full compliance. As such, the sample sizes below were determined not only on the number of cases stated for the present CMR, but on the basis of the past two years of data inclusively.

CMR-12 Samples

The Monitor’s Office requested the following samples from PRPB for CMR-12:

Paragraph(s)	Primary Section	Data Source
Common	Common	Training records for a random sample of 16 in-service trainings conducted during the reporting period, drawn from a population of 35. PRPB provided 100% of the request.
Common	Common	Training records (PTMS) for a random sample of 92 sworn personnel, drawn from a population of 11,458. PRPB provided 100% of the request.
Common	Common	Electronic records and materials for a purposive sample of 14 in-service trainings provided during the evaluation period from a population of 25. PRPB provided 100% of the request.
84, 136-140, 144-153	Common	Training records for a random sample of 66 civilian personnel, drawn from a population of 736. PRPB provided 100% of the request.
12, 157	Professionalization; Supervision and Management	Audit reports for a random sample of 0 integrity audits.
12, 177-179, 190, 192-193, 198-199	Professionalization; Civilian Complaints, Internal Investigations, and Discipline	SARP investigation files and related data for a sample of 50 closed misconduct investigations, drawn from a population of 452. PRPB provided 100% of the request.

⁴⁰ United States Census Bureau, American Community Survey Design and Methodology, January 2014, <https://www.census.gov/history/pdf/acsdesign-methodology2014.pdf>

13, 81, 136-141, 205	Professionalization; Equal Protection and Non-Discrimination; Supervision and Management; Community Engagement and Public Information	Two months of staffing documents for a random sample of 58 PRPB precincts and units demonstrating that all agents report to a single supervisor and supervisors manage no more than 10 agents, drawn from a population of 441. PRPB provided 100% of the request.
23-24, 27, 32-35	Use of Force	PPR 605.1 (UOF Report) and PPR 605.2 for a random sample of 19 UOF incidents by STU officers, drawn from a population of 21. PRPB provided 100% of the request.
25, 32-35	Use of Force	Inspection reports for a random sample of 16 armory inspections, drawn from a population of 22. PRPB provided 100% of the request.
25	Use of Force	PPR 605.1 (UOF Report) and PPR 605.2 for a random sample of 0 incidents in which STUs deployed chemical agents.
26	Use of Force	Documents that demonstrate that officers who failed to qualify after re-test on the same day are relieved of operational duty, disarmed of all authorized firearms (including personal firearms), and summoned for re-training as required by policies, including relevant disciplinary forms and EIS records demonstrating that incidents of failure to qualify after re-test are entered into an officer's EIS record from a sample of 0.
26, 54	Use of Force	Weapons training certificates for a random sample of 18 officers demonstrating that each officer successfully qualified with all weapons that they are authorized to carry, drawn from a population of 1,612. PRPB provided 100% of the request.
27, 28, 29, 32-35, 145-146	Use of Force, Supervision and Management	Training records, performance evaluations, disciplinary records, and any SARP investigations for a random sample of 41 officers assigned to STUs and STU evaluation boards, drawn from a population of 180. PRPB provided 100% of the request.
28	Use of Force	Activation/deployment records, including PPR 112.2 (Record of Movements of Specialized Tactics Divisions) for a random sample of 72 STU deployments for preventive patrol and policing functions, drawn from a population of 914. PRPB provided 92% of the request.
28	Use of Force	Deployment records for a random sample of 82 STU officers. Records should identify the nature of each deployment for each officer, including assignment to general patrol and policing functions, drawn from a population of 360. PRPB provided 82% of the request.

30	Use of Force	Activation/deployment records for a random sample of 39 STU activations. Records should include the operational plans and after-action reports prepared by the STUs for each activation/deployment, drawn from a population of 162. PRPB provided 95% of the request.
32-35	Use of Force	Incident reports and after-action reports, including PPRs 625.1 – 625.6 for a random sample of 25 planned and unplanned incidents involving crowds, drawn from a population of 79. PRPB provided 100% of the request.
32-35, 44-47, 55, 79, 84, 136-153, 164-165, 222	Use of Force, Searches and Seizures, Supervision and Management, Civilian Complaints, Internal Investigations, and Discipline	Training records, performance evaluations, disciplinary records, and any SARP investigations for a random sample of 31 supervisors and command officers, drawn from a population of 2,297. PRPB provided 100% of the request.
36-39, 41, 44-47	Use of Force	PPR 605.1 (UOF Report), PPR 605.2, PPR 605.3, and PPR 126.2 (Complaint Card) for a random sample of 79 UOF incidents, as well as PPR 113.2 (UOF Incident Investigation Report) for any UOF incidents investigated by FIU, drawn from a population of 1,315. PRPB provided 100% of the request.
40, 48, 55	Use of Force	Training records, performance evaluations, and disciplinary records of 17 FIU investigators, drawn from a population of 35. PRPB provided 100% of the request.
41, 49, 51, 52	Use of Force	Investigation files for a random sample of 34 FIU investigations, including all PPR 113.1 (Preliminary Notification of UOF Incidents), PPR 113.2 (UOF Incident Investigation Report), and PPR 113.3 (Evaluation of the UOF Report) forms, drawn from a population of 93. PRPB provided 100% of the request.
41, 49-52	Use of Force	Evaluation files including PPR 502.7 and PPR 502.8 for a random sample of 35 CFRB reviews, drawn from a population of 90. PRPB provided 100% of the request.
44-47	Use of Force	Training records and certificates for a sample of 23 FRB members to determine whether all board members are fully trained and certified to serve on the FRB, drawn from a population of 95. PRPB provided 96% of the request.
44-47, 222	Use of Force; Information Systems and Technology	FRB evaluation files including PPR 502.1 (Assessment of Incidents of UOF) and PPR 502.2 for a random sample of 47 UOF incidents classified as Level 2-3 with injuries, drawn from a population of 334. PRPB provided 100% of the request.

56	Use of Force	Training records and additional relevant data for 48 CIT officers/coordinators demonstrating that the personnel met all eligibility criteria, drawn from a population of 260. PRPB provided 100% of the request.
56	Use of Force	Incident reports for a random sample of 69 incidents involving persons in mental health crisis, drawn from a population of 680. PRPB provided 100% of the request.
57	Use of Force	Training certificates for a random sample of 0 CIT-trained dispatchers.
60-64, 74-76	Searches and Seizures	Incident reports, search warrants, property seizure receipts, storage documentation (where relevant), and related documents and CAD data for a random sample of 62 consensual searches based on PC, drawn from a population of 876. PRPB provided 100% of the request.
60-64, 84, 145-146, 205	Searches and Seizures; Equal Protection and Non-Discrimination; Supervision and Management; Community Engagement and Public Information	Performance evaluations and disciplinary records for a random sample of 92 sworn personnel, drawn from a population of 11,456. PRPB provided 98% of the sample.
60-64, 147-153	Searches and Seizures; Supervision and Management	EIS data and records for a stratified random sample of 0 officers who trigger EIS and officers who do not trigger EIS.
60-64, 154-156	Searches and Seizures; Supervision and Management	Records and reports for a random sample of 27 operational audits, assessments, and inspections, including evidence that the auditing system identifies operational deficiencies, analyzes causal and contributing factors, and implements effective remedial action, drawn from a population of 40. PRPB provided 100% of the request.
65-72, 223	Searches and Seizures; Information Systems and Technology	Arrest reports and related incident reports for a random sample of 68 arrests, including CAD data, property seizure receipts, storage documentation (where relevant), related SARP investigation files (where relevant), and call logs for all sampled arrests involving obstruction of justice, resisting arrest, or assaulting an officer to verify that a supervisor responded, drawn from a population of 9,180. PRPB provided 100% of the request.

72	Searches and Seizures	Investigation files for a random sample of five administrative investigations involving seized property, drawn from a population of five. PRPB provided 100% of the request.
77, 160	Searches and Seizures; Civilian Complaints, Internal Investigations, and Discipline	Documents for a sample of 10 community outreach and public information meetings demonstrating that PRPB is incorporating community engagement into officer accountability practices, drawn from a sample of 13. PRPB provided 100% of the request.
78, 79, 129-131	Equal Protection and Non-Discrimination; Training	Reports and supporting materials from the most recent review of a sample of 36 in-service trainings, including supporting materials such as protocols and other assessment tools for a factor analysis related to issues such as stop and search procedures, officer safety issues, community concerns, UOF statistics, internal affairs statistics, court decisions, research reflecting the latest law enforcement trends, individual precinct needs, and input from members at all levels of the Bureau, the CIC, and members of the community, drawn from a population of 40. PRPB provided 78% of the request.
81, 164-165, 177-178	Equal Protection and Non-Discrimination; Civilian Complaints, Internal Investigations, and Discipline	PPR 639.2 for a random sample of 63 non-punitive disciplinary incidents, drawn from a population of 466. PRPB provided 94% of the request.
81, 164-165, 177-178	Equal Protection and Non-Discrimination; Civilian Complaints, Internal Investigations, and Discipline	Incident forms and any related materials for a random sample of 0 non-punitive disciplinary incidents.
84, 102-107	Equal Protection and Non-Discrimination; Recruitment,	Training records for a random sample of 9 personnel involved in recruitment and hiring, drawn from a population of 10. PRPB provided 100% of the request.

	Selection, and Hiring	
84, 104-107	Equal Protection and Non-Discrimination; Recruitment, Selection, and Hiring	Recruitment office files for a random sample of 117 recruited candidates, drawn from a population of 849. PRPB provided 50% of the request.
87	Equal Protection and Non-Discrimination	Documentation for a sample of 5 area commands demonstrating that all programs, initiatives, and activities were applied and administered without discrimination on the basis of race, color, ethnicity, national origin, religion, gender disability, sexual orientation, gender identity, gender expression, or political ideology or affiliation. etc., drawn from a population of 13. PRPB provided 100% of the request.
88	Equal Protection and Non-Discrimination	Documents for a sample of 10 community outreach and public information meetings demonstrating that PRPB seeks the assistance of community advocates to widely disseminate pertinent policies on immigration-related laws to the public, drawn from a sample of 13. PRPB provided 100% of the request.
89	Equal Protection and Non-Discrimination	Reports from a random sample of nine reported PRPB interactions with transgender or transsexual individuals, drawn from a population of nine. PRPB provided 100% of the request.
92	Equal Protection and Non-Discrimination	Investigation files for a sample of 19 incidents involving allegations of abuse and mistreatment originating in secure correctional facilities, drawn from a population of 51. PRPB provided 95% of the request.
96	Equal Protection and Non-Discrimination	Call records for a sample of 83 hotline complaints, drawn from a population of 908. PRPB provided 100% of the request.
96	Equal Protection and Non-Discrimination	Training records and selection documents for a sample of 34 PRPB personnel who attended the 24-hour hotline for sexual crimes training, drawn from a population of 136. PRPB provided 91% of the request.
99	Equal Protection and Non-Discrimination	SARP and SAIC investigation files for a random sample of 22 SARP investigations involving allegations of SA and DV against PRPB personnel, drawn from a population of 46. PRPB provided 100% of the request.
117, 129 – 131, 133	Training	Completed course evaluations from the most recent session of in-service trainings for a random sample of 66 trainings, drawn from a population of 736. PRPB provided 100% of the request.

114-116, 132	Policies and Procedures; Training	Documents demonstrating that a purposive sample of 58 precincts and units held monthly academies and/or in-service training meetings delivered at the beginning of shifts or tours of duty, drawn from a population of 441. PRPB provided 98% of the request.
117, 122	Training	Training records and selection documents, including documents detailing selection device and criteria for new trainers, for a sample of 41 trainers, drawn from a population of 185. PRPB provided 95% of the request.
118-121	Training	Pre-service training records, credentials, certificates, and/or state licenses for a sample of 49 mentees in the FTO program, demonstrating that each cadet is trained and certified in accordance with training plans, standards, and policy, drawn from a population of 263. PRPB provided 98% of the request.
118 – 121, 205	Training; Community Engagement and Public Information	Materials for a sample of 18 pre-service trainings to be conducted, including lesson plans and standards, tests, course evaluation forms, course evaluation results from the most recent training, and other related materials, drawn from a population of 42. PRPB provided 33% of the request.
123, 126 – 128	Training	Apprenticeship files for a sample of 49 mentees in the FTO program, including training records that demonstrate that the apprentices were mentored for at least 800 hours in a variety of geographic areas within Puerto Rico, in a variety of shifts, and with several FTOs; performance evaluations that were conducted as part of the FTO program, disciplinary records, and any feedback/recommendations submitted by the mentee/apprentice on their FTOs or the FTO program, drawn from a population of 263. PRPB provided 98% of the request.
124 – 125, 127 – 128	Training	Training records, performance evaluations, disciplinary records, and additional documents for a random sample of 22 FTOs demonstrating that FTOS meet eligibility criteria or are removed as FTOs as required by policy, drawn from a population of 72. PRPB provided 100% of the request.
154-156	Supervision and Management	Training records for a random sample of 14 operational auditors indicating training on internal audits and inspections, drawn from a population of 24. PRPB provided 0% of the request.
157	Supervision and Management	Training records for a random sample of 0 integrity auditors, indicating that all auditors have received training on integrity audits.
160, 166, 177, 194-196	Civilian Complaints, Internal Investigations, and Discipline	Training records, performance assessments, and disciplinary records for a sample of 42 members of the internal investigations unit, drawn from a population of 193. PRPB provided 100% of the request.

160, 214 - 216	Civilian Complaints, Internal Investigations, and Discipline, Community Engagement and Public Information	Documentation for a sample of 10 area commands demonstrating that Community Outreach and Public Information programs/plans were developed in each, drawn from a population of 26. PRPB provided 0% of the request.
163-165, 168-170, 172-175, 180-189	Civilian Complaints, Internal Investigations, and Discipline	Supervisory reviews and initial investigation files for a random sample of 64 misconduct complaints that have completed their initial investigation, drawn from a population of 972. PRPB provided 100% of the request.
164-165, 168-169, 172-173	Civilian Complaints, Internal Investigations, and Discipline	All available data for a random sample of 159 complaints received through the SARP complaint intake module, including the details of the original complaint, the name and badge number of the SARP supervisor that reviewed the complaint, the full results of a preliminary investigation, if one was conducted, the tracking number for all complaints assigned to SARP for a full investigation, and the justification provided by the SARP supervisor for all complaints that were closed administratively, drawn from a population of 2,478. PRPB provided 99% of the request.
170, 182	Civilian Complaints, Internal Investigations, and Discipline	SARP investigations files, criminal investigation files, and related data and communications for a purposive sample of 16 civil lawsuits and criminal prosecutions filed involving PRPB personnel, drawn from a population of 87. PRPB provided 88% of the request.
200	Civilian Complaints, Internal Investigations, and Discipline	Test results and related records for a random sample of 87 PRPB personnel who were drug tested during the reporting period, drawn from a population of 2,465. PRPB provided 0% of the request.
206	Community Engagement and Public Information	Documentation for a sample of 0 area commands demonstrating that all area commands implement at least one SARA Model project per year, including planning and development materials and documentation of activities conducted under the SARA project.
207, 212	Community Engagement and Public Information	Documentation for a sample of 10 area commands demonstrating that the activities outlined in each of the area specific community engagement plans were conducted, and that the plans were developed in collaboration with the CICs, drawn from a sample of 26. PRPB provided 50% of the request.

209	Community Engagement and Public Information	Documents demonstrating that a sample of 11 CICs held meetings every 3 months during the reporting period including meeting agendas and minutes, attendance sheets, workplans, outcome reports etc., drawn from a population of 28. PRPB provided 91% of the request.
210	Community Engagement and Public Information	Recruitment plans and selection mechanisms that demonstrate that the CICs have developed mechanisms and taken steps to recruit a representative cross section of community members and PRPB officers, including documentation of recruitment fairs, advertisements, copies of candidate applications, etc. for a sample of 6 CICs, drawn from a population of 14. PRPB provided 0% of the request.
211	Community Engagement and Public Information	Documents that would demonstrate that PRPB has offered a multi-themed workshop and orientation to all members of a sample of 6 CICs including lists of themed workshops orientation courses delivered to each CIC and corroborating documents such as lesson plans and schedules, sign in sheets, and training certificates for CIC members that completed orientations and/or workshops, drawn from a population of 14. PRPB provided 0% of the request.
211	Community Engagement and Public Information	Documents that would demonstrate that a sample of 6 CICs possess the means, staffing, and access necessary to fulfill their mission and the requirements of this Agreement including budget sheets, CIC staffing lists, resource lists, and evidence of access to appropriate facilities, drawn from a population of 14. PRPB provided 0% of the request.
212	Community Engagement and Public Information	Documents that would demonstrate that PRPB sought assistance, counsel, recommendations, and general collaboration from a sample of 6 CICs to address community safety concerns, obtain community feedback, facilitate recruitment, and share information, drawn from a population of 14. PRPB provided 100% of the request.
212	Community Engagement and Public Information	Documents that would demonstrate that PRPB safeguards all confidential and sensitive law enforcement data before sharing documents with CICs from a sample of 6 CICs, drawn from a population of 14. PRPB provided 0% of the request.
214-216	Community Engagement and Public Information	Documents memorializing the content of a sample of 5 open community outreach meetings, including meeting agendas and minutes, information provided to those in attendance about the requirements of the Agreement, quarterly status updates, annual reports, and other information provided to the community such as audit results and evaluation feedback reports, documents memorializing any assistance provided by SAOC, SAIC, and SARP for the execution and delivery of the meetings, and other supporting material to demonstrate the conduct of the activities outlined in each

		of the area specific community engagement plans, drawn from a population of 13. PRPB provided 100% of the request.
214-216	Community Engagement and Public Information	Advertisements for a sample of 10 public outreach meetings demonstrating that the meeting was advertised at least one week in advance, including copies of the advertisements published by PRPB in print media, internet or public service announcements of meetings or other pertinent documents to determine that the meetings were widely publicized at least one week before, drawn from a population of 13. PRPB provided 100% of the request.

Table 3. CMR-12 Data Samples

Appendix C: Compliance Status by Paragraph and Sub-Section

The following sections were assessed in this report:

I. Use of Force

Use of Force Sub-Section	Count of Paragraphs per Section by Compliance Status				
	Fully Compliant	Substantially Compliant	Partially Compliant	Not Compliant	Rating Deferred
General Provisions	1	3	1	0	0
Specialized Tactical Units	5	0	0	0	0
Crowd Control	1	0	3	0	0
Force Reporting	0	3	1	0	0
Force Review & Investigation	0	3	0	0	0
Supervisory and FRB Reviews	2	3	0	0	0
FIU Investigations & SFRB Reviews	1	4	0	0	0
Use of Force Training	0	3	0	0	0
Responding to Mental Health Crisis	0	0	2	0	0
Total	10	19	7	0	0

II. Searches & Seizures

Searches and Seizures Sub-Section	Count of Paragraphs per Section by Compliance Status			
	Substantially Compliant	Partially Compliant	Not Compliant	Rating Deferred
General Provisions	0	1	0	0
Investigatory Stops and Searches	0	0	0	5
Arrests	0	7	1	0
Searches	0	4	0	0
Total	0	12	1	5

III. Equal Protection and Non-Discrimination

Equal Protection and Non-Discrimination Sub-Section	Count of Paragraphs per Section by Compliance Status			
	Substantially Compliant	Partially Compliant	Not Compliant	Rating Deferred
General Provisions	0	1	2	0
Discriminatory Policing	0	3	1	0
Sexual Assault and Domestic Violence	1	2	0	0
Total	1	6	3	0

IV. Recruitment, Hiring, and Retention

Consent Decree Section/Sub-Section	Count of Paragraphs per Section by Compliance Status			
	Substantially Compliant	Partially Compliant	Not Compliant	Rating Deferred
General Provisions	0	1	0	0
Recruitment Plan	0	2	0	0
Hiring Reforms	1	4	0	0

Total	1	7	0	0

V. Training

Training Sub-Section	Count of Paragraphs per Section by Compliance Status				
	Fully Compliant	Substantially Compliant	Partially Compliant	Not Compliant	Rating Deferred
General Provisions	0	0	1	0	0
Pre-Service Education and Training	1	1	2	1	0
Field Training Program	4	0	2	0	0
In-Service Training	0	0	4	0	0
Training Records	0	1	1	0	0
Total	5	2	10	1	0

VI. Supervision and Management

Supervision and Management Sub-Section	Count of Paragraphs per Section by Compliance Status				
	Fully Compliant	Substantially Compliant	Partially Compliant	Not Compliant	Rating Deferred
General Provisions	0	0	1	0	0
Duties of Supervisors	0	0	5	0	0
Supervisor Training	3	0	1	0	0
Performance Evaluation	0	0	2	0	0
Early Identification System	0	0	0	0	7
Internal Audits and Interagency Feedback	1	0	3	1	0
Total	4	0	12	1	7

VII. Civilian Complaints, Internal Investigations, and Discipline

Civilian Complaints, Internal Investigations, and Discipline Sub-Section	Count of Paragraphs per Section by Compliance Status				
	Fully Compliant	Substantially Compliant	Partially Compliant	Not Compliant	Rating Deferred
General Provisions	0	1	1	0	0
Civilian Complaints	2	0	0	0	0
Internal Investigations	0	2	1	0	0
Complaint Intake & Handling	5	1	4	1	0
Investigation of Complaints	4	0	12	0	1
Staffing, Selection, & Training Requirements	0	0	3	0	0
Preventing Retaliation	0	0	0	0	1
Discipline	0	0	3	0	0
Officer Assistance and Support	2	1	1	0	0
Total	13	5	25	1	2

VIII. Community Engagement and Public Information

Community Engagement and Public Information Sub-Section	Count of Paragraphs per Section by Compliance Status				

	Substantially Compliant	Partially Compliant	Not Compliant	Rating Deferred
General Provisions	0	0	0	1
Community Oriented Policing	0	0	0	3
Community Interaction Councils	0	4	1	0
Public Information	0	1	0	3
Total	0	5	1	7

IX. Information Systems and Technology

Information Technology Sub-Section	Count of Paragraphs per Section by Compliance Status			
	Substantially Compliant	Partially Compliant	Not Compliant	Rating Deferred
General Provisions	0	0	0	6

Appendix D: 2024 Community Survey Report

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EXECUTIVE SUMMARY

On July 17, 2013, the collaboration agreement was signed between the United States Department of Justice (USDOJ) and the Commonwealth of Puerto Rico (ELA) for the implementation of a Sustainable Reform of the Puerto Rico Police Bureau (PRPB) (“Agreement for the Sustainable Reform of the Puerto Rico Police Department,” hereafter referred to as the “Agreement”)

The main objectives of the “Agreement” are to ensure the PRPB delivers policing services in a manner that upholds civil rights and promotes public safety by providing PRPB officers with the tools, guidance, and resources that they need to fight crime effectively. Implementation of this Agreement is intended to protect public safety, guarantee individual civil rights, and increase public confidence in the police. (“Agreement” ¶ 1)

The requirements that must be met for implementation are divided into eleven compliance areas: professionalism, use of force, searches and seizures, equal protection and non-discrimination, recruitment, selection and hiring, policies and procedures, training, supervision and management, civil complaints, internal investigations and discipline, community engagement and public information, information systems and technology. (“Agreement” ¶ 3)

As part of the activities carried out to monitor the progress of the Reform, a research study was conducted among the police force to know about the perception of their work in the communities and public safety in Puerto Rico.

SUMMARY FINDINGS

Overall, virtually most of the indicators either remain steady or are trending in a positive direction compared to 2022. In 2024 the report focused on the findings and compared to other findings from

2022. Here we have the opportunity not just to compare across the 2024 findings but also show the change since 2022.

Almost all officers interviewed indicated having knowledge about the Reform being carried out by the PR Police, with over half indicating they had a lot of knowledge about it.

Most officers agree that the Reform is achieving its goal of protecting the citizens' civil rights, that they are kept informed about the reform process, and that citizens have been kept informed about the process (with this indicator improving notably from 67% in 2022 to 79% in 2024).

All elements related to Professionalism (interact respectfully with citizens, supervisors are professional when communicating with subordinates, receive appropriate training to promote ethical behavior and mechanisms are in place for reporting unethical behavior) are the same as in 2022, and continue to receive a majority agreement response from the officers, although with a somewhat lower agreement that the promotion processes are transparent, equitable and fair.

Similar to 2022, in Use of Force there also continues to be a high agreement that officers receive the proper training with modern techniques to prevent the excessive use of force when intervening with citizens, about how to deal with the right of free expression during a demonstration and of respecting and protecting the citizens' right to free expression when they respond to a demonstration.

There is a mixed response with regards to being provided with the right equipment when dealing with a demonstration (although improved from 35% in 2022 to 45% in 2024).

There continues to exist, as observed in 2022, a high agreement from the officers regarding all elements related to Searches and Seizures (explain the reason for an intervention in a clear and respectful manner, are justified in intervening, treat citizens appropriately, and supervisors follow protocol when responding to the scene of an arrest and examining arrested parties for injury).

In terms of Equal Protection and Non-Discrimination, seven of ten officers said that the PR Police does have representation from different ethnic groups or sectors in PR with a slight improvement from 66% in 2022 to 72% in 2024. 75% of officers agreed that supervisors treat all officers equally and 98% agreed that officers' conduct towards arrested citizens is reasonable.

- There is still a high agreement that officers do not discriminate when providing protection services, that they are effective when dealing with hate crimes, domestic violence incidents and sexual assaults, that officers properly treat victims of domestic violence and sexual assault, and that they have been properly trained on how to interact with the trans community.

There is an improved but still somewhat mixed response in 2024 with certain elements related to Recruitment, Selection and Hiring. While three-fourths of the officers agree that the PR Police does recruit candidates with the right characteristics to promote philosophy of community policing and protection of civil rights (increases +5pp to 74% in 2024 from 69% in 2022), all other elements obtain a notable disagreement response (does not have the conditions and benefits to employ qualified people to be officers ($Yr24$ 52% $\uparrow$ $Yr22$ 42%)) does not have an effective and attractive promotional campaign for recruitment ($Yr24$ 59% $\downarrow$ $Yr22$ 69%), and, most notably, does not have the necessary incentives, conditions and initiatives to retain its talent ($Yr24$ 85% $\downarrow$ $Yr22$ 89%).

There also remains a mixed response with Policies and Procedures. Most officers agree that the PR Police has well defined policies, protocols, and procedure manuals ($Yr24$ 87% $\uparrow$ $Yr22$ 84%), but disagree that that those responsible for developing the PR Police policies take into consideration the police officers' opinions and suggestions ($Yr24$ 71% $\downarrow$ $Yr22$ 77%).

- Officers' agreement does improve notably (from Yr22^{53%} to Yr24^{63%}) on whether the PR Police provides sufficient training to collect, analyze and disseminate useful data to officers and supervisors for their daily decision making and operation.

While most Training elements obtain a high agreement (sufficient training to conduct work in updated and professional manner, receive the right training for effective job, appropriate methods used for learning and training, training on how to interact with foreigners and non-citizens), two elements have a notable disagreement response (although with slight improvements from 2022): Provided with right equipment to carry out job effectively (from Yr22^{41%} to Yr24^{49%}) and Trained to offer services to people with disabilities (from Yr22^{19%} to Yr22^{26%}).

There continues to be disagreement with regards to having an efficient system in which supervisors can early identify inappropriate behavior by police officers, with having the necessary number of qualified officer supervisors (although notably improved from 36% in 2022 to 53% in 2024), and on how totally objective the system for evaluating the work and performance of police officers is (also shows an improvement from 38% in 2022 to 46% in 2024).

- Equal to 2022, there is a high agreement that area commanders and unit directors provide effective leadership, and that the superintendent / commissioner is directing the PR Police towards being a community police that protects civil rights (Yr24^{73%} ~ Yr22^{72%}).

With regards to Administrative Complaints, there is a majority agreement (around two-thirds, Yr24^{67%} ↑ Yr22^{64%}) that the PR Police investigates complaints submitted against any police officer for improper conduct in an objective and complete manner, that it consistently applies the corresponding disciplinary measures to police officers that have sustained complaints for committing offenses (Yr24^{66%} ↑

^{Yr22}63%)., and that the PR Police has confidential and accessible mechanisms to submit misconduct complaints against any officer (^{Yr24}71% ↑ ^{Yr22}67%).

- There is slightly more agreement than in 2022 that the PR Police is able to provide protection against reprisals for filing misconduct complaints (^{Yr22}67% ↓ ^{Yr24}71%) and that PR Police takes appropriate measures when identifying cases of corruption (^{Yr22}49% ↓ ^{Yr24}53%).

There is a high agreement in 2024, regarding Interactions with the Community, particularly in knowing the needs and concerns of the community (^{Yr24}72% ↑ ^{Yr22}67%)., on how the homeless population is treated (^{Yr24}84% ↑ ^{Yr22}81%)., in promoting community participation in solving crimes (^{Yr24}81% ↑ ^{Yr22}74%)., and on training officers to work and fight crime together with the communities(^{Yr24}79% ↑ ^{Yr22}70%).

- However, despite an agreement rate increasing from 50% in 2022 to 57% in 2024, a notable segment of officers still disagree that the communities have respect for the police officers.

The officers are a bit divided on whether the PR Police provides sufficient training with regards to the efficient and proper use of information systems (although more than half indicate yes, (^{Yr24}57% ↑ ^{Yr22}54%). There is a higher agreement (^{Yr24}78% ↑ ^{Yr22}73%) in terms of publishing reliable general statistics on all types of crime in Puerto Rico and that the technology used by the PR Police enables effective and efficient work (^{Yr24}41%).

- In 2024, body cameras are used by 2 of every 5 officers (41%), although 3 out of 5 indicated they received training on how to use them (60%). There is a high agreement that the body cameras do help regarding conducting PR Police work (87%).

INTRODUCTION

The purpose of the research study was to measure the police force perception of their community work, public safety in Puerto Rico, and the evaluation of compliance with the Reform. This report presents the results of the TC PRPB study conducted at the request of the United States Monitor's Office and the PRPB.

KEY OBJECTIVES

The three key objectives for this study:

- The United States Department of Justice (USDOJ) established an agreement with the Government of Puerto Rico and the PR Police Bureau (PRPB) for the Sustainable Reform of the Puerto Rico Police Department, where in one of the dispositions the PRPB is obligated to undertake, with the supervision of a court appointed Monitor and the oversight of the USDOJ.
- The Reform Agreement was reached in order to implement reforms that are designed to ensure constitutional policing, promote public safety, and strengthen public trust in PRPB.
- The office of the Monitor has requested a survey which should include three phases, one of which is a survey of members of PRPB.

ORGANIZATION OF THE REPORT

The methodology section describes the research method used in the study.

In the Sample Target section, the characteristics and demographic profile of the study participants are detailed.

In the Basis of Analysis section, the statistical analysis applied in the study is described.

In the Results section, the findings of the Knowledge that the police force have about the Reform, its purpose and implementation are presented.

Then, the detailed analyzes of the eleven compliance areas that group the requirements that must be comply in the PRPB Reform are presented in subgroups. The eleven compliance areas are:

- Professionalism
- Use of Force
- Searches and Seizures
- Equal Protection and Non-Discrimination
- Recruitment, Selection and Hiring
- Policies and Procedures
- Trainings
- Supervision and Management
- Administrative Complaints
- Community Interaction and Public Information
- Information Systems and Technology

Appendix A included the research tool that was used to perform the data collection.

METHODOLOGY

STUDY METHODS

Data collection was carried out between October 8 to November 18, 2024.

The study used an Online interviewing technique for data collection. The maximum duration of the questionnaire was 12 minutes with closed-ended questions.

To contact the participants, the Puerto Rico Police Department provided a file with the total active population of the police force. The information provided was rank, service area and email.

The Office of the Police Monitor informed the members of the police by email that a study was being carried out for the police population with regards to the citizen protection services they provide. Ipsos Puerto Rico sent the links to access the questionnaire by email. The email deliveries were made to the entire population of the police force.

The questionnaire supplied in the study covered the following topics: knowledge of the Reform, measurement of the eleven areas of compliance with the Reform and defining the demographic profile of the interviewees.

TARGET

The target of the study was the active members of the Puerto Rico Police Bureau, women and men aged 24 years or older. (see figure 0.1)

The study was conducted in the 13 police areas and headquarter classification. (see figure 0.2)

The goal of the study design was to allow statistically defensible inferences about the Puerto Rico police population in terms of age, gender, rank, years of service, and police service area. (see figure 0.1)

In total, 11,033 PRPB members were contacted in order to obtain 1,935 completed valid cases from the police total population, which is equivalent to a response rate of 17.5%.

The margin of error of the study based on an effective case size of 1,935 cases is ± 2.17 at 95%.

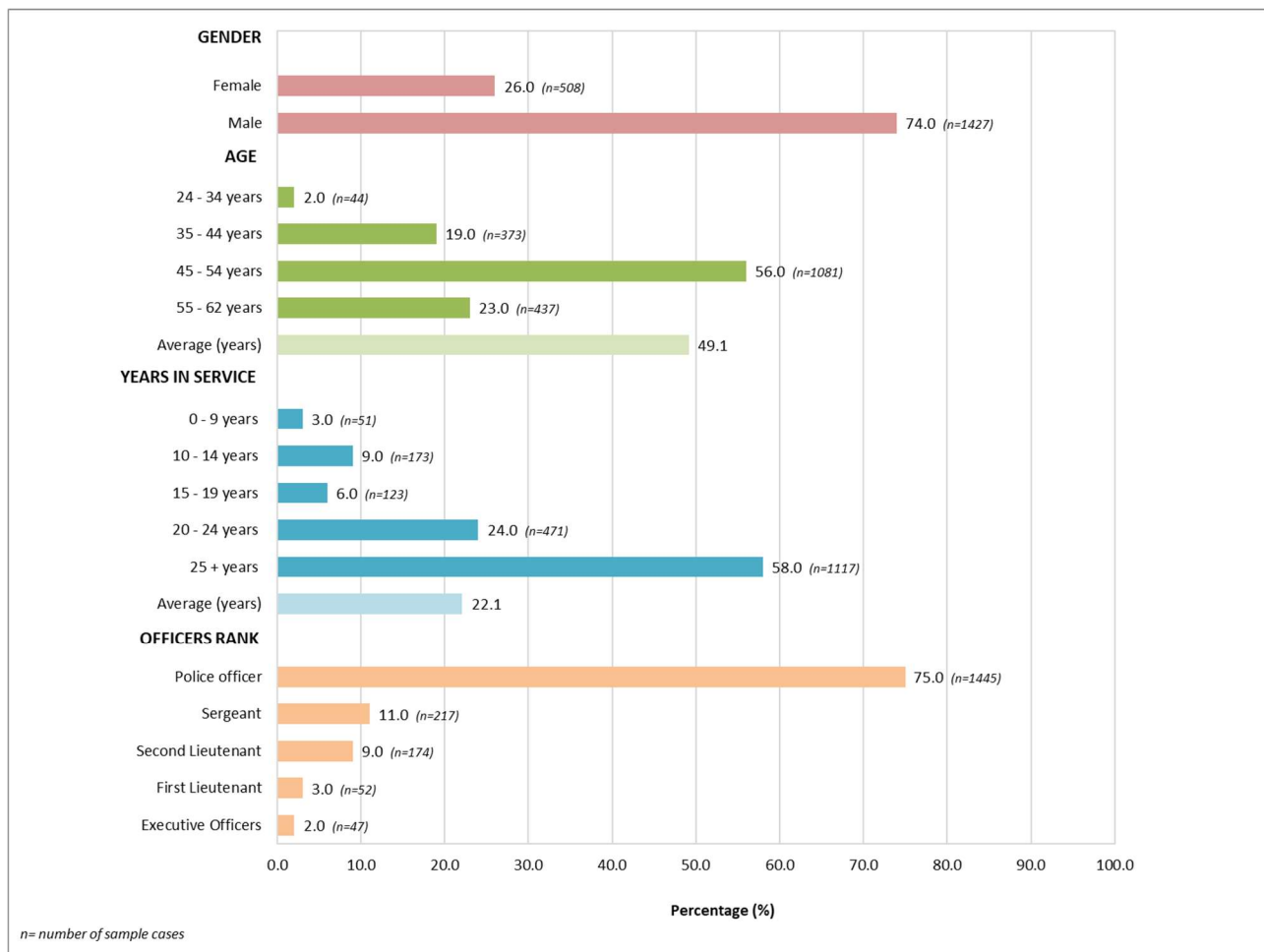
Figure 0.1*Target*

Figure 0.2

Map of Police Areas

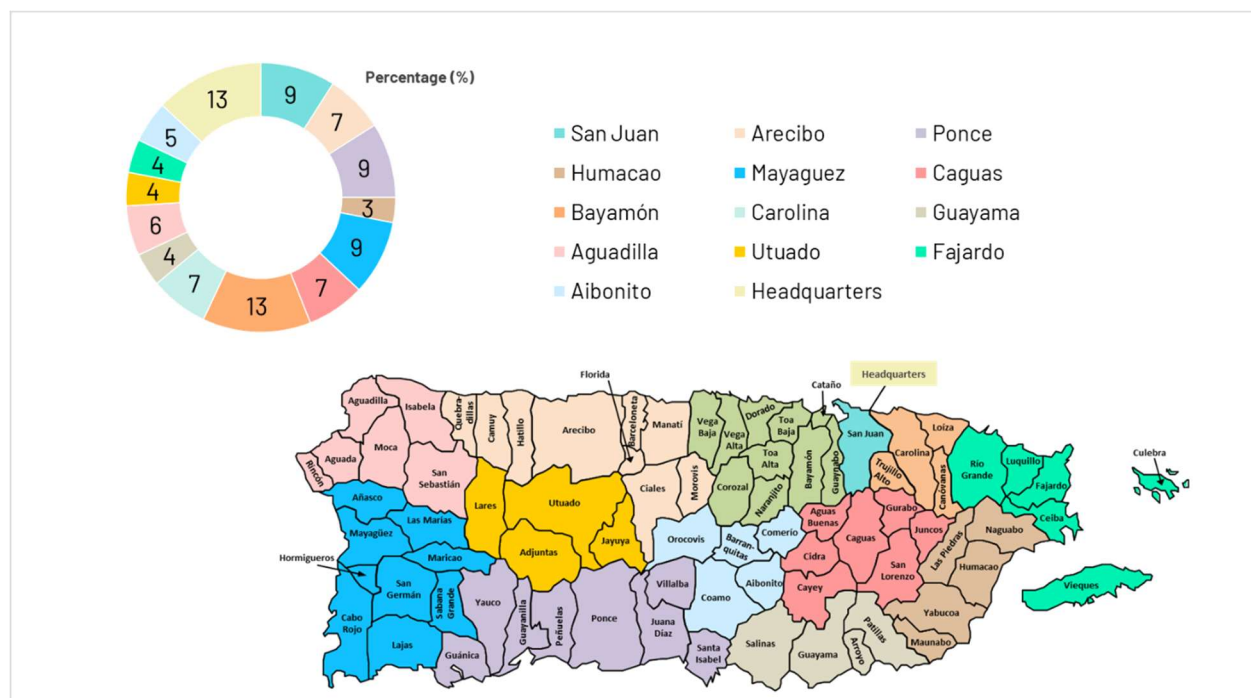


Figure 0.3

Household in the Same Police Service Area

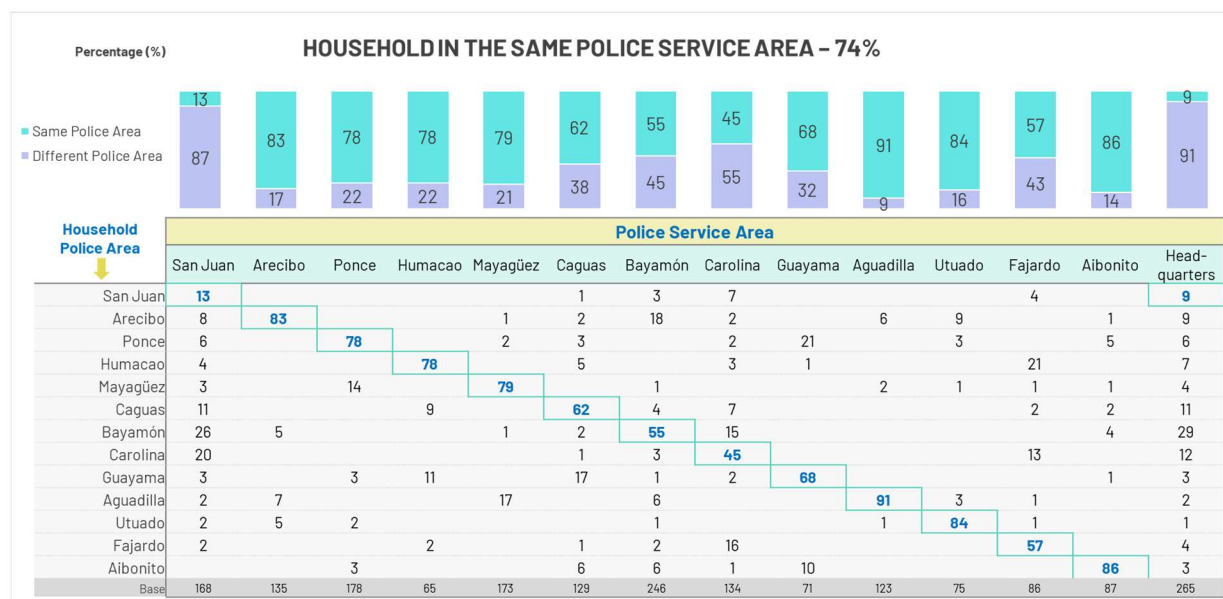
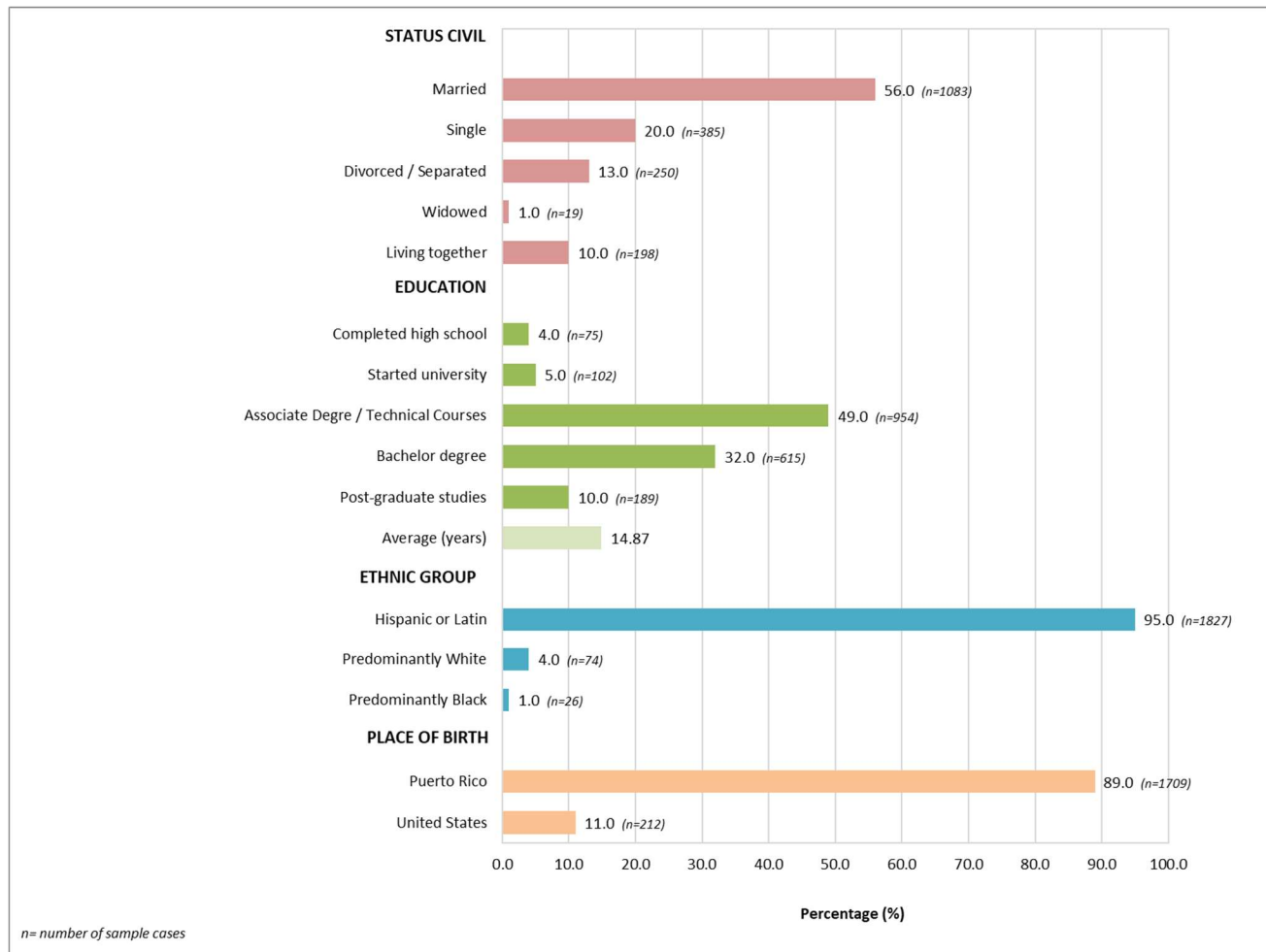


Figure 0.4*Demographics Profile***BASIS FOR ANALYSIS**

For data analysis, the Significance test - Z-test was applied at the 95% confidence level.

The significance test was applied to bases of 30 cases or more. Bases smaller than 30 cases are too small for statistical analysis and therefore the information was only used directionally.

The Z-test is a test where two variables are compared to determine if there are significant differences between the variables being compared.

A statistically significant difference means that there is statistical evidence that there is a difference; It does not mean that the difference is large, but it does mean that it is important or significant between the two variables being compared.

To illustrate the significance test in the analysis tables and figures, a   symbols was used to indicate the columns that show statistical differences between 2024 than 2022.

Z-test =   Significantly higher / lower 2024 than 2022 at 95% confidence level.

In the text of the analysis the percentage increase or decrease of 2024 versus 2022 is indicated as follows: +#pp / -#pp.

Symbols were used to indicate percentage changes in the analysis between 2024 versus 2022: similar (~), equal (=), approximate (≈), increase (↑), decrease (↓).

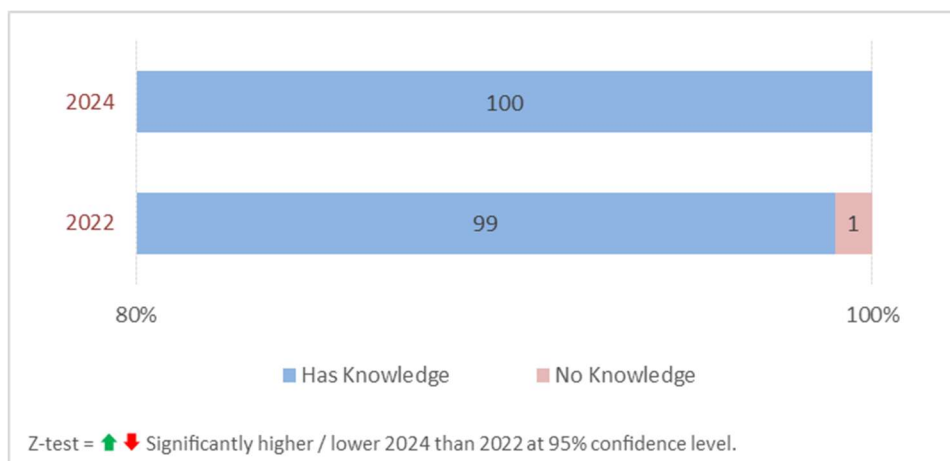
RESULTS

KNOWLEDGE ABOUT POLICE REFORM

The main objectives of the PRPB Reform are to ensure the protection of civil rights, strengthen relations with communities, train PRPB members in the best police policies and practices, and provide them with the necessary tools to fight crime which will ensure public safety. (PRPB Action Plans for Compliance with a Sustainable Reform – Electronic Version, p 5)

Figure 1

PR Police Reform Knowledge

**Table 1.1***PR Police Reform Knowledge*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK					
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																		
(5) A lot of knowledge	58.0	50.0	58.0	56.0	62.0	52.0	60.0	41.0	55.0	54.0	57.0	59.0	51.0 ▲	63.0	85.0	92.0 ▲	91.0	
(4) Some knowledge	40.0	48.0	40.0	41.0	37.0	45.0	38.0	57.0	43.0	44.0	40.0	38.0	46.0 ▼	35.0	15.0	8.0 ▼	9.0	
(3) Have heard, but almost no knowledge	2.0	—	2.0	3.0	1.0	3.0	2.0	2.0	1.0	2.0	3.0	2.0	3.0	2.0	—	—	—	
(2) Have heard, but no knowledge	—	2.0	—	—	—	—	—	—	1.0	—	—	—	—	—	—	—	—	
(1) Never heard	—	—	—	—	—	—	—	—	1.0	1.0	—	—	—	—	—	—	—	
HAS KNOWLEDGE (3, 4, 5)	100.0	98.0	100.0	100.0	100.0	100.0	100.0	100.0	99.0	99.0	100.0 ▲	100.0	100.0	100.0	100.0	100.0	100.0	
NO KNOWLEDGE (1, 2)	—	2.0	—	—	—	—	—	—	1.0	1.0	—	—	—	—	—	—	—	
Frequency																		
(5) A lot of knowledge	1114	22	215	608	269	263	851	21	95	66	269	663	738	137	148	48	43	
(4) Some knowledge	773	21	151	440	161	231	542	29	74	54	190	426	664	75	26	4	4	
(3) Have heard, but almost no knowledge	42	—	6	30	6	13	29	1	2	2	12	25	38	4	—	—	—	
(2) Have heard, but no knowledge	4	1	—	2	1	1	3	—	1	—	—	3	3	1	—	—	—	
(1) Never heard	2	—	1	1	—	—	2	—	1	1	—	—	2	—	—	—	—	
HAS KNOWLEDGE (3, 4, 5)	1929	43	372	1078	436	507	1422	51	171	122	471	1114	1440	216	174	52	47	
NO KNOWLEDGE (1, 2)	6	1	1	3	1	1	5	—	2	1	—	3	5	1	—	—	—	
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47	

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q1. Do you know or have you been informed about the Reform that the PR Police is carrying out to protect the civil rights of citizens, its purpose and what its implementation consists of?

Table 1.2*PR Police Reform Knowledge*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
(5) A lot of knowledge	58.0	51.0	50.0	56.0	63.0	54.0	72.0	55.0	57.0	55.0	67.0▲	59.0	50.0	61.0	61.0
(4) Some knowledge	40.0	45.0	45.0	40.0	34.0	45.0	27.0	42.0	42.0	44.0	32.0▼	39.0	48.0	38.0	37.0
(3) Have heard, but almost no knowledge	2.0	3.0	5.0	4.0▲	3.0	1.0	1.0	2.0	1.0	1.0	1.0	3.0	1.0	1.0	2.0
(2) Have heard, but no knowledge	—	—	—	1.0	—	—	—	—	—	—	—	—	1.0	—	—
(1) Never heard	—	1.0	—	—	—	—	—	—	—	—	—	—	—	—	—
HAS KNOWLEDGE (3,4,5)	100.0	99.0	100.0	99.0	100.0	100.0	100.0	99.0	100.0	100.0	100.0	100.0	99.0	100.0	100.0
NO KNOWLEDGE (1,2)	—	1.0	—	1.0	—	—	—	1.0	—	—	—	—	1.0	—	—
Frequency															
(5) A lot of knowledge	1114	86	67	99	41	93	93	135	77	39	83	44	43	53	161
(4) Some knowledge	773	76	61	71	22	78	35	103	56	31	39	29	41	33	98
(3) Have heard, but almost no knowledge	42	5	7	7	2	2	1	6	1	1	1	2	1	1	5
(2) Have heard, but no knowledge	4	—	—	1	—	—	—	1	—	—	—	—	1	—	1
(1) Never heard	2	1	—	—	—	—	—	1	—	—	—	—	—	—	—
HAS KNOWLEDGE (3,4,5)	1929	167	135	177	65	173	129	244	134	71	123	75	85	87	264
NO KNOWLEDGE (1,2)	6	1	—	1	—	—	—	2	—	—	—	—	1	—	1
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

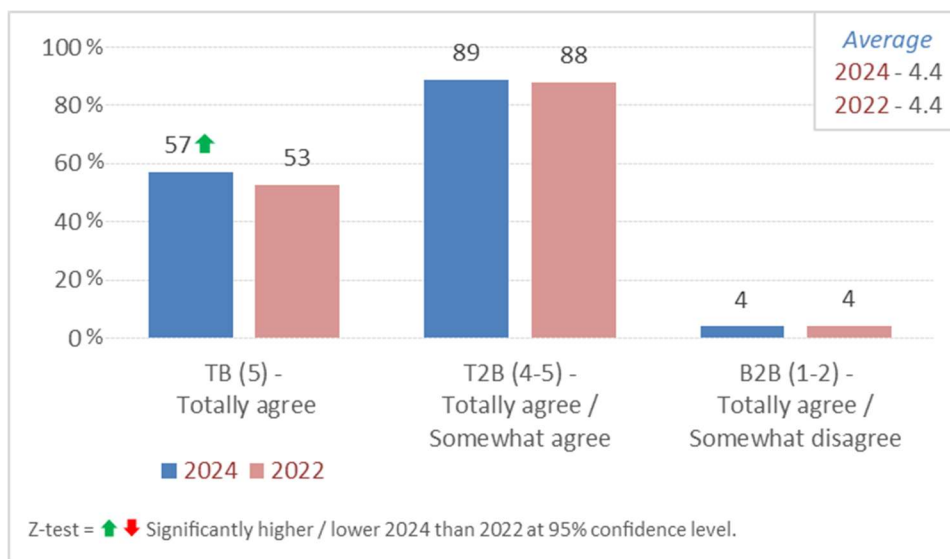
NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q1. Do you know or have you been informed about the Reform that the PR Police is carrying out to protect the civil rights of citizens, its purpose and what its implementation consists of?

As was the case in 2022, virtually all officers interviewed indicated having knowledge about the Reform being carried out by the PR Police, with over half ($Yr24$ 58% $\uparrow$ $Yr22$ 55%) indicating they had a lot of knowledge about it in 2024.

- In 2024, a higher level of having knowledge were indicated by officers with the highest ranks (1^{ST} LT 92% / EXO 91%). Caguas (72%) and Aguadilla (67%) are the regions with the highest level of knowledge.
- In 2024, compared to 2022, PO ($Yr24$ 51% $\uparrow$ $Yr22$ 47%) and 1^{ER} LT ($Yr24$ 92% $\uparrow$ $Yr22$ 77%) ranks officers showed a statistically significant increase in their "a lot" knowledge of the reform. The same was observed for the Aguadilla region ($Yr24$ 67% $\uparrow$ $Yr22$ 51%).

Figure 2*PR Police Reform Level of Impact in Protecting the Civil Rights of Citizens*

**Table 2.1***PR Police Reform Level of Impact in Protecting the Civil Rights of Citizens*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	57.3 ▲	48.8	55.4 ▲	55.9	63.1	52.3 ▲	59.1	45.1	61.4 ▲	51.6	58.4 ▲	57.4	55.1 ▲	58.8	62.6	73.1	78.7
(4) Somewhat agree	31.9 ▼	32.6	32.5 ▼	32.2	30.5	35.7 ▼	30.5	35.3	29.2 ▼	36.1	29.7	32.6	32.8 ▼	32.4	29.9	23.1	17.0
(3) Nor agree, nor disagree	6.8	9.3	7.5	7.5	4.4	7.1	6.8	11.8	4.7	9.0	8.1	6.2	7.8	5.1	2.9	3.8	2.1
(2) Somewhat disagree	3.4	7.0	4.0	3.5	2.1	4.7	2.9	5.9	4.7	2.5	2.8	3.4	3.7	3.2	2.3	—	2.1
(1) Totally disagree	0.6	2.3	0.5	0.8	—	0.2	0.8	2.0	—	0.8	1.1	0.4	0.5	0.5	2.3 ▲	—	—
TOP 2 BOX (4, 5)	89.2	81.4	87.9	88.1	93.6	88.0	89.6	80.4	90.6	87.7	88.1	89.9	88.0	91.2	92.5	96.2	95.7
BOT 2 BOX (1, 2)	4.0	9.3	4.6	4.4	2.1	4.9	3.7	7.8	4.7	3.3	3.8	3.9	4.2	3.7	4.6 ▲	—	2.1
AVERAGE	4.4	4.2	4.4	4.4	4.6	4.4 ▲	4.4	4.2	4.5 ▲	4.4	4.4	4.4	4.4 ▲	4.5	4.5	4.7	4.7
Frequency																	
(5) Totally agree	1105	21	206	603	275	265	840	23	105	63	275	639	794	127	109	38	37
(4) Somewhat agree	615	14	121	347	133	181	434	18	50	44	140	363	473	70	52	12	8
(3) Nor agree, nor disagree	132	4	28	81	19	36	96	6	8	11	38	69	113	11	5	2	1
(2) Somewhat disagree	65	3	15	38	9	24	41	3	8	3	13	38	53	7	4	—	1
(1) Totally disagree	12	1	2	9	—	1	11	1	—	1	5	5	7	1	4	—	—
TOP 2 BOX (4, 5)	1720	35	327	950	408	446	1274	41	155	107	415	1002	1267	197	161	50	45
BOT 2 BOX (1, 2)	77	4	17	47	9	25	52	4	8	4	18	43	60	8	8	—	1
Unweighted Base	1929	43	372	1078	436	507	1422	51	171	122	471	1114	1440	216	174	52	47

Notes

Z-test = ↑↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Base: Among those who have Knowledge about Police PR Reform

Q2. How much do you agree that the PR Police Reform is achieving the protection of citizens' civil rights?

Table 2.2*PR Police Reform Level of Impact in Protecting the Civil Rights of Citizens*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
(5) Totally agree	57.3 ▲	49.1	60.7	58.8	55.4	59.0	61.2	54.9	47.8	56.3	56.9	72.0	49.4	59.8	62.1
(4) Somewhat agree	31.9 ▼	37.1	28.9	31.1	35.4	30.6	30.2	33.6	37.3	33.8	32.5	26.7	37.6	31.0	26.1
(3) Nor agree, nor disagree	6.8	10.2	8.1	5.6	7.7	8.1	4.7	6.6	9.0	5.6	6.5	1.3	5.9	3.4	7.6
(2) Somewhat disagree	3.4	3.6	2.2	4.0	1.5	1.7	3.9	4.5	5.2	1.4	3.3	—	4.7	5.7	3.0
(1) Totally disagree	0.6	—	—	0.6	—	0.6	—	0.4	0.7	2.8	0.8	—	2.4	—	1.1
TOP 2 BOX (4, 5)	89.2	86.2	89.6	89.8	90.8	89.6	91.5	88.5	85.1	90.1	89.4	98.7	87.1	90.8	88.3
BOT 2 BOX (1, 2)	4.0	3.6	2.2	4.5	1.5	2.3	3.9	4.9	6.0	4.2	4.1	—	7.1	5.7	4.2
AVERAGE	4.4	4.3	4.5	4.4	4.5	4.5	4.5	4.4	4.3	4.4	4.4	4.7	4.3	4.5	4.5
Frequency															
(5) Totally agree	1105	82	82	104	36	102	79	134	64	40	70	54	42	52	164
(4) Somewhat agree	615	62	39	55	23	53	39	82	50	24	40	20	32	27	69
(3) Nor agree, nor disagree	132	17	11	10	5	14	6	16	12	4	8	1	5	3	20
(2) Somewhat disagree	65	6	3	7	1	3	5	11	7	1	4	—	4	5	8
(1) Totally disagree	12	—	—	1	—	1	—	1	1	2	1	—	2	—	3
TOP 2 BOX (4, 5)	1720	144	121	159	59	155	118	216	114	64	110	74	74	79	233
BOT 2 BOX (1, 2)	77	6	3	8	1	4	5	12	8	3	5	—	6	5	11
Unweighted Base	1929	167	135	177	65	173	129	244	134	71	123	75	85	87	264

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

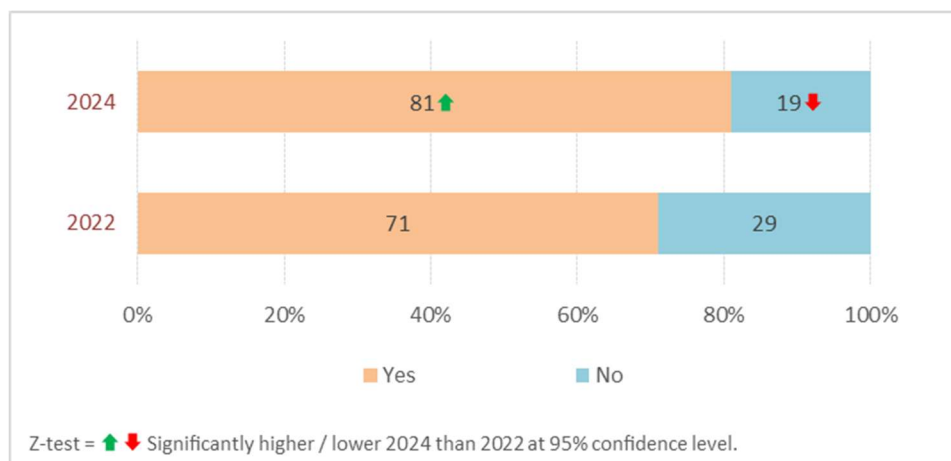
Base: Among those who have Knowledge about Police PR Reform

Q2. How much do you agree that the PR Police Reform is achieving the protection of citizens' civil rights?

Equal to 2022, almost all officers agree to some degree that the Reform is achieving its goal of protecting the citizens' civil rights, with just over half (Yr24 57% ▲ Yr22 53%) being in total agreement and nine out of ten showing a positive agreement (Yr24 89% ▲ Yr22 88%).

- In 2024, agreement levels are higher among officers from the Utuado region (72%). Total agreement is lower among those with a PO rank (55%).
- Compared to 2022, in 2024 there is a significant statistical increase in “strongly agree” in the 35-44 age group (Yr24 55% ▲ Yr22 46%), females (Yr24 54% ▲ Yr22 44%), 10-14 years (Yr24 61% ▲ Yr22 45%) and 20-24 years of service (Yr24 58% ▲ Yr22 51%), and PO rank (Yr24 55% ▲ Yr22 49%).

Figure 3*Has PR Police Kept Officers Informed About the Reform Process*

**Table 3.1***Has PR Police Kept Officers Informed About the Reform Process*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK					
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																		
Yes	81.0 ▲	66.0	79.0 ▲	82.0 ▲	83.0	83.0 ▲	81.0 ▲	63.0	82.0 ▲	82.0 ▲	80.0 ▲	82.0 ▲	81.0 ▲	75.0	86.0	87.0	94.0	
No	19.0 ▼	34.0	21.0 ▼	18.0 ▼	17.0	17.0 ▼	19.0 ▼	37.0	18.0 ▼	18.0 ▼	20.0 ▼	18.0 ▼	19.0 ▼	25.0	14.0	13.0	6.0	
Frequency																		
Yes	1570	29	294	886	361	421	1149	32	141	101	377	919	1168	163	150	45	44	
No	365	15	79	195	76	87	278	19	32	22	94	198	277	54	24	7	3	
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47	

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q3. Does the PR Police keep its officers informed about the process and achievements of the Reform?

Table 3.2*Has PR Police Kept Officers Informed About the Reform Process*

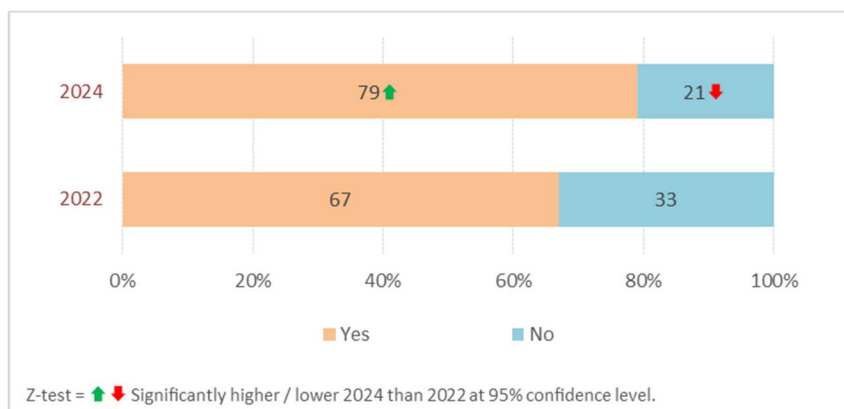
Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaado	Fajardo	Aibonito	Head-quarter
Percentage (%)															
Yes	81.0 ▲	71.0	84.0	78.0	83.0	84.0 ▲	83.0	75.0	79.0	89.0 ▲	81.0 ▲	92.0 ▲	80.0	92.0	83.0 ▲
No	19.0 ▼	29.0	16.0	22.0	17.0	16.0 ▼	17.0	25.0	21.0	11.0 ▼	19.0 ▼	8.0 ▼	20.0	8.0	17.0 ▼
Frequency															
Yes	1570	119	113	139	54	146	107	185	106	63	100	69	69	80	220
No	365	49	22	39	11	27	22	61	28	8	23	6	17	7	45
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q3. Does the PR Police keep its officers informed about the process and achievements of the Reform?

Eight out of ten police officers in 2024, (81%, up +10pp from 71% in 2022) indicate that they have been kept informed about the reform process. The youngest ($Yr24 66\% \approx Yr22 68\%$) and shortest serving officers ($Yr24 63\% \sim Yr22 62\%$) have a lower mention of being kept informed.

- In 2024, three out of ten officers in San Juan (29%) say they are not kept informed about the Reform process.

Figure 4*Has PR Police Kept Citizens Informed About the Reform Process***Table 4.1***Has PR Police Kept Citizens Informed About the Reform Process*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	79.0 ▲	61.0	79.0 ▲	79.0 ▲	80.0 ▲	78.0 ▲	79.0 ▲	57.0	79.0 ▲	72.0	79.0 ▲	81.0 ▲	78.0 ▲	75.0	88.0 ▲	88.0	94.0 ▲
No	21.0 ▼	39.0	21.0 ▼	21.0 ▼	20.0 ▼	22.0 ▼	21.0 ▼	43.0	21.0 ▼	28.0	21.0 ▼	19.0 ▼	22.0 ▼	25.0	12.0 ▼	12.0	6.0 ▼
Frequency																	
Yes	1526	27	293	855	351	398	1128	29	136	89	370	902	1120	163	153	46	44
No	409	17	80	226	86	110	299	22	37	34	101	215	325	54	21	6	3
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q4. And, does the PR Police keep citizens informed about the process and achievements of the Reform?

Table 4.2*Has PR Police Kept Citizens Informed About the Reform Process*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaado	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Yes	79.0 ▲	70.0	76.0 ▲	80.0 ▲	80.0	83.0 ▲	80.0	75.0 ▲	77.0	86.0 ▲	80.0 ▲	89.0 ▲	73.0	85.0	81.0 ▲
No	21.0 ▼	30.0	24.0 ▼	20.0 ▼	20.0	17.0 ▼	20.0	25.0 ▼	23.0	14.0 ▼	20.0 ▼	11.0 ▼	27.0	15.0	19.0 ▼
Frequency															
Yes	1526	117	102	143	52	144	103	185	103	61	98	67	63	74	214
No	409	51	33	35	13	29	26	61	31	10	25	8	23	13	51
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q4. And, does the PR Police keep citizens informed about the process and achievements of the Reform?

The 2024 results show that eight out of ten officers (79%) state that the PR Police has kept citizens informed about the Reform process. This is a statistically significant increase from 67% in 2022.

- In 2024, the No response is higher among younger age officers (24 to 34 years old) (39%) among officers with PO (22%) and SGT (25%) ranks and those with less than 10 years in service (43%).

PROFESSIONALISM

The main objectives of the Professionalism compliance area are to develop activities that promote professional, ethical, respectful, equitable and constitutional police services aimed at sustainably improving the performance of the Members of the Puerto Rico Police. (PRPB Action Plans for Compliance with a Sustainable Reform – Electronic Version, p 3)

Figure 5

Level of Agreement on the Respectful Manner PR Police Officers Act when Intervening with Citizens

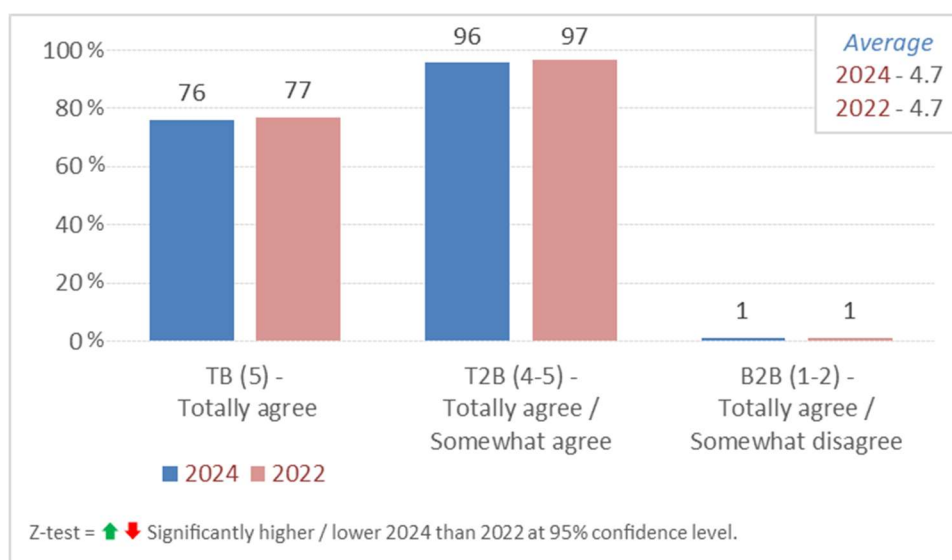


Table 5.1*Level of Agreement on the Respectful Manner PR Police Officers Act when Intervening with Citizens*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	76.2	70.5	75.1	76.0	78.3	70.7	78.2	68.6	79.2	78.0	74.5	76.6	76.5	79.7	71.8	75.0	68.3
(4) Somewhat agree	20.0	20.5	20.4	20.4	18.5	24.0	18.6	21.6	16.8	17.1	21.4	20.1	19.4	17.5	23.6	25.0	29.8
(3) Nor agree, nor disagree	2.8	6.8	3.2	2.9	2.1	4.3	2.3	7.8	2.3	2.4	3.2	2.6	3.0	2.3	2.9	—	2.1
(2) Somewhat disagree	0.5	—	0.8	0.5	0.5	0.6	0.5	—	1.2	1.6	0.6	0.3	0.6	—	1.1	—	—
(1) Totally disagree	0.4	2.3	0.5	0.2	0.7	0.4	0.4	2.0	0.6	0.8	0.2	0.4	0.4	0.5	0.6	—	—
TOP 2 BOX (4, 5)	96.2	90.9	95.4	96.5	96.8	94.7	96.8	90.2	96.0	95.1	96.0	96.8	96.0	97.2	95.4	100.0	97.9
BOT 2 BOX (1, 2)	0.9	2.3	1.3	0.6	1.1	1.0	0.9	2.0	1.7	2.4	0.8	0.6	1.0	0.5	1.7	—	—
AVERAGE	4.7	4.6	4.7	4.7	4.7	4.6	4.7	4.6	4.7	4.7	4.7	4.7	4.7	4.8	4.7	4.8	4.7
Frequency																	
(5) Totally agree	1475	31	280	822	342	359	1116	35	137	96	351	856	1106	173	125	39	32
(4) Somewhat agree	387	9	76	221	81	122	265	11	29	21	101	225	281	38	41	13	14
(3) Nor agree, nor disagree	55	3	12	31	9	22	33	4	4	3	15	29	44	5	5	—	1
(2) Somewhat disagree	10	—	3	5	2	3	7	—	2	2	3	3	8	—	2	—	—
(1) Totally disagree	8	1	2	2	3	2	6	1	1	1	1	4	6	1	1	—	—
TOP 2 BOX (4, 5)	1862	40	356	1043	423	481	1381	46	166	117	452	1081	1387	211	166	52	46
BOT 2 BOX (1, 2)	18	1	5	7	5	5	13	1	3	3	4	7	14	1	3	—	—
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q5. How much do you agree that the members of the PR Police act respectfully when they intervene with citizens?

Table 5.2*Level of Agreement on the Respectful Manner PR Police Officers Act when Intervening with Citizens*

Yr 2024	TOTAL	POLICE AREA														Head- quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaado	Fajardo	Aibonito		
Percentage (%)																
(5) Totally agree	76.2	70.8	80.0	71.3	80.0	76.3	78.3	76.4	73.1	84.5	79.7	82.7 ⬆️	65.1 ⬆️	71.3	80.0	
(4) Somewhat agree	20.0	26.2	17.8	24.2	13.8	20.2	20.2	17.9	23.1	14.1	16.3	17.3	26.7 ⬆️	24.1	16.6	
(3) Nor agree, nor disagree	2.8	1.8	2.2	3.9 ⬆️	6.2 ⬆️	2.9	1.6	4.1	0.7	—	2.4	—	7.0	3.4	3.0	
(2) Somewhat disagree	0.5	0.6	—	—	—	0.6	—	0.8	2.2	—	0.8	—	1.2	1.1	—	
(1) Totally disagree	0.4	0.6	—	0.6	—	—	—	0.8	0.7	1.4	0.8	—	—	—	0.4	
TOP 2 BOX (4, 5)	96.2	97.0	97.8	95.5	93.8	96.5	98.4	94.3 ⬆️	96.3	98.6	95.9	100.0 ⬆️	91.9	95.4	96.6	
BOT 2 BOX (1, 2)	0.9	1.2	—	0.6	—	0.6	—	1.6	3.0	1.4	1.6	—	1.2	1.1	0.4	
AVERAGE	4.7	4.7	4.8	4.7	4.7	4.7	4.8	4.7	4.7	4.8	4.7	4.8 ⬆️	4.6	4.7	4.8	
Frequency																
(5) Totally agree	1475	119	108	127	52	132	101	188	98	60	98	62	56	62	212	
(4) Somewhat agree	387	44	24	43	9	35	26	44	31	10	20	13	23	21	44	
(3) Nor agree, nor disagree	55	3	3	7	4	5	2	10	1	—	3	—	6	3	8	
(2) Somewhat disagree	10	1	—	—	—	1	—	2	3	—	1	—	1	1	—	
(1) Totally disagree	8	1	—	1	—	—	—	2	1	1	1	—	—	—	1	
TOP 2 BOX (4, 5)	1862	163	132	170	61	167	127	232	129	70	118	75	79	83	256	
BOT 2 BOX (1, 2)	18	2	—	1	—	1	—	4	4	1	2	—	1	1	1	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q5. How much do you agree that the members of the PR Police act respectfully when they intervene with citizens?

As was the case in 2022 (97%), almost all officers agree (96%) to some extent that the police officers act in a respectful manner when intervening with citizens in 2024.

- In 2024, this agreement level is high across all the demographic groups.

Figure 6

Supervisors Communicate with Their Subordinates Police Officers in a Professional Manner

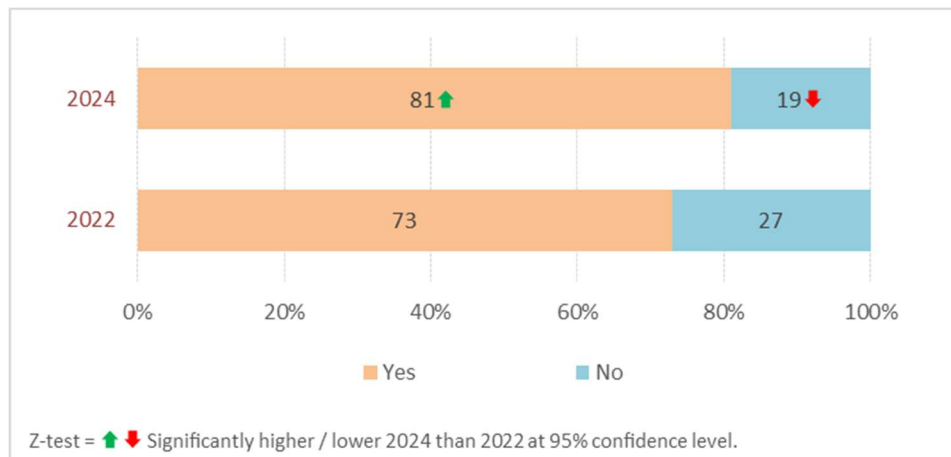


Table 6.1

Supervisors Communicate with Their Subordinates Police Officers in a Professional Manner

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	81.0 ▲	70.0	76.0 ▲	81.0 ▲	85.0 ▲	76.0 ▲	82.0 ▲	75.0	75.0 ▲	76.0	79.0 ▲	83.0 ▲	78.0 ▲	89.0	89.0	92.0	83.0
No	19.0 ▼	30.0	24.0 ▼	19.0 ▼	15.0 ▼	24.0 ▼	18.0 ▼	25.0	25.0 ▼	24.0	21.0 ▼	17.0 ▼	22.0 ▼	11.0	11.0	8.0	17.0
Frequency																	
Yes	1560	31	283	875	371	387	1173	38	130	94	374	924	1125	193	155	48	39
No	375	13	90	206	66	121	254	13	43	29	97	193	320	24	19	4	8
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q6. And do you find that supervisors communicate with their subordinates in a professional manner?

Table 6.2*Supervisors Communicate with Their Subordinates Police Officers in a Professional Manner*

Yr 2024	TOTAL	POLICE AREA														Head-quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)																
Yes	81.0 ▲	82.0 ▲	86.0 ▲	79.0	91.0 ▲	84.0 ▲	69.0	77.0	72.0	85.0	82.0 ▲	93.0 ▲	78.0	82.0	82.0 ▲	
No	19.0 ▼	18.0 ▼	14.0 ▼	21.0	9.0 ▼	16.0 ▼	31.0	23.0	28.0	15.0	18.0 ▼	7.0 ▼	22.0	18.0	18.0 ▼	
Frequency																
Yes	1560	138	116	141	59	146	89	189	96	60	101	70	67	71	217	
No	375	30	19	37	6	27	40	57	38	11	22	5	19	16	48	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q6. And do you find that supervisors communicate with their subordinates in a professional manner?

In 2024, eight out of ten police officers (81%) indicate that supervisors do communicate with the subordinates in a professional manner. This represents a +8pp statistically significant increase from 73% in 2022.

- In 2024, younger age officers (specifically from 24 to 44 years old (30%), those with a PO rank (22%), and officers from Caguas (31%) and Carolina (28%) indicate a somewhat higher No with regards to supervisors communicating in a professional manner.
- Compared to 2022, PO rank ($Yr_{24} 78\% \uparrow Yr_{22} 68\%$) in 2024 show a statistically significant increase in the professional communication of their supervisors.

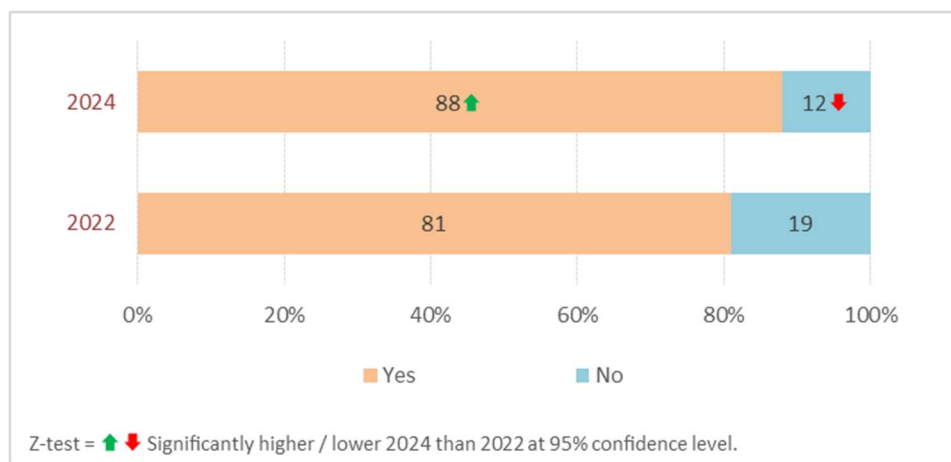
Figure 7*PR Police Officers Receive the Appropriate Technical Training and Supervision to Promote Ethical Behavior*

Table 7.1*PR Police Officers Receive the Appropriate Technical Training and Supervision to Promote Ethical Behavior*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK					
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																		
Yes	88.0 ▲	82.0	84.0 ▲	89.0 ▲	90.0 ▲	85.0 ▲	89.0 ▲	80.0	84.0	85.0	88.0	89.0 ▲	88.0 ▲	87.0	90.0	90.0	91.0 ▲	
No	12.0 ▼	18.0	16.0 ▼	11.0 ▼	10.0 ▼	15.0 ▼	11.0 ▼	20.0	16.0	15.0	12.0	11.0 ▼	12.0 ▼	13.0	10.0	10.0	9.0 ▼	
Frequency																		
Yes	1701	36	312	961	392	434	1267	41	145	105	416	994	1265	189	157	47	43	
No	234	8	61	120	45	74	160	10	28	18	55	123	180	28	17	5	4	
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47	

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q7. Does the PR Police receive adequate technical training and supervision to promote ethical behavior?

Table 7.2*PR Police Officers Receive the Appropriate Technical Training and Supervision to Promote Ethical Behavior*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Yes	88.0	83.0	93.0	86.0	95.0	89.0	81.0	86.0	84.0	94.0	85.0	99.0	85.0	91.0	90.0
No	12.0	17.0	7.0	14.0	5.0	11.0	19.0	14.0	16.0	6.0	15.0	1.0	15.0	9.0	10.0
Frequency															
Yes	1701	140	126	153	62	154	104	212	113	67	105	74	73	79	239
No	234	28	9	25	3	19	25	34	21	4	18	1	13	8	26
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

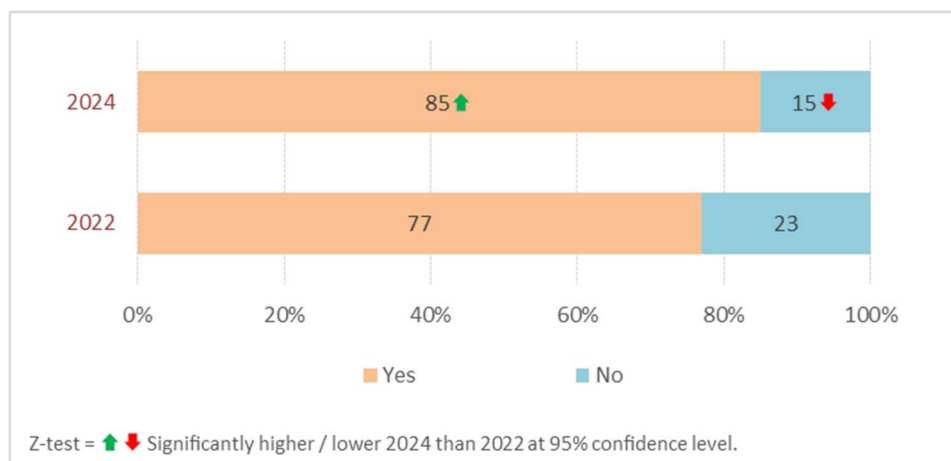
Q7. Does the PR Police receive adequate technical training and supervision to promote ethical behavior?

Nearly nine out of ten officers (88% in 2024, up +7pp and statistically significant increase from 81%

in 2022) indicate that the PR Police does receive the appropriate technical training and supervision to promote ethical behavior.

- In 2024, there is a slightly more negative response with regards to this technical training the less experience the officers have had.

Figure 8*Officers Have Adequate Mechanisms to Report Unethical Behavior within the PR Police*

**Table 8.1***Officers Have Adequate Mechanisms to Report Unethical Behavior within the PR Police*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	85.0 ▲	75.0	82.0 ▲	85.0 ▲	87.0	84.0 ▲	85.0 ▲	80.0	80.0	85.0 ▲	82.0 ▲	86.0 ▲	84.0 ▲	84.0	89.0	90.0	91.0
No	15.0 ▼	25.0	18.0 ▼	15.0 ▼	13.0	16.0 ▼	15.0 ▼	20.0	20.0	15.0 ▼	18.0 ▼	14.0 ▼	16.0 ▼	16.0	11.0	10.0	9.0
Frequency																	
Yes	1636	33	305	916	382	425	1211	41	138	105	386	966	1208	183	155	47	43
No	299	11	68	165	55	83	216	10	35	18	85	151	237	34	19	5	4
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q8. Do officers have adequate mechanisms to report unethical behavior within the PR Police?

Table 8.2*Officers Have Adequate Mechanisms to Report Unethical Behavior within the PR Police*

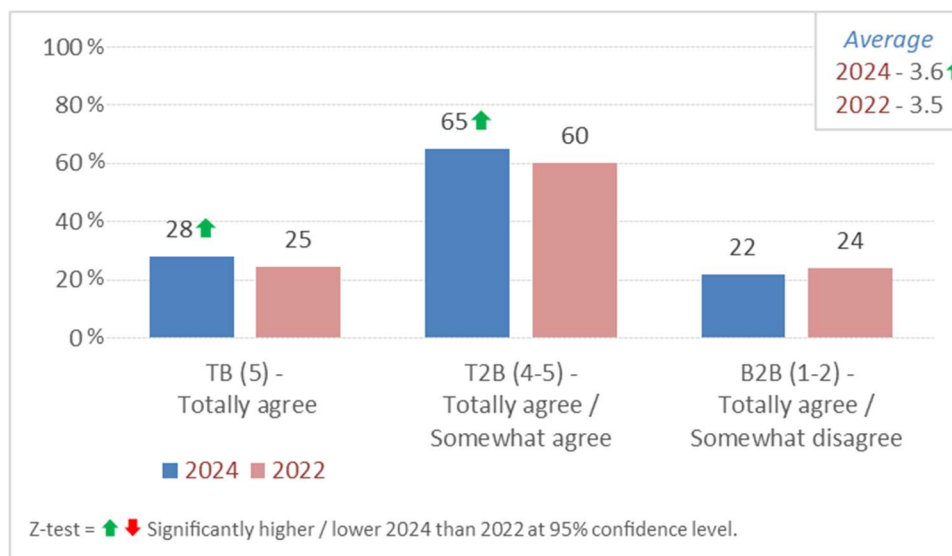
Yr 2024	TOTAL	POLICE AREA														Head- quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaado	Fajardo	Aibonito		
Percentage (%)																
Yes	85.0 ▲	84.0 ▲	78.0	87.0 ▲	89.0	84.0	81.0	81.0	81.0	89.0	82.0	95.0 ▲	83.0	92.0	88.0	
No	15.0 ▼	16.0 ▼	22.0	13.0 ▼	11.0	16.0	19.0	19.0	19.0	11.0	18.0	5.0 ▼	17.0	8.0	12.0	
Frequency																
Yes	1636	141	105	155	58	145	104	200	109	63	101	71	71	80	233	
No	299	27	30	23	7	28	25	46	25	8	22	4	15	7	32	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q8. Do officers have adequate mechanisms to report unethical behavior within the PR Police?

The 2024 measurement shows that most officers (85%, up from 77% in 2022) also indicate that there are adequate mechanisms in place to report unethical behavior within the PR Police.

- In 2024, the No response is higher among 24–34-year-old officers (25%) and those from the Arecibo region (22%).

Figure 9*Level of Agreement that the Promotion Processes Are Transparent, Equitable and Fair***Table 9.1***Level of Agreement that the Promotion Processes Are Transparent, Equitable and Fair*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	28.3 ▲	25.0	28.7	26.5	32.5	22.8	30.2 ▲	21.6	26.0	32.5	30.6	27.5	29.2 ▲	23.0	27.0	25.0	31.9
(4) Somewhat agree	37.0	38.6	35.9	37.7	35.7	39.2	36.2	35.3	39.9	38.2	32.7	38.2	36.7	40.1	35.6	38.5	31.9
(3) Nor agree, nor disagree	12.8 ▼	13.6	11.3 ▼	13.6	11.9	14.2	12.3 ▼	15.7	11.0 ▼	10.6	13.6	12.8	14.0 ▼	9.7	9.2	7.7	8.5
(2) Somewhat disagree	10.6	6.8	11.3	10.5	10.5	13.0	9.7	9.8	9.2	7.3 ▼	11.3	10.9	10.4	11.1	10.9	11.5	12.8
(1) Totally disagree	11.4	15.9	12.9	11.6	9.4	10.8	11.6	17.6	13.9	11.4	11.9	10.6	9.7 ▼	16.1	17.2	17.3	14.9
TOP 2 BOX (4, 5)	65.2 ▲	63.6	64.6	64.3	68.2 ▲	62.0	66.4 ▲	56.9	65.9 ▲	70.7 ▲	63.3	65.7 ▲	66.0 ▲	63.1	62.6	63.5	63.8
BOT 2 BOX (1, 2)	22.0	22.7	24.1	22.1	19.9 ▼	23.8	21.4	27.5	23.1	18.7	23.1	21.5	20.1 ▼	27.2	28.2	28.8	27.7
AVERAGE	3.6 ▲	3.5	3.6	3.6	3.7 ▲	3.5	3.6 ▲	3.3	3.6	3.7 ▲	3.6	3.6 ▲	3.7 ▲	3.4	3.4	3.4	3.5
Frequency																	
(5) Totally agree	547	11	107	287	142	116	431	11	45	40	144	307	422	50	47	13	15
(4) Somewhat agree	715	17	134	408	156	199	516	18	69	47	154	427	531	87	62	20	15
(3) Nor agree, nor disagree	247	6	42	147	52	72	175	8	19	13	64	143	202	21	16	4	4
(2) Somewhat disagree	205	3	42	114	46	66	139	5	16	9	53	122	150	24	19	6	6
(1) Totally disagree	221	7	48	125	41	55	166	9	24	14	56	118	140	35	30	9	7
TOP 2 BOX (4, 5)	1262	28	241	695	298	315	947	29	114	87	298	734	953	137	109	33	30
BOT 2 BOX (1, 2)	426	10	90	239	87	121	305	14	40	23	109	240	290	59	49	15	13
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ↑ ↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q9. How much do you agree that the promotion processes are transparent, equitable, and fair?

Table 9.2*Level of Agreement that the Promotion Processes Are Transparent, Equitable and Fair*

Yr 2024	TOTAL		POLICE AREA												
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaado	Fajardo	Aibonito	Head-quarters
Percentage (%)															
(5) Totally agree	28.3	19.0	28.1	29.8	33.8	28.9	27.1	24.8	28.4	38.0	26.0	36.0	23.3	24.1	34.3
(4) Somewhat agree	37.0	38.7	40.0	34.8	29.2	42.8	29.5	40.2	32.1	29.6	39.0	46.7	30.2	49.4	33.2
(3) Nor agree, nor disagree	12.8	16.7	11.1	11.8	12.3	11.0	6.2	15.4	14.9	14.1	13.8	4.0	22.1	10.3	12.1
(2) Somewhat disagree	10.6	13.7	5.9	14.0	10.8	10.4	20.9	7.7	8.2	8.5	8.9	10.7	10.5	8.0	9.8
(1) Totally disagree	11.4	11.9	14.8	9.6	13.8	6.9	16.3	11.8	16.4	9.9	12.2	2.7	14.0	8.0	10.6
TOP 2 BOX (4, 5)	65.2	57.7	68.1	64.6	63.1	71.7	56.6	65.0	60.4	67.6	65.0	82.7	53.5	73.6	67.5
BOT 2 BOX (1, 2)	22.0	25.6	20.7	23.6	24.6	17.3	37.2	19.5	24.6	18.3	21.1	13.3	24.4	16.1	20.4
AVERAGE	3.6	3.4	3.6	3.6	3.6	3.8	3.3	3.6	3.5	3.8	3.6	4.0	3.4	3.7	3.7
Frequency															
(5) Totally agree	547	32	38	53	22	50	35	61	38	27	32	27	20	21	91
(4) Somewhat agree	715	65	54	62	19	74	38	99	43	21	48	35	26	43	88
(3) Nor agree, nor disagree	247	28	15	21	8	19	8	38	20	10	17	3	19	9	32
(2) Somewhat disagree	205	23	8	25	7	18	27	19	11	6	11	8	9	7	26
(1) Totally disagree	221	20	20	17	9	12	21	29	22	7	15	2	12	7	28
TOP 2 BOX (4, 5)	1262	97	92	115	41	124	73	160	81	48	80	62	46	64	179
BOT 2 BOX (1, 2)	426	43	28	42	16	30	48	48	33	13	26	10	21	14	54
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q9. How much do you agree that the promotion processes are transparent, equitable, and fair?

Nearly two out of three officers agree (65%) to some degree that the promotion processes are transparent, equitable and fair. This represents in 2024, a +5pp statistically significant increase from 60% in 2022. Still, just over one out of five officers ($Yr2422\% \approx Yr2224\%$) indicate some level of disagreement with this indicator.

- In 2024, disagreement with this indicator is higher among officers with less than 10 years of experience (28%), and those in the Caguas (37%), San Juan (26%) and Fajardo (24%) areas.
- Compared to 2022, males ($Yr2430\% \uparrow Yr2225\%$), PO rank ($Yr2429\% \uparrow Yr2224\%$) and Utuado region ($Yr2436\% \uparrow Yr2220\%$) showed a statistically significant increase in “Total agreement” in 2024. San Juan area ($Yr2419\% \downarrow Yr2229\%$) showed a statistically significant decrease in “Total agreement”.

USE OF FORCE

The main objectives of the Use of Force compliance area are to provide members of the Puerto Rico Police alternatives that allow the use of objectively reasonable force know how to reduce it and

prohibit the use of excessive force. (PRPB Action Plans for Compliance with a Sustainable Reform – Electronic Version, p 3)

Figure 10

Level of Agreement that PR Police Officers Have Been Trained with Modern Techniques to Prevent the Excessive Use of Force When Intervening with Citizens

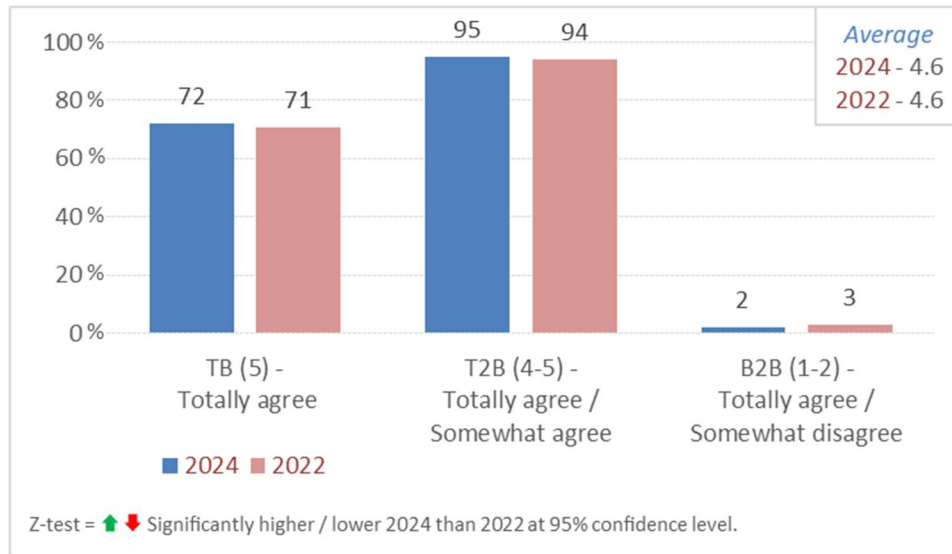


Table 10.1*Level of Agreement that PR Police Officers Have Been Trained with Modern Techniques to Prevent the Excessive Use of Force When Intervening with Citizens*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	71.6	65.9	65.1	71.2	78.5	70.9	71.8	54.9	72.8 ▲	61.8	70.3	73.8	70.9	68.2 ▼	73.6	82.7	87.2
(4) Somewhat agree	22.9	22.7	26.5	24.1	16.9	24.2	22.4	31.4	17.9 ▼	28.5	24.2	22.1	23.0	27.6 ▲	23.0	11.5 ▼	10.6
(3) Nor agree, nor disagree	3.3	9.1	4.3	3.2	2.1	3.1	3.4	11.8	5.2	6.5 ▲	3.2	2.3	3.7	2.3	1.7	1.9	2.1
(2) Somewhat disagree	1.7	—	2.9	1.0 ▼	2.3	1.4	1.8	—	3.5	0.8	1.7	1.5	1.7	1.8	1.1	1.9	—
(1) Totally disagree	0.6	2.3	1.1	0.5	0.2	0.4	0.6	2.0	0.6	2.4	0.6	0.3	0.6	—	0.6	1.9	—
TOP 2 BOX (4, 5)	94.5	88.6	91.7	95.3	95.4	95.1	94.3	86.3	90.8	90.2	94.5	95.9	93.9	95.9	96.6	94.2	97.9
BOT 2 BOX (1, 2)	2.2	2.3	4.0	1.5	2.5	1.8	2.4	2.0	4.0	3.3	2.3	1.8	2.4	1.8	1.7	3.8	—
AVERAGE	4.6	4.5	4.5	4.7	4.7	4.6	4.6	4.4	4.6	4.5	4.6	4.7	4.6	4.6	4.7	4.7	4.9
Frequency																	
(5) Totally agree	1385	29	243	770	343	360	1025	28	126	76	331	824	1025	148	128	43	41
(4) Somewhat agree	443	10	99	260	74	123	320	16	31	35	114	247	332	60	40	6	5
(3) Nor agree, nor disagree	64	4	16	35	9	16	48	6	9	8	15	26	54	5	3	1	1
(2) Somewhat disagree	32	—	11	11	10	7	25	—	6	1	8	17	25	4	2	1	—
(1) Totally disagree	11	1	4	5	1	2	9	1	1	3	3	3	9	—	1	1	—
TOP 2 BOX (4, 5)	1828	39	342	1030	417	483	1345	44	157	111	445	1071	1357	208	168	49	46
BOT 2 BOX (1, 2)	43	1	15	16	11	9	34	1	7	4	11	20	34	4	3	2	—
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q10. How much do you agree that the PR Police has trained its members with modern techniques necessary to prevent the excessive use of force when intervening with citizens?

Table 10.2*Level of Agreement that PR Police Officers Have Been Trained with Modern Techniques to Prevent the Excessive Use of Force When Intervening with Citizens*

Yr 2024	TOTAL	POLICE AREA														
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)																
(5) Totally agree	71.6	64.9	78.5	70.2	67.7	72.3	72.9	71.1	67.2	77.5	68.3	86.7▲	67.4	70.1	73.2	
(4) Somewhat agree	22.9	26.2	17.8	25.8	27.7	24.9	18.6	22.8	26.1	19.7	24.4	13.3	23.3	25.3	21.5	
(3) Nor agree, nor disagree	3.3	4.8	3.0	2.2	3.1	1.7	3.9	4.9	3.7	1.4	4.1	—	5.8	3.4	2.6	
(2) Somewhat disagree	1.7	1.8	0.7	1.7	1.5	1.2	3.1	0.8	2.2	1.4	3.3	—	3.5	1.1	1.5	
(1) Totally disagree	0.6	2.4	—	—	—	—	1.6	0.4	0.7	—	—	—	—	—	1.1	
TOP 2 BOX (4, 5)	94.5	91.1	96.3	96.1	95.4	97.1▲	91.5	93.9	93.3	97.2	92.7	100.0	90.7	95.4	94.7	
BOT 2 BOX (1, 2)	2.2	4.2	0.7	1.7	1.5	1.2	4.7	1.2	3.0	1.4	3.3	—	3.5	1.1	2.6	
AVERAGE	4.6	4.5	4.7	4.7	4.6	4.7	4.6	4.6	4.6	4.7	4.6	4.9▲	4.6	4.6	4.6	
Frequency																
(5) Totally agree	1385	109	106	125	44	125	94	175	90	55	84	65	58	61	194	
(4) Somewhat agree	443	44	24	46	18	43	24	56	35	14	30	10	20	22	57	
(3) Nor agree, nor disagree	64	8	4	4	2	3	5	12	5	1	5	—	5	3	7	
(2) Somewhat disagree	32	3	1	3	1	2	4	2	3	1	4	—	3	1	4	
(1) Totally disagree	11	4	—	—	—	—	2	1	1	—	—	—	—	—	3	
TOP 2 BOX (4, 5)	1828	153	130	171	62	168	118	231	125	69	114	75	78	83	251	
BOT 2 BOX (1, 2)	43	7	1	3	1	2	6	3	4	1	4	—	3	1	7	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q10. How much do you agree that the PR Police has trained its members with modern techniques necessary to prevent the excessive use of force when intervening with citizens?

As was the case in 2022, almost all officers agree that the PR Police have been trained with modern techniques to prevent the excessive use of force when intervening with citizens in 2024. (Yr24 95% ~ Yr22 94%)

- In 2024, agreement is high across all the demographic subgroups.
- Comparing 2024 with 2022, 10-14 years of service (Yr24 73% ↑ Yr22 63%) and Utuado (Yr24 87% ↑ Yr22 73%) show a statistically significant increase in “Total agreement”. SGT rank (Yr24 68% ↑ Yr22 78%) shows a statistically significant decrease in “Total agreement.”

Figure 11

PR Police Officers Respect and Protect the Right to Free Expression of Citizens When Responding to a Demonstration

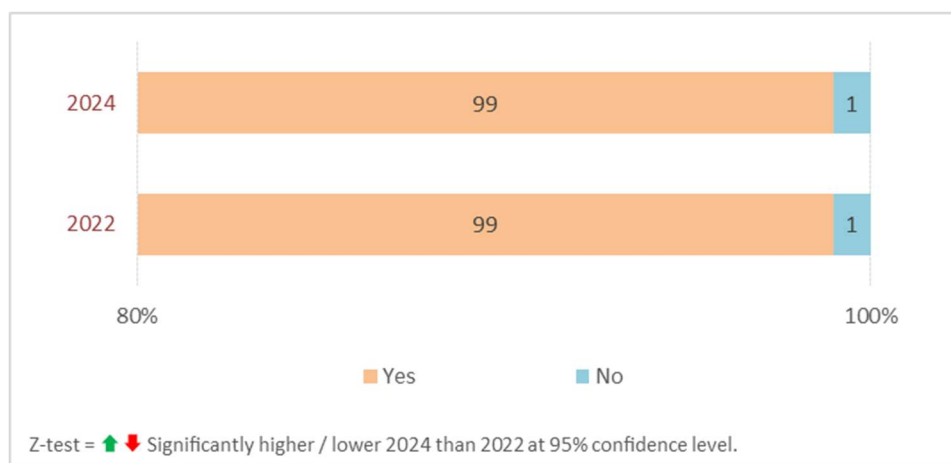


Table 11.1

PR Police Officers Respect and Protect the Right to Free Expression of Citizens When Responding to a Demonstration

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	99.0	98.0	99.0	99.0	99.0	99.0	99.0	98.0	98.0	99.0	99.0	99.0	99.0	99.0	99.0	100.0	100.0
No	1.0	2.0	1.0	1.0	1.0	1.0	1.0	2.0	2.0	1.0	1.0	1.0	1.0	1.0	1.0	—	—
Frequency																	
Yes	1914	43	369	1070	432	501	1413	50	170	122	464	1108	1428	214	173	52	47
No	21	1	4	11	5	7	14	1	3	1	7	9	17	3	1	—	—
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ↑ ↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q11. Do you consider that members of the Police respect and protect the right to free expression of citizens when responding to a demonstration such as: strikes, marches, etc.?

Table 11.2*PR Police Officers Respect and Protect the Right to Free Expression of Citizens When Responding to a Demonstration*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Yes	99.0	99.0	99.0	100.0	98.0	99.0	98.0	98.0	98.0	100.0	98.0	99.0	100.0	100.0	99.0
No	1.0	1.0	1.0	—	2.0	1.0	2.0	2.0	2.0	—	2.0	1.0	—	—	1.0
Frequency															
Yes	1914	166	134	178	64	171	127	242	131	71	121	74	86	87	262
No	21	2	1	—	1	2	2	4	3	—	2	1	—	—	3
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q11. Do you consider that members of the Police respect and protect the right to free expression of citizens when responding to a demonstration such as: strikes, marches, etc.?

Virtually all officers agree that the PR Police respect and protect the citizens' right to free expression when they respond to a demonstration. No change is observed from 2022.

Figure 12

Resources that PR Police Officers Have to Protect Citizens' Right to Free Expression During a Demonstration or Conglomeration of People Situation

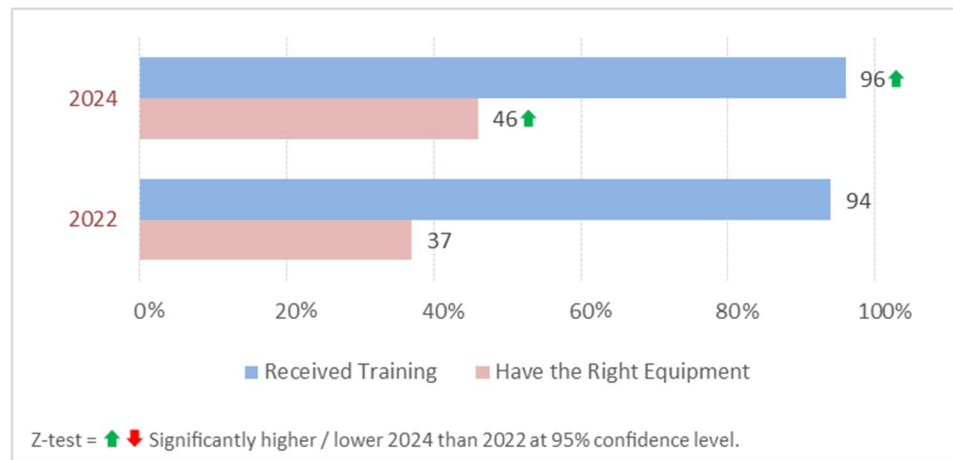


Table 12.1*Resources that PR Police Officers Have to Protect Citizens' Right to Free Expression During A Demonstration or Conglomeration of People Situation*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34	35 - 44	45 - 54	55 - 62	Female	Male	0 - 9	10 - 14	15 - 19	20 - 24	25 +	PO	SGT	2 ND LT	1 ST LT	EXO
		years	years	years	years			years	years	years	years	years					
Percentage (%)																	
(1) Have received training, but do not have the right equipment	51.0 ↓	66.0 ↑	50.0 ↓	52.0 ↓	48.0 ↓	50.0 ↓	52.0 ↓	67.0	49.0	54.0	49.0 ↓	52.0 ↓	50.0 ↓	54.0	63.0	50.0	38.0
(2) Have not received training, but have the right equipment	1.0	—	1.0	1.0	1.0 ↑	1.0 ↓	1.0	—	1.0	—	1.0	1.0	1.0	2.0	1.0	—	—
(3) Have received the training and have the right equipment	45.0 ↑	32.0	44.0 ↑	44.0 ↑	49.0 ↑	47.0 ↑	44.0 ↑	29.0	46.0	40.0	47.0 ↑	45.0 ↑	46.0 ↑	40.0	36.0	48.0	60.0
(4) Have not received training, nor do have the right equipment	3.0 ↓	2.0	5.0	2.0	2.0	3.0	3.0 ↓	4.0	5.0	7.0	3.0	2.0 ↓	3.0	3.0	1.0	2.0	2.0
TRAINING (1, 3)	96.0 ↑	98.0	95.0	96.0	97.0	97.0	96.0	96.0	95.0	93.0	96.0	97.0	96.0 ↑	94.0	98.0	98.0	98.0
RIGHT EQUIPMENT (2, 3)	46.0 ↑	32.0	45.0 ↑	45.0 ↑	50.0 ↑	48.0 ↑	45.0 ↑	29.0	46.0	40.0	48.0 ↑	46.0 ↑	47.0 ↑	42.0	37.0	48.0	60.0
Frequency																	
(1) Have received training, but do not have the right equipment	995	29	188	567	211	252	743	34	85	66	230	580	724	118	109	26	18
(2) Have not received training, but have the right equipment	22	—	2	14	6	3	19	—	1	—	5	16	15	5	2	—	—
(3) Have received the training and have the right equipment	864	14	165	473	212	239	625	15	79	49	220	501	662	87	62	25	28
(4) Have not received training, nor do have the right equipment	54	1	18	27	8	14	40	2	8	8	16	20	44	7	1	1	1
TRAINING (1, 3)	1859	43	353	1040	423	491	1368	49	164	115	450	1081	1386	205	171	51	46
RIGHT EQUIPMENT (2, 3)	886	14	167	487	218	242	644	15	80	49	225	517	677	92	64	25	28
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q12. Which of the following alternatives best describes the resources you have to protect the right to free expression of citizens during a demonstration or situation of conglomeration of people?

Table 12.2*Resources that PR Police Officers Have to Protect Citizens' Right to Free Expression During A Demonstration or Conglomeration of People Situation*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
(1) Have received training, but do not have the right equipment	51.0 ↓	57.0	48.0 ↓	49.0 ↓	54.0	58.0	50.0	57.0	52.0	41.0 ↓	59.0	41.0	52.0	53.0	42.0
(2) Have not received training, but have the right equipment	1.0	1.0	3.0	1.0	—	1.0	1.0	1.0	1.0	4.0	2.0	—	2.0	—	—
(3) Have received the training and have the right equipment	45.0 ↑	39.0	46.0 ↑	48.0 ↑	43.0	39.0 ↑	47.0	39.0	42.0 ↑	52.0 ↑	33.0	59.0	43.0	39.0	57.0
(4) Have not received training, nor do have the right equipment	3.0 ↓	4.0	3.0	2.0	3.0	2.0	2.0	3.0 ↓	4.0	3.0	6.0	—	2.0	8.0	1.0
TRAINING (1, 3)	96.0 ↑	96.0	94.0	97.0	97.0	97.0	98.0	96.0 ↑	94.0	93.0	92.0	100.0	95.0	92.0	99.0 ↑
RIGHT EQUIPMENT (2, 3)	46.0 ↑	40.0	49.0 ↑	49.0 ↑	43.0	39.0	48.0	40.0	43.0 ↑	56.0 ↑	35.0	59.0	45.0	39.0	57.0
Frequency															
(1) Have received training, but do not have the right equipment	995	95	65	88	35	101	65	140	70	29	73	31	45	46	112
(2) Have not received training, but have the right equipment	22	1	4	2	—	1	1	2	2	3	3	—	2	—	1
(3) Have received the training and have the right equipment	864	66	62	85	28	67	61	97	56	37	40	44	37	34	150
(4) Have not received training, nor do have the right equipment	54	6	4	3	2	4	2	7	6	2	7	—	2	7	2
TRAINING (1, 3)	1859	161	127	173	63	168	126	237	126	66	113	75	82	80	262
RIGHT EQUIPMENT (2, 3)	886	67	66	87	28	68	62	99	58	40	43	44	39	34	151
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

NotesZ-test = ↑ ↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

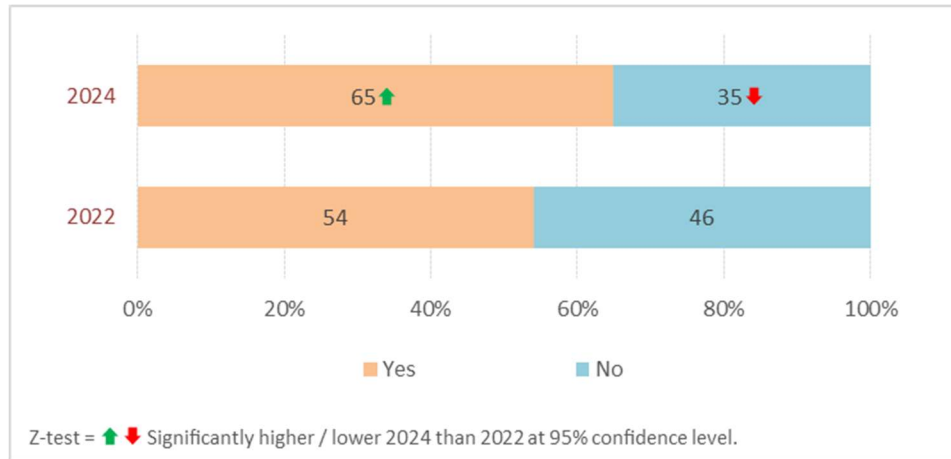
Q12. Which of the following alternatives best describes the resources you have to protect the right to free expression of citizens during a demonstration or situation of conglomeration of people?

Overall, almost all officers indicate that they have received training with regards the right of free expression during a demonstration ($Yr_{24}96\% \approx Yr_{22}94\%$), but there is some disagreement on whether they have the right equipment (around half say they do not) ($Yr_{24}46\% \uparrow Yr_{22}37\%$). Still, this proportion of those indicating that they do not have the right equipment is lower than in 2022 ($Yr_{24}54\% \downarrow Yr_{22}63\%$). In 2024 (compared to 2022), they show a statistically significant increase in having received training and having the appropriate equipment ($Yr_{24}45\% \uparrow Yr_{22}35\%$).

- In 2024, does not have the right equipment response is higher among age 24-34 officers (68%), those with less than 10 years of experience (71%), 2nd LT rank officers (64%), and those from the San Juan (61%), Aibonito (61%) and Aguadilla (65%) areas.

Figure 13

PR Police Officers Have Received Effective Training to Intervene Appropriately with Citizens with Mental Health Problems

**Table 13.1**

PR Police Officers Have Received Effective Training to Intervene Appropriately with Citizens with Mental Health Problems

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	65.0 ↑	68.0	66.0 ↑	64.0 ↑	66.0 ↑	65.0 ↑	64.0 ↑	73.0	68.0 ↑	64.0	64.0 ↑	64.0 ↑	66.0 ↑	58.0	62.0	65.0 ↑	74.0 ↑
No	35.0 ↓	32.0	34.0 ↓	36.0 ↓	34.0 ↓	35.0 ↓	36.0 ↓	27.0	32.0 ↓	36.0	36.0 ↓	36.0 ↓	34.0 ↓	42.0	38.0	35.0 ↓	26.0 ↓
Frequency																	
Yes	1251	30	245	688	288	331	920	37	118	79	302	715	949	125	108	34	35
No	684	14	128	393	149	177	507	14	55	44	169	402	496	92	66	18	12
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ↑ ↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q13. Have the members of the PR Police received effective training to intervene appropriately with citizens who have mental health problems?

Table 13.2

PR Police Officers Have Received Effective Training to Intervene Appropriately with Citizens with Mental Health Problems

Yr 2024	TOTAL	POLICE AREA														Head- quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)																
Yes	65.0 ▲	64.0	68.0 ▲	57.0 ▲	68.0	53.0	64.0	64.0	69.0	79.0 ▲	54.0	76.0 ▲	74.0 ▲	62.0	70.0	
No	35.0 ▼	36.0	32.0 ▼	43.0 ▼	32.0	47.0	36.0	36.0	31.0	21.0 ▼	46.0	24.0 ▼	26.0 ▼	38.0	30.0	
Frequency																
Yes	1251	107	92	102	44	91	82	158	92	56	67	57	64	54	185	
No	684	61	43	76	21	82	47	88	42	15	56	18	22	33	80	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

Notes

Z-test = ↑ ↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q13. Have the members of the PR Police received effective training to intervene appropriately with citizens who have mental health problems?

Around two out of three officers (65%) indicate they have received effective training to intervene appropriately with citizens with mental health problems. This represents in 2024 a +11pp statistically significant change from 54% in 2022.

- In 2024, Aguadilla (46%), Ponce (43%) and Mayagüez (47%) areas there is a relatively higher No response to this indicator. Among ranks, SGT (42%) and 2nd LT (38%) ranks officers indicate a higher No response as well.

SEARCHES AND SEIZURES

The main objectives of the Search and Seizures compliance area is to ensure that all detentions, arrests, searches and seizures are carried out respecting the rights, privileges and immunities guaranteed and protected by the Constitution and the laws of the United States and ELA. (PRPB Action Plans for Compliance with a Sustainable Reform – Electronic Version, p 3)

Figure 14

PR Police Officers Explain the Reasons in a Clear and Respectful Manner when Intervene with a Citizen

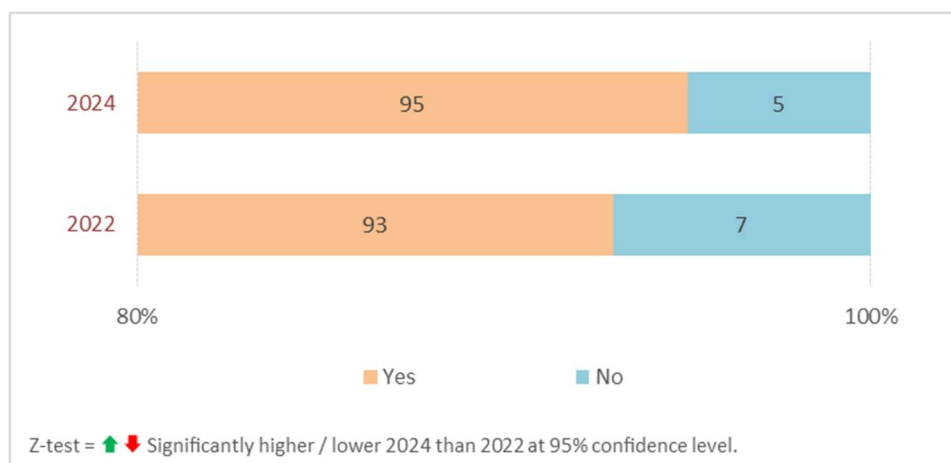


Table 14.1

PR Police Officers Explain the Reasons in a Clear and Respectful Manner when Intervene with a Citizen

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34	35 - 44	45 - 54	55 - 62	Female	Male	0 - 9	10 - 14	15 - 19	20 - 24	25 +	PO	SGT	2 ND LT	1 ST LT	EXO
		years	years	years	years			years	years	years	years	years					
Percentage (%)																	
Yes	95.0	95.0	96.0	95.0	94.0	92.0	95.0 ▲	94.0	96.0	97.0	95.0	94.0	95.0	94.0	95.0	90.0	96.0
No	5.0	5.0	4.0	5.0	6.0	8.0	5.0 ▼	6.0	4.0	3.0	5.0	6.0	5.0	6.0	5.0	10.0	4.0
Frequency																	
Yes	1831	42	357	1023	409	469	1362	48	166	119	449	1049	1369	205	165	47	45
No	104	2	16	58	28	39	65	3	7	4	22	68	76	12	9	5	2
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q14. Do the members of the PR Police explain in a clear and respectful way the reasons when they intervene with a citizen?

Table 14.2*PR Police Officers Explain the Reasons in a Clear and Respectful Manner when Intervene with a Citizen*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utado	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Yes	95.0	95.0	96.0	93.0	94.0	97.0	95.0	95.0	90.0	89.0	93.0	97.0	98.0	98.0	95.0
No	5.0	5.0	4.0	7.0	6.0	3.0	5.0	5.0	10.0	11.0	7.0	3.0	2.0	2.0	5.0
Frequency															
Yes	1831	159	130	166	61	167	123	233	121	63	114	73	84	85	252
No	104	9	5	12	4	6	6	13	13	8	9	2	2	2	13
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q14. Do the members of the PR Police explain in a clear and respectful way the reasons when they intervene with a citizen?

As was the case in 2022, almost all officers agree that PR Police officers explain the reasons for intervening with a citizen in a clear and respectful manner in 2024 ($Yr24 95\% \approx Yr22 93\%$).

Figure 15

PR Police Officers Frequency that Have Justified Reasons When Make Arrests, Searches or Seizures of Any Citizen or Property, or Seizures Based on Probable Cause as Established By Law

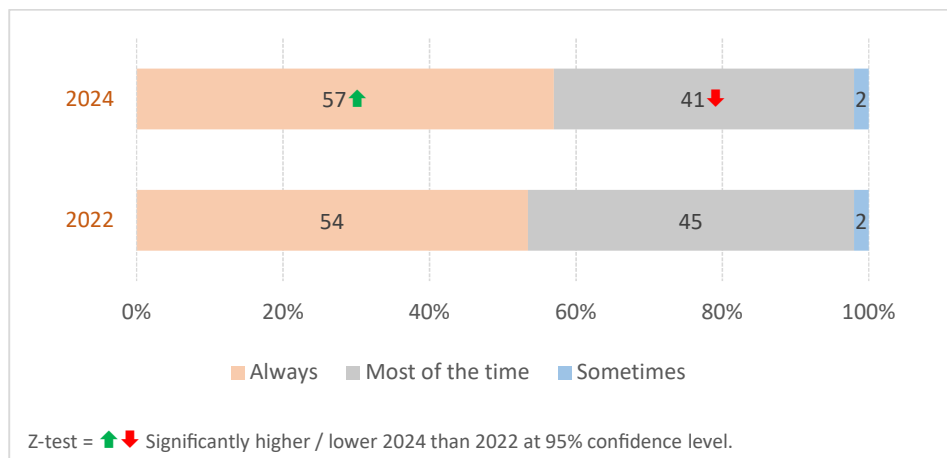


Table 15.1

PR Police Officers Frequency that Have Justified Reasons When Make Arrests, Searches or Seizures of Any Citizen or Property, or Seizures Based on Probable Cause as Established By Law

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34	35 - 44	45 - 54	55 - 62	Female	Male	0 - 9	10 - 14	15 - 19	20 - 24	25 +	PO	SGT	2 ND LT	1 ST LT	EXO
		years	years	years	years			years	years	years	years	years					
Percentage (%)																	
Always	57.0 ▲	55.0	57.0	57.0	57.0 ▲	57.0	57.0	51.0	57.0	63.0	58.0	56.0	57.0	57.0	55.0	54.0	64.0
Most of the time	41.0 ▼	41.0	40.0	41.0	41.0 ▼	42.0	41.0	45.0	40.0	35.0 ▼	39.0	42.0	41.0	41.0	45.0	44.0	34.0
Sometimes	2.0	2.0	2.0	2.0	2.0	1.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	1.0	1.0	2.0	—
Almost never	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2.0
Never	—	2.0	—	—	—	—	—	2.0	1.0	—	—	—	—	—	—	—	—
Frequency																	
Always	1101	24	213	613	251	288	813	26	99	77	275	624	825	123	95	28	30
Most of the time	794	18	151	447	178	211	583	23	69	43	186	473	587	90	78	23	16
Sometimes	34	1	8	18	7	7	27	1	4	3	8	18	29	3	1	1	—
Almost never	2	—	—	2	—	—	2	—	—	—	—	2	—	1	—	—	1
Never	4	1	1	1	1	2	2	1	1	—	2	—	4	—	—	—	—
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q15. How often do members of the PR Police have justified reasons when they make arrests, searches or raids on any citizen or property, or make seizures based on probable cause as established by law?

Table 15.2

PR Police Officers Frequency that Have Justified Reasons When Make Arrests, Searches or Seizures of Any Citizen or Property, or Seizures Based on Probable Cause as Established By Law

Yr 2024	TOTAL	POLICE AREA														Head-quarter
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)																
Always	57.0 ▲	52.0	60.0	58.0	52.0	60.0	50.0	55.0	57.0	66.0 ▲	58.0	65.0	49.0	57.0	58.0	
Most of the time	41.0 ▼	44.0	36.0	40.0	46.0	38.0	48.0	42.0	40.0	31.0 ▼	41.0	35.0	50.0	43.0	40.0	
Sometimes	2.0	2.0	3.0	2.0	2.0	2.0	2.0	3.0	1.0	3.0	1.0	—	1.0	—	2.0	
Almost never	—	—	—	—	—	—	—	—	—	—	1.0	—	—	—	—	
Never	—	1.0	1.0	—	—	—	—	—	1.0	—	—	—	—	—	—	
Frequency																
Always	1101	88	81	103	34	104	65	136	77	47	71	49	42	50	154	
Most of the time	794	74	49	72	30	66	62	103	54	22	50	26	43	37	106	
Sometimes	34	4	4	3	1	3	2	7	2	2	1	—	1	—	4	
Almost never	2	—	—	—	—	—	—	—	—	—	1	—	—	—	1	
Never	4	2	1	—	—	—	—	—	1	—	—	—	—	—	—	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

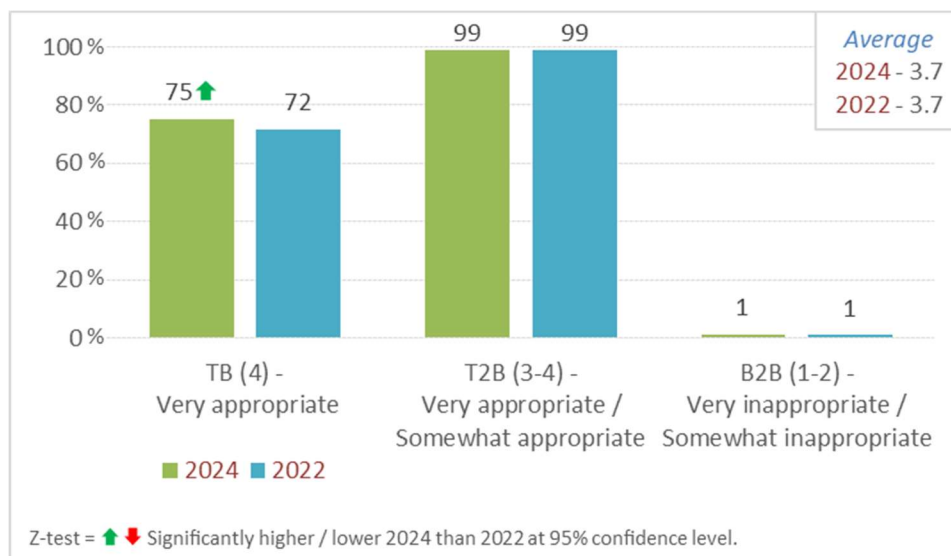
Q15. How often do members of the PR Police have justified reasons when they make arrests, searches or raids on any citizen or property, or make seizures based on probable cause as established by law?

Virtually all officers agree that PR police officer have justified reasons at least most of the time when making arrests, searches or seizures of any citizen or property based on probable cause. Overall, there is no significant change from 2022. In 2024, there was a statistically significant increase in “always” having justified reasons. (Yr24=57% ▲ Yr22=54%).

- In 2024, the 55-62 age group (Yr24 57% ↑ Yr22 49%) and Guayama area (Yr24 66% ↑ Yr22 44%) show a statistically significant increase in “always” having justified reasons

Figure 16

Treatment Provided By PR Police Officers to Citizens During Interventions

**Table 16.1**

Treatment Provided By PR Police Officers to Citizens During Interventions

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(4) Very appropriate	74.9 ▲	81.8	78.0 ▲	73.9	74.1	70.9	76.4	78.4	75.7	75.6	77.5 ▲	73.5	76.4 ▲	72.8	67.2 ▼	73.1	70.2
(3) Somewhat appropriate	24.2 ▼	15.9	21.2 ▼	25.4	24.5	28.3	22.7	19.6	23.1	22.0	22.1	25.7	22.8 ▼	26.3	31.6	23.1	29.8
(2) Somewhat inappropriate	0.5	—	0.3	0.3	1.4	0.8	0.4	—	0.6	0.8	0.4	0.5	0.3	0.5	1.1	3.8	—
(1) Very inappropriate	0.4	2.3	0.5	0.4	—	—	0.5	2.0	0.6	1.6	—	0.3	0.4	0.5	—	—	—
TOP 2 BOX (3, 4)	99.1	97.7	99.2	99.4	98.6	99.2	99.1	98.0	98.8	97.6	99.6	99.2	99.2	99.1	98.9	96.2	100.0
BOT 2 BOX (1, 2)	0.9	2.3	0.8	0.6	1.4	0.8	0.9	2.0	1.2	2.4	0.4	0.8	0.8	0.9	1.1	3.8	—
AVERAGE	3.7	3.8	3.8 ▲	3.7	3.7	3.7	3.8	3.8	3.7	3.7	3.8 ▲	3.7	3.8 ▲	3.7	3.7 ▼	3.7	3.7
Frequency																	
(4) Very appropriate	1450	36	291	799	324	360	1090	40	131	93	365	821	1104	158	117	38	33
(3) Somewhat appropriate	468	7	79	275	107	144	324	10	40	27	104	287	330	57	55	12	14
(2) Somewhat inappropriate	10	—	1	3	6	4	6	—	1	1	2	6	5	1	2	2	—
(1) Very inappropriate	7	1	2	4	—	—	7	1	1	2	—	3	6	1	—	—	—
TOP 2 BOX (3, 4)	1918	43	370	1074	431	504	1414	50	171	120	469	1108	1434	215	172	50	47
BOT 2 BOX (1, 2)	17	1	3	7	6	4	13	1	2	3	2	9	11	2	2	2	—
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ↑ ↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q16. How would you describe the treatment provided by the members of the PR Police to the citizens during the interventions?

Table 16.2*Treatment Provided By PR Police Officers to Citizens During Interventions*

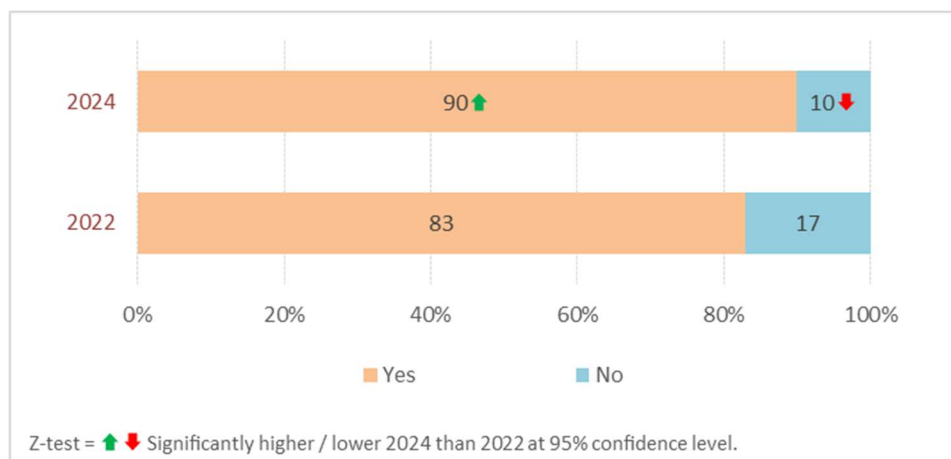
Yr 2024	TOTAL	POLICE AREA														Head- quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utado	Fajardo	Aibonito		
Percentage (%)																
(4) Very appropriate	74.9 ▲	73.2	77.0	75.3 ▲	83.1	76.3	79.8	69.9	70.1	70.4	79.7	78.7	65.1	70.1	79.2	
(3) Somewhat appropriate	24.2 ▼	26.2	21.5	24.2 ▼	16.9	22.5	18.6	29.7	27.6	28.2	18.7	21.3	33.7	28.7	20.8	
(2) Somewhat inappropriate	0.5	—	1.5	—	—	1.2	1.6	0.4	0.7	—	0.8	—	1.2	—	—	
(1) Very inappropriate	0.4	0.6	—	0.6	—	—	—	—	1.5	1.4	0.8	—	—	1.1	—	
TOP 2 BOX (3, 4)	99.1	99.4	98.5	99.4	100.0	98.8	98.4	99.6	97.8	98.6	98.4	100.0	98.8	98.9	100.0	
BOT 2 BOX (1, 2)	0.9	0.6	1.5	0.6	—	1.2	1.6	0.4	2.2	1.4	1.6	—	1.2	1.1	—	
AVERAGE	3.7	3.7	3.8	3.7 ▲	3.8	3.8	3.8	3.7	3.7	3.7	3.8	3.8	3.6	3.7	3.8	
Frequency																
(4) Very appropriate	1450	123	104	134	54	132	103	172	94	50	98	59	56	61	210	
(3) Somewhat appropriate	468	44	29	43	11	39	24	73	37	20	23	16	29	25	55	
(2) Somewhat inappropriate	10	—	2	—	—	2	2	1	1	—	1	—	1	—	—	
(1) Very inappropriate	7	1	—	1	—	—	—	—	2	1	1	—	—	1	—	
TOP 2 BOX (3, 4)	1918	167	133	177	65	171	127	245	131	70	121	75	85	86	265	
BOT 2 BOX (1, 2)	17	1	2	1	—	2	2	1	3	1	2	—	1	1	—	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

NotesZ-test = ↑ ↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q16. How would you describe the treatment provided by the members of the PR Police to the citizens during the interventions?

Practically all officers describe the treatment provided by the PR Police to citizens during interventions as being appropriate, with seven out of ten overall classifying it as very appropriate ($Y_{24}75\%$ $\uparrow$ $Y_{22}72\%$). There is no statistic significant change from 2022.

- In 2024 (compared to 2022), the 35-44 age group ($Y_{24}78\%$ $\uparrow$ $Y_{22}70\%$), PO rank ($Y_{24}76\%$ $\uparrow$ $Y_{22}71\%$) and Ponce region ($Y_{24}75\%$ $\uparrow$ $Y_{22}65\%$) show a statistically significant increase in “Very appropriate” the treatment of citizens by Police officers during interventions. ^{2ND} LT rank officers ($Y_{24}67\%$ $\uparrow$ $Y_{22}77\%$) shows a statistically significant decrease in “Very appropriate”.

Figure 17*Police Officer Field Supervisors Follow the Standards to Respond to the Scene of an Arrest When Required***Table 17.1***Police Officer Field Supervisors Follow the Standards to Respond to the Scene of an Arrest When Required*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Yes	90.0 ▲	77.0	88.0 ▲	91.0 ▲	91.0 ▲	89.0 ▲	90.0 ▲	78.0	89.0	86.0	90.0 ▲	91.0 ▲	89.0 ▲	96.0	90.0	92.0	87.0
No	10.0 ▼	23.0	12.0 ▼	9.0 ▼	9.0 ▼	11.0 ▼	10.0 ▼	22.0	11.0	14.0	10.0 ▼	9.0 ▼	11.0 ▼	4.0	10.0	8.0	13.0
Frequency																	
Yes	1739	34	327	981	397	453	1286	40	154	106	423	1016	1285	208	157	48	41
No	196	10	46	100	40	55	141	11	19	17	48	101	160	9	17	4	6
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q17. Does a field supervisor comply with the regulations to respond to the scene of an arrest when required?

Table 17.2*Police Officer Field Supervisors Follow the Standards to Respond to the Scene of an Arrest When Required*

Yr 2024	TOTAL	POLICE AREA														Head- quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagü ez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua do	Fajardo	Aibonito		
Percentage (%)																
Yes	90.0 ▲	86.0	90.0 ▲	93.0 ▲	97.0 ▲	92.0	84.0	89.0	84.0	92.0	88.0 ▲	95.0	90.0 ▲	91.0	92.0	
No	10.0 ▼	14.0	10.0 ▼	7.0 ▼	3.0 ▼	8.0	16.0	11.0	16.0	8.0	12.0 ▼	5.0	10.0 ▼	9.0	8.0	
Frequency																
Yes	1739	145	122	165	63	159	108	219	113	65	108	71	77	79	245	
No	196	23	13	13	2	14	21	27	21	6	15	4	9	8	20	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q17. Does a field supervisor comply with the regulations to respond to the scene of an arrest when required?

In 2024 measurement, nine out of ten officers (90%, a+7pp statistically significant increase from 83% in 2022) indicate field supervisors do follow the standards to respond the scene of an arrest when required.

- In 2024, the No response is higher among younger age officers (23%) and those with less than 10 years of experience (22%).

Figure 18

PR Police Has Practice that a Supervisor Officers Verifies that the Arrested Persons Have No Injuries, and If Have, Make Sure Receive Adequate Medical Attention

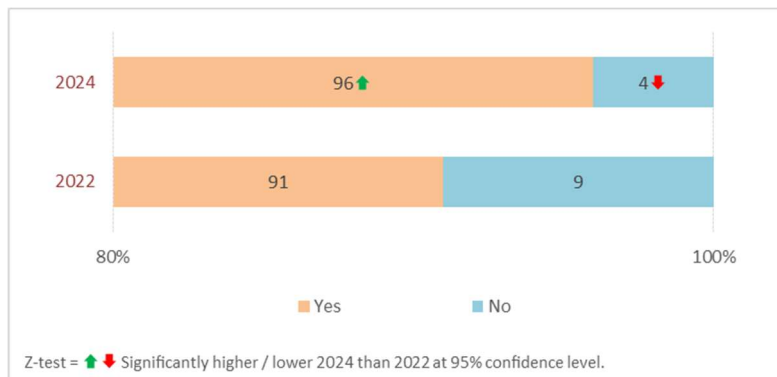


Table 18.1

PR Police Has Practice that a Supervisor Officers Verifies that the Arrested Persons Have No Injuries, and If Have, Make Sure Receive Adequate Medical Attention

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	96.0 ▲	93.0	95.0 ▲	96.0 ▲	95.0	93.0 ▲	96.0 ▲	92.0	95.0 ▲	93.0	96.0 ▲	96.0 ▲	95.0 ▲	99.0	96.0	98.0	91.0
No	4.0 ▼	7.0	5.0 ▼	4.0 ▼	5.0	7.0 ▼	4.0 ▼	8.0	5.0 ▼	7.0	4.0 ▼	4.0 ▼	5.0 ▼	1.0	4.0	2.0	9.0
Frequency																	
Yes	1848	41	355	1037	415	472	1376	47	165	115	450	1071	1373	214	167	51	43
No	87	3	18	44	22	36	51	4	8	8	21	46	72	3	7	1	4
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ↑↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q18. Is it a practice in the PR Police that a supervisor verifies that those arrested do not have injuries, and if they do, make sure that they receive adequate medical attention?

Table 18.2

PR Police Has Practice that a Supervisor Officers Verifies that the Arrested Persons Have No Injuries, and If Have, Make Sure Receive Adequate Medical Attention

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Yes	96.0 ▲	94.0	98.0	97.0 ▲	97.0	97.0	93.0	94.0	95.0	96.0	94.0	99.0	94.0	98.0	95.0 ▲
No	4.0 ▼	6.0	2.0	3.0 ▼	3.0	3.0	7.0	6.0	5.0	4.0	6.0	1.0	6.0	2.0	5.0 ▼
Frequency															
Yes	1848	158	132	173	63	167	120	231	127	68	116	74	81	85	253
No	87	10	3	5	2	6	9	15	7	3	7	1	5	2	12
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q18. Is it a practice in the PR Police that a supervisor verifies that those arrested do not have injuries, and if they do, make sure that they receive adequate medical attention?

Virtually all officers (96%) indicate that the PR Police has the practice of having supervisor officers verify if arrested parties are injured and, if so, to make sure they receive adequate medical attention. This indicator experiences a +5pp statistically significant in 2024, an increase from 91% in 2022.

EQUAL PROTECTION AND NON-DISCRIMINATION

The main objectives of the Equal Protection and Non-Discrimination compliance area is to guarantee that police services are provided in an equitable, respectful and prejudice-free manner, in a way that fosters the relations of the members of the Puerto Rico police with the community and optimizes crime prevention. (PRPB Action Plans for Compliance with a Sustainable Reform – Electronic Version, p 3)

Figure 19

PR Police Has Representation of Different Ethnic Groups or Sectors of Society in PR

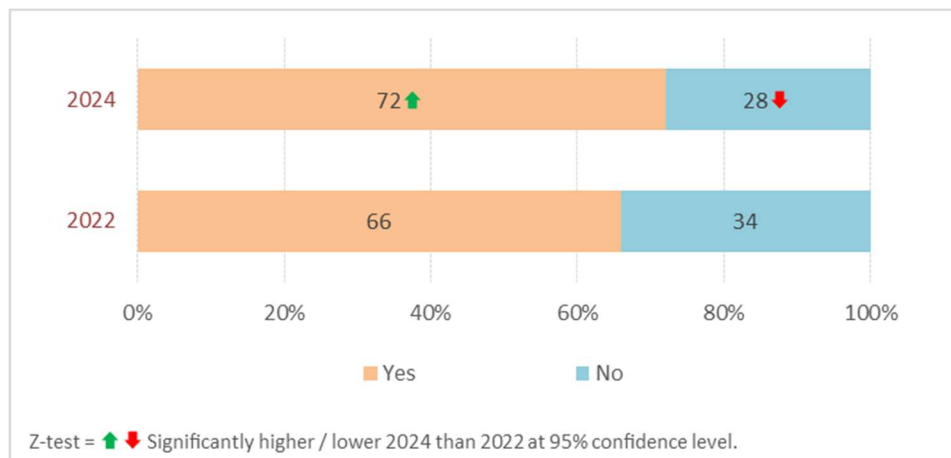


Table 19.1*PR Police Has Representation of Different Ethnic Groups or Sectors of Society in PR*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	72.0 ▲	66.0	72.0	73.0 ▲	71.0	71.0 ▲	72.0 ▲	69.0	77.0	72.0	72.0 ▲	71.0 ▲	71.0 ▲	71.0	76.0	69.0	81.0
No	28.0 ▼	34.0	28.0	27.0 ▼	29.0	29.0 ▼	28.0 ▼	31.0	23.0	28.0	28.0 ▼	29.0 ▼	29.0 ▼	29.0	24.0	31.0	19.0
Frequency																	
Yes	1391	29	267	786	309	362	1029	35	134	88	339	795	1032	153	132	36	38
No	544	15	106	295	128	146	398	16	39	35	132	322	413	64	42	16	9
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q19. Do you think that the PR Police has representation from different ethnic groups or sectors of society in Puerto Rico?

Table 19.2*PR Police Has Representation of Different Ethnic Groups or Sectors of Society in PR*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaado	Fajardo	Aibonito	Head-quarter:
Percentage (%)															
Yes	72.0 ▲	66.0	70.0 ▲	70.0	75.0	71.0	76.0 ▲	66.0	74.0	77.0	67.0 ▲	76.0	71.0	68.0	81.0
No	28.0 ▼	34.0	30.0 ▼	30.0	25.0	29.0	24.0 ▼	34.0	26.0	23.0	33.0 ▼	24.0	29.0	32.0	19.0
Frequency															
Yes	1391	111	95	125	49	122	98	163	99	55	83	57	61	59	214
No	544	57	40	53	16	51	31	83	35	16	40	18	25	28	51
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

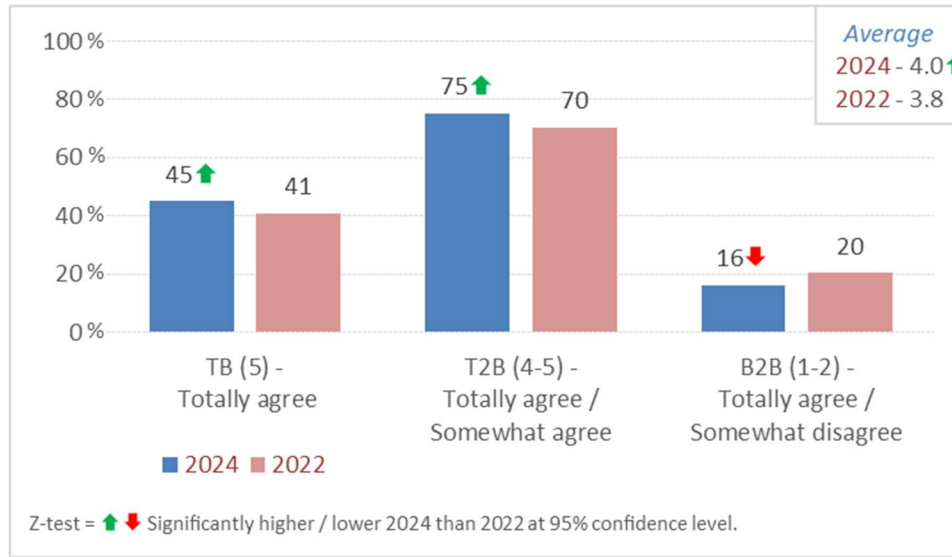
Q19. Do you think that the PR Police has representation from different ethnic groups or sectors of society in Puerto Rico?

Around seven out of ten officers (72%) interviewed said that the PR Police does have representation from different ethnic groups or sectors in PR. This is in 2024, a +6pp statistically significant increase from 66% in 2022.

- In 2024, the disagreement with having representation is higher among officers ages 24-34 (34%).
Among the different areas, San Juan (34%), Bayamon (34%), Aguadilla (33%) and Aibonito (32%) have a higher disagreement response.
- In 2024 (compared to 2022), PO rank (Yr24 76% ▲ Yr22 71%) show a statistically significant increase in that there is representation of different ethnic groups or sectors of society in PR.

Figure 20

Level of Agreement that Supervisor Officers Treat All PR Police Officers in the Same Way without Any Kind of Discrimination

**Table 20.1**

Level of Agreement that Supervisor Officers Treat All PR Police Officers in the Same Way without Any Kind of Discrimination

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	44.7 ▲	31.8	41.8	43.2	52.2	39.4	46.6	29.4	44.5 ▲	44.7	43.7	45.8	41.2 ▲	59.4	50.6	48.1	59.6
(4) Somewhat agree	30.0	31.8	29.5	31.8	25.6	29.3	30.2	31.4	25.4	26.8	31.4	30.3	30.3	24.9	34.5	32.7	23.4
(3) Nor agree, nor disagree	9.3	9.1	11.3	8.9	8.5	9.8	9.0	9.8	13.3	9.8	8.5	8.9	10.7 ▼	5.5	4.6	7.7	2.1
(2) Somewhat disagree	8.6 ▼	9.1	8.6	9.3	6.6	12.4	7.2 ▼	11.8	7.5	8.1	9.6	8.2	9.5 ▼	4.6	6.3	9.6	6.4
(1) Totally disagree	7.3 ▼	18.2	8.8 ▼	6.5	6.9	8.7 ▼	6.8	17.6	9.2	10.6	6.4 ▼	6.5	8.2	5.1	4.0	1.9	8.5
Don't know	0.2	—	—	0.3	0.2	0.4	0.1	—	—	—	0.4	0.2	0.2	0.5	—	—	—
TOP 2 BOX (4, 5)	74.7 ▲	63.6	71.3 ▲	75.0	77.8	68.7	76.8 ▲	60.8	69.9	71.5	75.2	76.2	71.5 ▲	84.3	85.1	80.8	83.0
BOT 2 BOX (1, 2)	15.9 ▼	27.3	17.4 ▼	15.8 ▼	13.5	21.1	14.0 ▼	29.4	16.8 ▼	18.7	15.9	14.8	17.6 ▼	9.7	10.3	11.5	14.9
AVERAGE	4.0 ▲	3.5	3.9 ▲	4.0 ▲	4.1	3.8 ▲	4.0 ▲	3.4	3.9 ▲	3.9	4.0 ▲	4.0	3.9 ▲	4.3	4.2	4.2	4.2
Frequency																	
(5) Totally agree	865	14	156	467	228	200	665	15	77	55	206	512	595	129	88	25	28
(4) Somewhat agree	580	14	110	344	112	149	431	16	44	33	148	339	438	54	60	17	11
(3) Nor agree, nor disagree	179	4	42	96	37	50	129	5	23	12	40	99	154	12	8	4	1
(2) Somewhat disagree	166	4	32	101	29	63	103	6	13	10	45	92	137	10	11	5	3
(1) Totally disagree	141	8	33	70	30	44	97	9	16	13	30	73	118	11	7	1	4
Don't know	4	—	—	3	1	2	2	—	—	—	2	2	3	1	—	—	—
TOP 2 BOX (4, 5)	1445	28	266	811	340	349	1096	31	121	88	354	851	1033	183	148	42	39
BOT 2 BOX (1, 2)	307	12	65	171	59	107	200	15	29	23	75	165	255	21	18	6	7
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q20. How much do you agree that supervisors treat all members of the PR Police in the same way without any type of discrimination such as; gender, origin, ethnicity, sexual orientation, nationality, ideology or political affiliation, etc.?

Table 20.2*Level of Agreement that Supervisor Officers Treat All PR Police Officers in the Same Way without Any Kind of Discrimination*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
(5) Totally agree	44.7 ▲	39.9	47.4	41.6	47.7	51.4	42.6	41.5	40.3	45.1	50.4 ▲	61.3	37.2	42.5	45.3
(4) Somewhat agree	30.0	31.5	30.4	32.0	30.8	24.3	30.2	28.9	32.8	32.4	30.9	22.7	25.6	34.5	31.3
(3) Nor agree, nor disagree	9.3	13.1	8.9	9.6	10.8	10.4	4.7	11.8	6.0	7.0	2.4	6.7	15.1	11.5	9.1
(2) Somewhat disagree	8.6 ▼	6.5	6.7	10.7	7.7	4.6 ▼	14.0	8.5	7.5	9.9	7.3	5.3	16.3	5.7	9.8
(1) Totally disagree	7.3 ▼	8.3	6.7	5.6	3.1	8.7	8.5	8.9	13.4 ▲	5.6	8.9	4.0	5.8	5.7	4.5 ▼
Don't know	0.2	0.6	—	0.6	—	0.6	—	0.4	—	—	—	—	—	—	—
TOP 2 BOX (4, 5)	74.7 ▲	71.4	77.8	73.6	78.5	75.7	72.9	70.3	73.1	77.5	81.3	84.0	62.8	77.0	76.6 ▲
BOT 2 BOX (1, 2)	15.9 ▼	14.9	13.3	16.3 ▼	10.8	13.3	22.5	17.5	20.9	15.5	16.3	9.3	22.1	11.5	14.3
AVERAGE	4.0 ▲	3.9	4.1	3.9 ▲	4.1	4.1	3.8	3.9	3.8	4.0	4.1	4.3	3.7	4.0	4.0 ▲
Frequency															
(5) Totally agree	865	67	64	74	31	89	55	102	54	32	62	46	32	37	120
(4) Somewhat agree	580	53	41	57	20	42	39	71	44	23	38	17	22	30	83
(3) Nor agree, nor disagree	179	22	12	17	7	18	6	29	8	5	3	5	13	10	24
(2) Somewhat disagree	166	11	9	19	5	8	18	21	10	7	9	4	14	5	26
(1) Totally disagree	141	14	9	10	2	15	11	22	18	4	11	3	5	5	12
Don't know	4	1	—	1	—	1	—	1	—	—	—	—	—	—	—
TOP 2 BOX (4, 5)	1445	120	105	131	51	131	94	173	98	55	100	63	54	67	203
BOT 2 BOX (1, 2)	307	25	18	29	7	23	29	43	28	11	20	7	19	10	38
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

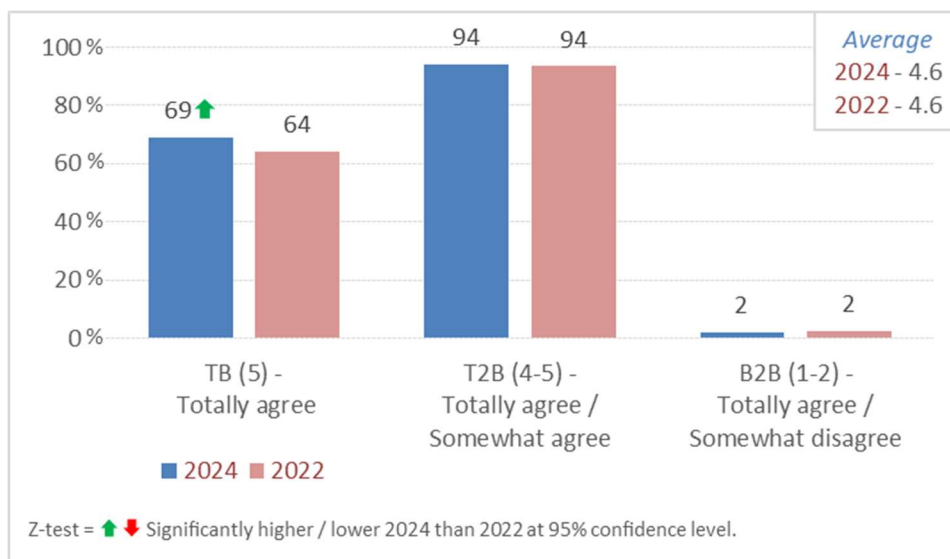
Q20. How much do you agree that supervisors treat all members of the PR Police in the same way without any type of discrimination such as; gender, origin, ethnicity, sexual orientation, nationality, ideology or political affiliation, etc.?

Three out of four officers (75%, up +5pp from 70% in 2022) agree at some level that supervisors treat all officers in the same way without any discrimination in 2024.

- In 2024, agreement levels are lower among younger age officers (27%), females (21%), those with less than 10 years of experience (29%), and officers from Caguas (23%), Carolina (21%) and Fajardo (22%).
- In 2024 versus 2022, 10-14 years of service group ($Yr_{24}45\% \uparrow Yr_{22}30\%$), PO rank ($Yr_{24}41\% \uparrow Yr_{22}35\%$) and Aguadilla region ($Yr_{24}50\% \uparrow Yr_{22}36\%$) show a statistically significant increase in “Total agreement”.

Figure 21

Level of Agreement that PR Police Officers Do Not Discriminate Against Citizens When Providing Protection Services

**Table 21.1***Level of Agreement that PR Police Officers Do Not Discriminate Against Citizens When Providing Protection Services*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	69.2 ▲	63.6	70.2 ▲	67.8	72.3	64.0	71.1 ▲	70.6	69.4	71.5 ▲	68.8	69.0	69.1 ▲	68.7	71.3	63.5	72.3
(4) Somewhat agree	25.2 ▼	25.0	23.6 ▼	27.2	21.5	27.4	24.4 ▼	19.6	23.7	21.1 ▼	26.8	25.4	24.8 ▼	25.3	26.4	28.8	27.7
(3) Nor agree, nor disagree	3.5	6.8	3.5	3.1	4.1	5.1	2.9	7.8	3.5	4.1	3.2	3.4	3.8	3.7	1.7	3.8	—
(2) Somewhat disagree	1.6	2.3	1.9	1.5	1.6	3.5	0.9 ▼	—	2.3	2.4	1.1	1.7	1.8	0.9	0.6	3.8	—
(1) Totally disagree	0.5	2.3	0.8 ▲	0.4	0.5	—	0.7	2.0	1.2	0.8	0.2	0.4	0.5	1.4	—	—	—
TOP 2 BOX (4, 5)	94.4	88.6	93.8	95.0	93.8	91.3	95.4	90.2	93.1	92.7	95.5 ▲	94.4	93.9	94.0	97.7	92.3	100.0
BOT 2 BOX (1, 2)	2.1	4.5	2.7	1.9	2.1	3.5	1.6	2.0	3.5	3.3	1.3	2.1	2.3	2.3	0.6	3.8	—
AVERAGE	4.6	4.5	4.6	4.6 ▲	4.6	4.5	4.6 ▲	4.6	4.6	4.6	4.6	4.6	4.6 ▲	4.6	4.7	4.5	4.7
Frequency																	
(5) Totally agree	1339	28	262	733	316	325	1014	36	120	88	324	771	999	149	124	33	34
(4) Somewhat agree	487	11	88	294	94	139	348	10	41	26	126	284	358	55	46	15	13
(3) Nor agree, nor disagree	68	3	13	34	18	26	42	4	6	5	15	38	55	8	3	2	—
(2) Somewhat disagree	31	1	7	16	7	18	13	—	4	3	5	19	26	2	1	2	—
(1) Totally disagree	10	1	3	4	2	—	10	1	2	1	1	5	7	3	—	—	—
TOP 2 BOX (4, 5)	1826	39	350	1027	410	464	1362	46	161	114	450	1055	1357	204	170	48	47
BOT 2 BOX (1, 2)	41	2	10	20	9	18	23	1	6	4	6	24	33	5	1	2	—
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q21. And, how much do you agree that the members of the PR Police do not discriminate against citizens when providing protection services?

Table 21.2*Level of Agreement that PR Police Officers Do Not Discriminate Against Citizens When Providing Protection Services*

Yr 2024	TOTAL	POLICE AREA														
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)																
(5) Totally agree	69.2 ▲	67.9	73.3	71.3 ▲	78.5	67.6	64.3	65.4	69.4	71.8	80.5 ▲	70.7	57.0	65.5	69.8	
(4) Somewhat agree	25.2 ▼	28.6	23.7	23.0 ▼	16.9	28.3	24.8	24.8	24.6	23.9	15.4 ▼	25.3	33.7 ▲	31.0	26.0	
(3) Nor agree, nor disagree	3.5	1.2	2.2	3.9	3.1	2.9	7.0	4.9	3.7	1.4	1.6	2.7	7.0	3.4	3.4	
(2) Somewhat disagree	1.6	1.2	0.7	1.7	1.5	0.6	3.1	4.1	1.5	1.4	1.6	—	2.3	—	0.8	
(1) Totally disagree	0.5	1.2	—	—	—	0.6	0.8	0.8	0.7	1.4	0.8	1.3	—	—	—	
TOP 2 BOX (4, 5)	94.4	96.4	97.0	94.4	95.4	96.0	89.1	90.2 ▼	94.0	95.8	95.9	96.0	90.7	96.6	95.8	
BOT 2 BOX (1, 2)	2.1	2.4	0.7	1.7	1.5	1.2	3.9	4.9	2.2	2.8	2.4	1.3	2.3	—	0.8	
AVERAGE	4.6	4.6	4.7	4.6 ▲	4.7	4.6	4.5	4.5	4.6	4.6	4.7	4.6	4.5	4.6	4.7 ▲	
Frequency																
(5) Totally agree	1339	114	99	127	51	117	83	161	93	51	99	53	49	57	185	
(4) Somewhat agree	487	48	32	41	11	49	32	61	33	17	19	19	29	27	69	
(3) Nor agree, nor disagree	68	2	3	7	2	5	9	12	5	1	2	2	6	3	9	
(2) Somewhat disagree	31	2	1	3	1	1	4	10	2	1	2	—	2	—	2	
(1) Totally disagree	10	2	—	—	—	1	1	2	1	1	1	1	—	—	—	
TOP 2 BOX (4, 5)	1826	162	131	168	62	166	115	222	126	68	118	72	78	84	254	
BOT 2 BOX (1, 2)	41	4	1	3	1	2	5	12	3	2	3	1	2	—	2	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

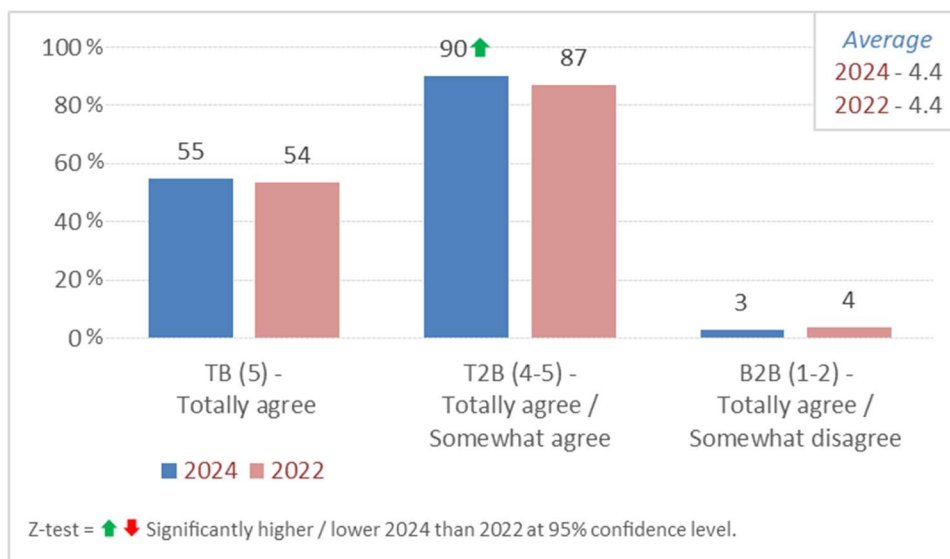
Q21. And, how much do you agree that the members of the PR Police do not discriminate against citizens when providing protection services?

As was the case in 2022, almost all officers agree on some level that PR Police officers do not discriminate against citizens when providing protection services in 2024. Additionally, compared to 2022, there is a statistically significant increase in “Total agreement” (Yr24 69% ▲ Yr22 64%).

- In 2024 compared to 2022, 35-44 age group (Yr24 70% ▲ Yr22 62%), males (Yr24 71% ▲ Yr22 67%), 15-19 years of experience (Yr24 72% ▲ Yr22 56%), PO rank (Yr24 69% ▲ Yr22 63%), Ponce (Yr24 71% ▲ Yr22 54%) and Aguadilla (Yr24 81% ▲ Yr22 68%) show a statistically significant increase in “Total agreement”. Bayamon region shows a significant decrease in the level of agreement (Yr24 90% ▼ Yr22 96%).

Figure 22

Level of Agreement that the PR Police Identifies and Solves Hate Crimes in a Timely and Appropriate Manner

**Table 22.1***Level of Agreement that the PR Police Identifies and Solves Hate Crimes in a Timely and Appropriate Manner*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	55.1	38.6	56.3	54.1	58.1	52.6	56.0	39.2	56.6	53.7	57.3	54.8	56.3	49.3	55.7	46.2	53.2
(4) Somewhat agree	34.6	38.6	31.1	36.2	33.4	34.6	34.6	39.2	28.9	33.3	32.1	36.5	33.3	40.1	39.1	34.6	34.0
(3) Nor agree, nor disagree	7.4 ⬇️	18.2	8.8	7.2 ⬇️	5.7	8.9	6.9	19.6	10.4	10.6	7.2	6.2 ⬇️	7.9	6.0	4.0 ⬇️	11.5	8.5
(2) Somewhat disagree	2.1	2.3	2.4	2.0	2.1	3.5	1.6	—	2.9	1.6	2.5	2.0	2.0	3.7	0.6	3.8	2.1
(1) Totally disagree	0.7	2.3	1.3	0.5	0.7	0.4	0.8	2.0	1.2	0.8	0.8	0.5	0.6	0.9	0.6	3.8	2.1
TOP 2 BOX (4, 5)	89.7 ⬆️	77.3	87.4	90.3 ⬆️	91.5	87.2	90.6 ⬆️	78.4	85.5	87.0	89.4	91.3 ⬆️	89.6	89.4	94.8 ⬆️	80.8	87.2
BOT 2 BOX (1, 2)	2.8	4.5	3.8	2.5	2.7	3.9	2.5	2.0	4.0	2.4	3.4	2.5	2.6	4.6 ⬇️	1.1	7.7	4.3
AVERAGE	4.4	4.1	4.4	4.4 ⬆️	4.5	4.4	4.4	4.1	4.4	4.4	4.4	4.4	4.4 ⬆️	4.3	4.5	4.2	4.3
Frequency																	
(5) Totally agree	1066	17	210	585	254	267	799	20	98	66	270	612	813	107	97	24	25
(4) Somewhat agree	670	17	116	391	146	176	494	20	50	41	151	408	481	87	68	18	16
(3) Nor agree, nor disagree	144	8	33	78	25	45	99	10	18	13	34	69	114	13	7	6	4
(2) Somewhat disagree	41	1	9	22	9	18	23	—	5	2	12	22	29	8	1	2	1
(1) Totally disagree	14	1	5	5	3	2	12	1	2	1	4	6	8	2	1	2	1
TOP 2 BOX (4, 5)	1736	34	326	976	400	443	1293	40	148	107	421	1020	1294	194	165	42	41
BOT 2 BOX (1, 2)	55	2	14	27	12	20	35	1	7	3	16	28	37	10	2	4	2
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q22. How much do you agree that the PR Police identifies and solves Hate Crimes in a timely and adequate manner?

Table 22.2*Level of Agreement that the PR Police Identifies and Solves Hate Crimes in a Timely and Appropriate Manner*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
(5) Totally agree	55.1	45.8	57.8	53.4	61.5	53.8	58.9	52.4	55.2	62.0	58.5	58.7	44.2	48.3	61.9
(4) Somewhat agree	34.6	40.5	30.4	33.1	27.7	37.6	31.0	35.4	35.1	32.4	30.9	36.0	39.5	42.5	32.5
(3) Nor agree, nor disagree	7.4 ⬇️	10.7	8.9	10.7	9.2	6.9	5.4	8.1	8.2	4.2	5.7	2.7 ⬇️	12.8	6.9	3.8
(2) Somewhat disagree	2.1	1.8	2.2	1.7	1.5	1.2	3.9	4.1	0.7	1.4	4.1	1.3	2.3	2.3	0.8
(1) Totally disagree	0.7	1.2	0.7	1.1	—	0.6	0.8	—	0.7	—	0.8	1.3	1.2	—	1.1
TOP 2 BOX (4, 5)	89.7 ⬆️	86.3	88.1	86.5	89.2	91.3	89.9	87.8	90.3	94.4 ⬆️	89.4	94.7 ⬆️	83.7	90.8	94.3
BOT 2 BOX (1, 2)	2.8	3.0	3.0	2.8	1.5	1.7	4.7	4.1	1.5	1.4	4.9	2.7	3.5	2.3	1.9
AVERAGE	4.4	4.3	4.4	4.4	4.5	4.4	4.4	4.4	4.4	4.6 ⬆️	4.4	4.5	4.2	4.4	4.5
Frequency															
(5) Totally agree	1066	77	78	95	40	93	76	129	74	44	72	44	38	42	164
(4) Somewhat agree	670	68	41	59	18	65	40	87	47	23	38	27	34	37	86
(3) Nor agree, nor disagree	144	18	12	19	6	12	7	20	11	3	7	2	11	6	10
(2) Somewhat disagree	41	3	3	3	1	2	5	10	1	1	5	1	2	2	2
(1) Totally disagree	14	2	1	2	—	1	1	—	1	—	1	1	1	—	3
TOP 2 BOX (4, 5)	1736	145	119	154	58	158	116	216	121	67	110	71	72	79	250
BOT 2 BOX (1, 2)	55	5	4	5	1	3	6	10	2	1	6	2	3	2	5
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

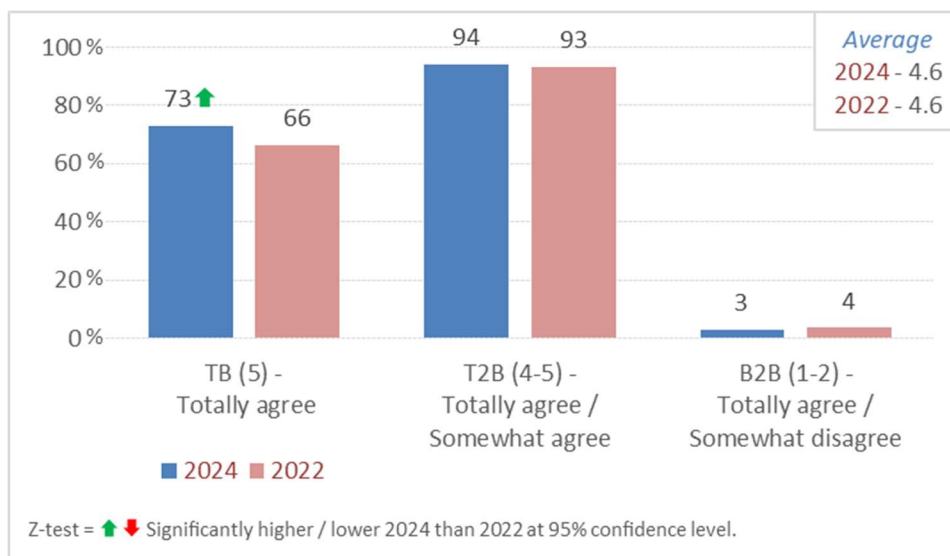
NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q22. How much do you agree that the PR Police identifies and solves Hate Crimes in a timely and adequate manner?

Nine out of ten officers also agree to some degree (90%) that the PR Police officers identify and solve hate crimes in an appropriate and timely manner. This represents in 2024, a +3pp statistically significant increase from 87% in 2022.

- Compared to 2022, in 2024 the 45-54 age group ($Yr2490\% \uparrow Yr2287\%$), males ($Yr2491\% \uparrow Yr2288\%$), 25+ years of experience ($Yr2491\% \uparrow Yr2288\%$), ^{2ND} LT rank ($Yr2495\% \uparrow Yr2287\%$), Guayama area ($Yr2494\% \uparrow Yr2283\%$) and Utuado area ($Yr2495\% \uparrow Yr2282\%$) show a statistically significant increase in agreement that the PR Police identifies and solves hate crimes in a timely and appropriate manner.

Figure 23*Level of Agreement that the PR Police Effectively Deals with Domestic Violence and Sexual Assault Cases*

**Table 23.1**

Level of Agreement that the PR Police Effectively Deals with Domestic Violence and Sexual Assault Cases

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34	35 - 44	45 - 54	55 - 62	Female	Male	0 - 9	10 - 14	15 - 19	20 - 24	25 +	PO	SGT	2 ND LT	1 ST LT	EXO
		years	years	years	years			years	years	years	years	years					
Percentage (%)																	
(5) Totally agree	72.8 ▲	65.9	72.4 ▲	71.0 ▲	78.3 ▲	67.3	74.8 ▲	68.6	69.9	76.4 ▲	72.8 ▲	73.1 ▲	73.4 ▲	70.5	71.3	71.2 ▲	74.5
(4) Somewhat agree	21.7 ▼	22.7	19.8 ▼	24.3	16.7 ▼	24.8	20.6 ▼	23.5	20.2	17.9 ▼	21.4	22.4 ▼	20.8 ▼	24.9	24.7	23.1 ▼	21.3
(3) Nor agree, nor disagree	2.8	-	2.9	3.0	2.5	4.1	2.3	2.0	5.8	4.1	1.7 ▼	2.7	3.1	1.8	1.7	1.9	2.1
(2) Somewhat disagree	1.8	4.5	3.2	1.4	1.4	3.0	1.4	2.0	3.5	0.8	2.5	1.3	1.9	0.9	1.7	3.8	—
(1) Totally disagree	0.9	6.8	1.6	0.3	1.1	0.8	0.9	3.9	0.6	0.8	1.5	0.5	0.8	1.8	0.6	—	2.1
TOP 2 BOX (4, 5)	94.5	88.6	92.2	95.4	95.0	92.1	95.4	92.2	90.2	94.3	94.3	95.4	94.2	95.4	96.0	94.2	95.7
BOT 2 BOX (1, 2)	2.7	11.4	4.8	1.7 ▼	2.5	3.7	2.3	5.9	4.0	1.6	4.0	1.9	2.7	2.8	2.3	3.8	2.1
AVERAGE	4.6	4.4	4.6	4.6 ▲	4.7	4.6	4.7 ▲	4.5	4.6	4.7 ▲	4.6 ▲	4.7 ▲	4.6 ▲	4.6	4.6	4.6	4.7
Frequency																	
(5) Totally agree	1409	29	270	768	342	342	1067	35	121	94	343	816	1060	153	124	37	35
(4) Somewhat agree	420	10	74	263	73	126	294	12	35	22	101	250	301	54	43	12	10
(3) Nor agree, nor disagree	54	—	11	32	11	21	33	1	10	5	8	30	45	4	3	1	1
(2) Somewhat disagree	35	2	12	15	6	15	20	1	6	1	12	15	28	2	3	2	—
(1) Totally disagree	17	3	6	3	5	4	13	2	1	1	7	6	11	4	1	—	1
TOP 2 BOX (4, 5)	1829	39	344	1031	415	468	1361	47	156	116	444	1066	1361	207	167	49	45
BOT 2 BOX (1, 2)	52	5	18	18	11	19	33	3	7	2	19	21	39	6	4	2	1
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q23. How much do you agree that the PR Police effectively handles cases of Domestic Violence and Sexual Assault?

Table 23.2*Level of Agreement that the PR Police Effectively Deals with Domestic Violence and Sexual Assault Cases*

	Yr 2024	TOTAL					POLICE AREA										Head- quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito			
Percentage (%)																	
(5) Totally agree	72.8 ▲	64.9	77.0	75.3 ▲	72.3	69.4	70.5	72.0	70.1	80.3 ▲	70.7	80.0	66.3	75.9 ▲	77.7 ▲		
(4) Somewhat agree	21.7 ▼	29.8	19.3	18.0 ▼	21.5	24.3	19.4	21.1	23.1	18.3 ▼	22.8	16.0	29.1	20.7	19.6 ▼		
(3) Nor agree, nor disagree	2.8	1.8	3.0	3.4	1.5	3.5	3.1	3.7	3.7	1.4	3.3	2.7	4.7	2.3	1.1		
(2) Somewhat disagree	1.8	1.8	0.7	2.8	3.1	2.3	7.0	2.4	1.5	—	—	1.3	—	—	0.8		
(1) Totally disagree	0.9	1.8	—	0.6	1.5	0.6	—	0.8	1.5	—	3.3	—	—	1.1	0.8		
TOP 2 BOX (4, 5)	94.5	94.6	96.3	93.3	93.8	93.6	89.9	93.1	93.3	98.6	93.5	96.0	95.3	96.6	97.4		
BOT 2 BOX (1, 2)	2.7	3.6	0.7	3.4	4.6	2.9	7.0	3.3	3.0	—	3.3	1.3	—	1.1	1.5		
AVERAGE	4.6	4.5	4.7	4.7	4.6	4.6	4.5	4.6	4.6	4.8 ▲	4.6	4.8	4.6	4.7 ▲	4.7 ▼		
Frequency																	
(5) Totally agree	1409	109	104	134	47	120	91	177	94	57	87	60	57	66	206		
(4) Somewhat agree	420	50	26	32	14	42	25	52	31	13	28	12	25	18	52		
(3) Nor agree, nor disagree	54	3	4	6	1	6	4	9	5	1	4	2	4	2	3		
(2) Somewhat disagree	35	3	1	5	2	4	9	6	2	—	—	1	—	—	2		
(1) Totally disagree	17	3	—	1	1	1	—	2	2	—	4	—	—	1	2		
TOP 2 BOX (4, 5)	1829	159	130	166	61	162	116	229	125	70	115	72	82	84	258		
BOT 2 BOX (1, 2)	52	6	1	6	3	5	9	8	4	—	4	1	—	1	4		
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265		

NotesZ-test = ↑ ↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q23. How much do you agree that the PR Police effectively handles cases of Domestic Violence and Sexual Assault?

Same as in 2022, almost all police officers agree to some degree that the PR Police effectively deals with domestic violence and sexual assault cases ($Yr24$ 95% ↑ $Yr22$ 93%), with nearly three out of four overall being in total agreement in 2024. ($Yr24$ 73% ↑ $Yr22$ 66%)

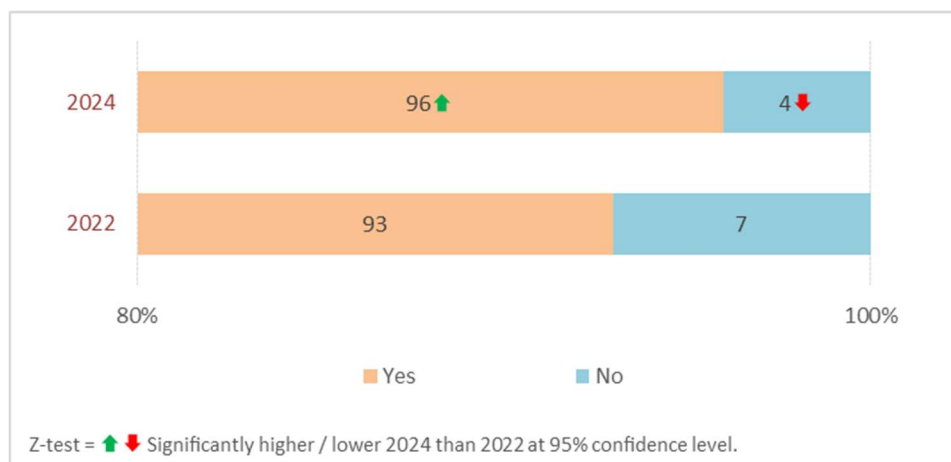
Figure 24*PR Police Officers Provide Victims of Domestic Violence and Sexual Assault Proper Treatment*

Table 24.1*PR Police Officers Provide Victims of Domestic Violence and Sexual Assault Proper Treatment*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34	35 - 44	45 - 54	55 - 62	Female	Male	0 - 9	10 - 14	15 - 19	20 - 24	25 +	PO	SGT	2 ND LT	1 ST LT	EXO
		years	years	years	years			years	years	years	years	years					
Percentage (%)																	
Yes	96.0 ▲	93.0	95.0 ▲	97.0 ▲	96.0	94.0 ▲	97.0 ▲	94.0	95.0	97.0	95.0 ▲	97.0 ▲	96.0 ▲	94.0	97.0	98.0	96.0
No	4.0 ▼	7.0	5.0 ▼	3.0 ▼	4.0	6.0 ▼	3.0 ▼	6.0	5.0	3.0	5.0 ▼	3.0 ▼	4.0 ▼	6.0	3.0	2.0	4.0
Frequency																	
Yes	1858	41	354	1045	418	479	1379	48	165	119	448	1078	1388	205	169	51	45
No	77	3	19	36	19	29	48	3	8	4	23	39	57	12	5	1	2
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT= Lieutenant / 1ST LT= Lieutenant / EXO=Executive Officer.

Q24. According to your perception, do you consider that the members of the PR Police treat victims of Domestic Violence and Sexual Assault appropriately?

Table 24.2*PR Police Officers Provide Victims of Domestic Violence and Sexual Assault Proper Treatment*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Yes	96.0	96.0	96.0	99.0	95.0	96.0	92.0	93.0	96.0	97.0	96.0	100.0	97.0	95.0	97.0
No	4.0	4.0	4.0	1.0	5.0	4.0	8.0	7.0	4.0	3.0	4.0	—	3.0	5.0	3.0
Frequency															
Yes	1858	161	130	177	62	166	119	230	128	69	118	75	83	83	257
No	77	7	5	1	3	7	10	16	6	2	5	0	3	4	8
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

Notes

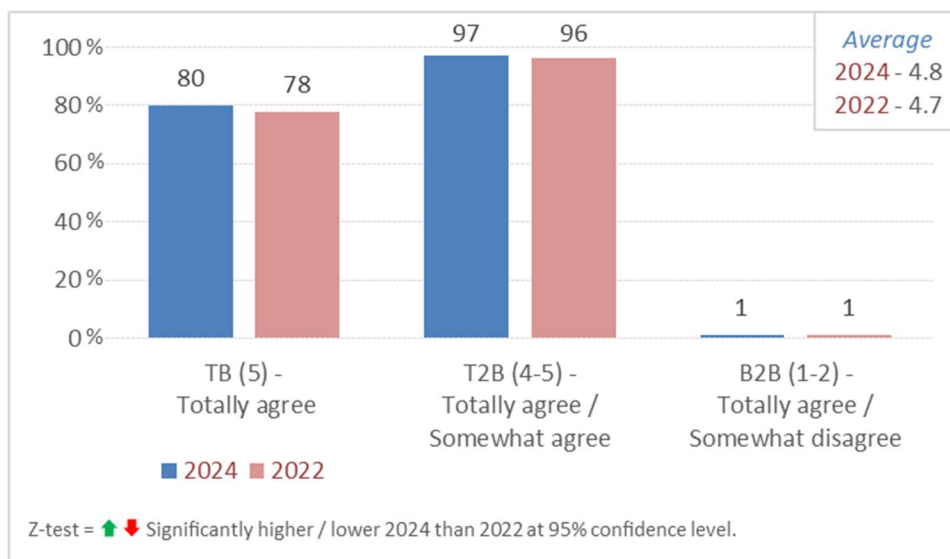
Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q24. According to your perception, do you consider that the members of the PR Police treat victims of Domestic Violence and Sexual Assault appropriately?

In 2204, almost all the police officers also agree that the PR Police does provide victims of domestic violence and sexual assault with proper treatment. No statistic significant change is observed from 2022. (Yr24 96% Yr22 93%)

Figure 25

PR Police Officers Have Been Guided with Specific Guidelines and Rules to Interact or Intervene in an Appropriate Way with Transgender or Transsexual People

**Table 25.1**

PR Police Officers Have Been Guided with Specific Guidelines and Rules to Interact or Intervene in an Appropriate Way with Transgender or Transsexual Peo

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	79.5	68.2	77.5	78.4	84.9	78.3	79.9	64.7	79.8	78.0	79.8	80.1	78.4	80.6	83.3	82.7	89.4
(4) Somewhat agree	17.2	22.7	19.6	17.8	13.0	18.5	16.7	29.4	17.3	17.9	16.3	16.8	18.2	15.2	12.6	17.3	10.6
(3) Nor agree, nor disagree	2.2	6.8	1.9	2.2	1.8	2.2	2.2	3.9	1.7	4.1	2.3	1.9	2.1	3.7	2.3	—	—
(2) Somewhat disagree	0.8	—	0.8	1.0	0.2	1.0	0.7	—	0.6	—	1.1	0.8	0.8	0.5	1.1	—	—
(1) Totally disagree	0.2	2.3	0.3	0.2	—	—	0.3	2.0	0.6	—	0.2	0.1	0.2	—	0.6	—	—
Don't know	0.2	—	—	0.4	—	—	0.3	—	—	—	0.2	0.3	0.3	—	—	—	—
TOP 2 BOX (4, 5)	96.6	90.9	97.1	96.2	97.9	96.9	96.6	94.1	97.1	95.9	96.2	97.0	96.6	95.9	96.0	100.0	100.0
BOT 2 BOX (1, 2)	1.0	2.3	1.1	1.2	0.2	1.0	1.0	2.0	1.2	—	1.3	0.9	1.0	0.5	1.7	—	—
AVERAGE	4.8	4.6	4.7	4.7	4.8	4.7	4.8	4.6	4.8	4.7	4.8	4.8	4.7	4.8	4.8	4.8	4.9
Frequency																	
(5) Totally agree	1538	30	289	848	371	398	1140	33	138	96	376	895	1133	175	145	43	42
(4) Somewhat agree	332	10	73	192	57	94	238	15	30	22	77	188	263	33	22	9	5
(3) Nor agree, nor disagree	42	3	7	24	8	11	31	2	3	5	11	21	30	8	4	—	—
(2) Somewhat disagree	15	—	3	11	1	5	10	—	1	—	5	9	12	1	2	—	—
(1) Totally disagree	4	1	1	2	—	—	4	1	1	—	1	1	3	—	1	—	—
Don't know	4	—	—	4	—	—	4	—	—	—	1	3	4	—	—	—	—
TOP 2 BOX (4, 5)	1870	40	362	1040	428	492	1378	48	168	118	453	1083	1396	208	167	52	47
BOT 2 BOX (1, 2)	19	1	4	13	1	5	14	1	2	—	6	10	15	1	3	—	—
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q25. How much do you agree that the members of the PR Police have been oriented with specific guidelines and norms to interact or intervene appropriately with transgender or transsexual people of the LGBTQ+ community?

Table 25.2*PR Police Officers Have Been Guided with Specific Guidelines and Rules to Interact or Intervene in an Appropriate Way with Transgender or Transsexual People*

Yr 2024	TOTAL	POLICE AREA														Head- quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)																
(5) Totally agree	79.5	76.8	80.0	78.7	81.5	79.8	79.1	78.5	81.3	81.7	82.1	81.3	73.3	73.6	82.6	
(4) Somewhat agree	17.2	19.0	17.0	18.0	12.3	16.8	17.8	15.4	14.9	18.3	15.4	17.3	25.6	24.1	14.7	
(3) Nor agree, nor disagree	2.2	2.4	2.2	2.2	3.1	2.9	0.8	4.9	3.0	—	1.6	—	—	2.3	1.1	
(2) Somewhat disagree	0.8	1.2	0.7	0.6	3.1	—	1.6	0.8	—	—	0.8	1.3	1.2	—	0.8	
(1) Totally disagree	0.2	0.6	—	0.6	—	—	—	—	0.7	—	—	—	—	—	0.4	
Don't know	0.2	—	—	—	—	0.6	0.8	0.4	—	—	—	—	—	—	0.4	
TOP 2 BOX (4, 5)	96.6	95.8	97.0	96.6	93.8	96.5	96.9	93.9	96.3	100.0 ▲	97.6	98.7	98.8	97.7	97.4	
BOT 2 BOX (1, 2)	1.0	1.8	0.7	1.1	3.1	—	1.6	0.8	0.7	—	0.8	1.3	1.2	—	1.1	
AVERAGE	4.8	4.7	4.8	4.7	4.7	4.8	4.8	4.7	4.8	4.8	4.8	4.8	4.7	4.7	4.8	
Frequency																
(5) Totally agree	1538	129	108	140	53	138	102	193	109	58	101	61	63	64	219	
(4) Somewhat agree	332	32	23	32	8	29	23	38	20	13	19	13	22	21	39	
(3) Nor agree, nor disagree	42	4	3	4	2	5	1	12	4	—	2	—	—	2	3	
(2) Somewhat disagree	15	2	1	1	2	—	2	2	—	—	1	1	1	—	2	
(1) Totally disagree	4	1	—	1	—	—	—	—	1	—	—	—	—	—	1	
Don't know	4	—	—	—	—	1	1	1	—	—	—	—	—	—	1	
TOP 2 BOX (4, 5)	1870	161	131	172	61	167	125	231	129	71	120	74	85	85	258	
BOT 2 BOX (1, 2)	19	3	1	2	2	—	2	2	1	—	1	1	1	—	3	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

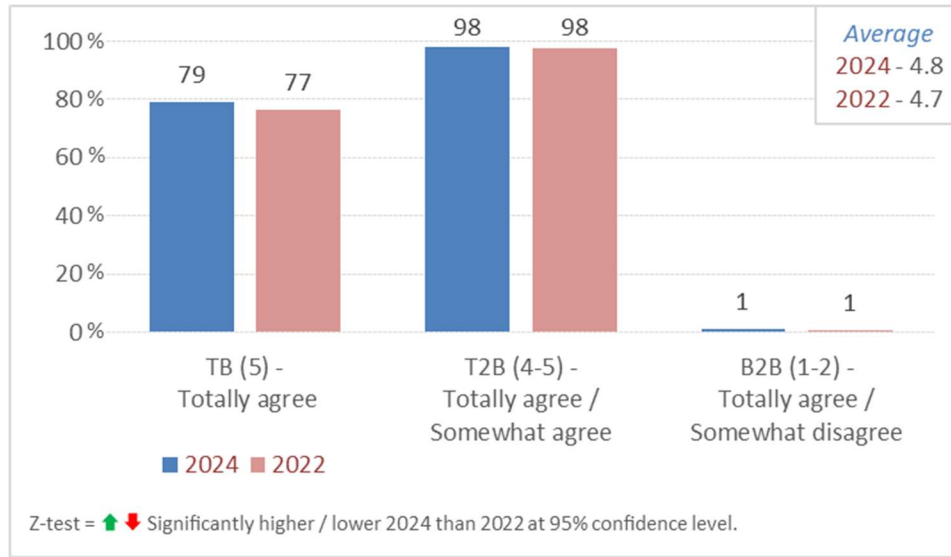
NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q25. How much do you agree that the members of the PR Police have been oriented with specific guidelines and norms to interact or intervene appropriately with transgender or transsexual people of the LGBTQ+ community?

Practically all police officers exhibit some level of agreement that the officers have been guided with specific guidelines on how to interact or intervene in an appropriate way with trans people in 2024. Once again, no significant change is observed from 2022. ($Yr_{24}97\% \sim Yr_{22}96\%$).

- In 2024 (compared to 2022), 35-44 age group ($Yr_{24}97\% \uparrow Yr_{22}94\%$) shows a statistically significant increase in agreeing that they have been guided on how to interact or intervene appropriately with trans people.

Figure 26*Level of Agreement that the Conduct of PR Police Officers Is Reasonable towards Arrested Citizens*

**Table 26.1**

Level of Agreement that the Conduct of PR Police Officers Is Reasonable towards Arrested Citizens

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	79.1	75.0	79.1	77.9	82.4	73.6	81.0	74.5	80.9	81.3	79.2	78.7	78.8 ▲	79.7	80.5	78.8	80.9
(4) Somewhat agree	19.0	20.5	18.5	20.5	15.3	23.4	17.4	21.6	17.9	17.1	17.8	19.7	19.0 ▼	18.4	19.5	17.3	19.1
(3) Nor agree, nor disagree	1.2	2.3	1.1	1.1	1.6	2.0	1.0	2.0	—	0.8	2.3	1.0	1.5	0.9	—	—	—
(2) Somewhat disagree	0.5	—	0.8	0.4	0.7	1.0	0.4	—	0.6	—	0.4	0.6	0.4	0.9	—	3.8	—
(1) Totally disagree	0.2	2.3	0.5	0.1	—	—	0.3	2.0	0.6	0.8	0.2	—	0.3	—	—	—	—
TOP 2 BOX (4, 5)	98.0	95.5	97.6	98.4	97.7	97.0	98.4	96.1	98.8	98.4	97.0	98.4	97.8	98.2	100.0	96.2	100.0
BOT 2 BOX (1, 2)	0.7	2.3	1.3	0.5	0.7	1.0	0.6	2.0	1.2	0.8	0.6	0.6	0.7	0.9	—	3.8	—
AVERAGE	4.8	4.7	4.8	4.8	4.8	4.7 ▲	4.8	4.7	4.8	4.8	4.8	4.8	4.8 ▲	4.8	4.8	4.7	4.8
Frequency																	
(5) Totally agree	1530	33	295	842	360	374	1156	38	140	100	373	879	1138	173	140	41	38
(4) Somewhat agree	367	9	69	222	67	119	248	11	31	21	84	220	275	40	34	9	9
(3) Nor agree, nor disagree	24	1	4	12	7	10	14	1	—	1	11	11	22	2	—	—	—
(2) Somewhat disagree	10	—	3	4	3	5	5	—	1	—	2	7	6	2	—	2	—
(1) Totally disagree	4	1	2	1	—	—	4	1	1	1	1	—	4	—	—	—	—
TOP 2 BOX (4, 5)	1897	42	364	1064	427	493	1404	49	171	121	457	1099	1413	213	174	50	47
BOT 2 BOX (1, 2)	14	1	5	5	3	5	9	1	2	1	3	7	10	2	—	2	—
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ↑↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q26. And, how much do you agree that the conduct of the PR Police members is reasonable towards the arrested citizens?

Table 26.2*Level of Agreement that the Conduct of PR Police Officers Is Reasonable towards Arrested Citizens*

Yr 2024	TOTAL	POLICE AREA														Head- quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)																
(5) Totally agree	79.1	75.0	84.4	82.0 ▲	83.1	76.9	76.0	76.8	79.1	80.3	87.0 ▲	84.0	67.4	73.6	81.1	
(4) Somewhat agree	19.0	22.0	13.3	16.9 ▼	15.4	21.4	22.5	18.7	19.4	18.3	10.6 ▼	14.7	30.2	26.4	18.1	
(3) Nor agree, nor disagree	1.2	2.4	1.5	1.1	1.5	1.7	—	3.3	0.7	—	—	1.3	2.3	—	—	
(2) Somewhat disagree	0.5	—	0.7	—	—	—	1.6	1.2	—	—	2.4	—	—	—	0.4	
(1) Totally disagree	0.2	0.6	—	—	—	—	—	—	0.7	1.4	—	—	—	—	0.4	
TOP 2 BOX (4, 5)	98.0	97.0	97.8	98.9	98.5	98.3	98.4	95.5	98.5	98.6	97.6	98.7	97.7	100.0	99.2	
BOT 2 BOX (1, 2)	0.7	0.6	0.7	—	—	—	1.6	1.2	0.7	1.4	2.4	—	—	—	0.8	
AVERAGE	4.8	4.7	4.8	4.8 ▲	4.8	4.8	4.7	4.7	4.8	4.8	4.8	4.8	4.7	4.7	4.8	
Frequency																
(5) Totally agree	1530	126	114	146	54	133	98	189	106	57	107	63	58	64	215	
(4) Somewhat agree	367	37	18	30	10	37	29	46	26	13	13	11	26	23	48	
(3) Nor agree, nor disagree	24	4	2	2	1	3	—	8	1	—	—	1	2	—	—	
(2) Somewhat disagree	10	—	1	—	—	—	2	3	—	—	3	—	—	—	1	
(1) Totally disagree	4	1	—	—	—	—	—	—	1	1	—	—	—	—	1	
TOP 2 BOX (4, 5)	1897	163	132	176	64	170	127	235	132	70	120	74	84	87	263	
BOT 2 BOX (1, 2)	14	1	1	—	—	—	2	3	1	1	3	—	—	—	2	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q26. And, how much do you agree that the conduct of the PR Police members is reasonable towards the arrested citizens?

Equal to 2022, in 2024 virtually all officers agree that the conduct of the PR Police officers towards arrested citizens is reasonable, with nearly eight out of ten ($Yr_{24}79\% \approx Yr_{22}77\%$) being total agreement.

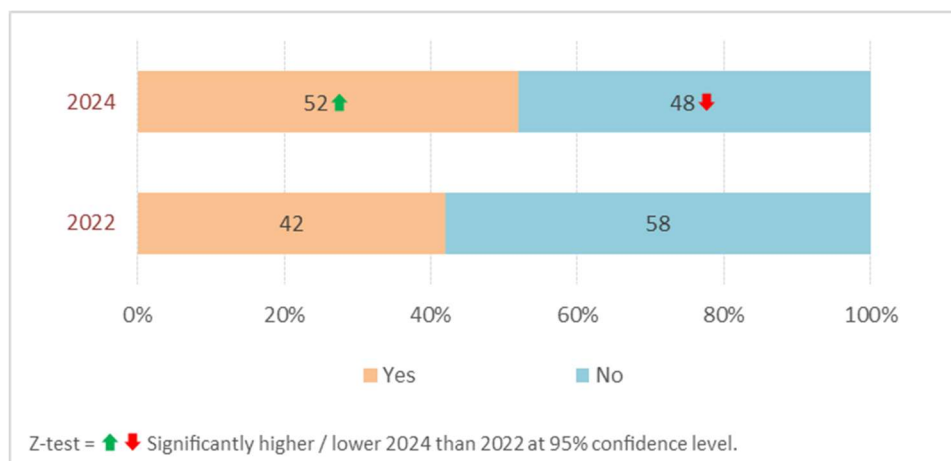
- In 2024 versus 2022, PO rank ($Yr_{24}79\% \uparrow Yr_{22}75\%$), Ponce area ($Yr_{24}82\% \uparrow Yr_{22}73\%$) and Aguadilla area ($Yr_{24}87\% \uparrow Yr_{22}76\%$) show a statistically significant increase in “Total agreement”.

RECRUITMENT, SELECTION AND HIRING

The main objectives of the Recruitment, Selection and Hiring compliance area is to establish the actions aimed at developing a Recruitment Program leading to the selection of suitable personnel duly qualified to serve as members of the Puerto Rico Police. (PRPB Action Plans for Compliance with a Sustainable Reform – Electronic Version, p 4)

Figure 27

PR Police Has the Conditions and Benefits to Employ Qualified People to Be Officers of the Police Corps

**Table 27.1**

PR Police Has the Conditions and Benefits to Employ Qualified People to Be Officers of the Police Corps

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	52.0 ▲	48.0	49.0 ▲	52.0 ▲	54.0 ▲	55.0 ▲	51.0 ▲	37.0	47.0	50.0	55.0 ▲	52.0 ▲	55.0 ▲	40.0	40.0	52.0	62.0
No	48.0 ▼	52.0	51.0 ▼	48.0 ▼	46.0 ▼	45.0 ▼	49.0 ▼	63.0	53.0	50.0	45.0 ▼	48.0 ▼	45.0 ▼	60.0	60.0	48.0	38.0
Frequency																	
Yes	1001	21	182	561	237	278	723	19	81	62	260	579	790	86	69	27	29
No	934	23	191	520	200	230	704	32	92	61	211	538	655	131	105	25	18
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q27. According to your perception, do you consider that the PR Police has the conditions and benefits to hire qualified people to be members of the police force?

Table 27.2

PR Police Has the Conditions and Benefits to Employ Qualified People to Be Officers of the Police Corps

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Yes	52.0 ▲	40.0	55.0 ▲	61.0 ▲	55.0	47.0 ▲	50.0	46.0	49.0	69.0 ▲	39.0	65.0 ▲	49.0	66.0	55.0
No	48.0 ▼	60.0	45.0 ▼	39.0 ▼	45.0	53.0 ▼	50.0	54.0	51.0	31.0 ▼	61.0	35.0 ▼	51.0	34.0	45.0
Frequency															
Yes	1001	67	74	108	36	82	64	113	65	49	48	49	42	57	147
No	934	101	61	70	29	91	65	133	69	22	75	26	44	30	118
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

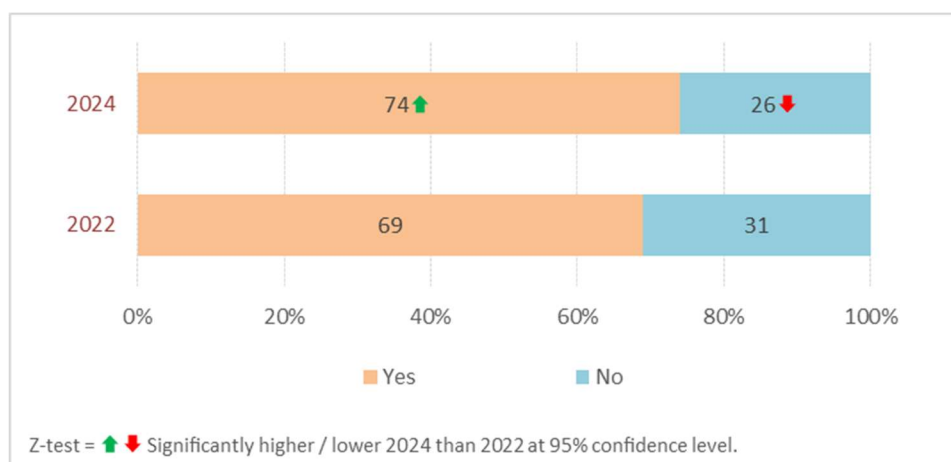
Q27. According to your perception, do you consider that the PR Police has the conditions and benefits to hire qualified people to be members of the police force?

Around half of the police officers (52%) indicate that the PR Police has the conditions and benefits to employ qualified people to be officers in 2024. This represents in 2024, a +10pp statistically significant increase from 42% in 2022.

- In 2024, the disagreement is higher among those officers with less than 10 years of experience (63%), those with SGT (60%) and 2nd LT (60%) ranks, and those from San Juan (60%), Aguadilla (61%), Fajardo (51%) and Mayagüez (53%).

Figure 28

PR Police Recruits Candidates with the Right Characteristics to Promote the Philosophy of Community Policing and the Protection of Civil Rights

**Table 28.1**

PR Police Recruits Candidates with the Right Characteristics to Promote the Philosophy of Community Policing and the Protection of Civil Rights

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	74.0 ▲	68.0	71.0	74.0 ▲	76.0	74.0 ▲	74.0 ▲	71.0	73.0	68.0	75.0	74.0 ▲	75.0 ▲	68.0	72.0	71.0	77.0
No	26.0 ▼	32.0	29.0	26.0 ▼	24.0	26.0 ▼	26.0 ▼	29.0	27.0	32.0	25.0	26.0 ▼	25.0 ▼	32.0	28.0	29.0	23.0
Frequency																	
Yes	1424	30	264	800	330	374	1050	36	126	84	353	825	1078	148	125	37	36
No	511	14	109	281	107	134	377	15	47	39	118	292	367	69	49	15	11
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ↑ ↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q28. Does the PR Police recruit candidates with the ideal characteristics to promote the philosophy of the community police and the protection of civil rights?

Table 28.2*PR Police Recruits Candidates with the Right Characteristics to Promote the Philosophy of Community Policing and the Protection of Civil Rights*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Yes	74.0 ▲	70.0	79.0 ▲	80.0 ▲	77.0	68.0	68.0	67.0	66.0	76.0	76.0 ▲	89.0 ▲	72.0	78.0 ▲	77.0
No	26.0 ▼	30.0	21.0 ▼	20.0 ▼	23.0	32.0	32.0	33.0	34.0	24.0	24.0 ▼	11.0 ▼	28.0	22.0 ▼	23.0
Frequency															
Yes	1424	118	107	142	50	117	88	166	89	54	93	67	62	68	203
No	511	50	28	36	15	56	41	80	45	17	30	8	24	19	62
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q28. Does the PR Police recruit candidates with the ideal characteristics to promote the philosophy of the community police and the protection of civil rights?

Three out of four officers agree (74%) that the PR Police does recruit candidates with the right characteristics to promote philosophy of community policing and protection of civil rights in 2024. This represents in 2024, a +5pp statistically significant improvement from 69% in 2022.

- In 2024, ages 55-62 (76%), PO (75%) and EXO (77%) rank officers and those from the Utuado (89%) area have a higher agreement.

Figure 29

PR Police Has an Effective and Attractive Promotional Campaign to Gather the Attention of Various Sectors of the Community for the Recruitment of New Officers

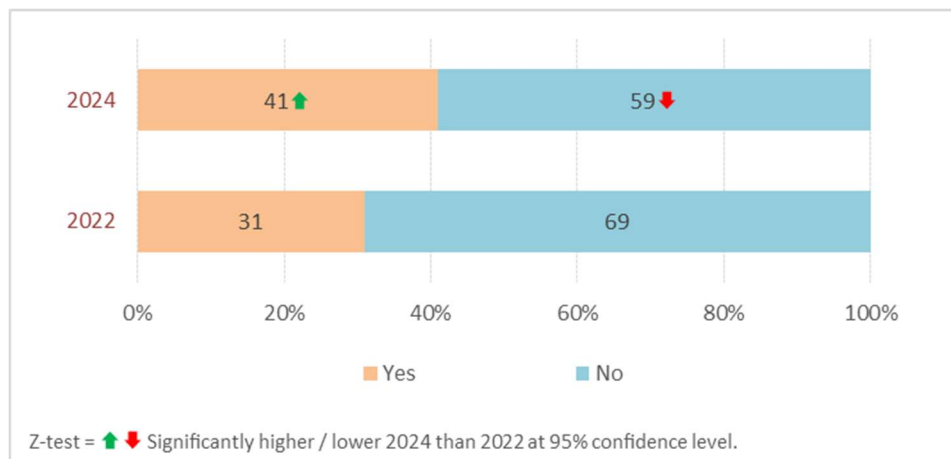


Table 29.1

PR Police Has an Effective and Attractive Promotional Campaign to Gather the Attention of Various Sectors of the Community for the Recruitment of New Officers

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	41.0 ▲	30.0	41.0 ▲	40.0 ▲	44.0 ▲	48.0 ▲	38.0 ▲	25.0	42.0 ▲	46.0 ▲	43.0 ▲	40.0 ▲	43.0 ▲	29.0	31.0	44.0	51.0
No	59.0 ▼	70.0	59.0 ▼	60.0 ▼	56.0 ▼	52.0 ▼	62.0 ▼	75.0	58.0 ▼	54.0 ▼	57.0 ▼	60.0 ▼	57.0 ▼	71.0	69.0	56.0	49.0
Frequency																	
Yes	790	13	153	433	191	242	548	13	72	56	202	447	626	63	54	23	24
No	1145	31	220	648	246	266	879	38	101	67	269	670	819	154	120	29	23
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q29. Do you consider that the PR Police has an effective and attractive promotional campaign to draw the attention of various sectors of the community for the recruitment of new members?

Table 29.2

PR Police Has an Effective and Attractive Promotional Campaign to Gather the Attention of Various Sectors of the Community for the Recruitment of New Officers

Yr 2024	TOTAL	POLICE AREA														Head- quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaado	Fajardo	Aibonito		
Percentage (%)																
Yes	41.0	35.0	41.0	44.0	45.0	38.0	40.0	37.0	41.0	45.0	28.0	52.0	38.0	45.0	48.0	
No	59.0	65.0	59.0	56.0	55.0	62.0	60.0	63.0	59.0	55.0	72.0	48.0	62.0	55.0	52.0	
Frequency																
Yes	790	59	55	79	29	66	52	91	55	32	35	39	33	39	126	
No	1145	109	80	99	36	107	77	155	79	39	88	36	53	48	139	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

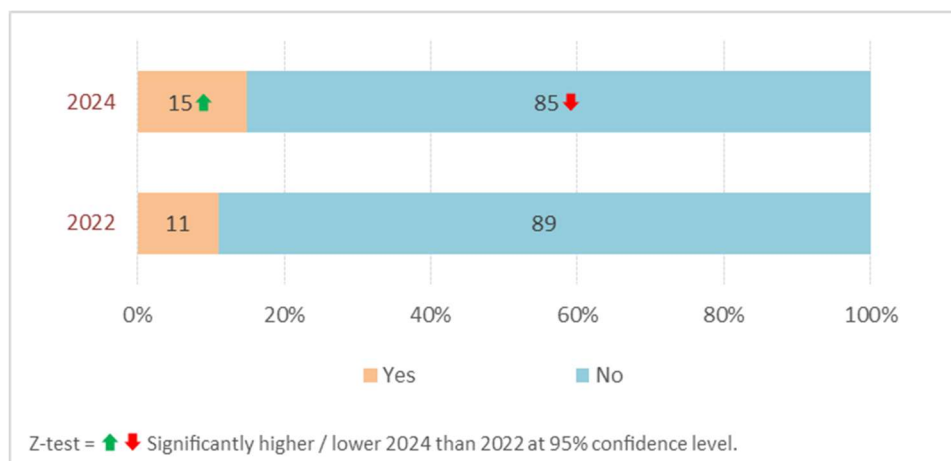
Q29. Do you consider that the PR Police has an effective and attractive promotional campaign to draw the attention of various sectors of the community for the recruitment of new members?

In the 2024 measurement, six out of ten officers do not agree that the PR Police have an effective and attractive promotional campaign to gather the attention of the different sectors of the community for the purposes of new officer recruitment. This incidence is statistically significantly lower than in 2022, going from (Yr24 59% Yr22 69%).

- In 2024, this disagreement is lower among EXO (49%) rank officers and those from Utuaado (48%) and Headquarters (52%).

Figure 30

PR Police Has the Necessary Incentives, Conditions, and Initiatives to Retain its Human Talent

**Table 30.1**

PR Police Has the Necessary Incentives, Conditions, and Initiatives to Retain its Human Talent

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	15.0 ▲	16.0	13.0	15.0 ▲	18.0	18.0 ▲	14.0 ▲	14.0	13.0	17.0	15.0 ▲	15.0 ▲	17.0 ▲	10.0	9.0	8.0	15.0
No	85.0 ▼	84.0	87.0	85.0 ▼	82.0	82.0 ▼	86.0 ▼	86.0	87.0	83.0	85.0 ▼	85.0 ▼	83.0 ▼	90.0	91.0	92.0	85.0
Frequency																	
Yes	290	7	47	159	77	93	197	7	22	21	72	168	242	21	16	4	7
No	1645	37	326	922	360	415	1230	44	151	102	399	949	1203	196	158	48	40
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q30. And, do you consider that the Puerto Rico Police Bureau has the incentives, conditions, and initiatives necessary to retain its human talent?

Table 30.2

PR Police Has the Necessary Incentives, Conditions, and Initiatives to Retain its Human Talent

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaado	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Yes	15.0 ▲	11.0	19.0	19.0 ▲	17.0	16.0 ▲	19.0	10.0	13.0	18.0	8.0	23.0 ▲	13.0	20.0	15.0
No	85.0 ▼	89.0	81.0	81.0 ▼	83.0	84.0 ▼	81.0	90.0	87.0	82.0	92.0	77.0 ▼	87.0	80.0	85.0
Frequency															
Yes	290	19	25	34	11	27	24	24	17	13	10	17	11	17	41
No	1645	149	110	144	54	146	105	222	117	58	113	58	75	70	224
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q30. And, do you consider that the Puerto Rico Police Bureau has the incentives, conditions, and initiatives necessary to retain its human talent?

Most officers (85%) indicate that the PR Police does not have the necessary incentives, conditions, and initiatives to retain its talent in 2024. This disagreement incidence is slightly lower than the 89% obtained in 2022.

- In 2024, there is a bit more agreement (although still low overall) among officers from Utuado (77%) and Aibonito (80%).

POLICIES AND PROCEDURES

The main objectives of the Policies and Procedures compliance area is to develop and/or review existing policies and procedures to ensure that they reflect the public policy and priorities of the Agency, are based on generally accepted police practices and are in accordance with the rights and privileges guaranteed in the Constitution, Laws State and Federal. (PRPB Action Plans for Compliance with a Sustainable Reform – Electronic Version, p 4)

Figure 31

Level of Agreement that the PR Police Has Well-defined Policies, Protocols and Procedure Manuals, Which Contain in Detail the Functions and Obligations of Each Operational Unit/Division of the Police

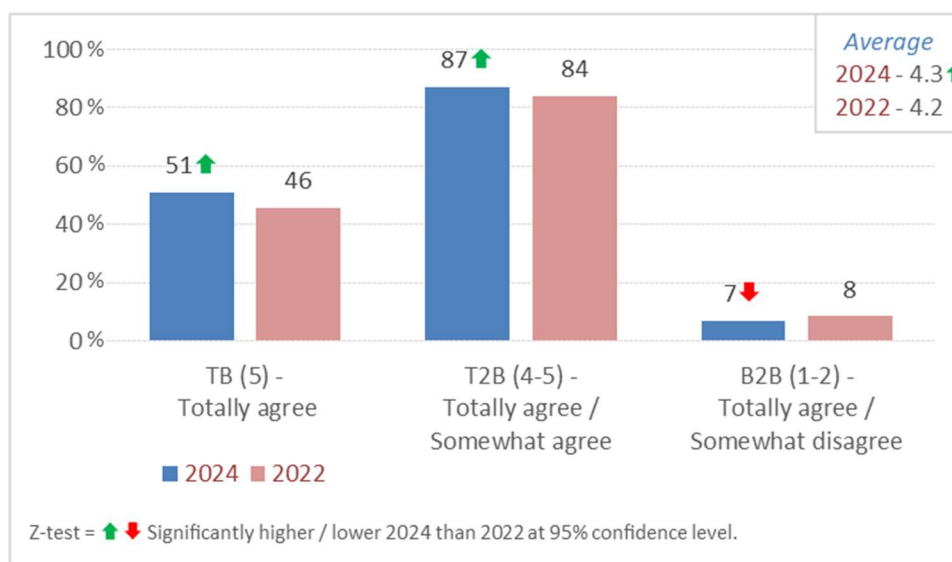


Table 31.1

Level of Agreement that the PR Police Has Well-defined Policies, Protocols and Procedure Manuals, Which Contain in Detail the Functions and Obligations of Each Operational Unit/Division of the Police

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK					
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																		
(5) Totally agree	51.0 ▲	43.2	44.2	50.0	60.0 ▲	45.9	52.8 ▲	43.1	46.2	42.3	51.4 ▲	52.9 ▲	50.3 ▲	47.0	51.7	59.6	78.7 ▲	
(4) Somewhat agree	35.9	29.5	37.8	37.8	30.0	38.4	35.0	33.3	34.1	44.7	34.4	35.9	35.4 ▼	43.3	37.4	30.8	17.0	
(3) Nor agree, nor disagree	6.7	9.1	8.0	6.5	5.7	8.3	6.1	9.8	8.7	7.3	6.6	6.2	7.8	4.1	3.4	1.9	—	
(2) Somewhat disagree	3.7 ▼	4.5	7.5	3.1 ▼	2.1 ▼	5.5	3.1 ▼	5.9	7.5	4.1	4.9	2.5 ▼	3.9	1.8 ▼	5.2	5.8	—	
(1) Totally disagree	2.7	13.6	2.4	2.6	2.3	2.0	3.0	7.8	3.5	1.6	2.8	2.5	2.6	3.7	2.3	1.9	4.3	
TOP 2 BOX (4, 5)	86.9 ▲	72.7	82.0	87.9	89.9	84.3	87.8 ▲	76.5	80.3	87.0	85.8	88.8 ▲	85.7 ▲	90.3	89.1	90.4	95.7 ▲	
BOT 2 BOX (1, 2)	6.5 ▼	18.2	9.9	5.6	4.3 ▼	7.5	6.1 ▼	13.7	11.0	5.7	7.6	5.0 ▼	6.5 ▼	5.5	7.5	7.7	4.3	
AVERAGE	4.3 ▲	3.8	4.1	4.3 ▲	4.4 ▲	4.2	4.3 ▲	4.0	4.1	4.2	4.3	4.3 ▲	4.3 ▲	4.3	4.3	4.4	4.7 ▲	
Frequency																		
(5) Totally agree	987	19	165	541	262	233	754	22	80	52	242	591	727	102	90	31	37	
(4) Somewhat agree	694	13	141	409	131	195	499	17	59	55	162	401	511	94	65	16	8	
(3) Nor agree, nor disagree	129	4	30	70	25	42	87	5	15	9	31	69	113	9	6	1	—	
(2) Somewhat disagree	72	2	28	33	9	28	44	3	13	5	23	28	56	4	9	3	—	
(1) Totally disagree	53	6	9	28	10	10	43	4	6	2	13	28	38	8	4	1	2	
TOP 2 BOX (4, 5)	1681	32	306	950	393	428	1253	39	139	107	404	992	1238	196	155	47	45	
BOT 2 BOX (1, 2)	125	8	37	61	19	38	87	7	19	7	36	56	94	12	13	4	2	
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47	

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q31. How much do you agree that the PR Police has well-defined policies, protocols, and procedural manuals that contain in detail the functions and obligations of each unit/operational division of the police

Table 31.2

Level of Agreement that the PR Police Has Well-defined Policies, Protocols and Procedure Manuals, Which Contain in Detail the Functions and Obligations of Each Operational Unit/Division of the Police

Yr 2024	TOTAL	POLICE AREA														Head-quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaado	Fajardo	Aibonito		
Percentage (%)																
(5) Totally agree	51.0	44.0	46.7	51.7	50.8	56.6	48.8	49.6	51.5	62.0	45.5	50.7	44.2	49.4	58.1	
(4) Somewhat agree	35.9	39.9	43.0	34.8	38.5	28.9	38.0	33.3	35.8	31.0	39.0	45.3	39.5	41.4	29.8	
(3) Nor agree, nor disagree	6.7	6.0	7.4	6.2	6.2	8.1	3.1	8.9	6.7	4.2	7.3	2.7	12.8	2.3	6.8	
(2) Somewhat disagree	3.7	4.8	1.5	5.1	1.5	5.8	7.0	2.8	3.0	2.8	4.9	1.3	1.2	3.4	3.4	
(1) Totally disagree	2.7	5.4	1.5	2.2	3.1	0.6	3.1	5.3	3.0	—	3.3	—	2.3	3.4	1.9	
TOP 2 BOX (4, 5)	86.9	83.9	89.6	86.5	89.2	85.5	86.8	82.9	87.3	93.0	84.6	96.0	83.7	90.8	87.9	
BOT 2 BOX (1, 2)	6.5	10.1	3.0	7.3	4.6	6.4	10.1	8.1	6.0	2.8	8.1	1.3	3.5	6.9	5.3	
AVERAGE	4.3	4.1	4.3	4.3	4.3	4.4	4.2	4.2	4.3	4.5	4.2	4.5	4.2	4.3	4.4	
Frequency																
(5) Totally agree	987	74	63	92	33	98	63	122	69	44	56	38	38	43	154	
(4) Somewhat agree	694	67	58	62	25	50	49	82	48	22	48	34	34	36	79	
(3) Nor agree, nor disagree	129	10	10	11	4	14	4	22	9	3	9	2	11	2	18	
(2) Somewhat disagree	72	8	2	9	1	10	9	7	4	2	6	1	1	3	9	
(1) Totally disagree	53	9	2	4	2	1	4	13	4	—	4	—	2	3	5	
TOP 2 BOX (4, 5)	1681	141	121	154	58	148	112	204	117	66	104	72	72	79	233	
BOT 2 BOX (1, 2)	125	17	4	13	3	11	13	20	8	2	10	1	3	6	14	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q31. How much do you agree that the PR Police has well-defined policies, protocols, and procedural manuals that contain in detail the functions and obligations of each unit/operational division of the police?

Nearly nine out of ten officers exhibit some degree of agreement (87%) that the PR Police has well defined policies, protocols and procedure manuals which contain the detail of the function and obligations of the different operational units and division within the police department. This in 2024 is a +3pp statistically significant increase from 84% in 2022. Also, in 2024 versus 2022, shows a statistically significant increase in “Total agreement”. (Yr2451% ↑ Yr2246%).

- In 2024 compared to 2022, 55-62 age group (Yr2460% ↑ Yr2251%), males (Yr2453% ↑ Yr2247%), 20-24 years of experience (Yr2451% ↑ Yr2243%), de 25+ years of experience (Yr2453% ↑ Yr2248%), PO rank (Yr2450% ↑ Yr2243%), EXO rank (Yr2479% ↑ Yr2257%), Ponce area (Yr2452% ↑ Yr2242%), Guayama area (Yr2462% ↑ Yr2245%) and Headquarters (Yr2458% ↑ Yr2248%) show a statistically significant increase in “Total agreement”.

Figure 32

Those Responsible for Developing PR Police Policies Take into Consideration the Opinion and Suggestions of the Police Officers

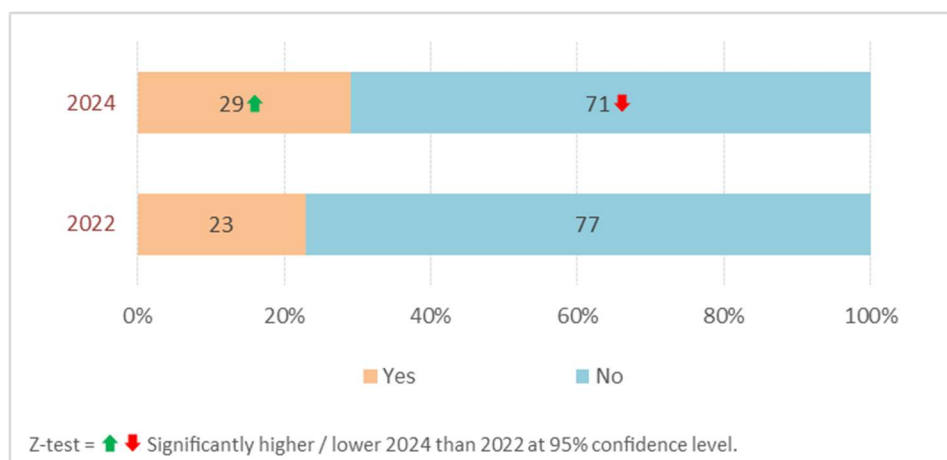


Table 32.1*Those Responsible for Developing PR Police Policies Take into Consideration the Opinion and Suggestions of the Police Officers*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	29.0 ▲	30.0	27.0	29.0 ▲	31.0	29.0 ▲	30.0 ▲	27.0	30.0 ▲	28.0	29.0 ▲	30.0 ▲	28.0 ▲	25.0	34.0	33.0	57.0 ▲
No	71.0 ▼	70.0	73.0	71.0 ▼	69.0	71.0 ▼	70.0 ▼	73.0	70.0 ▼	72.0	71.0 ▼	70.0 ▼	72.0 ▼	75.0	66.0	67.0	43.0 ▼
Frequency																	
Yes	568	13	100	318	137	145	423	14	52	35	136	331	410	54	60	17	27
No	1367	31	273	763	300	363	1004	37	121	88	335	786	1035	163	114	35	20
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q32. Do those responsible for developing the policies of the PR Police take into consideration the opinion and suggestions of the members of the police force?

Table 32.2*Those Responsible for Developing PR Police Policies Take into Consideration the Opinion and Suggestions of the Police Officers*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaado	Fajardo	Aibonito	Head- quarters
Percentage (%)															
Yes	29.0 ▲	22.0	32.0	32.0 ▲	26.0	27.0	29.0 ▲	24.0	31.0 ▲	41.0 ▲	28.0 ▲	41.0	19.0	31.0	34.0
No	71.0 ▼	78.0	68.0	68.0 ▼	74.0	73.0	71.0 ▼	76.0	69.0 ▼	59.0 ▼	72.0 ▼	59.0	81.0	69.0	66.0
Frequency															
Yes	568	37	43	57	17	47	38	59	42	29	35	31	16	27	90
No	1367	131	92	121	48	126	91	187	92	42	88	44	70	60	175
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

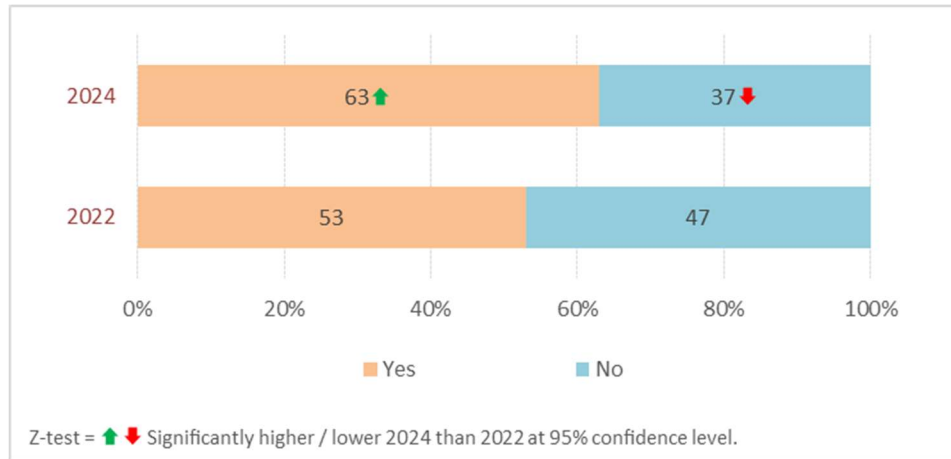
Q32. Do those responsible for developing the policies of the PR Police take into consideration the opinion and suggestions of the members of the police force?

In 2024, seven out of ten officers indicate that those responsible for developing the PR Police policies do not take into consideration the police officers' opinions and suggestions. Though still high, this disagreement statistically significant decreases from 2022 (Yr24 71% ▼ Yr22 77%).

- In 2024, EXO rank officers (57%) and those from Guayama (41%) and Utuaado (41%) exhibit a higher agreement compared to the other officer subgroups. The regions of Fajardo (81%) and San Juan (78%) show the highest perception of disagreement.

Figure 33

PR Police Provides Sufficient Training and Resources to Collect, Analyze and Disseminate Data that Is Useful to Officers and Supervisors in Their Daily Operations and Decision-Making

**Table 33.1**

PR Police Provides Sufficient Training and Resources to Collect, Analyze and Disseminate Data that Is Useful to Officers and Supervisors in Their Daily Operations and Decision-Making

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Yes	63.0 ▲	55.0	59.0 ▲	64.0 ▲	68.0 ▲	64.0 ▲	63.0 ▲	57.0	58.0	63.0	65.0 ▲	64.0 ▲	64.0 ▲	56.0	66.0 ▲	71.0 ▲	70.0
No	37.0 ▼	45.0	41.0 ▼	36.0 ▼	32.0 ▼	36.0 ▼	37.0 ▼	43.0	42.0	37.0	35.0 ▼	36.0 ▼	36.0 ▼	44.0	34.0 ▼	29.0 ▼	30.0
Frequency																	
Yes	1225	24	219	687	295	323	902	29	100	77	305	714	919	121	115	37	33
No	710	20	154	394	142	185	525	22	73	46	166	403	526	96	59	15	14
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q33. Does the PR Police provide sufficient training and resources to collect, analyze and disseminate data that are useful to officers and supervisors in their daily operations and decision making?

Table 33.2

PR Police Provides Sufficient Training and Resources to Collect, Analyze and Disseminate Data that Is Useful to Officers and Supervisors in Their Daily Operations and Decision-Making

Yr 2024	TOTAL	POLICE AREA														Head- quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)																
Yes	63.0 ▲	57.0 ▲	61.0 ▲	63.0	65.0	57.0	60.0	60.0 ▲	59.0	70.0 ▲	53.0	79.0 ▲	70.0 ▲	71.0	73.0 ▲	
No	37.0 ▼	43.0 ▼	39.0 ▼	37.0	35.0	43.0	40.0	40.0 ▼	41.0	30.0 ▼	47.0	21.0 ▼	30.0 ▼	29.0	27.0 ▼	
Frequency																
Yes	1225	96	83	113	42	99	77	147	79	50	65	59	60	62	193	
No	710	72	52	65	23	74	52	99	55	21	58	16	26	25	72	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q33. Does the PR Police provide sufficient training and resources to collect, analyze and disseminate data that are useful to officers and supervisors in their daily operations and decision making?

In 2024, more officers are in agreement (63%, a statistically significant increase from 53% in 2022)

that the PR Police provides sufficient training to collect, analyze and disseminate useful data to officers and supervisors for their daily decision making and operation.

- In 2024, agreement is notably higher among those from Utuado (79%). The age group 24-34 years (45%), SGT rank (44%) and Aguadilla area (47%) show the highest perception of disagreement.

TRAININGS

The main objectives of the Training compliance area is that each employee receives adequate training for continuous improvement in the performance of their functions, through theoretical and practical training and retraining, through which they can learn their responsibilities, the scope of their authority, the policies promulgated by the Puerto Rico Police, in addition to the way to comply with these and its obligations effectively. (PRPB Action Plans for Compliance with a Sustainable Reform – Electronic Version, p 4)

Figure 34

PR Police Provides Sufficient Training Each Year to the Police Corps So that They Can Exercise Their Functions in an Up-to-date, Professional Manner, and within the Framework of Their Authority

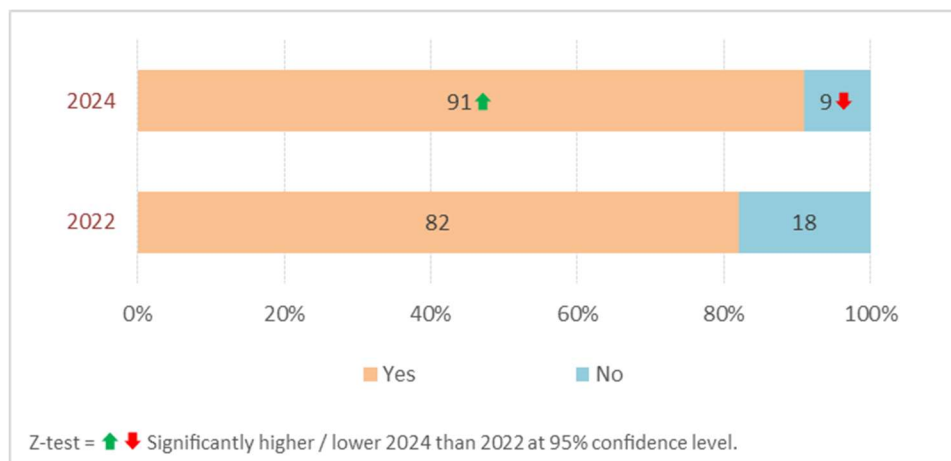


Table 34.1

PR Police Provides Sufficient Training Each Year to the Police Corps So that They Can Exercise Their Functions in an Up-to-date, Professional Manner, and within the Framework of Their Authority

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34	35 - 44	45 - 54	55 - 62	Female	Male	0 - 9	10 - 14	15 - 19	20 - 24	25 +	PO	SGT	2 ND LT	1 ST LT	EXO
		years	years	years	years			years	years	years	years	years					
Percentage (%)																	
Yes	91.0 ▲	84.0	86.0 ▲	92.0 ▲	93.0 ▲	91.0 ▲	91.0 ▲	82.0	86.0 ▲	89.0	91.0 ▲	92.0 ▲	91.0 ▲	88.0 ▲	93.0 ▲	90.0	100.0 ▲
No	9.0 ▼	16.0	14.0 ▼	8.0 ▼	7.0 ▼	9.0 ▼	9.0 ▼	18.0	14.0 ▼	11.0	9.0 ▼	8.0 ▼	9.0 ▼	12.0 ▼	7.0 ▼	10.0	—
Frequency																	
Yes	1757	37	319	994	407	464	1293	42	149	109	429	1028	1311	191	161	47	47
No	178	7	54	87	30	44	134	9	24	14	42	89	134	26	13	5	—
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q34. Do you consider that the PR Police provides sufficient training each year to the members of the police force so that they can carry out their functions in an up-to-date, professional manner, and within the framework of their authority?

Table 34.2

PR Police Provides Sufficient Training Each Year to the Police Corps So that They Can Exercise Their Functions in an Up-to-date, Professional Manner, and within the Framework of Their Authority

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaado	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Yes	91.0	88.0	90.0	93.0	93.0	91.0	89.0	87.0	90.0	86.0	83.0	93.0	90.0	93.0	93.0
No	9.0	12.0	10.0	7.0	7.0	9.0	11.0	13.0	10.0	14.0	17.0	7.0	10.0	7.0	7.0
Frequency															
Yes	1757	148	122	165	63	157	115	213	121	61	102	73	77	84	256
No	178	20	13	13	2	16	14	33	13	10	21	2	9	3	9
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

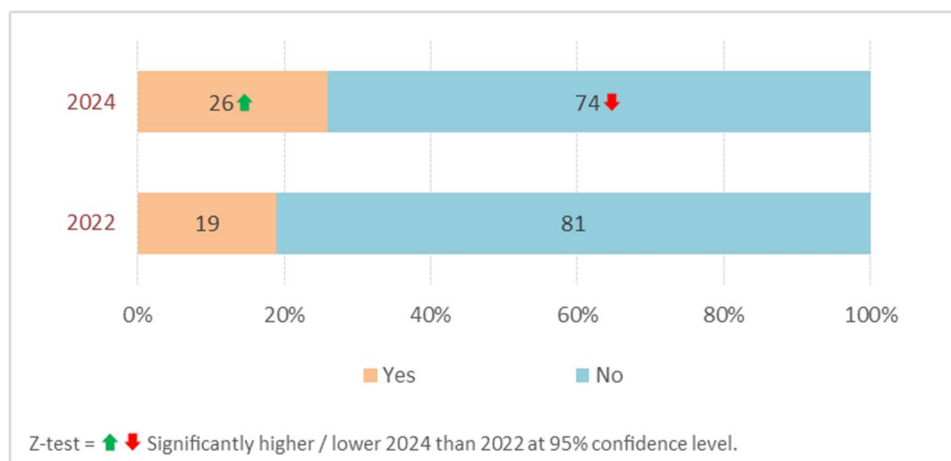
Q34. Do you consider that the PR Police provides sufficient training each year to the members of the police force so that they can carry out their functions in an up-to-date, professional manner, and within the framework of their authority?

In 2024, nine out of ten officers (91%, a statistically significant increase from 82% in 2022) say that the PR Police does provide sufficient training each year to the police corps so they can exercise their functions in an updated and professional manner and within the authority framework.

- In 2024, there is a slightly lower agreement among officers with less years of service (82%).

Figure 35

PR Police Officers Are Trained to Offer Services to People with Disabilities

**Table 35.1***PR Police Officers Are Trained to Offer Services to People with Disabilities*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	26.0 ▲	30.0	23.0	25.0 ▲	30.0 ▲	21.0 ▲	28.0 ▲	27.0	22.0	29.0	24.0 ▲	27.0 ▲	27.0 ▲	20.0	22.0	27.0	26.0
No	74.0 ▼	70.0	77.0	75.0 ▼	70.0 ▼	79.0 ▼	72.0 ▼	73.0	78.0	71.0	76.0 ▼	73.0 ▼	73.0 ▼	80.0	78.0	73.0	74.0
Frequency																	
Yes	501	13	85	271	132	107	394	14	38	36	115	298	392	44	39	14	12
No	1434	31	288	810	305	401	1033	37	135	87	356	819	1053	173	135	38	35
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ↑ ↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q35. Do you think that the members of the PR Police are trained to offer services to people with disabilities (deaf, blind, mobility, etc.)?

Table 35.2*PR Police Officers Are Trained to Offer Services to People with Disabilities*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Yes	26.0 ▲	23.0	23.0	26.0	20.0	24.0	24.0	25.0 ▲	31.0 ▲	34.0 ▲	20.0 ▲	28.0	20.0	25.0	32.0
No	74.0 ▼	77.0	77.0	74.0	80.0	76.0	76.0	75.0 ▼	69.0 ▼	66.0 ▼	80.0 ▼	72.0	80.0	75.0	68.0
Frequency															
Yes	501	39	31	47	13	41	31	62	42	24	25	21	17	22	86
No	1434	129	104	131	52	132	98	184	92	47	98	54	69	65	179
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

Notes

Z-test = ↑ ↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q35. Do you think that the members of the PR Police are trained to offer services to people with disabilities (deaf, blind, mobility, etc.)?

Three out of four officers (74%) do not agree that the officers are trained to offer services to people with disabilities in 2024. Although a high disagreement, it is statistically significantly lower than the 81% obtained in 2022.

- In 2024, this disagreement is slightly higher among those officers ages 35-54 (77%) and of the SGT (80%) and 2nd LT (78%) ranks.

Figure 36

Level of Agreement that Instructors Who Provide Training to PR Police Officers Use Appropriate Methods to Promote Their Learning and Training

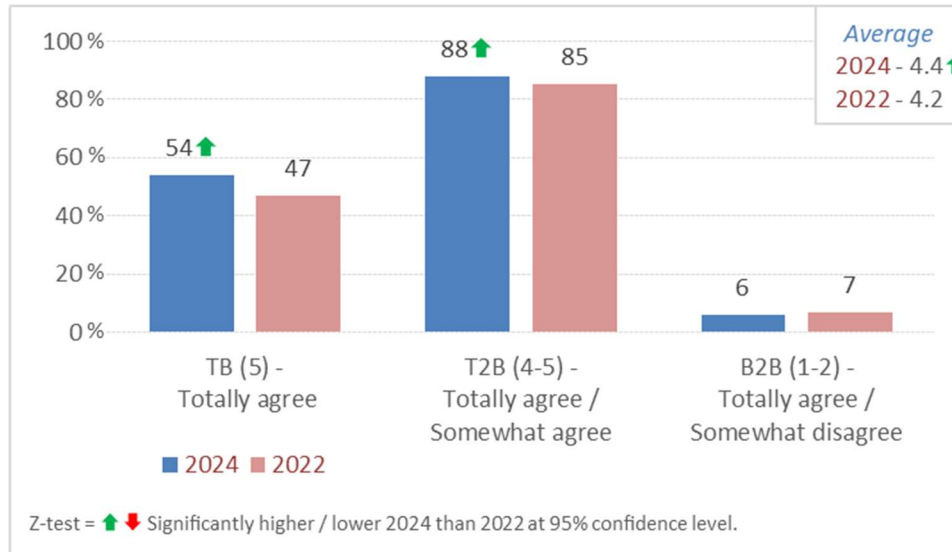


Table 36.1*Level of Agreement that Instructors Who Provide Training to PR Police Officers Use Appropriate Methods to Promote Their Learning and Training*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	53.9 ▲	40.9	50.1	53.7 ▲	58.8 ▲	49.8	55.4 ▲	43.1	54.9	53.7	54.8 ▲	53.9 ▲	54.7 ▲	50.7	50.0	42.3	72.3 ▲
(4) Somewhat agree	34.1 ▼	34.1	36.5	34.6	30.7 ▼	35.4	33.6 ▼	43.1	31.2	34.1	31.8 ▼	35.0 ▼	34.3	35.0	32.8 ▼	42.3	19.1
(3) Nor agree, nor disagree	6.3	13.6	7.0	6.0	5.5	7.9	5.7	7.8	4.6	6.5	8.3	5.6	6.1	8.3	5.7	7.7	2.1
(2) Somewhat disagree	3.9	2.3	3.8	4.5	2.5	5.3	3.4	—	4.6	3.3	4.7	3.7	3.3 ▲	3.2	10.3	3.8	—
(1) Totally disagree	1.8	9.1	2.7	1.0	2.1	1.4	1.9	5.9	4.6	2.4	0.4 ▼	1.6	1.5	2.8	0.6	3.8	6.4
Don't know	0.2	—	—	0.1	0.5	0.2	0.1	—	—	—	—	0.3	0.1	—	0.6	—	—
TOP 2 BOX (4, 5)	88.0 ▲	75.0	86.6	88.3	89.5	85.2	88.9 ▲	86.3	86.1	87.8	86.6	88.9	88.9 ▲	85.7	82.8	84.6	91.5
BOT 2 BOX (1, 2)	5.6	11.4	6.4	5.6	4.6	6.7	5.3	5.9	9.2	5.7	5.1 ▼	5.3	4.8 ▼	6.0	10.9	7.7	6.4
AVERAGE	4.4 ▲	4.0	4.3	4.4 ▲	4.4	4.3	4.4 ▲	4.2	4.3	4.3	4.4 ▲	4.4 ▲	4.4 ▲	4.3	4.2	4.2	4.5
Frequency																	
(5) Totally agree	1043	18	187	581	257	253	790	22	95	66	258	602	790	110	87	22	34
(4) Somewhat agree	659	15	136	374	134	180	479	22	54	42	150	391	495	76	57	22	9
(3) Nor agree, nor disagree	121	6	26	65	24	40	81	4	8	8	39	62	88	18	10	4	1
(2) Somewhat disagree	75	1	14	49	11	27	48	—	8	4	22	41	48	7	18	2	—
(1) Totally disagree	34	4	10	11	9	7	27	3	8	3	2	18	22	6	1	2	3
Don't know	3	—	—	1	2	1	2	—	—	—	—	3	2	—	1	—	—
TOP 2 BOX (4, 5)	1702	33	323	955	391	433	1269	44	149	108	408	993	1285	186	144	44	43
BOT 2 BOX (1, 2)	109	5	24	60	20	34	75	3	16	7	24	59	70	13	19	4	3
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q36. How much do you agree that the instructors who provide training to members of the PR Police use appropriate methods to promote their learning and training?

Table 36.2*Level of Agreement that Instructors Who Provide Training to PR Police Officers Use Appropriate Methods to Promote Their Learning and Training*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
(5) Totally agree	53.9 ▲	45.2	60.0	49.4	53.8	56.6	51.9	56.5 ▲	48.5	59.2	53.7 ▲	64.0	52.3 ▲	47.1	57.4 ▲
(4) Somewhat agree	34.1 ▼	38.1	32.6	37.1	36.9	35.3	36.4	35.4	30.6	29.6	31.7 ▼	26.7	39.5	40.2	28.7
(3) Nor agree, nor disagree	6.3	8.3	3.0	7.9	3.1	4.0	4.7	3.3 ▼	10.4	5.6	8.1	5.3	4.7	10.3 ▲	7.9
(2) Somewhat disagree	3.9	4.2	3.7	3.4	4.6	2.3	2.3 ▼	3.7	8.2	4.2	4.1	4.0	2.3	2.3	4.5
(1) Totally disagree	1.8	4.2	0.7	2.2	1.5	0.6	4.7	1.2	2.2	1.4	2.4	—	1.2	—	1.1
Don't know	0.2	—	—	—	—	1.2	—	—	—	—	—	—	—	—	0.4
TOP 2 BOX (4, 5)	88.0 ▲	83.3	92.6	86.5	90.8	91.9 ▲	88.4	91.9 ▲	79.1	88.7	85.4	90.7	91.9	87.4	86.0
BOT 2 BOX (1, 2)	5.6	8.3	4.4	5.6	6.2	2.9	7.0	4.9	10.4	5.6	6.5	4.0	3.5	2.3	5.7 ▼
AVERAGE	4.4 ▲	4.2	4.5	4.3	4.4	4.5 ▲	4.3	4.4 ▲	4.2	4.4	4.3	4.5	4.4	4.3	4.4 ▲
Frequency															
(5) Totally agree	1043	76	81	88	35	98	67	139	65	42	66	48	45	41	152
(4) Somewhat agree	659	64	44	66	24	61	47	87	41	21	39	20	34	35	76
(3) Nor agree, nor disagree	121	14	4	14	2	7	6	8	14	4	10	4	4	9	21
(2) Somewhat disagree	75	7	5	6	3	4	3	9	11	3	5	3	2	2	12
(1) Totally disagree	34	7	1	4	1	1	6	3	3	1	3	—	1	—	3
Don't know	3	—	—	—	—	2	—	—	—	—	—	—	—	—	1
TOP 2 BOX (4, 5)	1702	140	125	154	59	159	114	226	106	63	105	68	79	76	228
BOT 2 BOX (1, 2)	109	14	6	10	4	5	9	12	14	4	8	3	3	2	15
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q36. How much do you agree that the instructors who provide training to members of the PR Police use appropriate methods to promote their learning and training?

Most officers exhibit a level of agreement (88%) that instructors who provide training to the officer corps use appropriate methods to promote learning and training. This in 2024 is a +3pp statistically significant increase from 85% in 2022. Also, in 2024 versus 2022, this shows a statistically significant increase in “Total agreement”. (Yr2454% ↑ Yr2247%).

- In 2024, this agreement is somewhat lower among younger officers (75%).
- In 2024 (compared to 2022), males (Yr2489% ↑ Yr2286%), PO rank (Yr2489% ↑ Yr2285%), Mayagüez area (Yr2492% ↑ Yr2285%) and Bayamon area (Yr2492% ↑ Yr2284%) show a statistically significant increase in agreement that the instructors who provide training to officers use appropriate methods to promote their learning and training.

Figure 37

PR Police Provides Training to Implement the Policies or Regulations Governing Interventions with Foreign or Non-citizen Persons

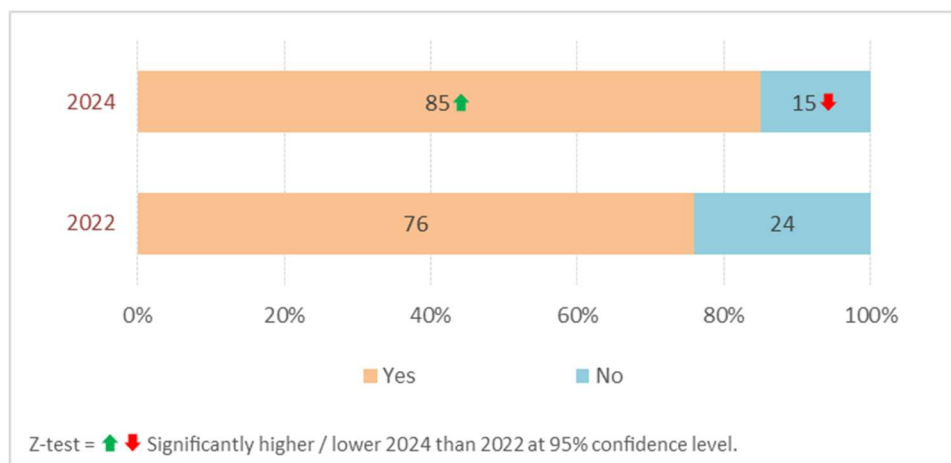


Table 37.1*PR Police Provides Training to Implement the Policies or Regulations Governing Interventions with Foreign or Non-citizen Persons*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK					
		24 - 34	35 - 44	45 - 54	55 - 62	Female	Male	0 - 9	10 - 14	15 - 19	20 - 24	25 +	PO	SGT	2 ND LT	1 ST LT	EXO	
		years	years	years	years			years	years	years	years	years						
Percentage (%)																		
Yes	85.0 ▲	73.0	84.0 ▲	84.0 ▲	88.0 ▲	83.0 ▲	85.0 ▲	73.0	84.0 ▲	84.0 ▲	84.0 ▲	84.0 ▲	84.0 ▲	84.0 ▲	83.0 ▲	90.0 ▲	88.0	94.0
No	15.0 ▼	27.0	16.0 ▼	16.0 ▼	12.0 ▼	17.0 ▼	15.0 ▼	27.0	16.0 ▼	16.0 ▼	16.0 ▼	16.0 ▼	16.0 ▼	16.0 ▼	17.0 ▼	10.0 ▼	12.0	6.0
Frequency																		
Yes	1644	32	313	913	386	424	1220	37	145	103	395	964	1218	180	156	46	44	
No	291	12	60	168	51	84	207	14	28	20	76	153	227	37	18	6	3	
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47	

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q37. Has the PR Police provided adequate training to implement the policies or regulations that govern interventions with foreigners or non-citizens?

Table 37.2*PR Police Provides Training to Implement the Policies or Regulations Governing Interventions with Foreign or Non-citizen Persons*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuado	Fajardo	Aibonito	Head-quarter:
Percentage (%)															
Yes	85.0	78.0	83.0	83.0	85.0	82.0	87.0	81.0	89.0	93.0	78.0	93.0	81.0	92.0	90.0
No	15.0	22.0	17.0	17.0	15.0	18.0	13.0	19.0	11.0	7.0	22.0	7.0	19.0	8.0	10.0
Frequency															
Yes	1644	131	112	154	55	142	112	199	119	66	96	70	70	80	238
No	291	37	23	24	10	31	17	47	15	5	27	5	16	7	27
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

Notes

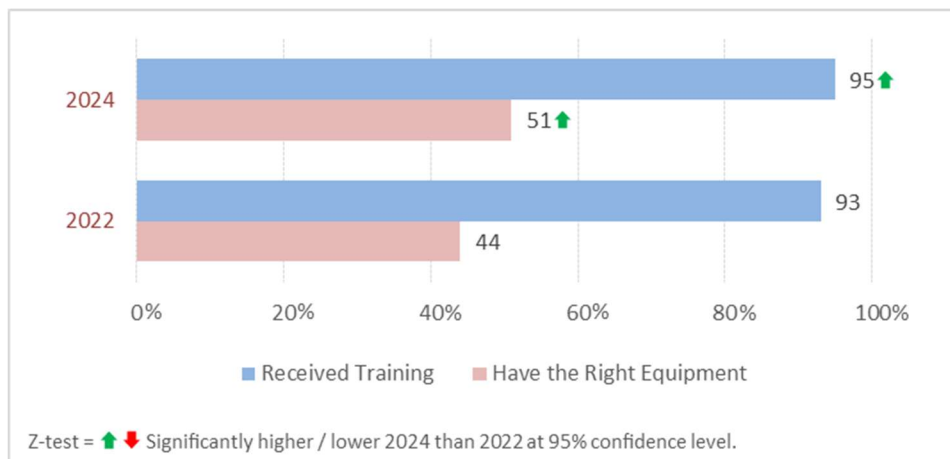
Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q37. Has the PR Police provided adequate training to implement the policies or regulations that govern interventions with foreigners or non-citizens?

In 2024, most officers (85%, a +9pp statistically significant increase from 76% in 2022) indicate that the PR Police do provide training to implement the policies and regulation surrounding the interventions conducted with foreigners or non-citizens.

- In 2024, younger officers (73%) (both in age and service time) exhibit a somewhat lower agreement relative to older, more veteran officers.

Figure 38*Resources that the PR Police Have Provided Its Officers So They Can Do Their Job Effectively*

**Table 38.1**

Resources that the PR Police Have Provided Its Officers So They Can Do Their Job Effectively

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(1) Have received training, but do not have the right equipment	46.0 ↓	52.0	49.0	46.0 ↓	43.0	43.0 ↓	47.0 ↓	47.0	47.0	49.0	46.0 ↓	46.0 ↓	46.0 ↓	49.0	53.0	40.0	26.0
(2) Have not received training, but have the right equipment	2.0	2.0	3.0	2.0	2.0	2.0	2.0	4.0	3.0	1.0	3.0	2.0	2.0	2.0	3.0	—	2.0
(3) Have received the training and have the right equipment	49.0 ↑	41.0	45.0	49.0 ↑	53.0 ↑	52.0 ↑	48.0 ↑	45.0	48.0	47.0	49.0 ↑	50.0 ↑	49.0 ↑	46.0	42.0	56.0	70.0
(4) Have not received training, nor do have the right equipment	3.0 ↓	5.0	3.0	3.0	2.0 ↓	2.0	3.0	4.0	2.0	3.0	3.0	2.0 ↓	3.0	3.0	2.0	4.0	2.0
TRAINING (1, 3)	95.0 ↑	93.0	94.0	95.0	97.0 ↑	95.0	95.0 ↑	92.0	95.0	96.0	94.0	95.0 ↑	95.0	95.0	95.0	96.0	96.0
RIGHT EQUIPMENT (2, 3)	51.0 ↑	43.0	47.0	52.0 ↑	55.0 ↑	54.0 ↑	50.0 ↑	49.0	51.0	48.0	51.0 ↑	52.0 ↑	52.0 ↑	48.0	45.0	56.0	72.0
Frequency																	
(1) Have received training, but do not have the right equipment	891	23	184	495	189	220	671	24	81	60	215	511	660	106	92	21	12
(2) Have not received training, but have the right equipment	45	1	10	26	8	11	34	2	5	1	13	24	34	5	5	—	1
(3) Have received the training and have the right equipment	948	18	166	531	233	265	683	23	83	58	229	555	713	100	73	29	33
(4) Have not received training, nor do have the right equipment	51	2	13	29	7	12	39	2	4	4	14	27	38	6	4	2	1
TRAINING (1, 3)	1839	41	350	1026	422	485	1354	47	164	118	444	1066	1373	206	165	50	45
RIGHT EQUIPMENT (2, 3)	993	19	176	557	241	276	717	25	88	59	242	579	747	105	78	29	34
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q38. Which of the following alternatives best describes the resources that the PR Police has provided you so that you can carry out your work effectively?

Table 38.2*Resources that the PR Police Have Provided Its Officers So They Can Do Their Job Effectively*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
(1) Have received training, but do not have the right equipment	46.0 ⬇️	46.0	42.0	52.0	40.0	60.0	39.0	49.0	47.0 ⬇️	41.0	54.0	40.0	55.0	44.0	34.0
(2) Have not received training, but have the right equipment	2.0	4.0	2.0	2.0	3.0	2.0	5.0	3.0	2.0	3.0	1.0	1.0	—	3.0	1.0
(3) Have received the training and have the right equipment	49.0 ⬆️	46.0	52.0	46.0	55.0	37.0	53.0	44.0 ⬆️	48.0 ⬆️	54.0	38.0	57.0	45.0	52.0	63.0 ⬆️
(4) Have not received training, nor do have the right equipment	3.0 ⬇️	5.0	4.0	1.0	2.0	1.0 ⬇️	3.0	3.0	3.0	3.0	7.0	1.0	—	1.0	2.0
TRAINING (1, 3)	95.0 ⬆️	92.0	94.0	97.0	95.0	97.0 ⬆️	92.0	93.0	95.0	94.0	93.0	97.0	100.0 ⬆️	95.0	97.0 ⬆️
RIGHT EQUIPMENT (2, 3)	51.0 ⬆️	49.0	54.0	47.0	58.0	39.0	58.0 ⬆️	48.0 ⬆️	50.0 ⬆️	56.0	39.0	59.0	45.0	55.0	64.0
Frequency															
(1) Have received training, but do not have the right equipment	891	77	57	92	26	103	50	121	63	29	67	30	47	38	91
(2) Have not received training, but have the right equipment	45	6	3	3	2	4	6	8	3	2	1	1	—	3	3
(3) Have received the training and have the right equipment	948	77	70	81	36	64	69	109	64	38	47	43	39	45	166
(4) Have not received training, nor do have the right equipment	51	8	5	2	1	2	4	8	4	2	8	1	—	1	5
TRAINING (1, 3)	1839	154	127	173	62	167	119	230	127	67	114	73	86	83	257
RIGHT EQUIPMENT (2, 3)	993	83	73	84	38	68	75	117	67	40	48	44	39	48	169
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

NotesZ-test = ↑ ↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q38. Which of the following alternatives best describes the resources that the PR Police has provided you so that you can carry out your work effectively?

In 2024, while almost all officers indicate that the PR Police provides officers with the training to their job effectively (95%), around half (51%) say that they are provided the right equipment for effectively carrying out their job (which statistically significantly improves upon the 41% that indicated this in 2022). In addition, it shows a statistically significant increase $\text{Yr24}49\% \uparrow \text{Yr22}41\%$ in having received training and having the appropriate equipment compared to 2022.

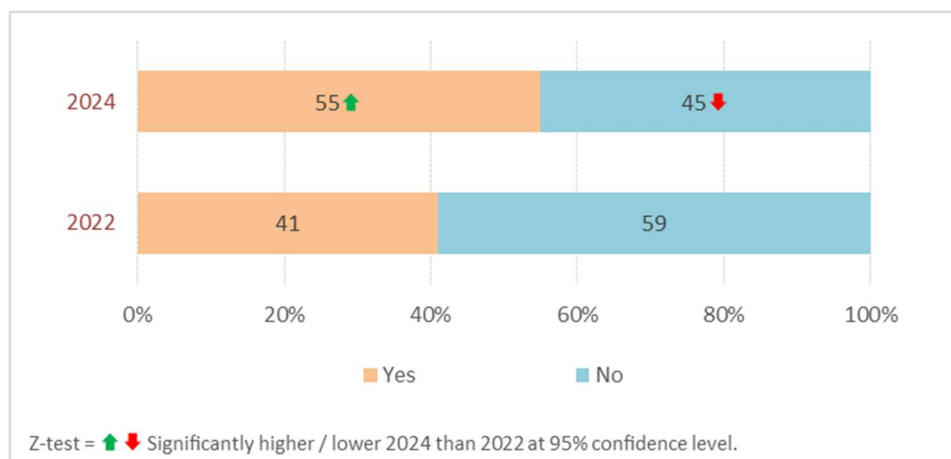
- In 2024, there is a significantly higher mention of providing both training and right equipment for the job among 1st LT (56%) and EXO (70%) rank officers and those from Headquarters (68%).

SUPERVISION AND MANAGEMENT

The main objectives of the Supervision and Management compliance area is to establish guides and training that will serve as work tools for each supervisor to optimize their functions and responsibilities. (PRPB Action Plans for Compliance with a Sustainable Reform – Electronic Version, p 4)

Figure 39

PR Police Has an Efficient System in Which Supervisors Can Early Identify Inappropriate Behavior By Police Officers

**Table 39.1**

PR Police Has an Efficient System in Which Supervisors Can Early Identify Inappropriate Behavior By Police Officers

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	55.0 ▲	45.0	53.0 ▲	54.0 ▲	57.0 ▲	50.0 ▲	56.0 ▲	43.0	54.0 ▲	59.0 ▲	54.0 ▲	55.0 ▲	52.0 ▲	59.0	67.0 ▲	65.0	68.0 ▲
No	45.0 ▼	55.0	47.0 ▼	46.0 ▼	43.0 ▼	50.0 ▼	44.0 ▼	57.0	46.0 ▼	41.0 ▼	46.0 ▼	45.0 ▼	48.0 ▼	41.0	33.0 ▼	35.0	32.0 ▼
Frequency																	
Yes	1057	20	199	589	249	253	804	22	94	73	256	612	747	128	116	34	32
No	878	24	174	492	188	255	623	29	79	50	215	505	698	89	58	18	15
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q39. According to your perception, do you consider that the PR Police has an efficient system in which supervisors can identify, early, inappropriate behavior of police members?

Table 39.2

PR Police Has an Efficient System in Which Supervisors Can Early Identify Inappropriate Behavior By Police Officers

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaado	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Yes	55.0 ▲	42.0	59.0 ▲	61.0 ▲	55.0	53.0	51.0	49.0 ▲	55.0 ▲	58.0 ▲	57.0 ▲	69.0 ▲	49.0	54.0	60.0 ▲
No	45.0 ▼	58.0	41.0 ▼	39.0 ▼	45.0	47.0	49.0	51.0 ▼	45.0 ▼	42.0 ▼	43.0 ▼	31.0 ▼	51.0	46.0	40.0 ▼
Frequency															
Yes	1057	71	79	109	36	91	66	120	74	41	70	52	42	47	159
No	878	97	56	69	29	82	63	126	60	30	53	23	44	40	106
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q39. According to your perception, do you consider that the PR Police has an efficient system in which supervisors can identify, early, inappropriate behavior of police members?

Almost half of the officers (45%) say that the PR Police does not have an efficient system in which supervisors can early identify inappropriate behavior by police officers in 2024. This disagreement is statistically significantly lower than the 59% obtained in 2022.

- In 2024, this negative response increases the younger the officer's age (55%), is higher among females (50%), among those with a PO rank (48%), and among those from San Juan (58%).

Figure 40

Level of Agreement that the PR Police Has the Necessary Number of Qualified Officer Supervisors

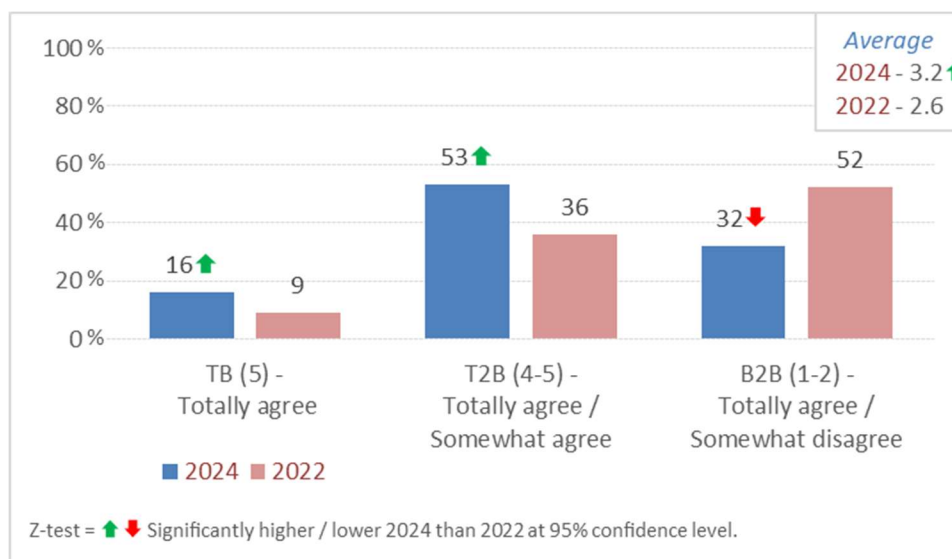


Table 40.1*Level of Agreement that the PR Police Has the Necessary Number of Qualified Officer Supervisors*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK					
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																		
(5) Totally agree	16.1	20.5	12.9	16.3	17.8	14.4	16.7	11.8	14.5	16.3	18.0	15.7	17.3	11.5	13.2	11.5	14.9	
(4) Somewhat agree	37.1	25.0	35.1	37.8	38.0	37.0	37.1	27.5	33.5	36.6	35.2	38.9	35.9	39.6	42.5	36.5	40.4	
(3) Nor agree, nor disagree	14.5	6.8	16.1	14.0	15.3	13.6	14.9	11.8	12.1	19.5	16.6	13.6	16.1	16.1	4.6	7.7	4.3	
(2) Somewhat disagree	17.0	27.3	19.0	16.5	15.6	18.3	16.5	25.5	19.7	16.3	15.9	16.7	16.4	18.0	20.7	21.2	12.8	
(1) Totally disagree	15.3	20.5	16.9	15.4	13.3	16.7	14.9	23.5	20.2	11.4	14.2	15.1	14.3	14.7	19.0	23.1	27.7	
TOP 2 BOX (4, 5)	53.1	45.5	48.0	54.1	55.8	51.4	53.7	39.2	48.0	52.8	53.3	54.5	53.2	51.2	55.7	48.1	55.3	
BOT 2 BOX (1, 2)	32.4	47.7	35.9	31.9	28.8	35.0	31.4	49.0	39.9	27.6	30.1	31.9	30.7	32.7	39.7	44.2	40.4	
AVERAGE	3.2	3.0	3.1	3.2	3.3	3.1	3.2	2.8	3.0	3.3	3.3	3.2	3.3	3.2	3.1	2.9	3.0	
Frequency																		
(5) Totally agree	311	9	48	176	78	73	238	6	25	20	85	175	250	25	23	6	7	
(4) Somewhat agree	717	11	131	409	166	188	529	14	58	45	166	434	519	86	74	19	19	
(3) Nor agree, nor disagree	281	3	60	151	67	69	212	6	21	24	78	152	232	35	8	4	2	
(2) Somewhat disagree	329	12	71	178	68	93	236	13	34	20	75	187	237	39	36	11	6	
(1) Totally disagree	297	9	63	167	58	85	212	12	35	14	67	169	207	32	33	12	13	
TOP 2 BOX (4, 5)	1028	20	179	585	244	261	767	20	83	65	251	609	769	111	97	25	26	
BOT 2 BOX (1, 2)	626	21	134	345	126	178	448	25	69	34	142	356	444	71	69	23	19	
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47	

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q40. How much do you agree that the PR Police has the necessary number of qualified supervisors?

Table 40.2*Level of Agreement that the PR Police Has the Necessary Number of Qualified Officer Supervisors*

	TOTAL					POLICE AREA										Head-quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)																
(5) Totally agree	16.1	10.1	16.3	16.9	7.7	18.5	17.8	14.2	12.7	22.5	20.3	22.7	9.3	14.9	19.2	
(4) Somewhat agree	37.1	36.9	40.0	41.0	35.4	41.6	26.4	32.5	32.8	40.8	37.4	42.7	26.7	48.3	38.9	
(3) Nor agree, nor disagree	14.5	10.1	17.0	11.8	15.4	16.8	11.6	15.0	14.2	11.3	13.8	13.3	20.9	12.6	17.4	
(2) Somewhat disagree	17.0	26.2	17.8	19.1	26.2	12.1	22.5	17.9	17.2	9.9	13.0	12.0	20.9	13.8	11.7	
(1) Totally disagree	15.3	16.7	8.9	11.2	15.4	11.0	21.7	20.3	23.1	15.5	15.4	9.3	22.1	10.3	12.8	
TOP 2 BOX (4, 5)	53.1	47.0	56.3	57.9	43.1	60.1	44.2	46.7	45.5	63.4	57.7	65.3	36.0	63.2	58.1	
BOT 2 BOX (1, 2)	32.4	42.9	26.7	30.3	41.5	23.1	44.2	38.2	40.3	25.4	28.5	21.3	43.0	24.1	24.5	
AVERAGE	3.2	3.0	3.4	3.3	2.9	3.5	3.0	3.0	3.0	3.5	3.3	3.6	2.8	3.4	3.4	
Frequency																
(5) Totally agree	311	17	22	30	5	32	23	35	17	16	25	17	8	13	51	
(4) Somewhat agree	717	62	54	73	23	72	34	80	44	29	46	32	23	42	103	
(3) Nor agree, nor disagree	281	17	23	21	10	29	15	37	19	8	17	10	18	11	46	
(2) Somewhat disagree	329	44	24	34	17	21	29	44	23	7	16	9	18	12	31	
(1) Totally disagree	297	28	12	20	10	19	28	50	31	11	19	7	19	9	34	
TOP 2 BOX (4, 5)	1028	79	76	103	28	104	57	115	61	45	71	49	31	55	154	
BOT 2 BOX (1, 2)	626	72	36	54	27	40	57	94	54	18	35	16	37	21	65	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q40. How much do you agree that the PR Police has the necessary number of qualified supervisors?

Over half of the police officers agree (53%) with the PR Police having the necessary number of qualified officer supervisors in 2024. This is a statistically significant difference from the 36% agreement obtained in 2022.

- In 2024, the level of disagreement is highest among younger officers (48%), those with less service time (49%) and those from the areas of San Juan (43%), Bayamon (38%), Carolina (40%), Caguas (44%) and Fajardo (43%).

Figure 41

Level of Objectivity of the PR Police Work and Performance Evaluation System

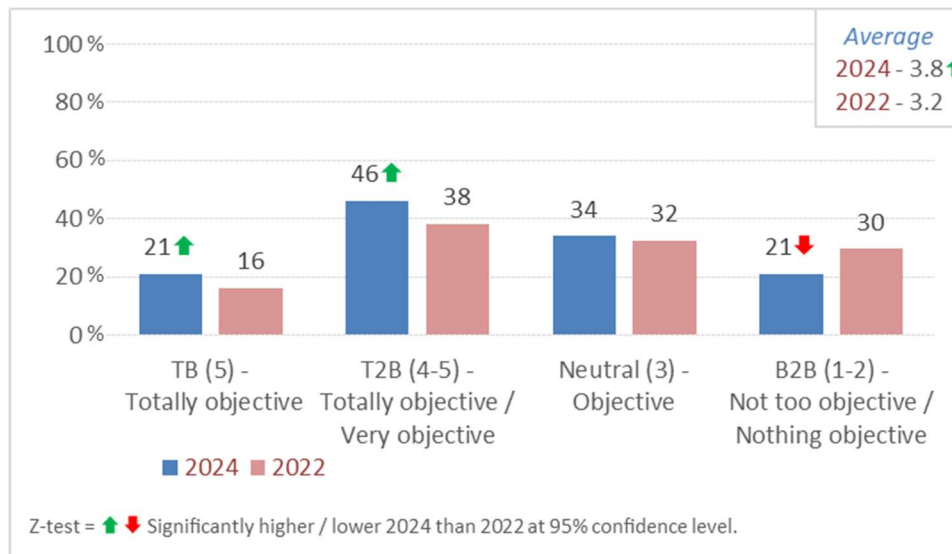


Table 41.1*Level of Objectivity of the PR Police Work and Performance Evaluation System*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK					
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																		
(5) Totally objective	20.7	25.0	18.0	20.8	22.4	16.9	22.1	19.6	22.0	20.3	21.0	20.5	21.6	14.7	21.3	15.4	25.5	
(4) Very objective	24.8	13.6	25.2	25.0	25.2	23.4	25.3	17.6	20.2	27.6	28.0	24.2	24.6	28.6	21.3	26.9	25.5	
(3) Objective	33.9	22.7	32.4	34.3	35.2	37.6	32.6	25.5	37.0	32.5	29.7	35.7	33.0	34.6	39.1	40.4	31.9	
(2) Not too objective	16.1	25.0	18.2	16.4	12.6	18.3	15.3	25.5	13.3	13.0	17.6	15.8	16.3	17.5	14.9	11.5	12.8	
(1) Nothing objective	4.5	13.6	6.2	3.5	4.6	3.7	4.8	11.8	7.5	6.5	3.6	3.8	4.6	4.6	3.4	5.8	4.3	
TOP 2 BOX (4, 5)	45.5	38.6	43.2	45.8	47.6	40.4	47.4	37.3	42.2	48.0	49.0	44.7	46.2	43.3	42.5	42.3	51.1	
BOT 2 BOX (1, 2)	20.6	38.6	24.4	19.9	17.2	22.0	20.0	37.3	20.8	19.5	21.2	19.6	20.8	22.1	18.4	17.3	17.0	
AVERAGE	3.4	3.1	3.3	3.4	3.5	3.3	3.5	3.1	3.4	3.4	3.5	3.4	3.4	3.3	3.4	3.4	3.6	
Frequency																		
(5) Totally objective	401	11	67	225	98	86	315	10	38	25	99	229	312	32	37	8	12	
(4) Very objective	480	6	94	270	110	119	361	9	35	34	132	270	355	62	37	14	12	
(3) Objective	656	10	121	371	154	191	465	13	64	40	140	399	477	75	68	21	15	
(2) Not too objective	311	11	68	177	55	93	218	13	23	16	83	176	235	38	26	6	6	
(1) Nothing objective	87	6	23	38	20	19	68	6	13	8	17	43	66	10	6	3	2	
TOP 2 BOX (4, 5)	881	17	161	495	208	205	676	19	73	59	231	499	667	94	74	22	24	
BOT 2 BOX (1, 2)	398	17	91	215	75	112	286	19	36	24	100	219	301	48	32	9	8	
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47	

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q41. How objective do you consider the system for evaluating the work and performance of police officers to be?

Table 41.2*Level of Objectivity of the PR Police Work and Performance Evaluation System*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Albionito	Head-quarters
Percentage (%)															
(5) Totally objective	20.7 ▲	19.0	22.2	19.7	16.9	19.1	21.7	17.5	22.4	26.8	22.8 ▲	29.3	23.3	20.7	19.6
(4) Very objective	24.8	21.4	20.0	25.8	24.6	28.3	16.3	26.8	20.9	28.2	26.0	24.0	27.9 ▲	33.3	25.7
(3) Objective	33.9	35.1	39.3	34.3	33.8	33.5	38.8	29.3	28.4	28.2	31.7	34.7	31.4	29.9	39.6 ▲
(2) Not too objective	16.1 ▼	18.5	17.0	16.9	21.5	16.8	16.3	18.7 ▼	20.9	11.3 ▼	15.4	9.3	15.1	14.9	10.9 ▼
(1) Nothing objective	4.5 ▼	6.0	1.5 ▼	3.4 ▼	3.1	2.3	7.0	7.7	7.5	5.6	4.1	2.7	2.3	1.1	4.2
TOP 2 BOX (4, 5)	45.5 ▲	40.5	42.2	45.5	41.5	47.4	38.0	44.3 ▲	43.3	54.9 ▲	48.8 ▲	53.3	51.2	54.0	45.3
BOT 2 BOX (1, 2)	20.6 ▼	24.4	18.5 ▼	20.2 ▼	24.6	19.1 ▼	23.3 ▼	26.4	28.4	16.9 ▼	19.5 ▼	12.0	17.4	16.1	15.1 ▼
AVERAGE	3.4 ▲	3.3	3.4	3.4 ▲	3.3	3.5 ▲	3.3	3.3 ▲	3.3	3.6 ▲	3.5 ▲	3.7	3.6	3.6	3.5 ▲
Frequency															
(5) Totally objective	401	32	30	35	11	33	28	43	30	19	28	22	20	18	52
(4) Very objective	480	36	27	46	16	49	21	66	28	20	32	18	24	29	68
(3) Objective	656	59	53	61	22	58	50	72	38	20	39	26	27	26	105
(2) Not too objective	311	31	23	30	14	29	21	46	28	8	19	7	13	13	29
(1) Nothing objective	87	10	2	6	2	4	9	19	10	4	5	2	2	1	11
TOP 2 BOX (4, 5)	881	68	57	81	27	82	49	109	58	39	60	40	44	47	120
BOT 2 BOX (1, 2)	398	41	25	36	16	33	30	65	38	12	24	9	15	14	40
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q41. How objective do you consider the system for evaluating the work and performance of police officers to be?

In 2024, nearly half of the police officers agree (46%) that the system for evaluating the work and performance of police officers is objective. This is a +8pp significant increase from 38% in 2022.

- One out of three officers are neutral (34%) with regards to the objectivity of the evaluation system in 2024.
- Also in 2024, agreement that is at least very objective is higher among the EXO rank (26%) and officers from Guayama (28%), Aibonito (33%), Utuado (24%) and Fajardo (28%).

Figure 42

Level of Agreement that the Commanders of the Area Demonstrate Effective Leadership to Reach the Goals of the PR Police

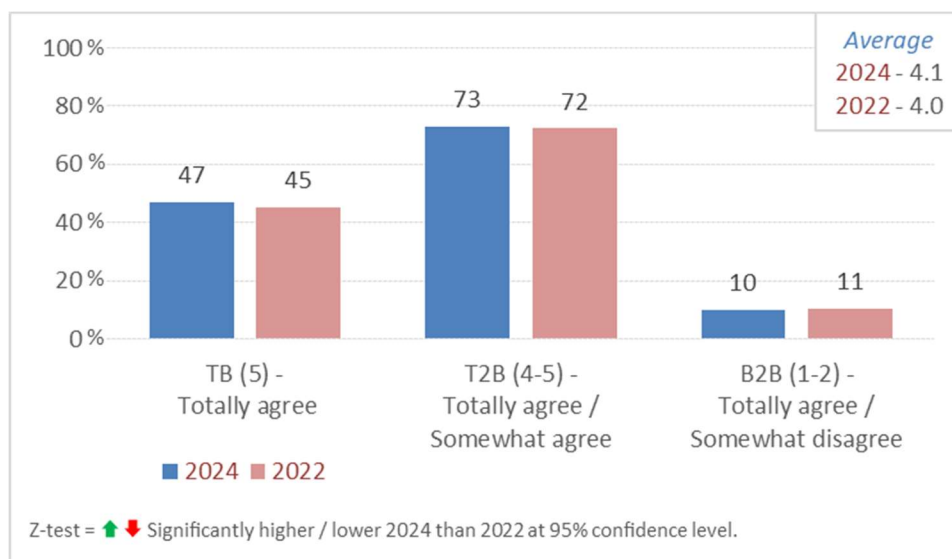


Table 42.1*Level of Agreement that the Commanders of the Area Demonstrate Effective Leadership to Reach the Goals of the PR Police*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK					
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																		
(5) Totally agree	47.4	35.7	42.9	47.9	51.2	45.1	48.2	33.3	43.4	39.0	46.5	49.9	45.6	45.0	61.4	51.1	55.3	
(4) Somewhat agree	25.6	26.2	26.3	25.8	24.4	28.4	24.6	25.5	22.1	32.0	26.1	25.2	26.7	25.6	19.6	25.5	13.2	
(3) Nor agree, nor disagree	17.2	21.4	19.4	17.8	13.6	17.2	17.3	27.5	20.7	20.0	18.8	15.3	17.8	17.8	14.4	17.0	7.9	
(2) Somewhat disagree	4.0	7.1	5.1	3.2	4.5	4.3	3.8	5.9	4.8	4.0	4.0	3.7	4.2	4.4	2.0	2.1	5.3	
(1) Totally disagree	5.9	9.5	6.3	5.4	6.3	5.0	6.2	7.8	9.0	5.0	4.5	5.9	5.8	7.2	2.6	4.3	18.4	
TOP 2 BOX (4, 5)	72.9	61.9	69.2	73.6	75.6	73.5	72.7	58.8	65.5	71.0	72.6	75.1	72.3	70.6	81.0	76.6	68.4	
BOT 2 BOX (1, 2)	9.8	16.7	11.4	8.6	10.8	9.4	10.0	13.7	13.8	9.0	8.5	9.6	9.9	11.7	4.6	6.4	23.7	
AVERAGE	4.1	3.7	3.9	4.1	4.1	4.0	4.1	3.7	3.9	4.0	4.1	4.1	4.0	4.0	4.4	4.2	3.8	
Frequency																		
(5) Totally agree	791	15	135	446	195	197	594	17	63	39	185	487	571	81	94	24	21	
(4) Somewhat agree	427	11	83	240	93	124	303	13	32	32	104	246	334	46	30	12	5	
(3) Nor agree, nor disagree	288	9	61	166	52	75	213	14	30	20	75	149	223	32	22	8	3	
(2) Somewhat disagree	66	3	16	30	17	19	47	3	7	4	16	36	52	8	3	1	2	
(1) Totally disagree	98	4	20	50	24	22	76	4	13	5	18	58	72	13	4	2	7	
TOP 2 BOX (4, 5)	1218	26	218	686	288	321	897	30	95	71	289	733	905	127	124	36	26	
BOT 2 BOX (1, 2)	164	7	36	80	41	41	123	7	20	9	34	94	124	21	7	3	9	
Unweighted Base	1670	42	315	932	381	437	1233	51	145	100	398	976	1252	180	153	47	38	

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Base: Among the police officer who serve in the police areas.

Q42. How much do you agree that the Area Commander [PROG: SHOW AREA VARIABLE] demonstrates effective leadership to achieve the goals of the PR Police?

Table 42.2*Level of Agreement that the Commanders of the Area Demonstrate Effective Leadership to Reach the Goals of the PR Police*

Yr 2024	TOTAL	POLICE AREA												
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito
Percentage (%)														
(5) Totally agree	47.4	50.6	45.9	43.8	58.5	46.2	45.7	45.9	37.3	49.3	43.9 ▲	64.0	40.7	62.1
(4) Somewhat agree	25.6	20.8	29.6	22.5	20.0	26.6	31.0	25.6	29.1	23.9	23.6	21.3	31.4	25.3
(3) Nor agree, nor disagree	17.2	20.8	19.3	20.8	10.8	13.9	15.5	17.1	23.1	11.3	19.5	12.0	22.1 ▲	6.9
(2) Somewhat disagree	4.0	4.2	3.7	7.9 ▼	3.1	5.2	3.9	4.9	2.2	2.8	0.8 ▼	1.3	2.3	3.4
(1) Totally disagree	5.9	3.6	1.5	5.1 ▼	7.7 ▼	8.1	3.9	6.5	8.2 ▲	12.7 ▲	12.2	1.3	3.5	2.3
TOP 2 BOX (4, 5)	72.9	71.4	75.6	66.3	78.5	72.8	76.7	71.5	66.4	73.2	67.5	85.3	72.1	87.4
BOT 2 BOX (1, 2)	9.8	7.7	5.2	12.9 ▼	10.8	13.3	7.8 ▼	11.4	10.4	15.5 ▲	13.0	2.7	5.8	5.7
AVERAGE	4.1	4.1	4.2	3.9	4.2	4.0	4.1	4.0	3.9	3.9	3.9 ▲	4.5 ▲	4.0	4.4
Frequency														
(5) Totally agree	791	85	62	78	38	80	59	113	50	35	54	48	35	54
(4) Somewhat agree	427	35	40	40	13	46	40	63	39	17	29	16	27	22
(3) Nor agree, nor disagree	288	35	26	37	7	24	20	42	31	8	24	9	19	6
(2) Somewhat disagree	66	7	5	14	2	9	5	12	3	2	1	1	2	3
(1) Totally disagree	98	6	2	9	5	14	5	16	11	9	15	1	3	2
TOP 2 BOX (4, 5)	1218	120	102	118	51	126	99	176	89	52	83	64	62	76
BOT 2 BOX (1, 2)	164	13	7	23	7	23	10	28	14	11	16	2	5	5
Unweighted Base	1670	168	135	178	65	173	129	246	134	71	123	75	86	87

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Base: Among the police officer who serve in the police areas.

Q42. How much do you agree that the Area Commander [PROG: SHOW AREA VARIABLE] demonstrates effective leadership to achieve the goals of the PR Police?

Seven out of ten officers agree (73%) that the area commanders demonstrate effective leadership to reach the goals of the PR Police in 2024. No significant change is observed from 2022.

- In 2024, while the majority have a positive agreement, EXO rank officers (24%) have a higher disagreement compared to other ranks.

Figure 43

Level of Agreement that the Unit Directors Demonstrate Effective Leadership to Achieve the Goals of the PR Police

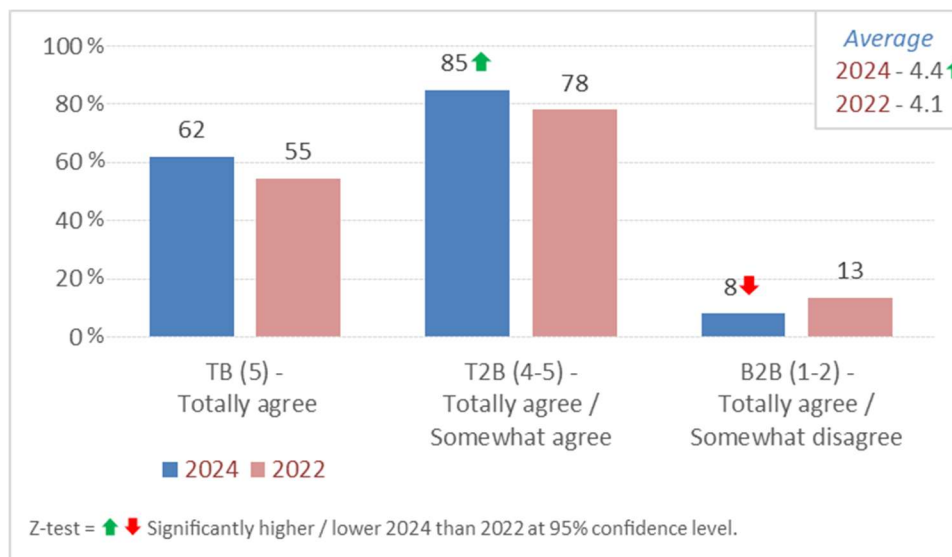


Table 43.1*Level of Agreement that the Unit Directors Demonstrate Effective Leadership to Achieve the Goals of the PR Police*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34	35 - 44	45 - 54	55 - 62	Female	Male	0 - 9	10 - 14	15 - 19	20 - 24	25 +	PO	SGT	2 ND LT	1 ST LT	EXO
		years	years	years	years			years	years	years	years	years					
Percentage (%)																	
(5) Totally agree	61.9	50.0	63.8	57.7	71.4	56.3	63.9	—	57.1	65.2	56.2	65.2	61.7	56.8	61.9	80.0	77.8
(4) Somewhat agree	23.4	50.0	25.9	23.5	19.6	22.5	23.7	—	28.6	26.1	26.0	20.6	24.9	27.0	14.3	20.0	—
(3) Nor agree, nor disagree	6.8	—	5.2	8.7	3.6	9.9	5.7	—	10.7	—	5.5	7.8	6.2	13.5	—	—	11.1
(2) Somewhat disagree	5.3	—	5.2	5.4	5.4	8.5	4.1	—	3.6	8.7	8.2	3.5	4.7	—	19.0	—	11.1
(1) Totally disagree	2.6 ↓	—	—	4.7	—	2.8	2.6 ↓	—	—	—	4.1	2.8	2.6 ↓	2.7	4.8	—	—
TOP 2 BOX (4, 5)	85.3 ↑	100.0	89.7 ↑	81.2	91.1	78.9	87.6	—	85.7	91.3	82.2	85.8	86.5 ↑	83.8	76.2	100.0	77.8
BOT 2 BOX (1, 2)	7.9 ↓	—	5.2 ↓	10.1	5.4	11.3	6.7 ↓	—	3.6	8.7	12.3	6.4	7.3	2.7	23.8	—	11.1
AVERAGE	4.4 ↑	4.5	4.5 ↑	4.2	4.6	4.2	4.4 ↑	—	4.4	4.5	4.2	4.4	4.4 ↑	4.4	4.1	4.8	4.4
Frequency																	
(5) Totally agree	164	1	37	86	40	40	124	—	16	15	41	92	119	21	13	4	7
(4) Somewhat agree	62	1	15	35	11	16	46	—	8	6	19	29	48	10	3	1	—
(3) Nor agree, nor disagree	18	—	3	13	2	7	11	—	3	—	4	11	12	5	—	—	1
(2) Somewhat disagree	14	—	3	8	3	6	8	—	1	2	6	5	9	—	4	—	1
(1) Totally disagree	7	—	—	7	—	2	5	—	—	—	3	4	5	1	1	—	—
TOP 2 BOX (4, 5)	226	2	52	121	51	56	170	—	24	21	60	121	167	31	16	5	7
BOT 2 BOX (1, 2)	21	—	3	15	3	8	13	—	1	2	9	9	14	1	5	—	1
Unweighted Base	265	2 ^	58	149	56	71	194	0 ^	28 ^	23 ^	73	141	193	37	21 ^	5 ^	9 ^

NotesZ-test = ↑ ↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Base: Among the members of the police who serve in the Headquarters / Fortaleza.

[^]Base too small for analysis (Less than 30 cases). Information to be used only directionally.

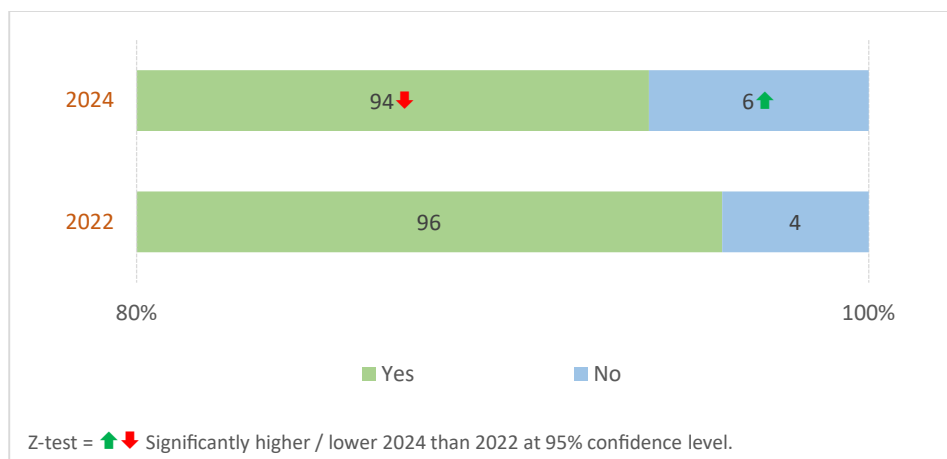
Q43. How much do you agree that your Unit Director demonstrates effective leadership to achieve the goals of the PR Police Bureau?

In 2024, most officers (85%, a statistically significant increase from 78% in 2022) agree that the unit directors demonstrate effective leadership to achieve the PR Police's goals.

- In 2024 (compared to 2022), 35-44 age group (Yr24 90% ↑ Yr22 73%) and PO rank (Yr24 87% ↑ Yr22 78%) show a statistically significant increase in agreeing that unit managers demonstrate effective leadership to achieve objectives.

Figure 44

Superintendent / Commissioner Is Directing the PR Police towards a Community Police that Protects Civil Rights

**Table 44.1**

Superintendent / Commissioner Is Directing the PR Police towards a Community Police that Protects Civil Rights

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	94.0 ↓	86.0	94.0	94.0 ↓	94.0	94.0	94.0 ↓	90.0	92.0	95.0	93.0 ↓	94.0	94.0 ↓	95.0	91.0 ↓	88.0	85.0
No	6.0 ↑	14.0	6.0	6.0 ↑	6.0	6.0	6.0 ↑	10.0	8.0	5.0	7.0 ↑	6.0	6.0 ↑	5.0	9.0 ↑	12.0	15.0
Frequency																	
Yes	1817	38	350	1020	409	475	1342	46	160	117	439	1055	1365	207	159	46	40
No	118	6	23	61	28	33	85	5	13	6	32	62	80	10	15	6	7
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ↑↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q44. Do you consider that the Superintendent / Commissioner is directing the PR Police towards a community police that protects civil rights?

Table 44.2

Superintendent / Commissioner Is Directing the PR Police towards a Community Police that Protects Civil Rights

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuado	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Yes	94.0 ↓	92.0 ↓	96.0	94.0	94.0	96.0	91.0	94.0	94.0 ↓	96.0	94.0	97.0	92.0 ↓	94.0	92.0
No	6.0 ↑	8.0 ↑	4.0	6.0	6.0	4.0	9.0	6.0	6.0 ↑	4.0	6.0	3.0	8.0 ↑	6.0	8.0
Frequency															
Yes	1817	154	130	168	61	166	118	231	126	68	116	73	79	82	245
No	118	14	5	10	4	7	11	15	8	3	7	2	7	5	20
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

Notes

Z-test = ↑↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q44. Do you consider that the Superintendent / Commissioner is directing the PR Police towards a community police that protects civil rights?

In2024, there is a very high agreement that the superintendent / commissioner is directing the PR Police towards being a community police that protects civil rights. Though still high, this agreement slightly decreases from 2022 (Yr24 94% ≈ Yr22 96%).

- In 2024, this agreement is somewhat lower among younger officers (86%), 1ST LT rank (88%) and EXO rank (85%).

ADMINISTRATIVE COMPLAINTS

The main objectives of the Administrative Complaints compliance area is to ensure that all allegations of improper conduct by Members of the Puerto Rico Police are received and investigated in a diligent, exhaustive, equitable and impartial manner and that those who engage in such conduct are held accountable in accordance with a system of disciplinary measures that are objective, consistent and proportional to the offense incurred. (PRPB Action Plans for Compliance with a Sustainable Reform – Electronic Version, p 3)

Figure 45

PR Police Investigate the Complaints Submitted Against Any Police Officer for Improper Conduct in an Objective and Complete Manner

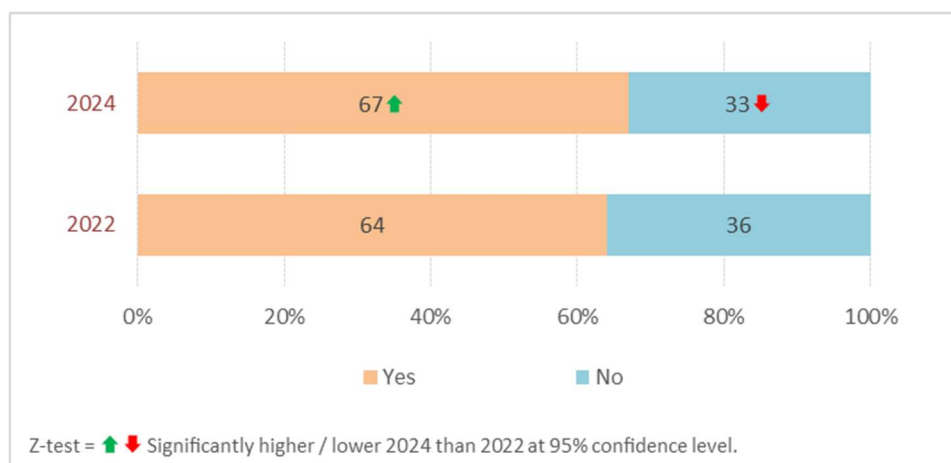


Table 45.1

PR Police Investigate the Complaints Submitted Against Any Police Officer for Improper Conduct in an Objective and Complete Manner

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34	35 - 44	45 - 54	55 - 62	Female	Male	0 - 9	10 - 14	15 - 19	20 - 24	25 +	PO	SGT	2 ND LT	1 ST LT	EXO
		years	years	years	years			years	years	years	years	years					
Percentage (%)																	
Yes	67.0 ▲	61.0	63.0	67.0	73.0 ▲	65.0 ▲	68.0	61.0	62.0	73.0 ▲	66.0	68.0	67.0 ▲	69.0	72.0	58.0	74.0
No	33.0 ▼	39.0	37.0	33.0	27.0 ▼	35.0 ▼	32.0	39.0	38.0	27.0 ▼	34.0	32.0	33.0 ▼	31.0	28.0	42.0	26.0
Frequency																	
Yes	1304	27	234	723	320	332	972	31	108	90	313	762	963	150	126	30	35
No	631	17	139	358	117	176	455	20	65	33	158	355	482	67	48	22	12
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ↑ ↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q45. Does the PR Police investigate the complaints filed against any member of the police for improper conduct in an objective and complete manner?

Table 45.2*PR Police Investigate the Complaints Submitted Against Any Police Officer for Improper Conduct in an Objective and Complete Manner*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Yes	67.0 ▲	60.0	67.0	67.0	69.0	66.0	61.0	65.0	60.0 ▼	76.0	65.0	79.0	59.0	77.0	76.0
No	33.0 ▼	40.0	33.0	33.0	31.0	34.0	39.0	35.0	40.0 ▲	24.0	35.0	21.0	41.0	23.0	24.0
Frequency															
Yes	1304	101	91	120	45	115	79	160	81	54	80	59	51	67	201
No	631	67	44	58	20	58	50	86	53	17	43	16	35	20	64
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

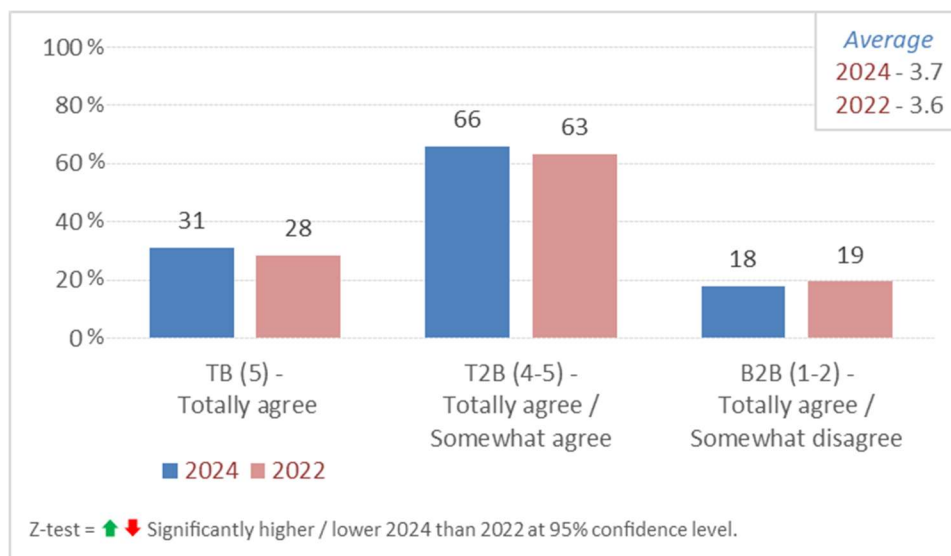
Q45. Does the PR Police investigate the complaints filed against any member of the police for improper conduct in an objective and complete manner?

In 2024, two-thirds of the officers agree (67%) that the PR Polices investigates complaints submitted against any police officer for improper conduct in an objective and complete manner. This is a statistically significant increase from 64% in 2022.

- In 2024, disagreement with this element is higher among 1st LT rank (42%) and officers from Carolina (40%), Caguas (39%) and Fajardo (41%).
- In 2024 (compared to 2022), 52-62 age group ($Yr2473\% \uparrow Yr2265\%$), females ($Yr2465\% \uparrow Yr2259\%$), 15-19 years of experience ($Yr2473\% \uparrow Yr2261\%$), PO rank ($Yr2467\% \uparrow Yr2262\%$) show a statistically significant increase in agreement that the submitted complaints are investigated. Carolina region shows a statistically significant decrease in agreement ($Yr2460\% \downarrow Yr2273\%$).

Figure 46

Level of Agreement that the PR Police Consistently Apply the Corresponding Disciplinary Measures to Police Officers with Sustained Complaints for Having Committed an Offense

**Table 46.1**

Level of Agreement that the PR Police Consistently Apply the Corresponding Disciplinary Measures to Police Officers with Sustained Complaints for Having Committed an Offense

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	31.1	40.9 ▲	31.4	29.1	34.6	27.0	32.5	37.3	32.4 ▲	39.0	31.0	29.7	31.0 ▲	26.3	33.9	30.8	44.7
(4) Somewhat agree	34.8	20.5 ▼	31.9	36.4	35.0	34.8	34.8	25.5	31.8	27.6	33.8	37.0	34.0	38.7	36.2	38.5	34.0
(3) Nor agree, nor disagree	15.9	18.2	18.2	15.8	14.0	18.1	15.1	13.7	18.5	15.4	16.6	15.4	17.2	16.1	9.8	11.5	4.3
(2) Somewhat disagree	10.7	4.5	9.7	11.2	11.2	13.0	10.0	5.9	6.4	9.8	11.7	11.4	10.7	7.8	14.4	13.5	8.5
(1) Totally disagree	7.4	15.9	8.8	7.5	5.3	7.1	7.6	17.6 ▲	11.0	8.1	7.0	6.5	7.1	11.1	5.7	5.8	8.5
TOP 2 BOX (4, 5)	65.9	61.4	63.3	65.5	69.6	61.8	67.3	62.7	64.2	66.7	64.8	66.7	65.0	65.0	70.1	69.2	78.7
BOT 2 BOX (1, 2)	18.2	20.5	18.5	18.7	16.5	20.1	17.5	23.5	17.3	17.9	18.7	17.9	17.9	18.9	20.1	19.2	17.0
AVERAGE	3.7	3.7	3.7	3.7	3.8	3.6	3.8	3.6	3.7	3.8	3.7	3.7	3.7 ▲	3.6	3.8	3.8	4.0
Frequency																	
(5) Totally agree	601	18	117	315	151	137	464	19	56	48	146	332	448	57	59	16	21
(4) Somewhat agree	674	9	119	393	153	177	497	13	55	34	159	413	491	84	63	20	16
(3) Nor agree, nor disagree	308	8	68	171	61	92	216	7	32	19	78	172	248	35	17	6	2
(2) Somewhat disagree	208	2	36	121	49	66	142	3	11	12	55	127	155	17	25	7	4
(1) Totally disagree	144	7	33	81	23	36	108	9	19	10	33	73	103	24	10	3	4
TOP 2 BOX (4, 5)	1275	27	236	708	304	314	961	32	111	82	305	745	939	141	122	36	37
BOT 2 BOX (1, 2)	352	9	69	202	72	102	250	12	30	22	88	200	258	41	35	10	8
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q46. How much do you agree that the PR Police consistently applies the corresponding disciplinary measures to members of the police with sustained complaints for having committed a misdemeanor?

Table 46.2

Level of Agreement that the PR Police Consistently Apply the Corresponding Disciplinary Measures to Police Officers with Sustained Complaints for Having Committed an Offense

Yr 2024	TOTAL	POLICE AREA														Head-quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)																
(5) Totally agree	31.1	31.0	33.3	33.7	35.4	31.2	26.4	29.7	27.6	40.8 ▲	24.4	36.0	24.4	31.0	33.6	
(4) Somewhat agree	34.8	32.7	34.8	30.9	32.3	36.4	32.6	34.6	32.1	29.6	33.3	33.3	45.3	48.3	35.8	
(3) Nor agree, nor disagree	15.9	17.9	14.8	18.0	20.0	12.7	12.4	17.5	17.9	14.1	18.7	20.0	10.5	10.3 ▼	15.8	
(2) Somewhat disagree	10.7	10.7	9.6	11.2	7.7	13.9	17.1	11.0	10.4	9.9	12.2	6.7	9.3	3.4	10.2	
(1) Totally disagree	7.4	7.7	7.4	6.2	4.6	5.8	11.6	7.3	11.9	5.6	11.4	4.0	10.5	6.9	4.5	
TOP 2 BOX (4, 5)	65.9	63.7	68.1	64.6	67.7	67.6	58.9	64.2	59.7	70.4	57.7	69.3	69.8 ▲	79.3 ▲	69.4	
BOT 2 BOX (1, 2)	18.2	18.5	17.0	17.4	12.3	19.7	28.7	18.3	22.4	15.5	23.6	10.7	19.8	10.3	14.7	
AVERAGE	3.7	3.7	3.8	3.8	3.9	3.7	3.5	3.7	3.5	3.9	3.5	3.9	3.6	3.9	3.8	
Frequency																
(5) Totally agree	601	52	45	60	23	54	34	73	37	29	30	27	21	27	89	
(4) Somewhat agree	674	55	47	55	21	63	42	85	43	21	41	25	39	42	95	
(3) Nor agree, nor disagree	308	30	20	32	13	22	16	43	24	10	23	15	9	9	42	
(2) Somewhat disagree	208	18	13	20	5	24	22	27	14	7	15	5	8	3	27	
(1) Totally disagree	144	13	10	11	3	10	15	18	16	4	14	3	9	6	12	
TOP 2 BOX (4, 5)	1275	107	92	115	44	117	76	158	80	50	71	52	60	69	184	
BOT 2 BOX (1, 2)	352	31	23	31	8	34	37	45	30	11	29	8	17	9	39	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

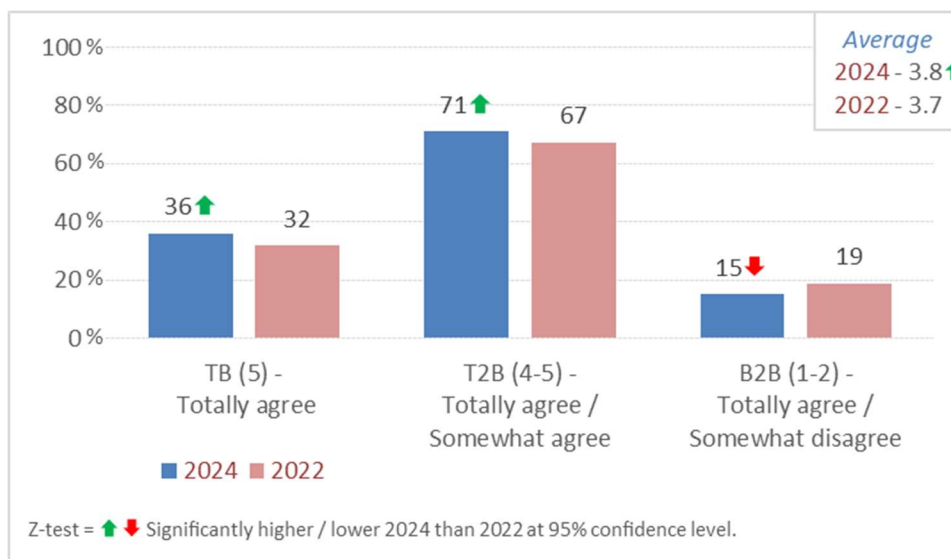
Q46. How much do you agree that the PR Police consistently applies the corresponding disciplinary measures to members of the police with sustained complaints for having committed a misdemeanor?

Two out of three officers agree that the PR Police does consistently apply the corresponding disciplinary measures to police officer that have sustained complaints for committing offenses in 2024. No statistics significant change is observed from 2022. (Yr2466% ↑ Yr2263%)

- In 2024, there is a higher agreement among EXO rank officers (79%) and those from Aibonito (79%).
- In 2024 versus 2022, 24-34 age group (Yr2441% ↑ Yr2223%), 10-14 years of experience (Yr2432% ↑ Yr2223%), PO rank (Yr2431% ↑ Yr2227%) and Guayama region (Yr2441% ↑ Yr2219%) show a statistically significant increase in “Total agreement”. On the other hand, the regions Fajardo (Yr2470% ↑ Yr2255%) and Aibonito (Yr2479% ↑ Yr2266%) statistically significantly increased their level of agreement.

Figure 47

Level of Agreement that the PR Police Has Confidential and Accessible Mechanisms to Submit Complaints for Misconduct By Any Police Officer

**Table 47.1**

Level of Agreement that the PR Police Has Confidential and Accessible Mechanisms to Submit Complaints for Misconduct By Any Police Officer

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	36.4 ▲	36.4	37.8 ▲	34.7	39.4	28.9	39.0 ▲	35.3	37.6 ▲	43.1	36.5	35.5	35.0 ▲	33.6	43.7	42.3	57.4
(4) Somewhat agree	34.5	27.3	29.5	36.8	33.6	33.7	34.8	25.5	27.7	27.6	32.5	37.5	33.8	37.3	36.2	38.5	29.8
(3) Nor agree, nor disagree	13.8	9.1	13.7	13.9	14.2	16.3	12.9	13.7	15.6	15.4	13.2	13.6	15.1	12.4	10.9	1.9 ▼	4.3
(2) Somewhat disagree	7.3 ▼	11.4	7.8	7.0 ▼	7.3	13.2	5.3 ▼	11.8	5.8 ▼	4.9	8.5	7.2	7.4 ▼	8.8	5.2	11.5	2.1
(1) Totally disagree	8.0	15.9	11.3	7.6	5.5	7.9 ▼	8.1	13.7	13.3	8.9	9.3	6.3	8.7	7.8	4.0	5.8	6.4
TOP 2 BOX (4, 5)	70.9 ▲	63.6	67.3	71.5	73.0	62.6	73.8	60.8	65.3	70.7	69.0	73.0	68.9 ▲	71.0	79.9	80.8	87.2
BOT 2 BOX (1, 2)	15.3 ▼	27.3	19.0	14.6 ▼	12.8	21.1 ▼	13.3	25.5	19.1	13.8	17.8	13.4 ▼	16.1 ▼	16.6	9.2	17.3	8.5
AVERAGE	3.8 ▲	3.6	3.8	3.8 ▲	3.9	3.6 ▲	3.9 ▲	3.6	3.7	3.9	3.8	3.9 ▲	3.8 ▲	3.8	4.1	4.0	4.3
Frequency																	
(5) Totally agree	704	16	141	375	172	147	557	18	65	53	172	396	506	73	76	22	27
(4) Somewhat agree	667	12	110	398	147	171	496	13	48	34	153	419	489	81	63	20	14
(3) Nor agree, nor disagree	267	4	51	150	62	83	184	7	27	19	62	152	218	27	19	1	2
(2) Somewhat disagree	142	5	29	76	32	67	75	6	10	6	40	80	107	19	9	6	1
(1) Totally disagree	155	7	42	82	24	40	115	7	23	11	44	70	125	17	7	3	3
TOP 2 BOX (4, 5)	1371	28	251	773	319	318	1053	31	113	87	325	815	995	154	139	42	41
BOT 2 BOX (1, 2)	297	12	71	158	56	107	190	13	33	17	84	150	232	36	16	9	4
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ↑ ↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q47. How much do you agree that the PR Police has confidential and accessible mechanisms to file complaints for improper conduct by any member of the police?

Table 47.2*Level of Agreement that the PR Police Has Confidential and Accessible Mechanisms to Submit Complaints for Misconduct By Any Police Officer*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
(5) Totally agree	36.4 ▲	36.9	34.1	32.0	43.1	35.8	36.4	34.6	25.4	43.7 ▲	39.8 ▲	50.7	27.9	40.2	40.0
(4) Somewhat agree	34.5	33.9	34.8	35.4	30.8	39.3	33.3	33.7	35.1	33.8	30.1	29.3	36.0	40.2	34.0
(3) Nor agree, nor disagree	13.8	15.5	17.0	16.3	13.8	10.4	4.7 ▼	13.4	20.9	8.5	12.2	13.3	19.8	5.7	15.8
(2) Somewhat disagree	7.3 ▼	5.4	6.7	10.1	7.7	8.1	15.5	6.9 ▼	6.0	5.6	8.9	4.0	4.7	5.7	5.7
(1) Totally disagree	8.0	8.3	7.4	6.2	4.6	6.4	10.1	11.4	12.7 ▲	8.5	8.9	2.7	11.6	8.0	4.5
TOP 2 BOX (4, 5)	70.9 ▲	70.8	68.9	67.4	73.8	75.1	69.8	68.3	60.4	77.5 ▲	69.9	80.0	64.0	80.5	74.0
BOT 2 BOX (1, 2)	15.3 ▼	13.7	14.1	16.3	12.3	14.5	25.6	18.3	18.7	14.1	17.9	6.7	16.3	13.8	10.2
AVERAGE	3.8 ▲	3.9	3.8	3.8	4.0	3.9	3.7	3.7	3.5	4.0 ▲	3.8	4.2	3.6	4.0	4.0
Frequency															
(5) Totally agree	704	62	46	57	28	62	47	85	34	31	49	38	24	35	106
(4) Somewhat agree	667	57	47	63	20	68	43	83	47	24	37	22	31	35	90
(3) Nor agree, nor disagree	267	26	23	29	9	18	6	33	28	6	15	10	17	5	42
(2) Somewhat disagree	142	9	9	18	5	14	20	17	8	4	11	3	4	5	15
(1) Totally disagree	155	14	10	11	3	11	13	28	17	6	11	2	10	7	12
TOP 2 BOX (4, 5)	1371	119	93	120	48	130	90	168	81	55	86	60	55	70	196
BOT 2 BOX (1, 2)	297	23	19	29	8	25	33	45	25	10	22	5	14	12	27
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

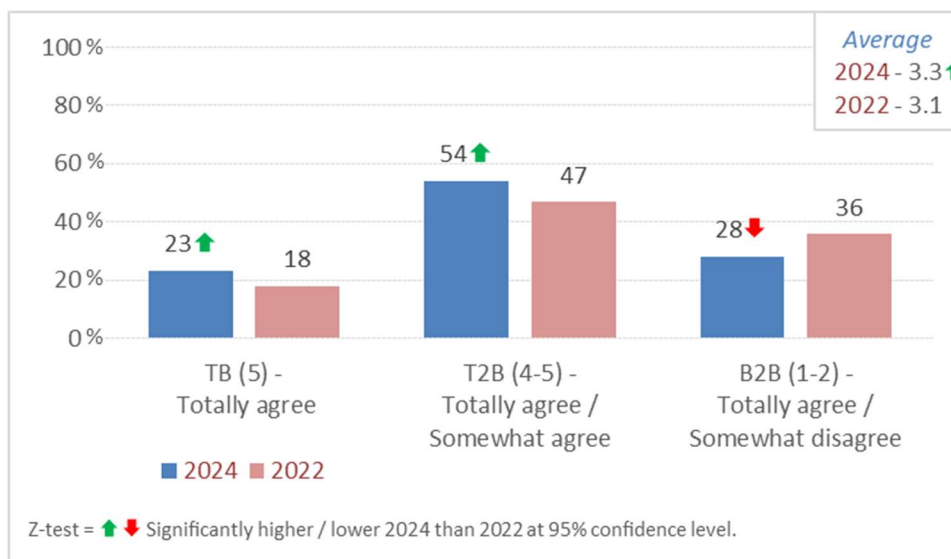
Q47. How much do you agree that the PR Police has confidential and accessible mechanisms to file complaints for improper conduct by any member of the police?

In the 2024 measurement, seven out of ten officers agree (71%) that the PR Police has confidential and accessible mechanisms to submit misconduct complaints against any officer. This is a statistically significant increase from 67% in 2022.

- In 2024, this agreement is significantly higher among males (74%), EXO rank officers (87%), and those from Utuado (80%), and Aibonito (81%).
- In 2024 (compared to 2022), 35-44 age group ($Yr_{24}38\% \uparrow Yr_{22}30\%$), males ($Yr_{24}39\% \uparrow Yr_{22}34\%$), 10-14 years of experience ($Yr_{24}38\% \uparrow Yr_{22}28\%$), PO rank ($Yr_{24}35\% \uparrow Yr_{22}29\%$), Guayama area ($Yr_{24}44\% \uparrow Yr_{22}21\%$) and Aguadilla ($Yr_{24}40\% \uparrow Yr_{22}27\%$) show a statistically significant increase in “Total agreement”. On the other hand, PO rank ($Yr_{24}70\% \uparrow Yr_{22}64\%$) and Guayama ($Yr_{24}78\% \uparrow Yr_{22}62\%$) statistically significantly increased their level of agreement.

Figure 48

Level of Agreement that the PR Police Protects Against Retaliation Police Personnel Who Complain Against another Police Officer Corporation

**Table 48.1**

Level of Agreement that the PR Police Protects Against Retaliation Police Personnel Who Complain Against another Police Officer Corporation

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	23.1 ▲	20.5	19.6	22.7 ▲	27.5	18.7	24.7 ▲	15.7	20.8 ▲	22.0	23.4	23.8 ▲	21.2 ▲	17.5	36.2 ▲	32.7	48.9
(4) Somewhat agree	30.7	22.7	26.0	31.7	33.2	26.6	32.2	27.5	23.7	30.9	28.0	33.1	29.9	36.4	29.3	34.6	31.9
(3) Nor agree, nor disagree	18.0	13.6	20.4	18.8	14.6	18.1	18.0	15.7	19.1	22.0	17.6	17.7	19.4	15.7	14.4	7.7	10.6
(2) Somewhat disagree	12.1 ▼	9.1	13.4	11.7 ▼	12.1	16.9	10.4 ▼	5.9	11.0	8.9 ▼	15.3	11.5	12.5	11.5	12.6	9.6	4.3
(1) Totally disagree	16.0 ▼	34.1	20.6	15.1 ▼	12.6 ▼	19.7	14.7 ▼	35.3 ▲	25.4	16.3	15.7	13.8 ▼	17.0 ▼	18.9	7.5 ▼	15.4	4.3
TOP 2 BOX (4, 5)	53.9 ▲	43.2	45.6	54.4 ▲	60.6	45.3	56.9 ▲	43.1	44.5 ▲	52.8	51.4 ▲	56.9 ▲	51.1 ▲	53.9	65.5	67.3	80.9
BOT 2 BOX (1, 2)	28.1 ▼	43.2	34.0	26.8 ▼	24.7	36.6 ▼	25.1 ▼	41.2	36.4	25.2 ▼	31.0	25.3 ▼	29.5 ▼	30.4	20.1 ▼	25.0	8.5 ▼
AVERAGE	3.3 ▲	2.9	3.1	3.4 ▲	3.5 ▲	3.1 ▲	3.4 ▲	2.8	3.0 ▲	3.3	3.3 ▲	3.4 ▲	3.3 ▲	3.2	3.7 ▲	3.6	4.2 ▲
Frequency																	
(5) Totally agree	447	9	73	245	120	95	352	8	36	27	110	266	306	38	63	17	23
(4) Somewhat agree	595	10	97	343	145	135	460	14	41	38	132	370	432	79	51	18	15
(3) Nor agree, nor disagree	349	6	76	203	64	92	257	8	33	27	83	198	281	34	25	4	5
(2) Somewhat disagree	234	4	50	127	53	86	148	3	19	11	72	129	180	25	22	5	2
(1) Totally disagree	310	15	77	163	55	100	210	18	44	20	74	154	246	41	13	8	2
TOP 2 BOX (4, 5)	1042	19	170	588	265	230	812	22	77	65	242	636	738	117	114	35	38
BOT 2 BOX (1, 2)	544	19	127	290	108	186	358	21	63	31	146	283	426	66	35	13	4
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ↑↓ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q48. How much do you agree that the PR Police protects police personnel who file a complaint against another member of the police force against reprisals?

Table 48.2*Level of Agreement that the PR Police Protects Against Retaliation Police Personnel Who Complain Against another Police Officer Corporation*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
(5) Totally agree	23.1 ▲	19.0	21.5	20.8	29.2	25.4	24.0 ▲	17.1	19.4	33.8 ▲	27.6 ▲	37.3	14.0	23.0	26.0 ▲
(4) Somewhat agree	30.7	33.9	34.1	29.2	36.9	31.2	28.7	30.1	28.4	22.5	29.3	34.7	24.4	41.4	29.4
(3) Nor agree, nor disagree	18.0	17.3	17.8	19.1	12.3	17.9	13.2	20.3	15.7	16.9	16.3	14.7	25.6	20.7	19.6
(2) Somewhat disagree	12.1 ▼	13.1	12.6	14.0	10.8	9.8	10.1 ▲	12.6	12.7	14.1	8.1	8.0	16.3	6.9	14.7
(1) Totally disagree	16.0 ▼	16.7	14.1	16.9	10.8	15.6	24.0	19.9	23.9 ▲	12.7	18.7	5.3	19.8	8.0	10.2 ▼
TOP 2 BOX (4, 5)	53.9 ▲	53.0	55.6 ▲	50.0	66.2	56.6	52.7 ▲	47.2	47.8	56.3	56.9	72.0 ▲	38.4	64.4	55.5 ▲
BOT 2 BOX (1, 2)	28.1 ▼	29.8	26.7 ▼	30.9	21.5	25.4 ▼	34.1 ▼	32.5	36.6	26.8	26.8	13.3	36.0	14.9	24.9 ▼
AVERAGE	3.3 ▲	3.3	3.4 ▲	3.2	3.6 ▲	3.4	3.2 ▲	3.1	3.1	3.5	3.4 ▲	3.9 ▲	3.0	3.6	3.5 ▲
Frequency															
(5) Totally agree	447	32	29	37	19	44	31	42	26	24	34	28	12	20	69
(4) Somewhat agree	595	57	46	52	24	54	37	74	38	16	36	26	21	36	78
(3) Nor agree, nor disagree	349	29	24	34	8	31	17	50	21	12	20	11	22	18	52
(2) Somewhat disagree	234	22	17	25	7	17	13	31	17	10	10	6	14	6	39
(1) Totally disagree	310	28	19	30	7	27	31	49	32	9	23	4	17	7	27
TOP 2 BOX (4, 5)	1042	89	75	89	43	98	68	116	64	40	70	54	33	56	147
BOT 2 BOX (1, 2)	544	50	36	55	14	44	44	80	49	19	33	10	31	13	66
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

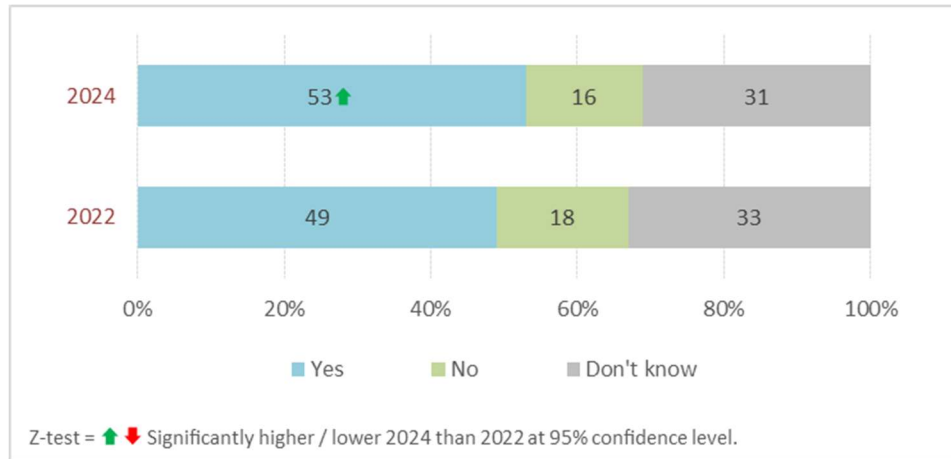
NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q48. How much do you agree that the PR Police protects police personnel who file a complaint against another member of the police force against reprisals?

In 2024, just over half agree (54%, up +7pp from 47% in 2022) that the PR Police protects police personnel against reprisals from filing complaints of misconduct against another officer. Additionally, compared to 2022, it shows a statistically significant increase in “Total agreement”. (Yr2423% ▲ Yr2218%).

- In 2024, disagreement with providing protection against reprisals is highest among younger officers (both in age and service time) (43%), females (37%), lower rank officers (30%), and those from Carolina (37%), Fajardo (36%), Caguas (34%) and Bayamon (33%).
- In 2024 (compared to 2022), 45-54 age group (Yr2423% ▲ Yr2217%), males (Yr2425% ▲ Yr2219%), 10-14 years of experience (Yr2421% ▲ Yr2213%), 25+ years of experience (Yr2424% ▲ Yr2218%), PO rank (Yr2421% ▲ Yr2215%) ^{2ND} LT rank (Yr2436% ▲ Yr2226%), Guayama area (Yr2434% ▲ Yr2214%) and Aguadilla area (Yr2428% ▲ Yr2215%) show a statistically significant increase in “Total agree”.

Figure 49*PR Police Takes Appropriate Measures When It Identifies Cases of Corruption*

**Table 49.1***PR Police Takes Appropriate Measures When It Identifies Cases of Corruption*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	53.0	43.0	49.0	53.0	57.0	41.0	57.0	41.0	44.0	58.0	54.0	54.0	52.0	50.0	60.0	54.0	74.0
No	16.0	9.0	18.0	15.0	16.0	17.0	15.0	10.0	15.0	19.0	16.0	16.0	15.0	19.0	13.0	21.0	11.0
Don't know	31.0	48.0	33.0	32.0	27.0	42.0	28.0	49.0	41.0	23.0	30.0	30.0	33.0	31.0	27.0	25.0	15.0
Frequency																	
Yes	1024	19	184	572	249	208	816	21	76	71	254	602	749	108	104	28	35
No	306	4	68	162	72	88	218	5	26	23	75	177	225	42	23	11	5
Don't know	605	21	121	347	116	212	393	25	71	29	142	338	471	67	47	13	7
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q49. Do you think that the PR Police takes appropriate measures when it identifies cases of corruption?

Table 49.2*PR Police Takes Appropriate Measures When It Identifies Cases of Corruption*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Yes	53.0 	51.0	57.0 	55.0	51.0	52.0	47.0	47.0	53.0	52.0	61.0 	64.0	45.0	52.0	55.0 
No	16.0	12.0	13.0	16.0	11.0	20.0	25.0	17.0	14.0	14.0	17.0	7.0	21.0	11.0	17.0
Don't know	31.0	37.0	30.0	29.0	38.0	28.0	28.0	36.0	33.0	34.0	22.0 	29.0	34.0 	37.0	28.0
Frequency															
Yes	1024	85	77	99	33	90	61	117	71	37	75	48	39	45	147
No	306	20	17	28	7	34	32	41	19	10	21	5	18	10	44
Don't know	605	63	41	51	25	49	36	88	44	24	27	22	29	32	74
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

NotesZ-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q49. Do you think that the PR Police takes appropriate measures when it identifies cases of corruption?

In 2024, over half of the officers agree (53%) that the PR Police takes appropriate measures when identifying cases of corruption, a +4pp statistically significant increase from 49% in 2022.

- In 2024, a don't know response is higher among younger officers (in age (48%) and service time (49%), females (42%), and San Juan (37%), Humacao (38%), Bayamon (36%), Fajardo (34%) and Aibonito (37%) area officers.
- In 2024 versus 2022, PO rank (Yr24 52% ↑ Yr22 48%), Arecibo area (Yr24 57% ↑ Yr22 43%) and Aguadilla area (Yr24 61% ↑ Yr22 46%) show a statistically significant increase in that appropriate measures are taken when they identify cases of corruption.

COMMUNITY INTERACTION AND PUBLIC INFORMATION

The main objectives of the Community Interaction and Public Information compliance area is to achieve the integration of police principles aimed at solving problems in their work, as well as to obtain the participation of the community in general in the training, evaluation and implementation of activities aimed at compliance with the Reform agreement. (PRPB Action Plans for Compliance with a Sustainable Reform – Electronic Version, p 4)

Figure 50

Level of Agreement that the PR Police Know the Needs and Concerns of the Community

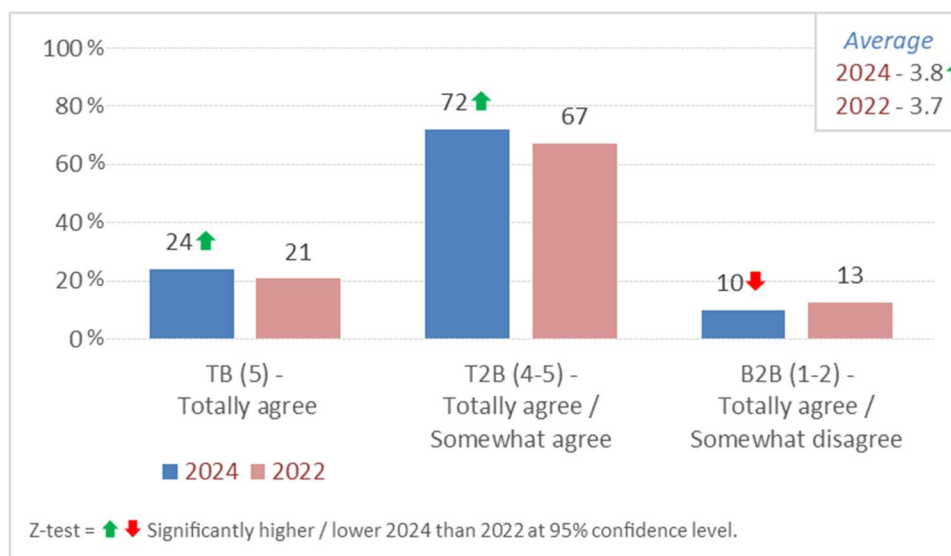


Table 50.1*Level of Agreement that the PR Police Know the Needs and Concerns of the Community*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	23.9 ▲	25.0	24.9 ▲	23.6 ▲	23.8	19.3	25.6	19.6	26.6	26.8	24.2	23.3	22.9 ▲	24.4	29.3	23.1	34.0
(4) Somewhat agree	47.9	31.8	45.3	48.2	51.0	45.7	48.7	33.3	43.4	48.0	45.4	50.3	47.8	46.1	50.0	48.1	51.1
(3) Nor agree, nor disagree	15.7	20.5	17.2	16.1	13.0	19.3	14.4	25.5	12.1	15.4	19.7	14.1	16.9	14.7	10.9	11.5	6.4
(2) Somewhat disagree	6.6	11.4	5.6	6.7	6.9	8.3	6.0	9.8	8.7	3.3 ▼	5.1 ▼	7.2	6.4 ▼	7.8	6.3	11.5	4.3 ▼
(1) Totally disagree	3.6	6.8	5.1	3.1	3.4	3.3	3.7	9.8	5.8	4.9	2.8	3.2	3.7	4.1	2.3	3.8	4.3
Don't know	2.2 ▼	4.5	1.9	2.4 ▼	1.8	4.1	1.5 ▼	2.0	3.5	1.6	2.8	1.9 ▼	2.4 ▼	2.8	1.1	1.9	—
TOP 2 BOX (4, 5)	71.8 ▲	56.8	70.2	71.8 ▲	74.8	65.0	74.3 ▲	52.9	69.9	74.8	69.6	73.6	70.7 ▲	70.5	79.3	71.2	85.1
BOT 2 BOX (1, 2)	10.2 ▼	18.2	10.7	9.7	10.3	11.6	9.7	19.6	14.5	8.1	7.9 ▼	10.4	10.0 ▼	12.0	8.6	15.4	8.5
AVERAGE	3.8 ▲	3.6	3.8 ▲	3.9 ▲	3.9	3.7	3.9 ▲	3.4	3.8	3.9	3.9 ▲	3.9	3.8 ▲	3.8	4.0	3.8	4.1
Frequency																	
(5) Totally agree	463	11	93	255	104	98	365	10	46	33	114	260	331	53	51	12	16
(4) Somewhat agree	927	14	169	521	223	232	695	17	75	59	214	562	691	100	87	25	24
(3) Nor agree, nor disagree	304	9	64	174	57	98	206	13	21	19	93	158	244	32	19	6	3
(2) Somewhat disagree	128	5	21	72	30	42	86	5	15	4	24	80	92	17	11	6	2
(1) Totally disagree	70	3	19	33	15	17	53	5	10	6	13	36	53	9	4	2	2
Don't know	43	2	7	26	8	21	22	1	6	2	13	21	34	6	2	1	—
TOP 2 BOX (4, 5)	1390	25	262	776	327	330	1060	27	121	92	328	822	1022	153	138	37	40
BOT 2 BOX (1, 2)	198	8	40	105	45	59	139	10	25	10	37	116	145	26	15	8	4
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q50. According to your perception, how much do you agree that the PR Police knows the needs and concerns of the community?

Table 50.2*Level of Agreement that the PR Police Know the Needs and Concerns of the Community*

Yr 2024	TOTAL	POLICE AREA														Head- quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)																
(5) Totally agree	23.9	23.2	23.0	22.5	23.1	20.2	29.5	19.9	24.6	31.0	26.0	28.0	12.8	19.5	30.2	
(4) Somewhat agree	47.9	42.9	51.9	50.0	46.2	53.2	38.0	45.5	42.5	45.1	47.2	56.0	54.7	54.0	49.1	
(3) Nor agree, nor disagree	15.7	21.4	17.8	13.5	18.5	12.1	8.5	18.3	15.7	18.3	14.6	13.3	20.9	16.1	14.0	
(2) Somewhat disagree	6.6	6.0	5.2	8.4	7.7	9.2	14.0	7.7	8.2	2.8	4.1	—	7.0	3.4	4.2	
(1) Totally disagree	3.6	4.2	1.5	3.9	3.1	3.5	6.2	4.9	4.5	1.4	6.5	1.3	2.3	5.7	1.1	
Don't know	2.2	2.4	0.7	1.7	1.5	1.7	3.9	3.7	4.5	1.4	1.6	1.3	2.3	1.1	1.5	
TOP 2 BOX (4, 5)	71.8	66.1	74.8	72.5	69.2	73.4	67.4	65.4	67.2	76.1	73.2	84.0	67.4	73.6	79.2	
BOT 2 BOX (1, 2)	10.2	10.1	6.7	12.4	10.8	12.7	20.2	12.6	12.7	4.2	10.6	1.3	9.3	9.2	5.3	
AVERAGE	3.8	3.8	3.9	3.8	3.8	3.8	3.7	3.7	3.8	4.0	3.8	4.1	3.7	3.8	4.1	
Frequency																
(5) Totally agree	463	39	31	40	15	35	38	49	33	22	32	21	11	17	80	
(4) Somewhat agree	927	72	70	89	30	92	49	112	57	32	58	42	47	47	130	
(3) Nor agree, nor disagree	304	36	24	24	12	21	11	45	21	13	18	10	18	14	37	
(2) Somewhat disagree	128	10	7	15	5	16	18	19	11	2	5	—	6	3	11	
(1) Totally disagree	70	7	2	7	2	6	8	12	6	1	8	1	2	5	3	
Don't know	43	4	1	3	1	3	5	9	6	1	2	1	2	1	4	
TOP 2 BOX (4, 5)	1390	111	101	129	45	127	87	161	90	54	90	63	58	64	210	
BOT 2 BOX (1, 2)	198	17	9	22	7	22	26	31	17	3	13	1	8	8	14	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q50. According to your perception, how much do you agree that the PR Police knows the needs and concerns of the community?

Seven out of ten officers indicate an agreement (72%) (either total or some) with the PR Police knowing the needs and concerns of the community in 2024. This is a +5pp statistically significant increase from 67% in 2022.

- In 2024, agreement is stronger among older age officers (75%), those with 10+ years of service (75%), ^{2ND} LT rank (79%) and EXO rank officers (85%), and officers from the Utuado (84%) and Headquarters (79%) areas.
- In 2024 (compared to 2022), 45-54 age group (Yr24 72% ↑ Yr22 67%), males (Yr24 74% ↑ Yr22 69%), the rank of PO (Yr24 71% ↑ Yr22 65%), Ponce area (Yr24 73% ↑ Yr22 62%) and Headquarters (Yr24 79% ↑ Yr22 71%) show a statistically significant increase in the level of agreement that the PR Police knows the needs and concerns of the community.

Figure 51

Level of Agreement that the Community Police Promotes the Participation of the Communities in Solving Problems and Fighting Crime

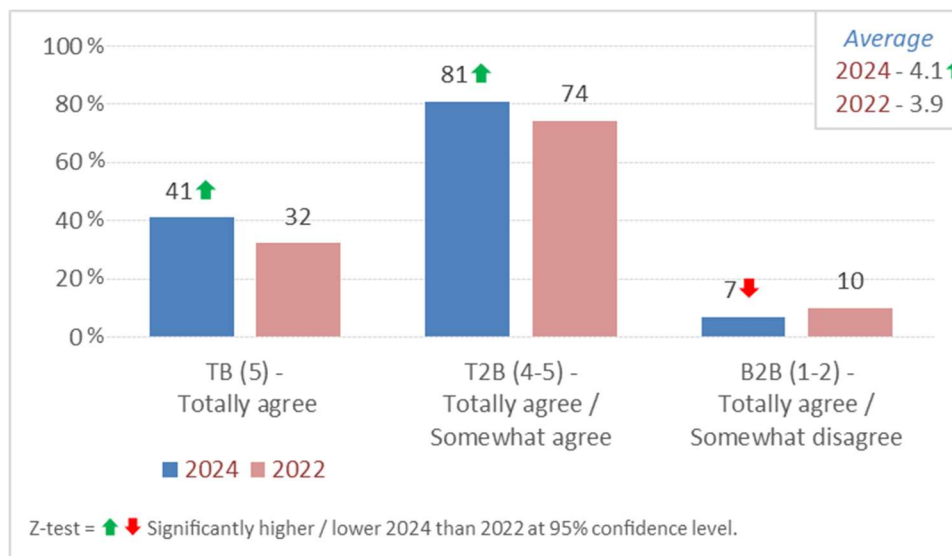


Table 51.1*Level of Agreement that the Community Police Promotes the Participation of the Communities in Solving Problems and Fighting Crime*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	40.8 ▲	40.9	38.3 ▲	40.3 ▲	43.9 ▲	36.6 ▲	42.3 ▲	31.4	41.0	47.2 ▲	42.7 ▲	39.7 ▲	39.8 ▲	39.2 ▲	46.0	44.2	55.3
(4) Somewhat agree	40.1	27.3	42.4	40.4 ▼	38.4	41.3	39.6	27.5	41.0	36.6	36.5	42.3	40.1	39.2	40.8	42.3	36.2
(3) Nor agree, nor disagree	12.6 ▼	15.9	12.3	13.3	10.8	14.6	11.9 ▼	21.6	12.1 ▼	10.6	13.6	12.1	12.9 ▼	13.8	11.5	9.6	4.3
(2) Somewhat disagree	4.6 ▼	9.1	4.6	4.2	5.3	5.7	4.2	13.7	3.5	3.3	4.0 ▼	4.7	4.9 ▼	6.0	1.1 ▼	3.8	2.1
(1) Totally disagree	2.0 ▼	6.8	2.4 ▼	1.8	1.6	1.8	2.0 ▼	5.9	2.3	2.4	3.2	1.2 ▼	2.2 ▼	1.8	0.6	—	2.1
TOP 2 BOX (4, 5)	80.8 ▲	68.2	80.7 ▲	80.8 ▲	82.4	78.0 ▲	81.9 ▲	58.8	82.1 ▲	83.7 ▲	79.2 ▲	82.0 ▲	79.9 ▲	78.3	86.8	86.5	91.5
BOT 2 BOX (1, 2)	6.6 ▼	15.9	7.0 ▼	5.9 ▼	6.9	7.5 ▼	6.2 ▼	19.6	5.8	5.7	7.2 ▼	5.9 ▼	7.1 ▼	7.8	1.7 ▼	3.8	4.3
AVERAGE	4.1 ▲	3.9	4.1 ▲	4.1 ▲	4.2 ▲	4.1 ▲	4.2 ▲	3.7	4.2 ▲	4.2 ▲	4.1 ▲	4.2 ▲	4.1 ▲	4.1	4.3	4.3 ▲	4.4
Frequency																	
(5) Totally agree	789	18	143	436	192	186	603	16	71	58	201	443	575	85	80	23	26
(4) Somewhat agree	775	12	158	437	168	210	565	14	71	45	172	473	580	85	71	22	17
(3) Nor agree, nor disagree	244	7	46	144	47	74	170	11	21	13	64	135	187	30	20	5	2
(2) Somewhat disagree	89	4	17	45	23	29	60	7	6	4	19	53	71	13	2	2	1
(1) Totally disagree	38	3	9	19	7	9	29	3	4	3	15	13	32	4	1	—	1
TOP 2 BOX (4, 5)	1564	30	301	873	360	396	1168	30	142	103	373	916	1155	170	151	45	43
BOT 2 BOX (1, 2)	127	7	26	64	30	38	89	10	10	7	34	66	103	17	3	2	2
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q51. How much do you agree that the Community Police promotes the participation of communities in solving problems and fighting crime?

Table 51.2*Level of Agreement that the Community Police Promotes the Participation of the Communities in Solving Problems and Fighting Crime*

Yr 2024	TOTAL	POLICE AREA														Head- quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Alonito		
Percentage (%)																
(5) Totally agree	40.8	37.5	41.5	35.4	43.1	41.6	41.1	38.2	42.5	42.3	45.5	46.7	25.6	39.1	47.5	
(4) Somewhat agree	40.1	41.1	37.0	46.6	33.8	40.5	38.8	39.8	30.6	47.9	32.5	36.0	53.5	49.4	38.5	
(3) Nor agree, nor disagree	12.6	17.3	14.8	9.6	15.4	12.1	8.5	11.8	19.4	8.5	16.3	10.7	14.0	6.9	10.9	
(2) Somewhat disagree	4.6	2.4	5.2	5.6	4.6	3.5	10.9	7.7	4.5	1.4	2.4	5.3	4.7	2.3	2.3	
(1) Totally disagree	2.0	1.8	1.5	2.8	3.1	2.3	0.8	2.4	3.0	—	3.3	1.3	2.3	2.3	0.8	
TOP 2 BOX (4, 5)	80.8	78.6	78.5	82.0	76.9	82.1	79.8	78.0	73.1	90.1	78.0	82.7	79.1	88.5	86.0	
BOT 2 BOX (1, 2)	6.6	4.2	6.7	8.4	7.7	5.8	11.6	10.2	7.5	1.4	5.7	6.7	7.0	4.6	3.0	
AVERAGE	4.1	4.1	4.1	4.1	4.1	4.2	4.1	4.0	4.1	4.3	4.2	4.2	4.0	4.2	4.3	
Frequency																
(5) Totally agree	789	63	56	63	28	72	53	94	57	30	56	35	22	34	126	
(4) Somewhat agree	775	69	50	83	22	70	50	98	41	34	40	27	46	43	102	
(3) Nor agree, nor disagree	244	29	20	17	10	21	11	29	26	6	20	8	12	6	29	
(2) Somewhat disagree	89	4	7	10	3	6	14	19	6	1	3	4	4	2	6	
(1) Totally disagree	38	3	2	5	2	4	1	6	4	—	4	1	2	2	2	
TOP 2 BOX (4, 5)	1564	132	106	146	50	142	103	192	98	64	96	62	68	77	228	
BOT 2 BOX (1, 2)	127	7	9	15	5	10	15	25	10	1	7	5	6	4	8	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q51. How much do you agree that the Community Police promotes the participation of communities in solving problems and fighting crime?

In the 2024 measurement, eight out ten officers (81%, up notably from 74% in 2022) agree to some degree that community police do promote their communities' participation in solving problems and fighting crime.

- In 2024, agreement for this element is lower among younger officers (both in age (68%) and service time (59%), females (78%) and SGT (78%) rank officers.

Figure 52

Level of Agreement that the PR Police Has Trained Its Officers to Work and Fight Crime Together with the Communities

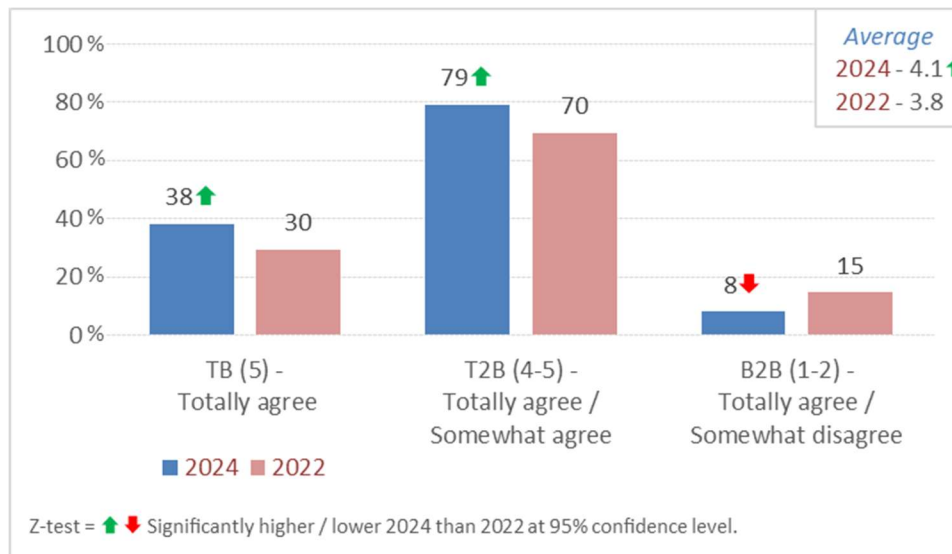


Table 52.1*Level of Agreement that the PR Police Has Trained Its Officers to Work and Fight Crime Together with the Communities*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	37.6 ▲	31.8	37.5 ▲	36.9 ▲	39.8 ▲	33.9 ▲	38.9 ▲	27.5	41.0	37.4	39.5 ▲	36.7 ▲	37.7 ▲	34.6	35.6	40.4 ▲	51.1 ▲
(4) Somewhat agree	41.2	40.9	38.1	43.1	39.4	43.3	40.5	45.1	38.7	40.7	36.1	43.7	40.4	43.3	45.4	44.2	38.3
(3) Nor agree, nor disagree	13.2 ▼	11.4	16.1	12.3 ▼	13.3	14.0	13.0	13.7	11.0	15.4	15.1	12.5 ▼	14.1	11.5	10.9	9.6	6.4
(2) Somewhat disagree	4.7 ▼	9.1	4.6 ▼	4.6 ▼	4.3 ▼	5.5 ▼	4.3 ▼	7.8	5.2	4.1 ▼	4.9 ▼	4.4 ▼	4.2 ▼	7.4	5.7	3.8	2.1 ▼
(1) Totally disagree	3.3 ▼	6.8	3.8 ▼	3.1	3.2	3.3	3.3 ▼	5.9	4.0	2.4	4.5	2.7	3.5 ▼	3.2	2.3	1.9	2.1
TOP 2 BOX (4, 5)	78.8 ▲	72.7	75.6 ▲	80.0 ▲	79.2	77.2 ▲	79.4 ▲	72.5	79.8 ▲	78.0	75.6 ▲	80.4 ▲	78.1 ▲	77.9 ▲	81.0 ▲	84.6	89.4 ▲
BOT 2 BOX (1, 2)	8.0 ▼	15.9	8.3 ▼	7.7 ▼	7.6 ▼	8.9 ▼	7.6 ▼	13.7	9.2 ▼	6.5 ▼	9.3 ▼	7.1 ▼	7.8 ▼	10.6	8.0	5.8	4.3 ▼
AVERAGE	4.1 ▲	3.8	4.0 ▲	4.1 ▲	4.1 ▲	4.0 ▲	4.1 ▲	3.8	4.1 ▲	4.1 ▲	4.0 ▲	4.1 ▲	4.1 ▲	4.0	4.1 ▲	4.2	4.3 ▲
Frequency																	
(5) Totally agree	727	14	140	399	174	172	555	14	71	46	186	410	545	75	62	21	24
(4) Somewhat agree	798	18	142	466	172	220	578	23	67	50	170	488	584	94	79	23	18
(3) Nor agree, nor disagree	256	5	60	133	58	71	185	7	19	19	71	140	204	25	19	5	3
(2) Somewhat disagree	90	4	17	50	19	28	62	4	9	5	23	49	61	16	10	2	1
(1) Totally disagree	64	3	14	33	14	17	47	3	7	3	21	30	51	7	4	1	1
TOP 2 BOX (4, 5)	1525	32	282	865	346	392	1133	37	138	96	356	898	1129	169	141	44	42
BOT 2 BOX (1, 2)	154	7	31	83	33	45	109	7	16	8	44	79	112	23	14	3	2
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q52. How much do you agree that the PR Police has trained its members to work and fight crime together with the communities?

Table 52.2*Level of Agreement that the PR Police Has Trained Its Officers to Work and Fight Crime Together with the Communities*

Yr 2024	TOTAL	POLICE AREA														Head-quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)																
(5) Totally agree	37.6 ▲	33.9	36.3 ▲	36.5	38.5	37.0 ▲	38.0	31.7	37.3	50.7 ▲	39.8 ▲	41.3	25.6	36.8	45.3	
(4) Somewhat agree	41.2	41.7	44.4	40.4	36.9	43.4	41.9	44.3	36.6	36.6	32.5 ▼	44.0	45.3	50.6	38.9	
(3) Nor agree, nor disagree	13.2 ▼	17.3	14.1	13.5	13.8	11.0	10.1	15.0	14.9	9.9	17.1	10.7	17.4	8.0	10.6	
(2) Somewhat disagree	4.7 ▼	4.2 ▼	3.0 ▼	6.2	7.7	5.8	7.8	4.9 ▼	6.0	2.8	4.9	1.3	4.7	2.3	3.0 ▼	
(1) Totally disagree	3.3 ▼	3.0	2.2	3.4	3.1	2.9	2.3	4.1	5.2	—	5.7	2.7	7.0	2.3	2.3	
TOP 2 BOX (4, 5)	78.8 ▲	75.6	80.7 ▲	77.0 ▲	75.4	80.3 ▲	79.8 ▲	76.0 ▲	73.9	87.3 ▲	72.4	85.3	70.9	87.4 ▲	84.2	
BOT 2 BOX (1, 2)	8.0 ▼	7.1 ▼	5.2 ▼	9.6 ▼	10.8	8.7	10.1	8.9 ▼	11.2	2.8 ▼	10.6	4.0	11.6	4.6	5.3 ▼	
AVERAGE	4.1 ▲	4.0	4.1 ▲	4.0 ▲	4.0	4.1 ▲	4.1 ▲	4.0 ▲	4.0	4.4 ▲	4.0 ▲	4.2	3.8	4.2	4.2 ▲	
Frequency																
(5) Totally agree	727	57	49	65	25	64	49	78	50	36	49	31	22	32	120	
(4) Somewhat agree	798	70	60	72	24	75	54	109	49	26	40	33	39	44	103	
(3) Nor agree, nor disagree	256	29	19	24	9	19	13	37	20	7	21	8	15	7	28	
(2) Somewhat disagree	90	7	4	11	5	10	10	12	8	2	6	1	4	2	8	
(1) Totally disagree	64	5	3	6	2	5	3	10	7	—	7	2	6	2	6	
TOP 2 BOX (4, 5)	1525	127	109	137	49	139	103	187	99	62	89	64	61	76	223	
BOT 2 BOX (1, 2)	154	12	7	17	7	15	13	22	15	2	13	3	10	4	14	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q52. How much do you agree that the PR Police has trained its members to work and fight crime together with the communities?

Eight out of ten officers agree (79%) that the PR Police has trained its officers to work and fight crime together with the communities in 2024. This is +9pp statistically significant increase from 70% in 2022. Additionally, compared to 2022, it shows a significant increase in “Total agreement”. (Yr24 38% ↑ Yr22 30%).

- In 2024, EXO (89%) and ^{1ER} LT (85%) ranks and officers from Guayama (87%), Utuado (85%) and Aibonito (87%) have the highest agreement levels.

Figure 53

Level of Respect that Communities Have for PR Police Officers

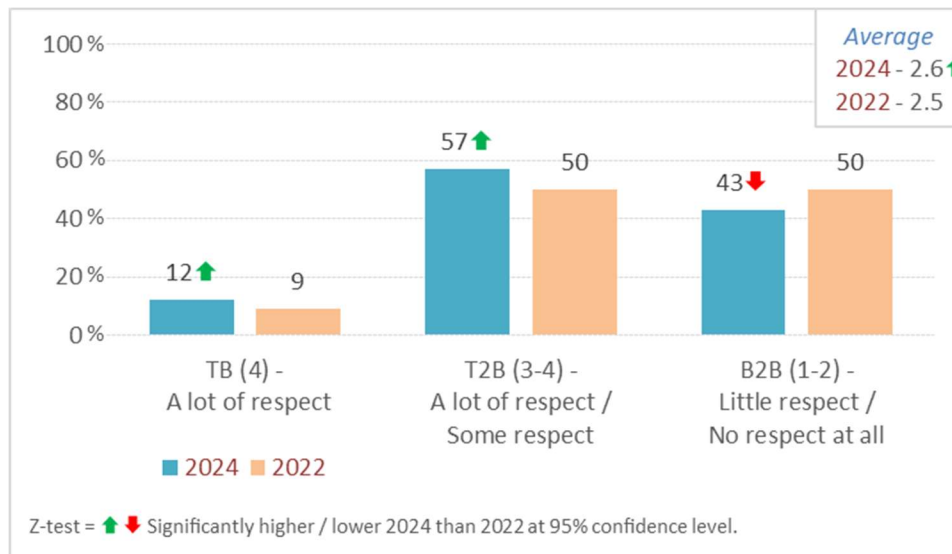


Table 53.1*Level of Respect that Communities Have for PR Police Officers*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK					
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																		
(4) A lot of respect	12.0 ▲	16.0	13.0	11.0 ▲	14.0	10.0	13.0 ▲	14.0	16.0	14.0	13.0	11.0 ▲	13.0 ▲	9.0	9.0	12.0	19.0	
(3) Some respect	45.0 ▲	25.0	40.0 ▲	47.0 ▲	46.0	44.0	45.0 ▲	27.0	41.0	44.0	43.0	47.0	42.0 ▲	50.0	53.0	54.0	60.0	
(2) Little respect	34.0 ▼	43.0	36.0 ▼	33.0 ▼	33.0	35.0	33.0 ▼	45.0	30.0	34.0 ▼	34.0	34.0	35.0 ▼	32.0	32.0	31.0	19.0	
(1) No respect at all	9.0 ▼	16.0	11.0	10.0	7.0	11.0 ▼	9.0	14.0	13.0	8.0	11.0	8.0	10.0 ▼	10.0	5.0	4.0	2.0	
TOP 2 BOX (3, 4)	57.0 ▲	41.0	53.0 ▲	58.0 ▲	60.0	54.0 ▲	58.0 ▲	41.0	57.0 ▲	58.0 ▲	55.0 ▲	58.0	55.0 ▲	59.0	63.0	65.0	79.0	
BOT 2 BOX (1, 2)	43.0 ▼	59.0	47.0 ▼	42.0 ▼	40.0	46.0 ▼	42.0 ▼	59.0	43.0 ▼	42.0 ▼	45.0 ▼	42.0	45.0 ▼	41.0	37.0	35.0	21.0	
AVERAGE	2.6 ▲	2.4	2.5 ▲	2.6 ▲	2.7	2.5 ▲	2.6 ▲	2.4	2.6 ▲	2.6 ▲	2.6 ▲	2.6 ▲	2.6 ▲	2.6	2.6	2.7	3.0	
Frequency																		
(4) A lot of respect	231	7	47	116	61	52	179	7	27	17	60	120	181	19	16	6	9	
(3) Some respect	869	11	149	508	201	222	647	14	71	54	201	529	612	108	93	28	28	
(2) Little respect	652	19	135	352	146	180	472	23	52	42	160	375	502	69	56	16	9	
(1) No respect at all	183	7	42	105	29	54	129	7	23	10	50	93	150	21	9	2	1	
TOP 2 BOX (3, 4)	1100	18	196	624	262	274	826	21	98	71	261	649	793	127	109	34	37	
BOT 2 BOX (1, 2)	835	26	177	457	175	234	601	30	75	52	210	468	652	90	65	18	10	
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47	

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q53. What is the level of respect that the communities have towards the members of the PR Police?

Table 53.2*Level of Respect that Communities Have for PR Police Officers*

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
(4) A lot of respect	12.0	11.0	17.0	13.0	12.0	10.0	16.0	8.0	10.0	14.0	14.0	13.0	9.0	11.0	12.0
(3) Some respect	45.0	37.0	47.0	44.0	54.0	46.0	46.0	41.0	37.0	46.0	42.0	57.0	47.0	49.0	49.0
(2) Little respect	34.0	45.0	29.0	33.0	28.0	32.0	31.0	40.0	40.0	28.0	35.0	23.0	36.0	32.0	28.0
(1) No respect at all	9.0	7.0	7.0	10.0	6.0	13.0	7.0	11.0	13.0	11.0	9.0	7.0	8.0	7.0	11.0
TOP 2 BOX (3, 4)	57.0	48.0	64.0	57.0	66.0	55.0	62.0	50.0	47.0	61.0	56.0	71.0	56.0	61.0	61.0
BOT 2 BOX (1, 2)	43.0	52.0	36.0	43.0	34.0	45.0	38.0	50.0	53.0	39.0	44.0	29.0	44.0	39.0	39.0
AVERAGE	2.6	2.5	2.8	2.6	2.7	2.5	2.7	2.5	2.5	2.6	2.6	2.8	2.6	2.7	2.6
Frequency															
(4) A lot of respect	231	18	23	23	8	17	21	20	14	10	17	10	8	10	32
(3) Some respect	869	62	64	78	35	79	59	102	49	33	52	43	40	43	130
(2) Little respect	652	76	39	59	18	55	40	98	54	20	43	17	31	28	74
(1) No respect at all	183	12	9	18	4	22	9	26	17	8	11	5	7	6	29
TOP 2 BOX (3, 4)	1100	80	87	101	43	96	80	122	63	43	69	53	48	53	162
BOT 2 BOX (1, 2)	835	88	48	77	22	77	49	124	71	28	54	22	38	34	103
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q53. What is the level of respect that the communities have towards the members of the PR Police?

In 2024, over half of the officers (57%, up from 50% in 2022) agree that the communities have respect for the police officers.

- In 2024, younger age officers (59%), females (46%), those that have lower service time (59%), PO (45%) rank officers and those from areas such as Carolina (53%), Mayagüez (45%), Bayamon (50%) and San Juan (52%) have a higher disagreement response.

Figure 54

Level of Agreement that the Police Officers Provide a Good Treatment to the Homeless Population in Puerto Rico

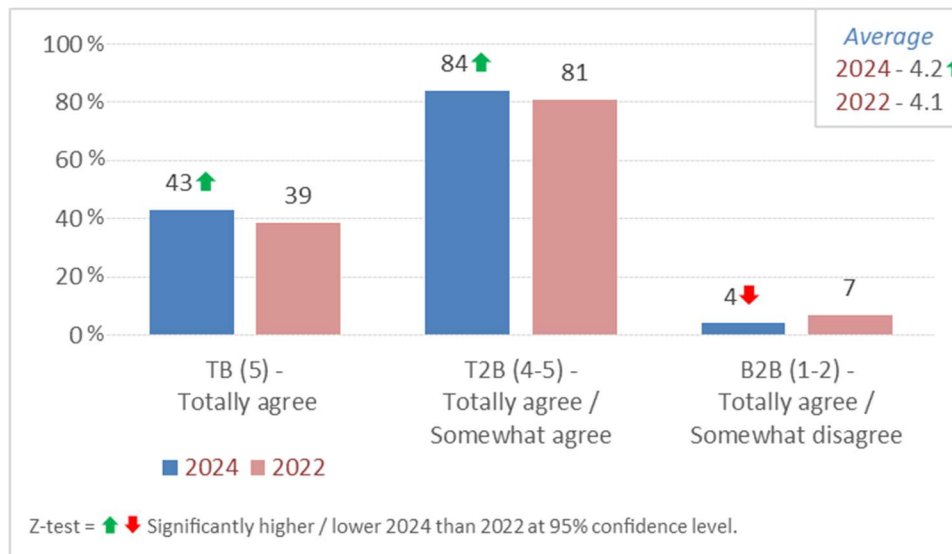


Table 54.1*Level of Agreement that the Police Officers Provide a Good Treatment to the Homeless Population in Puerto Rico*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	42.5 ▲	40.9	43.7	40.8	45.8	39.2	43.7 ▲	39.2	43.4	43.9	45.9 ▲	40.9	42.5 ▲	34.6	49.4	44.2	51.1
(4) Somewhat agree	41.8	38.6	41.8	43.7	37.5	41.5	41.9	43.1	38.7	41.5	39.9	43.1	41.0	49.3	37.4	46.2	42.6
(3) Nor agree, nor disagree	11.3	15.9	10.7	11.3	11.2	12.4	10.9	13.7	14.5	8.1	10.0	11.5	11.9	11.5	9.8	5.8	2.1
(2) Somewhat disagree	3.3 ▼	2.3	2.4	3.6 ▼	3.4	5.1	2.7 ▼	2.0	2.3	4.9	3.4 ▼	3.3 ▼	3.5	3.2	3.4	1.9	—
(1) Totally disagree	1.1	2.3	1.3	0.6	2.1	1.8	0.9	2.0	1.2	1.6	0.8	1.2	1.1	1.4	—	1.9	4.3
TOP 2 BOX (4, 5)	84.3 ▲	79.5	85.5 ▲	84.5 ▲	83.3	80.7	85.6 ▲	82.4	82.1	85.4	85.8 ▲	84.0	83.5	83.9	86.8	90.4	93.6
BOT 2 BOX (1, 2)	4.4 ▼	4.5	3.8 ▼	4.3 ▼	5.5	6.9	3.6 ▼	3.9	3.5	6.5	4.2 ▼	4.5 ▼	4.6 ▼	4.6	3.4	3.8	4.3
AVERAGE	4.2 ▲	4.1	4.2 ▲	4.2 ▲	4.2	4.1	4.3 ▲	4.2	4.2	4.2	4.3 ▲	4.2 ▲	4.2 ▲	4.1	4.3 ▲	4.3	4.4
Frequency																	
(5) Totally agree	822	18	163	441	200	199	623	20	75	54	216	457	614	75	86	23	24
(4) Somewhat agree	809	17	156	472	164	211	598	22	67	51	188	481	593	107	65	24	20
(3) Nor agree, nor disagree	218	7	40	122	49	63	155	7	25	10	47	129	172	25	17	3	1
(2) Somewhat disagree	64	1	9	39	15	26	38	1	4	6	16	37	50	7	6	1	—
(1) Totally disagree	22	1	5	7	9	9	13	1	2	2	4	13	16	3	—	1	2
TOP 2 BOX (4, 5)	1631	35	319	913	364	410	1221	42	142	105	404	938	1207	182	151	47	44
BOT 2 BOX (1, 2)	86	2	14	46	24	35	51	2	6	8	20	50	66	10	6	2	2
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q54. Comparing the treatment that the PR Police provides to different groups or specific sectors of society, how much do you agree that members of the police treat the homeless population in Puerto Rico w

Table 54.2*Level of Agreement that the Police Officers Provide a Good Treatment to the Homeless Population in Puerto Rico*

Yr 2024	TOTAL	POLICE AREA														Head- quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)																
(5) Totally agree	42.5	45.2	44.4	42.7	40.0	44.5	41.1	33.7	41.8	42.3	50.4	52.0	31.4	40.2	46.0	
(4) Somewhat agree	41.8	41.1	40.7	38.8	46.2	42.2	41.1	45.1	42.5	45.1	34.1	37.3	46.5	44.8	41.9	
(3) Nor agree, nor disagree	11.3	10.7	8.9	11.2	12.3	10.4	9.3	13.8	10.4	11.3	11.4	8.0	18.6	13.8	9.8	
(2) Somewhat disagree	3.3	2.4	4.4	6.2	1.5	2.9	7.0	4.9	3.7	—	1.6	2.7	3.5	—	1.5	
(1) Totally disagree	1.1	0.6	1.5	1.1	—	—	1.6	2.4	1.5	1.4	2.4	—	—	1.1	0.8	
TOP 2 BOX (4, 5)	84.3	86.3	85.2	81.5	86.2	86.7	82.2	78.9	84.3	87.3	84.6	89.3	77.9	85.1	87.9	
BOT 2 BOX (1, 2)	4.4	3.0	5.9	7.3	1.5	2.9	8.5	7.3	5.2	1.4	4.1	2.7	3.5	1.1	2.3	
AVERAGE	4.2	4.3	4.2	4.2	4.3	4.3	4.1	4.0	4.2	4.3	4.3	4.4	4.1	4.2	4.3	
Frequency																
(5) Totally agree	822	76	60	76	26	77	53	83	56	30	62	39	27	35	122	
(4) Somewhat agree	809	69	55	69	30	73	53	111	57	32	42	28	40	39	111	
(3) Nor agree, nor disagree	218	18	12	20	8	18	12	34	14	8	14	6	16	12	26	
(2) Somewhat disagree	64	4	6	11	1	5	9	12	5	—	2	2	3	—	4	
(1) Totally disagree	22	1	2	2	—	—	2	6	2	1	3	—	—	1	2	
TOP 2 BOX (4, 5)	1631	145	115	145	56	150	106	194	113	62	104	67	67	74	233	
BOT 2 BOX (1, 2)	86	5	8	13	1	5	11	18	7	1	5	2	3	1	6	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q54. Comparing the treatment that the PR Police provides to different groups or specific sectors of society, how much do you agree that members of the police treat the homeless population in Puerto Rico well?

In 2024, eight out of ten officers agree (84%) that the police officers provide a good treatment to the homeless population, a +3pp statistically significant increase from 81% in 2022.

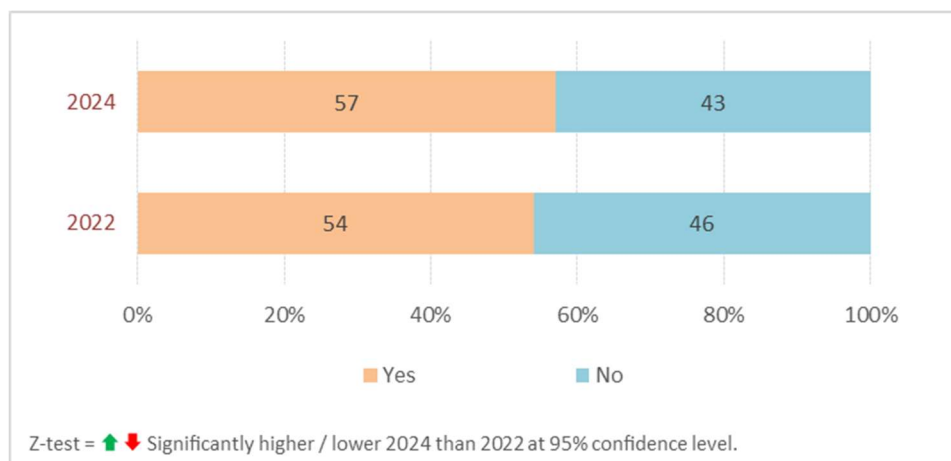
- In 2024 (compared to 2022), age groups 35-44 years ($Yr24:86\% \uparrow Yr22:82\%$), 45-54 years ($Yr24:84\% \uparrow Yr22:80\%$), males ($Yr24:86\% \uparrow Yr22:82\%$) and 20-24 years of experience ($Yr24:86\% \uparrow Yr22:79\%$) show a statistically significant increase in the level of agreement that PR Police provide good treatment to the homeless population. On the other hand, males ($Yr24:44\% \uparrow Yr22:39\%$), 20-24 years of experience ($Yr24:46\% \uparrow Yr22:39\%$) and PO rank ($Yr24:43\% \uparrow Yr22:39\%$) show a statistically significant increase in “Total agreement”.

INFORMATION SYSTEMS AND TECHNOLOGY

The main objectives of the Information and Technology System compliance area is to update the infrastructure of technological information systems to improve police processes and procedures in the administrative and operational areas to support the implementation of the Sustainable Reform agreement. This can be achieved by establishing efficient and effective communications infrastructure, databases, and information systems to support the daily activities of its employees. (PRPB Action Plans for Compliance with a Sustainable Reform – Electronic Version, p 4)

Figure 55

PR Police Provides Sufficient Training to Police Officers to Train Them in the Efficient and Proper Use of Information Systems

**Table 55.1**

PR Police Provides Sufficient Training to Police Officers to Train Them in the Efficient and Proper Use of Information Systems

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	57.0	57.0	57.0	55.0	62.0	57.0	57.0	61.0	58.0	53.0	57.0	57.0	60.0	45.0	47.0	48.0	66.0
No	43.0	43.0	43.0	45.0	38.0	43.0	43.0	39.0	42.0	47.0	43.0	43.0	40.0	55.0	53.0	52.0	34.0
Frequency																	
Yes	1099	25	213	591	270	289	810	31	100	65	269	634	864	98	81	25	31
No	836	19	160	490	167	219	617	20	73	58	202	483	581	119	93	27	16
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q55. Do you consider that the PR Police provide enough training to police members to train them in the efficient and proper use of information systems?

Table 55.2

PR Police Provides Sufficient Training to Police Officers to Train Them in the Efficient and Proper Use of Information Systems

Yr 2024	TOTAL	POLICE AREA														Head-quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)																
Yes	57.0	55.0	56.0	58.0	63.0	53.0	47.0	53.0	56.0	59.0	49.0	56.0	53.0	67.0	68.0	
No	43.0	45.0	44.0	42.0	37.0	47.0	53.0	47.0	44.0	41.0	51.0	44.0	47.0	33.0	32.0	
Frequency																
Yes	1099	93	76	103	41	92	61	131	75	42	60	42	46	58	179	
No	836	75	59	75	24	81	68	115	59	29	63	33	40	29	86	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

Notes

Z-test = ▲ ▼ Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q55. Do you consider that the PR Police provide enough training to police members to train them in the efficient and proper use of information systems?

More than half of the officers agree that the PR Police provides sufficient training with regards to the efficient and proper use of information systems, with 57% saying Yes to this question in 2024. This is +3pp increase from 54% in 2022.

- In 2024, there is a higher agreement with this element among the 55 to 62 age group (62%), PO (60%) and EXO (66%) rank officers, and among those from Humacao (63%), Aibonito (67%) and Headquarters (68%).

Figure 56

Level of Agreement that the PR Police Publishes Reliable General Statistics of Puerto Rico On All Types of Crimes

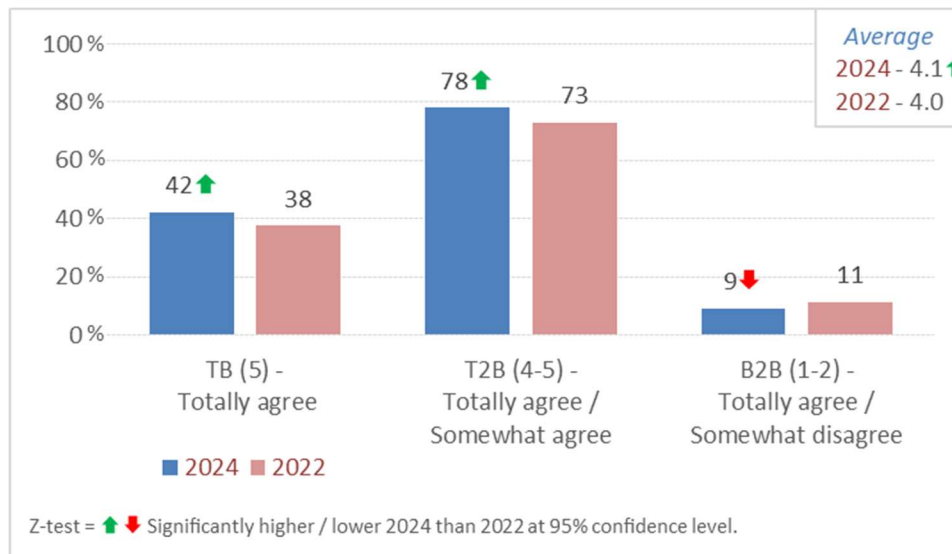


Table 56.1*Level of Agreement that the PR Police Publishes Reliable General Statistics of Puerto Rico On All Types of Crimes*

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	42.2 ▲	40.9	41.6 ▲	41.9	43.7	36.8	44.1 ▲	33.3	46.2	45.5 ▲	42.0 ▲	41.7	40.1 ▲	35.0	60.9 ▲	46.2	66.0
(4) Somewhat agree	36.0	25.0	32.7	36.7	38.2	37.8	35.4	29.4	27.2	28.5	37.8	37.8	36.3	44.2	25.9	40.4	23.4
(3) Nor agree, nor disagree	11.0	9.1	12.6	11.8	7.8	12.6	10.4	13.7	11.0	14.6	10.8	10.6	12.1	9.2	6.9	7.7	4.3
(2) Somewhat disagree	4.4 ▼	11.4	4.3	4.3 ▼	4.3	5.1	4.2 ▼	9.8	4.6	4.9	4.2	4.2 ▼	4.5 ▼	6.0	2.9	3.8	2.1
(1) Totally disagree	4.1	6.8	5.6	3.7	3.7	3.9	4.2	5.9	8.7	5.7	2.8 ▼	3.8	4.4	4.1	2.3	1.9	4.3
Don't know	2.2 ▼	6.8	3.2	1.6 ▼	2.3	3.7	1.6 ▼	7.8	2.3 ▼	0.8	2.3	2.0	2.6 ▼	1.4	1.1	—	—
TOP 2 BOX (4, 5)	78.2 ▲	65.9	74.3	78.6 ▲	81.9	74.6	79.5 ▲	62.7	73.4	74.0	79.8 ▲	79.5	76.4 ▲	79.3	86.8	86.5	89.4
BOT 2 BOX (1, 2)	8.6 ▼	18.2	9.9	8.0 ▼	8.0	9.1	8.4 ▼	15.7	13.3	10.6	7.0 ▼	8.0 ▼	8.9 ▼	10.1	5.2	5.8	6.4
AVERAGE	4.1 ▲	3.9	4.0 ▲	4.1 ▲	4.2	4.0 ▲	4.1 ▲	3.8	4.0	4.0	4.2 ▲	4.1	4.1 ▲	4.0	4.4 ▲	4.3	4.5
Frequency																	
(5) Totally agree	817	18	155	453	191	187	630	17	80	56	198	466	580	76	106	24	31
(4) Somewhat agree	697	11	122	397	167	192	505	15	47	35	178	422	524	96	45	21	11
(3) Nor agree, nor disagree	213	4	47	128	34	64	149	7	19	18	51	118	175	20	12	4	2
(2) Somewhat disagree	86	5	16	46	19	26	60	5	8	6	20	47	65	13	5	2	1
(1) Totally disagree	80	3	21	40	16	20	60	3	15	7	13	42	64	9	4	1	2
Don't know	42	3	12	17	10	19	23	4	4	1	11	22	37	3	2	—	—
TOP 2 BOX (4, 5)	1514	29	277	850	358	379	1135	32	127	91	376	888	1104	172	151	45	42
BOT 2 BOX (1, 2)	166	8	37	86	35	46	120	8	23	13	33	89	129	22	9	3	3
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q56. How much do you agree that the PR Police publish reliable general statistics from Puerto Rico on all types of crimes such as homicides, hate crimes, domestic violence, sexual assault, etc.?

Table 56.2*Level of Agreement that the PR Police Publishes Reliable General Statistics of Puerto Rico On All Types of Crimes*

Yr 2024	TOTAL	POLICE AREA														Head-quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)																
(5) Totally agree	42.2	42.3	40.7	43.3	50.8	44.5	38.0	35.8	37.3	42.3	48.0	49.3	38.4	47.1	44.2	
(4) Somewhat agree	36.0	32.7	41.5	36.0	27.7	32.9	38.8	38.2	34.3	43.7	30.9	33.3	40.7	40.2	35.1	
(3) Nor agree, nor disagree	11.0	15.5	11.1	13.5	10.8	10.4	4.7	11.4	13.4	4.2	6.5	14.7	11.6	9.2	11.7	
(2) Somewhat disagree	4.4	3.6	2.2	2.8	6.2	6.4	9.3	5.3	6.7	1.4	6.5	2.7	3.5	—	3.4	
(1) Totally disagree	4.1	4.8	2.2	2.8	3.1	3.5	7.0	6.1	4.5	7.0	6.5	—	3.5	3.4	2.6	
Don't know	2.2	1.2	2.2	1.7	1.5	2.3	2.3	3.3	3.7	1.4	1.6	—	2.3	—	3.0	
TOP 2 BOX (4, 5)	78.2	75.0	82.2	79.2	78.5	77.5	76.7	74.0	71.6	85.9	78.9	82.7	79.1	87.4	79.2	
BOT 2 BOX (1, 2)	8.6	8.3	4.4	5.6	9.2	9.8	16.3	11.4	11.2	8.5	13.0	2.7	7.0	3.4	6.0	
AVERAGE	4.1	4.1	4.2	4.2	4.2	4.1	3.9	4.0	4.0	4.1	4.1	4.3	4.1	4.3	4.2	
Frequency																
(5) Totally agree	817	71	55	77	33	77	49	88	50	30	59	37	33	41	117	
(4) Somewhat agree	697	55	56	64	18	57	50	94	46	31	38	25	35	35	93	
(3) Nor agree, nor disagree	213	26	15	24	7	18	6	28	18	3	8	11	10	8	31	
(2) Somewhat disagree	86	6	3	5	4	11	12	13	9	1	8	2	3	—	9	
(1) Totally disagree	80	8	3	5	2	6	9	15	6	5	8	—	3	3	7	
Don't know	42	2	3	3	1	4	3	8	5	1	2	—	2	—	8	
TOP 2 BOX (4, 5)	1514	126	111	141	51	134	99	182	96	61	97	62	68	76	210	
BOT 2 BOX (1, 2)	166	14	6	10	6	17	21	28	15	6	16	2	6	3	16	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

Notes

Z-test = Significantly higher / lower 2024 than 2022 at 95% confidence level.

Q56. How much do you agree that the PR Police publish reliable general statistics from Puerto Rico on all types of crimes such as homicides, hate crimes, domestic violence, sexual assault, etc.?

Three out of four officers agree (78%) on some level that the PR Police publishes reliable general statistics on all types of crime in 2024. This is a statistically significant increase of +5pp from 73% in 2022.

- In 2024, this agreement increases the older the officer's age and service time is.
- In 2024 (compared to 2022), 45-54 age group (Yr2479% ↑ Yr2274%), males (Yr2480% ↑ Yr2274%), 20-24 years of experience (Yr2480% ↑ Yr2272%), PO rank (Yr2476% ↑ Yr2270%), Arecibo area (Yr2482% ↑ Yr2268%), Ponce area (Yr2479% ↑ Yr2270%) and Headquarters (Yr2479% ↑ Yr2272%) show a statistically significant increase in the level of agreement that the PR Police publishes reliable general statistics for Puerto Rico on all types of crimes.

Figure 57

*Level of Agreement that the Technology Used By the PR Police Enables Effective and Efficient Work**

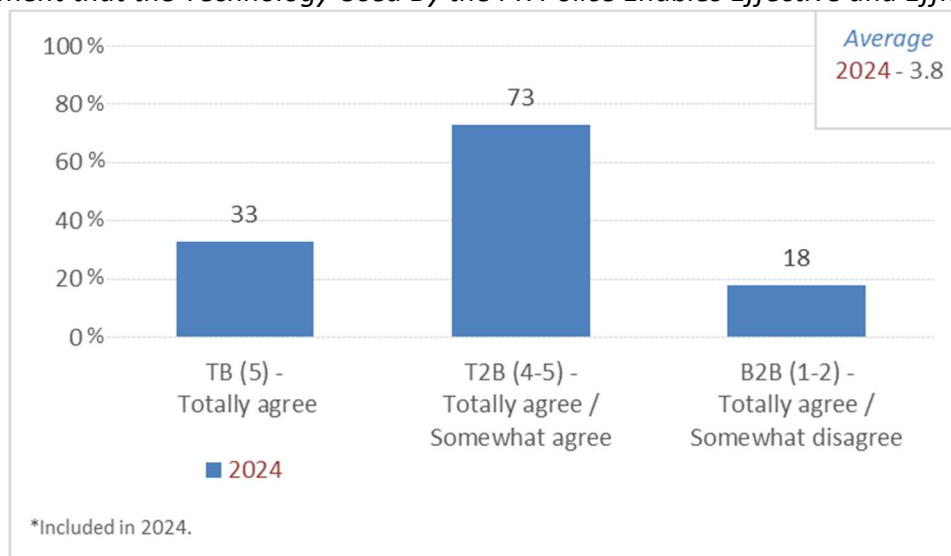


Table 57.1*Level of Agreement that the Technology Used By the PR Police Enables Effective and Efficient Work**

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	32.8	27.3	32.4	31.4	37.1	27.8	34.5	25.5	31.8	30.9	31.6	33.9	32.0	31.3	31.6	44.2	55.3
(4) Somewhat agree	39.7	29.5	34.6	41.6	40.5	40.2	39.6	33.3	33.5	39.0	41.0	40.6	39.3	40.6	44.8	38.5	31.9
(3) Nor agree, nor disagree	9.4	4.5	10.7	10.6	5.5	10.0	9.1	9.8	11.6	10.6	10.4	8.4	10.3	7.4	8.0	3.8	-
(2) Somewhat disagree	10.4	18.2	11.8	10.2	9.2	12.6	9.7	11.8	11.0	13.8	9.8	10.2	10.7	9.2	12.6	5.8	6.4
(1) Totally disagree	7.4	20.5	10.2	5.9	7.6	9.3	6.8	19.6	11.0	5.7	7.2	6.6	7.5	11.1	2.9	7.7	6.4
Don't know	0.3	—	0.3	0.3	0.2	0.2	0.3	—	1.2	—	—	0.3	0.3	0.5	—	—	—
TOP 2 BOX (4, 5)	72.5	56.8	67.0	73.0	77.6	67.9	74.1	58.8	65.3	69.9	72.6	74.5	71.3	71.9	76.4	82.7	87.2
BOT 2 BOX (1, 2)	17.9	38.6	22.0	16.1	16.7	21.9	16.5	31.4	22.0	19.5	17.0	16.8	18.1	20.3	15.5	13.5	12.8
AVERAGE	3.8	3.3	3.7	3.8	3.9	3.7	3.9	3.3	3.7	3.8	3.8	3.9	3.8	3.7	3.9	4.1	4.2
Frequency																	
(5) Totally agree	634	12	121	339	162	141	493	13	55	38	149	379	462	68	55	23	26
(4) Somewhat agree	769	13	129	450	177	204	565	17	58	48	193	453	568	88	78	20	15
(3) Nor agree, nor disagree	181	2	40	115	24	51	130	5	20	13	49	94	149	16	14	2	—
(2) Somewhat disagree	202	8	44	110	40	64	138	6	19	17	46	114	154	20	22	3	3
(1) Totally disagree	144	9	38	64	33	47	97	10	19	7	34	74	108	24	5	4	3
Don't know	5	—	1	3	1	1	4	—	2	—	—	3	4	1	—	—	—
TOP 2 BOX (4, 5)	1403	25	250	789	339	345	1058	30	113	86	342	832	1030	156	133	43	41
BOT 2 BOX (1, 2)	346	17	82	174	73	111	235	16	38	24	80	188	262	44	27	7	6
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

*Included in 2024.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q57. How much do you agree that the technology used by members of the Puerto Rico Police allows them to perform their work effectively and efficiently?

Table 57.2*Level of Agreement that the Technology Used By the PR Police Enables Effective and Efficient Work**

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaado	Fajardo	Aibonito	Head-quarters
Percentage (%)															
(5) Totally agree	32.8	28.6	32.6	30.3	32.3	26.0	34.9	34.1	29.1	36.6	30.9	46.7	29.1	35.6	37.4
(4) Somewhat agree	39.7	43.5	43.0	36.5	36.9	44.5	38.8	36.2	38.1	43.7	29.3	40.0	38.4	47.1	41.9
(3) Nor agree, nor disagree	9.4	7.7	11.1	12.9	7.7	11.0	6.2	8.5	12.7	5.6	8.9	5.3	12.8	5.7	9.4
(2) Somewhat disagree	10.4	10.1	9.6	12.9	12.3	9.8	10.1	12.6	11.2	8.5	16.3	4.0	14.0	6.9	6.8
(1) Totally disagree	7.4	8.9	3.7	7.3	10.8	8.7	10.1	8.5	8.2	5.6	13.8	4.0	5.8	4.6	4.2
Don't know	0.3	1.2	—	—	—	—	—	—	0.7	—	0.8	—	—	—	0.4
TOP 2 BOX (4, 5)	72.5	72.0	75.6	66.9	69.2	70.5	73.6	70.3	67.2	80.3	60.2	86.7	67.4	82.8	79.2
BOT 2 BOX (1, 2)	17.9	19.0	13.3	20.2	23.1	18.5	20.2	21.1	19.4	14.1	30.1	8.0	19.8	11.5	10.9
AVERAGE	3.8	3.7	3.9	3.7	3.7	3.7	3.8	3.8	3.7	4.0	3.5	4.2	3.7	4.0	4.0
Frequency															
(5) Totally agree	634	48	44	54	21	45	45	84	39	26	38	35	25	31	99
(4) Somewhat agree	769	73	58	65	24	77	50	89	51	31	36	30	33	41	111
(3) Nor agree, nor disagree	181	13	15	23	5	19	8	21	17	4	11	4	11	5	25
(2) Somewhat disagree	202	17	13	23	8	17	13	31	15	6	20	3	12	6	18
(1) Totally disagree	144	15	5	13	7	15	13	21	11	4	17	3	5	4	11
Don't know	5	2	—	—	—	—	—	—	1	—	1	—	—	—	1
TOP 2 BOX (4, 5)	1452	141	98	152	77	106	89	152	100	69	95	55	55	87	176
BOT 2 BOX (1, 2)	225	22	21	28	13	17	15	20	18	5	20	4	7	6	29
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

Notes

*Included in 2024.

Q57. How much do you agree that the technology used by members of the Puerto Rico Police allows them to perform their work effectively and efficiently?

Nearly three out of four officers agree (73%) that the technology used by the PR Police enables effective and efficient work. This agreement is lower among younger officers (57%) and those from Aguadilla (60%).

Figure 58

*Current Use of Body Cameras as Part of the PR Police Equipment**

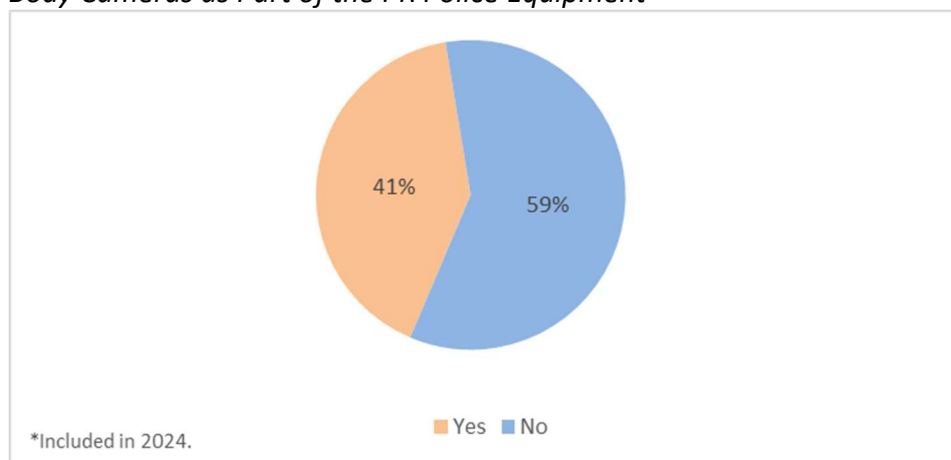


Table 58.1

*Current Use of Body Cameras as Part of the PR Police Equipment**

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	41.3	59.1	41.6	40.1	42.1	37.2	42.7	58.8	47.4	43.1	41.8	39.1	42.1	41.9	32.8	36.5	51.1
No	58.7	40.9	58.4	59.9	57.9	62.8	57.3	41.2	52.6	56.9	58.2	60.9	57.9	58.1	67.2	63.5	48.9
Frequency																	
Yes	799	26	155	434	184	189	610	30	82	53	197	437	608	91	57	19	24
No	1136	18	218	647	253	319	817	21	91	70	274	680	837	126	117	33	23
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

*Included in 2024.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q58. Are body cameras currently used as part of their equipment?

Table 58.2

*Current Use of Body Cameras as Part of the PR Police Equipment**

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaado	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Yes	41.3	54.8	37.0	27.5	41.5	24.9	55.8	49.6	62.7	38.0	39.8	25.3	33.7	36.8	39.2
No	58.7	45.2	63.0	72.5	58.5	75.1	44.2	50.4	37.3	62.0	60.2	74.7	66.3	63.2	60.8
Frequency															
Yes	799	92	50	49	27	43	72	122	84	27	49	19	29	32	104
No	1136	76	85	129	38	130	57	124	50	44	74	56	57	55	161
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

Notes

*Included in 2024.

Q58. Are body cameras currently used as part of their equipment?

Four out of ten officers (41%) indicate that they currently use body cameras as part of the PR Police equipment. The usage incidence is higher among younger age officers (59%), those with less than 10 years of service (59%), EXO (51%) rank officers, and officers from Carolina (63%), Caguas (56%), San Juan (55%) and Bayamon (50%).

Figure 59

*Training Provided By the PR Police on the Use of Body Cameras**

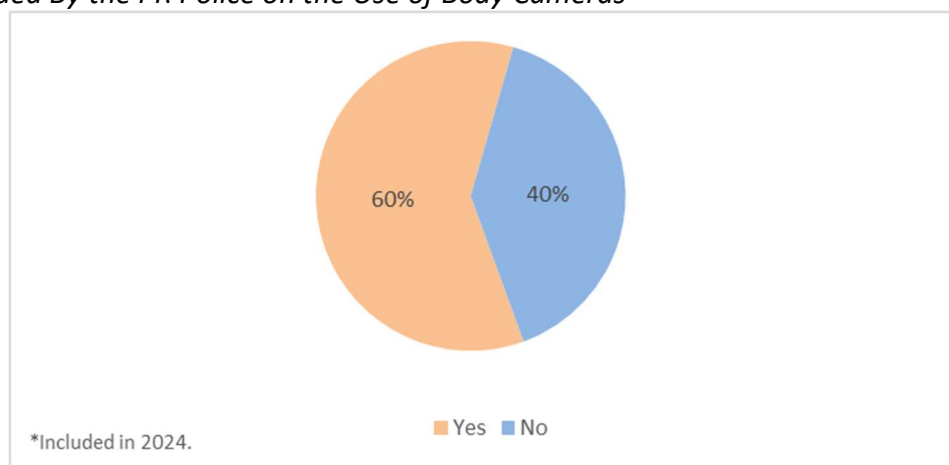


Table 59.1

*Training Provided By the PR Police on the Use of Body Cameras**

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Yes	59.7	79.5	62.5	59.6	55.6	59.4	59.8	74.5	72.8	59.3	60.3	56.8	59.7	60.8	52.3	73.1	68.1
No	40.3	20.5	37.5	40.4	44.4	40.6	40.2	25.5	27.2	40.7	39.7	43.2	40.3	39.2	47.7	26.9	31.9
Frequency																	
Yes	1155	35	233	644	243	302	853	38	126	73	284	634	862	132	91	38	32
No	780	9	140	437	194	206	574	13	47	50	187	483	583	85	83	14	15
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

*Included in 2024.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q59. Has the Puerto Rico Police provided training on how to use body cameras?

Table 59.2*Training Provided By the PR Police on the Use of Body Cameras**

Yr 2024	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Yes	59.7	70.2	48.9	47.2	60.0	39.3	79.1	74.8	73.1	59.2	50.4	45.3	53.5	52.9	62.6
No	40.3	29.8	51.1	52.8	40.0	60.7	20.9	25.2	26.9	40.8	49.6	54.7	46.5	47.1	37.4
Frequency															
Yes	1155	118	66	84	39	68	102	184	98	42	62	34	46	46	166
No	780	50	69	94	26	105	27	62	36	29	61	41	40	41	99
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265

Notes

*Included in 2024.

Q59. Has the Puerto Rico Police provided training on how to use body cameras?

Six out of ten officers (60%) indicate that they received training from the PR Police on how to use the body cams. This incidence is higher among younger offices (both in age (80%) and service time (75%), 1st LT (73%) and EXO (68%) rank officers, and officers from San Juan (70%), Caguas (79%), Bayamon (75%) and Carolina (73%).

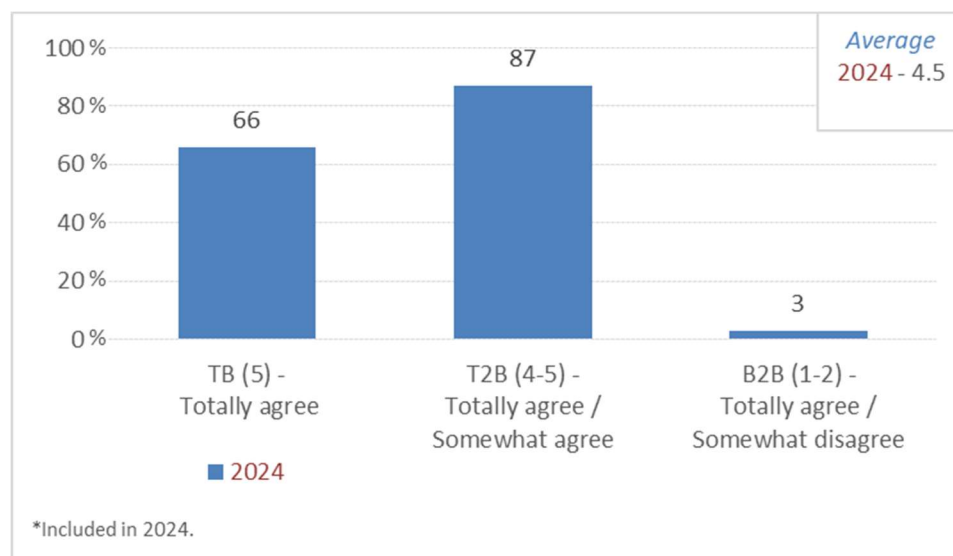
Figure 60*Level of Agreement that Body Cameras Help the PR Police in the Work**

Table 60.1*Level of Agreement that Body Cameras Help the PR Police in the Work**

Yr 2024	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICER RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
(5) Totally agree	66.0	47.7	61.7	65.5	73.0	59.3	68.5	39.2	61.3	65.0	67.9	67.3	63.9	66.8	73.6	75.0	89.4
(4) Somewhat agree	21.1	29.5	19.8	22.2	18.5	23.4	20.3	27.5	22.0	18.7	18.9	21.8	21.7	21.7	19.5	19.2	6.4
(3) Nor agree, nor disagree	7.0	13.6	11.5	6.2	4.6	10.4	5.8	21.6	9.8	11.4	7.2	5.4	7.8	6.5	4.0	3.8	—
(2) Somewhat disagree	1.8	-	2.9	1.9	0.5	1.8	1.8	2.0	3.5	1.6	1.9	1.4	2.0	0.9	1.1	1.9	—
(1) Totally disagree	1.2	4.5	1.6	1.1	0.7	0.6	1.4	3.9	1.7	—	1.9	0.8	1.2	1.4	0.6	—	2.1
Don't know	2.9	4.5	2.4	3.1	2.7	4.5	2.3	5.9	1.7	3.3	2.1	3.2	3.3	2.8	1.1	—	2.1
TOP 2 BOX (4, 5)	87.1	77.3	81.5	87.7	91.5	82.7	88.7	66.7	83.2	83.7	86.8	89.2	85.7	88.5	93.1	94.2	95.7
BOT 2 BOX (1, 2)	2.9	4.5	4.6	3.1	1.1	2.4	3.2	5.9	5.2	1.6	3.8	2.2	3.3	2.3	1.7	1.9	2.1
AVERAGE	4.5	4.2	4.4	4.5	4.7	4.5	4.6	4.0	4.4	4.5	4.5	4.6	4.5	4.6	4.7	4.7	4.9
Frequency																	
(5) Totally agree	1278	21	230	708	319	301	977	20	106	80	320	752	924	145	128	39	42
(4) Somewhat agree	408	13	74	240	81	119	289	14	38	23	89	244	314	47	34	10	3
(3) Nor agree, nor disagree	136	6	43	67	20	53	83	11	17	14	34	60	113	14	7	2	—
(2) Somewhat disagree	34	—	11	21	2	9	25	1	6	2	9	16	29	2	2	1	—
(1) Totally disagree	23	2	6	12	3	3	20	2	3	—	9	9	18	3	1	—	1
Don't know	56	2	9	33	12	23	33	3	3	4	10	36	47	6	2	—	1
TOP 2 BOX (4, 5)	1686	34	304	948	400	420	1266	34	144	103	409	996	1238	192	162	49	45
BOT 2 BOX (1, 2)	57	2	17	33	5	12	45	3	9	2	18	25	47	5	3	1	1
Unweighted Base	1935	44	373	1081	437	508	1427	51	173	123	471	1117	1445	217	174	52	47

Notes

*Included in 2024.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q60. How much do you agree that body cameras help in the job function of members of the Puerto Rico Police?

Table 60.2*Level of Agreement that Body Cameras Help the PR Police in the Work**

Yr 2024	TOTAL		POLICE AREA													Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito			
Percentage (%)																
(5) Totally agree	66.0	61.3	68.9	59.6	73.8	60.1	78.3	65.9	72.4	62.0	67.5	72.0	61.6	56.3	68.3	
(4) Somewhat agree	21.1	23.8	24.4	23.0	10.8	26.6	12.4	22.8	14.9	29.6	20.3	20.0	23.3	26.4	17.0	
(3) Nor agree, nor disagree	7.0	9.5	3.0	10.7	10.8	6.9	4.7	6.9	6.0	7.0	4.1	6.7	3.5	8.0	8.3	
(2) Somewhat disagree	1.8	1.2	1.5	1.7	1.5	2.9	—	0.8	3.0	1.4	3.3	—	4.7	—	2.3	
(1) Totally disagree	1.2	3.6	—	1.1	—	0.6	2.3	0.8	1.5	—	—	—	—	3.4	1.5	
Don't know	2.9	0.6	2.2	3.9	3.1	2.9	2.3	2.8	2.2	—	4.9	1.3	7.0	5.7	2.6	
TOP 2 BOX (4, 5)	87.1	85.1	93.3	82.6	84.6	86.7	90.7	88.6	87.3	91.5	87.8	92.0	84.9	82.8	85.3	
BOT 2 BOX (1, 2)	2.9	4.8	1.5	2.8	1.5	3.5	2.3	1.6	4.5	1.4	3.3	—	4.7	3.4	3.8	
AVERAGE	4.5	4.4	4.6	4.4	4.6	4.5	4.7	4.6	4.6	4.5	4.6	4.7	4.5	4.4	4.5	
Frequency																
(5) Totally agree	1278	103	93	106	48	104	101	162	97	44	83	54	53	49	181	
(4) Somewhat agree	408	40	33	41	7	46	16	56	20	21	25	15	20	23	45	
(3) Nor agree, nor disagree	136	16	4	19	7	12	6	17	8	5	5	5	3	7	22	
(2) Somewhat disagree	34	2	2	3	1	5	—	2	4	1	4	—	4	—	6	
(1) Totally disagree	23	6	—	2	—	1	3	2	2	—	—	—	—	3	4	
Don't know	56	1	3	7	2	5	3	7	3	—	6	1	6	5	7	
TOP 2 BOX (4, 5)	1686	143	126	147	55	150	117	218	117	65	108	69	73	72	226	
BOT 2 BOX (1, 2)	57	8	2	5	1	6	3	4	6	1	4	—	4	3	10	
Unweighted Base	1935	168	135	178	65	173	129	246	134	71	123	75	86	87	265	

Notes

*Included in 2024.

Q60. How much do you agree that body cameras help in the job function of members of the Puerto Rico Police?

Most of the officers (87%) agree to some degree that the body cameras help the PR Police to conduct their work. The agreement is a bit lower among those officers with less than 10 years' service time (63%).

APPENDIX A: 2022 TABLES

KNOWLEDGE ABOUT POLICE REFORM

Table 1.1

PR Police Reform Knowledge

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) A lot of knowledge	55.0	48.0	51.0	55.0	62.0 BCD	48.0	58.0 F	56.0	45.0	49.0	52.0	60.0 IJK	47.0	69.0 M	80.0 MN	77.0 M	93.0 MNOP
(4) Some knowledge	42.0	50.0 E	46.0 E	42.0 E	34.0	48.0 G	40.0	44.0	51.0 L	49.0 L	44.0 L	37.0	50.0 NOPQ	28.0 OQ	20.0 Q	23.0 Q	7.0
(3) Have heard, but almost no knowledge	2.0	2.0	2.0	2.0	3.0	3.0	2.0	—	3.0	3.0	2.0	2.0	3.0 O	1.0	—	—	—
(2) Have heard, but no knowledge	—	—	—	—	1.0	1.0	—	—	—	—	1.0	—	—	1.0	—	—	—
(1) Never heard	—	—	1.0 D	—	1.0 D	1.0	—	—	—	—	1.0	—	—	—	—	—	—
HAS KNOWLEDGE (3, 4, 5)	99.0	100.0	99.0	100.0	99.0	99.0	99.0	100.0	100.0	100.0 K	98.0	99.0 K	99.0	99.0	100.0	100.0	100.0
NO KNOWLEDGE (1, 2)	1.0	—	1.0	—	1.0	1.0	1.0	—	—	—	2.0 JL	1.0	1.0	1.0	—	—	—
Frequency																	
(5) A lot of knowledge	1097	39	279	561	218	270	827	44	93	127	237	596	671	180	153	36	57
(4) Some knowledge	840	41	250	431	118	269	571	35	106	127	203	369	713	74	38	11	4
(3) Have heard, but almost no knowledge	42	2	12	18	10	16	26	—	6	7	11	18	39	3	—	—	—
(2) Have heard, but no knowledge	9	—	2	5	2	3	6	—	—	—	5	4	7	2	—	—	—
(1) Never heard	5	—	3	—	2	3	2	—	1	—	3	1	4	1	—	—	—
HAS KNOWLEDGE (3, 4, 5)	14	—	5	5	4	6	8	—	1	—	8	5	11	3	—	—	—
NO KNOWLEDGE (1, 2)	1979	82	541	1010	346	555	1424	79	205	261	451	983	1423	257	191	47	61
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCD, FG, IJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q1. Do you know or have you been informed about the Reform that the PR Police is carrying out to protect the civil rights of citizens, its purpose and what its implementation consists of?

Table 1.2*PR Police Reform Knowledge*

TOTAL		POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) A lot of knowledge	55.0	50.0	50.0	51.0	63.0	58.0	62.0	58.0	52.0	55.0	51.0	61.0	45.0	59.0	58.0
					RSTc		RSTc								
(4) Some knowledge	42.0	48.0	44.0	47.0	35.0	39.0	34.0	40.0	46.0	42.0	47.0	38.0	51.0	38.0	38.0
		UWe		UWe					W		W		UW		
(3) Have heard, but almost no knowledge	2.0	2.0	5.0	1.0	2.0	1.0	2.0	2.0	1.0	2.0	1.0	2.0	3.0	2.0	3.0
			Ta												
(2) Have heard, but no knowledge	—	1.0	1.0	—	—	—	2.0	—	—	1.0	—	—	1.0	1.0	1.0
(1) Never heard	—	—	—	—	—	1.0	—	—	1.0	—	1.0	—	—	—	—
HAS KNOWLEDGE (3,4,5)	99.0	99.0	99.0	100.0	100.0	99.0	98.0	100.0	99.0	99.0	99.0	100.0	99.0	99.0	99.0
NO KNOWLEDGE (1,2)	1.0	1.0	1.0	—	—	1.0	2.0	—	1.0	1.0	1.0	—	1.0	1.0	1.0
Frequency															
(5) A lot of knowledge	1097	95	73	111	68	83	83	119	74	46	71	40	34	58	142
(4) Some knowledge	840	91	64	103	38	56	45	82	65	35	66	25	38	38	94
(3) Have heard, but almost no knowledge	42	4	7	2	2	2	3	4	2	2	1	1	2	2	8
(2) Have heard, but no knowledge	9	1	1	—	—	—	2	—	—	1	—	—	1	1	2
(1) Never heard	5	—	—	1	—	2	—	—	1	—	1	—	—	—	—
HAS KNOWLEDGE (3,4,5)	1979	190	144	216	108	141	131	205	141	83	138	66	74	98	244
NO KNOWLEDGE (1,2)	14	1	1	1	—	2	2	—	1	1	1	—	1	1	2
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q1. Do you know or have you been informed about the Reform that the PR Police is carrying out to protect the civil rights of citizens, its purpose and what its implementation consists of?

Table 2.1*PR Police Reform Level of Impact in Protecting the Civil Rights of Citizens*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	52.8	43.9	46.2	53.1	64.5	43.6	56.4	46.8	44.9	49.4	51.4	56.5	48.6	61.1	63.4	66.0	72.1
				C	BCD		F					IJ		M	M	M	M
(4) Somewhat agree	35.2	39.0	40.5	34.5	28.0	42.2	32.4	39.2	40.5	39.8	33.9	33.1	37.0	31.1	31.9	27.7	24.6
			DE	E		G			L	L			Q				
(3) Nor agree, nor disagree	7.7	11.0	8.9	7.8	4.6	8.8	7.2	8.9	8.3	6.5	11.8	5.9	9.1	4.7	4.2	4.3	1.6
		E	E	E							JL		NOQ				
(2) Somewhat disagree	3.5	3.7	3.5	3.8	2.6	4.7	3.0	3.8	3.9	3.8	2.7	3.7	4.2	2.7	0.5	—	1.6
													O				
(1) Totally disagree	0.9	2.4	0.9	0.9	0.3	0.7	0.9	1.3	2.4	0.4	0.2	0.9	1.1	0.4	—	2.1	—
		E						K								O	
TOP 2 BOX (4, 5)	88.0	82.9	86.7	87.5	92.5	85.8	88.8	86.1	85.4	89.3	85.4	89.5	85.7	92.2	95.3	93.6	96.7
					BCD							K		M	M		M
BOT 2 BOX (1, 2)	4.3	6.1	4.4	4.7	2.9	5.4	3.9	5.1	6.3	4.2	2.9	4.6	5.3	3.1	0.5	2.1	1.6
									K				O				
AVERAGE	4.4	4.2	4.3	4.4	4.5	4.2	4.4	4.3	4.2	4.3	4.3	4.4	4.3	4.5	4.6	4.6	4.7
					BCD		F					I		M	M	M	M
Frequency																	
(5) Totally agree	1045	36	250	536	223	242	803	37	92	129	232	555	692	157	121	31	44
(4) Somewhat agree	696	32	219	348	97	234	462	31	83	104	153	325	527	80	61	13	15
(3) Nor agree, nor disagree	152	9	48	79	16	49	103	7	17	17	53	58	129	12	8	2	1
(2) Somewhat disagree	69	3	19	38	9	26	43	3	8	10	12	36	60	7	1	—	1
(1) Totally disagree	17	2	5	9	1	4	13	1	5	1	1	9	15	1	—	1	—
TOP 2 BOX (4, 5)	1741	68	469	884	320	476	1265	68	175	233	385	880	1219	237	182	44	59
BOT 2 BOX (1, 2)	86	5	24	47	10	30	56	4	13	11	13	45	75	8	1	1	1
Unweighted Base	1979	82	541	1010	346	555	1424	79	205	261	451	983	1423	257	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Base: Among those who have Knowledge about Police PR Reform

Q2. How much do you agree that the PR Police Reform is achieving the protection of citizens' civil rights?

Table 2.2*PR Police Reform Level of Impact in Protecting the Civil Rights of Citizens*

TOTAL				POLICE AREA												Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito			
Percentage (%)																
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)		
(5) Totally agree	52.8	50.5	52.8	56.0	51.9	56.7	55.7	47.8	49.6	49.4	45.7	63.6 Xac	43.2	65.3 RXYZac	54.5	
(4) Somewhat agree	35.2	35.8	31.9	37.0	34.3	32.6	35.9	37.1	37.6	37.3	40.6 d	28.8	41.9 d	26.5	32.8	
(3) Nor agree, nor disagree	7.7	8.9	10.4 W	5.1	8.3	6.4	3.8	10.7 TW	9.9	8.4	8.7	3.0	10.8 W	6.1	6.1	
(2) Somewhat disagree	3.5	3.2	4.9	1.4	4.6	3.5	1.5	4.4	2.8	4.8	3.6	4.5	4.1	1.0	4.9 T	
(1) Totally disagree	0.9	1.6	—	0.5	0.9	0.7	3.1 SKY	—	—	—	1.4	—	—	1.0	1.6	
TOP 2 BOX (4, 5)	88.0	86.3	84.7	93.1 **	86.1	89.4	91.6	84.9	87.2	86.7	86.2	92.4	85.1	91.8	87.3	
BOT 2 BOX (1, 2)	4.3	4.7	4.9	1.9	5.6	4.3	4.6	4.4	2.8	4.8	5.1	4.5	4.1	2.0	6.6 T	
AVERAGE	4.4	4.3	4.3	4.5 RXac	4.3	4.4	4.4	4.3	4.3	4.3	4.3	4.5 Xac	4.2	4.5 **	4.3	
Frequency																
(5) Totally agree	1045	96	76	121	56	80	73	98	70	41	63	42	32	64	133	
(4) Somewhat agree	696	68	46	80	37	46	47	76	53	31	56	19	31	26	80	
(3) Nor agree, nor disagree	152	17	15	11	9	9	5	22	14	7	12	2	8	6	15	
(2) Somewhat disagree	69	6	7	3	5	5	2	9	4	4	5	3	3	1	12	
(1) Totally disagree	17	3	—	1	1	1	4	—	—	—	2	—	—	1	4	
TOP 2 BOX (4, 5)	1741	164	122	201	93	126	120	174	123	72	119	61	63	90	213	
BOT 2 BOX (1, 2)	86	9	7	4	6	6	6	9	4	4	7	3	3	2	16	
Unweighted Base	1979	190	144	216	108	141	131	205	141	83	138	66	74	98	244	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Base: Among those who have Knowledge about Police PR Reform

Q2. How much do you agree that the PR Police Reform is achieving the protection of citizens' civil rights?

Table 3.1*Has PR Police Kept Officers Informed About the Reform Process*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
Yes	71.0	68.0	69.0	71.0	77.0 CD	68.0	73.0	62.0	70.0	69.0	69.0	74.0 HK	70.0	72.0	79.0 M	77.0	80.0
No	29.0	32.0	31.0 E	29.0 E	23.0	32.0	27.0	38.0 L	30.0	31.0	31.0 L	26.0 O	30.0	28.0	21.0	23.0	20.0
Frequency																	
Yes	1422	56	379	717	270	383	1039	49	145	179	315	734	998	188	151	36	49
No	571	26	167	298	80	178	393	30	61	82	144	254	436	72	40	11	12
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q3. Does the PR Police keep its officers informed about the process and achievements of the Reform?

Table 3.2*Has PR Police Kept Officers Informed About the Reform Process*

TOTAL					POLICE AREA										Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua do	Fajardo	Aibonito		
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
Yes	71.0	65.0	74.0	74.0	73.0	71.0	75.0 R	69.0	71.0	74.0	65.0	71.0	72.0	83.0 **	70.0
No	29.0	35.0 Wd	26.0	26.0	27.0	29.0 d	25.0 d	31.0 d	29.0 d	26.0	35.0 d	29.0	28.0	17.0	30.0 d
Frequency															
Yes	1422	124	108	160	79	102	100	141	101	62	90	47	54	82	172
No	571	67	37	57	29	41	33	64	41	22	49	19	21	17	74
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q3. Does the PR Police keep its officers informed about the process and achievements of the Reform?

Table 4.1*Has PR Police Kept Citizens Informed About the Reform Process*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	67.0	59.0	67.0	67.0	71.0	65.0	68.0	57.0	60.0	63.0	68.0	71.0	65.0	68.0	77.0	77.0	77.0
No	33.0	41.0	33.0	33.0	29.0	35.0	32.0	43.0	40.0	37.0	32.0	29.0	35.0	32.0	23.0	23.0	23.0
		E						L	KL	L			O	O			
Frequency																	
Yes	1342	48	365	679	250	366	976	45	123	164	312	698	933	178	148	36	47
No	651	34	181	336	100	195	456	34	83	97	147	290	501	82	43	11	14
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q4. And, does the PR Police keep citizens informed about the process and achievements of the Reform?

Table 4.2*Has PR Police Kept Citizens Informed About the Reform Process*

TOTAL					POLICE AREA										Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua do	Fajardo	Aibonito		
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
Yes	67.0	62.0	63.0	68.0	71.0	69.0	72.0	64.0	70.0	63.0	65.0	65.0	68.0	68.0	
No	33.0	38.0 d	37.0 d	32.0	29.0	31.0	28.0	36.0 d	30.0	37.0	35.0	35.0	32.0	24.0 RSX	
Frequency															
Yes	1342	119	91	148	77	99	96	132	100	53	90	43	51	168	
No	651	72	54	69	31	44	37	73	42	31	49	23	24	78	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	246	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q4. And, does the PR Police keep citizens informed about the process and achievements of the Reform?

PROFESSIONALISM

Table 5.1

Level of Agreement on the Respectful Manner PR Police Officers Act when Intervening with Citizens

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
(5) Totally agree	76.8	70.7	73.4	77.9 C	80.3 C	74.9	77.6	67.1	73.8	73.9	79.7 H	77.6 H	77.0	78.1	77.0	76.6	67.2
(4) Somewhat agree	19.8	23.2	22.5	19.0	17.1	21.6	19.1	27.8 K	22.3	19.2	18.1	19.6	19.2	19.6	22.0	21.3	27.9
(3) Nor agree, nor disagree	2.2	4.9	2.0	2.2	2.0	2.5	2.1	5.1 L	1.5	4.6 KL	1.7	1.7	2.5	1.9	1.0	—	1.6
(2) Somewhat disagree	0.9	—	1.5	0.8	0.6	0.9	0.9	—	1.5	1.9 K	0.2	0.9	1.0	0.4	—	2.1 O	3.3 NO
(1) Totally disagree	0.3	1.2 DE	0.5	0.1	—	0.2	0.3	—	1.0 L	0.4	0.2	0.1	0.3	—	—	—	—
TOP 2 BOX (4, 5)	96.6	93.9	96.0	96.9	97.4	96.4	96.7	94.9	96.1	93.1	97.8 J	97.3 J	96.2	97.7	99.0 M	97.9	95.1
BOT 2 BOX (1, 2)	1.2	1.2	2.0	0.9	0.6	1.1	1.2	—	2.4 K	2.3 K	0.4	1.0	1.3	0.4	—	2.1 O	3.3 NO
AVERAGE	4.7	4.6	4.7	4.7 C	4.8 BC	4.7	4.7	4.6	4.7	4.6	4.8 HIJ	4.7 J	4.7	4.8	4.8 Q	4.7 Q	4.6
Frequency																	
(5) Totally agree	1531	58	401	791	281	420	1111	53	152	193	366	767	1104	203	147	36	41
(4) Somewhat agree	395	19	123	193	60	121	274	22	46	50	83	194	275	51	42	10	17
(3) Nor agree, nor disagree	44	4	11	22	7	14	30	4	3	12	8	17	36	5	2	—	1
(2) Somewhat disagree	18	—	8	8	2	5	13	—	3	5	1	9	14	1	—	1	2
(1) Totally disagree	5	1	3	1	—	1	4	—	2	1	1	1	5	—	—	—	—
TOP 2 BOX (4, 5)	1926	77	524	984	341	541	1385	75	198	243	449	961	1379	254	189	46	58
BOT 2 BOX (1, 2)	23	1	11	9	2	6	17	—	5	6	2	10	19	1	—	1	2
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q5. How much do you agree that the members of the PR Police act respectfully when they intervene with citizens?

Table 5.2*Level of Agreement on the Respectful Manner PR Police Officers Act when Intervening with Citizens*

	TOTAL	POLICE AREA														Head-quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)																
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	76.8	77.0	81.4 b	74.7	77.8	76.2	75.9	81.0 b	74.6	73.8	75.5	68.2	81.3	76.8	76.8	
(4) Somewhat agree	19.8	19.9	17.2	22.6	20.4	21.0	19.5	17.1	20.4	20.2	22.3	25.8	13.3	22.2	17.9	
(3) Nor agree, nor disagree	2.2	2.1	0.7	0.9	0.9	1.4	3.8	2.0	4.2 Td	4.8 STd	1.4	4.5 d	2.7	—	3.3	
(2) Somewhat disagree	0.9	0.5	0.7	1.4	0.9	1.4	0.8	—	0.7	1.2	0.7	1.5	1.3	1.0	1.2	
(1) Totally disagree	0.3	0.5	—	0.5	—	—	—	—	—	—	—	—	1.3	—	0.8	
TOP 2 BOX (4, 5)	96.6	96.9	98.6	97.2	98.1	97.2	95.5	98.0	95.1	94.0	97.8	93.9	94.7	99.0	94.7	
BOT 2 BOX (1, 2)	1.2	1.0	0.7	1.8	0.9	1.4	0.8	—	0.7	1.2	0.7	1.5	2.7 X	1.0	2.0 X	
AVERAGE	4.7	4.7	4.8 b	4.7	4.8	4.7	4.7	4.8 b	4.7	4.7	4.7	4.6	4.7	4.8	4.7	
Frequency																
(5) Totally agree	1531	147	118	162	84	109	101	166	106	62	105	45	61	76	189	
(4) Somewhat agree	395	38	25	49	22	30	26	35	29	17	31	17	10	22	44	
(3) Nor agree, nor disagree	44	4	1	2	1	2	5	4	6	4	2	3	2	—	8	
(2) Somewhat disagree	18	1	1	3	1	2	1	—	1	1	1	1	1	1	3	
(1) Totally disagree	5	1	—	1	—	—	—	—	—	—	—	—	1	—	2	
TOP 2 BOX (4, 5)	1926	185	143	211	106	139	127	201	135	79	136	62	71	98	233	
BOT 2 BOX (1, 2)	23	2	1	4	1	2	1	—	1	1	1	1	2	1	5	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q5. How much do you agree that the members of the PR Police act respectfully when they intervene with citizens?

Table 6.1*Supervisors Communicate with Their Subordinates Police Officers in a Professional Manner*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	73.0	66.0	68.0	73.0	79.0 BCD	70.0	73.0	71.0	66.0	72.0	72.0	75.0 I	68.0	85.0 M	85.0 M	81.0	87.0 M
No	27.0	34.0 E	32.0 E	27.0 E	21.0	30.0	27.0	29.0	34.0 L	28.0	28.0	25.0	32.0 NOQ	15.0	15.0	19.0	13.0
Frequency																	
Yes	1445	54	374	739	278	395	1050	56	135	187	329	738	972	220	162	38	53
No	548	28	172	276	72	166	382	23	71	74	130	250	462	40	29	9	8
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q6. And do you find that supervisors communicate with their subordinates in a professional manner?

Table 6.2*Supervisors Communicate with Their Subordinates Police Officers in a Professional Manner*

TOTAL				POLICE AREA												Head-quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito			
Percentage (%)																
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)		
Yes	73.0	72.0	66.0	73.0	79.0	73.0	68.0	73.0	71.0	74.0	68.0	80.0	67.0	82.0	74.0	
No	27.0	28.0	34.0	27.0	21.0	27.0	32.0	27.0	29.0	26.0	32.0	20.0	33.0	18.0	26.0	
Frequency																
Yes	1445	137	96	158	85	105	90	149	101	62	95	53	50	81	183	
No	548	54	49	59	23	38	43	56	41	22	44	13	25	18	63	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q6. And do you find that supervisors communicate with their subordinates in a professional manner?

Table 7.1*PR Police Officers Receive the Appropriate Technical Training and Supervision to Promote Ethical Behavior*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
Yes	81.0	79.0	75.0	83.0	84.0	78.0	82.0	80.0	76.0	77.0	80.0	83.0	79.0	87.0	86.0	85.0	75.0
No	19.0	21.0	25.0	C	C	22.0	18.0	20.0	24.0	23.0	20.0	17.0	21.0	MQ	M	15.0	25.0
				DE										G	L		
Frequency																	
Yes	1610	65	411	840	294	436	1174	63	156	202	367	822	1135	225	164	40	46
No	383	17	135	175	56	125	258	16	50	59	92	166	299	35	27	7	15
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q7. Does the PR Police receive adequate technical training and supervision to promote ethical behavior?

Table 7.2*PR Police Officers Receive the Appropriate Technical Training and Supervision to Promote Ethical Behavior*

TOTAL		POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
Yes	81.0	75.0	83.0	85.0	84.0	80.0	74.0	75.0	79.0	83.0	76.0	83.0	84.0	83.0	87.0
No	19.0	25.0	17.0	15.0	16.0	20.0	26.0	25.0	21.0	17.0	24.0	17.0	16.0	17.0	13.0
		Te					STUe	Te	e		Te				
Frequency															
Yes	1610	144	121	184	91	115	98	154	112	70	106	55	63	82	215
No	383	47	24	33	17	28	35	51	30	14	33	11	12	17	31
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q7. Does the PR Police receive adequate technical training and supervision to promote ethical behavior?

Table 8.1*Officers Have Adequate Mechanisms to Report Unethical Behavior within the PR Police*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	77.0	76.0	72.0	79.0	83.0	78.0	77.0	75.0	73.0	74.0	75.0	80.0	76.0	78.0	84.0	79.0	87.0
No	23.0	24.0	28.0	21.0	17.0	22.0	23.0	25.0	27.0	26.0	25.0	20.0	24.0	22.0	16.0	21.0	13.0
			DE						L	L	L		O				
Frequency																	
Yes	1543	62	394	797	290	437	1106	59	151	193	345	795	1090	203	160	37	53
No	450	20	152	218	60	124	326	20	55	68	114	193	344	57	31	10	8
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q8. Do officers have adequate mechanisms to report unethical behavior within the PR Police?

Table 8.2*Officers Have Adequate Mechanisms to Report Unethical Behavior within the PR Police*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head- quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	77.0	74.0	70.0	78.0	78.0	79.0	74.0	77.0	78.0	79.0	73.0	83.0	72.0	85.0	84.0
No	23.0	26.0	30.0	22.0	22.0	21.0	26.0	23.0	22.0	21.0	27.0	17.0	28.0	15.0	16.0
		de	bde				de				de		de		
Frequency															
Yes	1543	142	102	169	84	113	98	157	111	66	102	55	54	84	206
No	450	49	43	48	24	30	35	48	31	18	37	11	21	15	40
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q8. Do officers have adequate mechanisms to report unethical behavior within the PR Police?

Table 9.1*Level of Agreement that the Promotion Processes Are Transparent, Equitable and Fair*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	24.5	12.2	25.3 B	24.1 B	27.4 B	22.3	25.4	15.2	19.9	23.4	28.5 HI	24.7	23.8	23.5	28.8	29.8	27.9
(4) Somewhat agree	35.8	43.9	33.2	37.3	33.4	36.9	35.3	41.8	33.5	34.1	34.4	36.8	34.9	41.5 M	37.2	27.7	34.4
(3) Nor agree, nor disagree	15.8	20.7	16.3	16.2	12.9	17.5	15.2	20.3	21.8 KL	15.3	14.8	14.8	17.6	11.2 NO	11.5	12.8	8.2
(2) Somewhat disagree	11.2	7.3	10.4	11.3	13.1	10.5	11.5	11.4	7.8 IL	15.7	10.9	10.9	11.4	8.8	12.0	10.6	14.8
(1) Totally disagree	12.6	15.9	14.8 D	11.0	13.1	12.8	12.6	11.4	17.0 K	11.5	11.3	12.8	12.2	15.0	10.5	19.1	14.8
TOP 2 BOX (4, 5)	60.3	56.1	58.4	61.5	60.9	59.2	60.8	57.0	53.4	57.5	63.0 I	61.5 I	58.7	65.0	66.0	57.4	62.3
BOT 2 BOX (1, 2)	23.9	23.2	25.3	22.4	26.3	23.4	24.1	22.8	24.8	27.2	22.2	23.7	23.6	23.8	22.5	29.8	29.5
AVERAGE	3.5	3.3	3.4	3.5	3.5	3.5	3.5	3.4	3.3	3.4	3.6 I	3.5	3.5	3.5	3.6	3.4	3.5
Frequency																	
(5) Totally agree	489	10	138	245	96	125	364	12	41	61	131	244	342	61	55	14	17
(4) Somewhat agree	713	36	181	379	117	207	506	33	69	89	158	364	500	108	71	13	21
(3) Nor agree, nor disagree	315	17	89	164	45	98	217	16	45	40	68	146	253	29	22	6	5
(2) Somewhat disagree	224	6	57	115	46	59	165	9	16	41	50	108	164	23	23	5	9
(1) Totally disagree	252	13	81	112	46	72	180	9	35	30	52	126	175	39	20	9	9
TOP 2 BOX (4, 5)	1202	46	319	624	213	332	870	45	110	150	289	608	842	169	126	27	38
BOT 2 BOX (1, 2)	476	19	138	227	92	131	345	18	51	71	102	234	339	62	43	14	18
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q9. How much do you agree that the promotion processes are transparent, equitable, and fair?

Table 9.2*Level of Agreement that the Promotion Processes Are Transparent, Equitable and Fair*

	TOTAL	POLICE AREA													Head- quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaodo	Fajardo	Aibonito	
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
(5) Totally agree	24.5	28.8	21.4	24.0	22.2	25.9	21.8	25.4	25.4	26.2	20.9	19.7	20.0	36.4 **	23.6
(4) Somewhat agree	35.8	27.2	38.6 R	39.2 RW	39.8 R	40.6 RW	28.6	31.7	40.1 RW	35.7	41.0 RW	40.9 R	34.7	35.4	34.1
(3) Nor agree, nor disagree	15.8	18.8 V	15.9 V	16.1 V	13.0	7.7	15.8 V	17.6 V	16.2 V	17.9 V	14.4	16.7	17.3 V	12.1	18.3 V
(2) Somewhat disagree	11.2	9.9	11.7	12.0	9.3	15.4 d	15.0 d	10.2	9.2	9.5	8.6	13.6	16.0 d	5.1	12.2 d
(1) Totally disagree	12.6	15.2 T	12.4	8.8	15.7	10.5	18.8 TY	15.1 T	9.2	10.7	15.1	9.1	12.0	11.1	11.8
TOP 2 BOX (4, 5)	60.3	56.0	60.0	63.1 W	62.0	66.4 W	50.4	57.1	65.5 W	61.9	61.9	60.6	54.7	71.7 RWXce	57.7
BOT 2 BOX (1, 2)	23.9	25.1	24.1	20.7	25.0	25.9	33.8 TVZde	25.4	18.3	20.2	23.7	22.7	28.0	16.2	24.0
AVERAGE	3.5	3.5	3.5	3.6 W	3.4	3.6 W	3.2	3.4	3.6 W	3.6	3.4	3.5	3.4	3.8 **	3.5
Frequency															
(5) Totally agree	489	55	31	52	24	37	29	52	36	22	29	13	15	36	58
(4) Somewhat agree	713	52	56	85	43	58	38	65	57	30	57	27	26	35	84
(3) Nor agree, nor disagree	315	36	23	35	14	11	21	36	23	15	20	11	13	12	45
(2) Somewhat disagree	224	19	17	26	10	22	20	21	13	8	12	9	12	5	30
(1) Totally disagree	252	29	18	19	17	15	25	31	13	9	21	6	9	11	29
TOP 2 BOX (4, 5)	1202	107	87	137	67	95	67	117	93	52	86	40	41	71	142
BOT 2 BOX (1, 2)	476	48	35	45	27	37	45	52	26	17	33	15	21	16	59
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q9. How much do you agree that the promotion processes are transparent, equitable, and fair?

USE OF FORCE

Table 10.1

Level of Agreement that PR Police Officers Have Been Trained with Modern Techniques to Prevent the Excessive Use of Force When Intervening with Citizens

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	70.6	59.8	64.8	71.4	80.0	68.6	71.4	59.5	63.1	71.3	68.8	73.8	67.8	78.1	79.1	70.2	80.3
				BC	BCD					H		HI		M	M		M
(4) Somewhat agree	23.4	25.6	26.9	23.6	16.6	24.6	22.9	25.3	28.6	23.4	24.8	21.5	25.4	18.1	16.8	27.7	16.4
			E	E					L				NO				
(3) Nor agree, nor disagree	3.1	9.8	4.6	2.3	1.7	3.6	2.9	11.4	4.9	2.3	2.6	2.5	3.8	2.3	1.0	—	—
		DE	DE					IJKL									
(2) Somewhat disagree	1.9	1.2	1.6	2.3	1.1	1.8	1.9	1.3	1.5	1.9	2.2	1.8	1.8	1.5	2.1	2.1	3.3
(1) Totally disagree	1.0	3.7	2.0	0.4	0.6	1.4	0.8	2.5	1.9	1.1	1.5	0.4	1.3	—	1.0	—	—
		DE	D					L	L		L						
TOP 2 BOX (4, 5)	94.0	85.4	91.8	95.1	96.6	93.2	94.3	84.8	91.7	94.6	93.7	95.2	93.2	96.2	95.8	97.9	96.7
				BC	BC					H	H	HI					
BOT 2 BOX (1, 2)	2.9	4.9	3.7	2.7	1.7	3.2	2.7	3.8	3.4	3.1	3.7	2.2	3.1	1.5	3.1	2.1	3.3
AVERAGE	4.6	4.4	4.5	4.6	4.7	4.6	4.6	4.4	4.5	4.6	4.6	4.7	4.6	4.7	4.7	4.7	4.7
				BC	BCD					H	H	HIK		M	M		
Frequency																	
(5) Totally agree	1408	49	354	725	280	385	1023	47	130	186	316	729	972	203	151	33	49
(4) Somewhat agree	466	21	147	240	58	138	328	20	59	61	114	212	364	47	32	13	10
(3) Nor agree, nor disagree	62	8	25	23	6	20	42	9	10	6	12	25	54	6	2	—	—
(2) Somewhat disagree	37	1	9	23	4	10	27	1	3	5	10	18	26	4	4	1	2
(1) Totally disagree	20	3	11	4	2	8	12	2	4	3	7	4	18	—	2	—	—
TOP 2 BOX (4, 5)	1874	70	501	965	338	523	1351	67	189	247	430	941	1336	250	183	46	59
BOT 2 BOX (1, 2)	57	4	20	27	6	18	39	3	7	8	17	22	44	4	6	1	2
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q10. How much do you agree that the PR Police has trained its members with modern techniques necessary to prevent the excessive use of force when intervening with citizens?

Table 10.2*Level of Agreement that PR Police Officers Have Been Trained with Modern Techniques to Prevent the Excessive Use of Force When Intervening with Citizens*

	TOTAL	POLICE AREA														Head- quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)																
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	70.6	69.1 a	76.6 ac	74.2 ac	73.1 a	70.6 a	75.2 ac	68.3	69.0	69.0	58.3	72.7 a	61.3	75.8 ac	72.4 a	
(4) Somewhat agree	23.4	20.4	20.7	23.5	18.5	21.0	16.5	26.3 w	23.9	27.4	34.5 **	25.8	32.0 RUW	22.2	21.1	
(3) Nor agree, nor disagree	3.1	4.7	1.4	1.8	3.7	4.9	3.0	2.4	4.9	2.4	2.2	—	6.7 STbd	1.0	3.7	
(2) Somewhat disagree	1.9	2.6 T	1.4	—	4.6 Tyd	1.4	3.0 T	2.4 T	0.7	1.2	5.0 TyCd	1.5	—	—	1.6	
(1) Totally disagree	1.0	3.1 STXa	—	0.5	—	2.1	2.3	0.5	1.4	—	—	—	—	1.0	1.2	
TOP 2 BOX (4, 5)	94.0	89.5	97.2 RUVW	97.7 **	91.7	91.6	91.7	94.6	93.0	96.4	92.8	98.5 R	93.3	98.0 RUVW	93.5	
BOT 2 BOX (1, 2)	2.9	5.8 STc	1.4	0.5	4.6 T	3.5 T	5.3 Tc	2.9 T	2.1	1.2	5.0 Tc	1.5	—	1.0	2.8	
AVERAGE	4.6	4.5	4.7 Rac	4.7 RVac	4.6	4.6	4.6	4.6	4.6	4.6	4.5	4.7 a	4.6	4.7 Ra	4.6	
Frequency																
(5) Totally agree	1408	132	111	161	79	101	100	140	98	58	81	48	46	75	178	
(4) Somewhat agree	466	39	30	51	20	30	22	54	34	23	48	17	24	22	52	
(3) Nor agree, nor disagree	62	9	2	4	4	7	4	5	7	2	3	—	5	1	9	
(2) Somewhat disagree	37	5	2	—	5	2	4	5	1	1	7	1	—	—	4	
(1) Totally disagree	20	6	—	1	—	3	3	1	2	—	—	—	—	1	3	
TOP 2 BOX (4, 5)	1874	171	141	212	99	131	122	194	132	81	129	65	70	97	230	
BOT 2 BOX (1, 2)	57	11	2	1	5	5	7	6	3	1	7	1	—	1	7	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q10. How much do you agree that the PR Police has trained its members with modern techniques necessary to prevent the excessive use of force when intervening with citizens?

Table 11.1*PR Police Officers Respect and Protect the Right to Free Expression of Citizens When Responding to a Demonstration*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	99.0	99.0	99.0	99.0	99.0	99.0	99.0	100.0	99.0	99.0	98.0	99.0	99.0	99.0	100.0	100.0	100.0
No	1.0	1.0	1.0	1.0	1.0	1.0	1.0	—	1.0	1.0	2.0	1.0	1.0	1.0	—	—	—
Frequency																	
Yes	1969	81	539	1003	346	554	1415	79	204	259	449	978	1413	257	191	47	61
No	24	1	7	12	4	7	17	—	2	2	10	10	21	3	—	—	—
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q11. Do you consider that members of the Police respect and protect the right to free expression of citizens when responding to a demonstration such as: strikes, marches, etc.?

Table 11.2*PR Police Officers Respect and Protect the Right to Free Expression of Citizens When Responding to a Demonstration*

TOTAL				POLICE AREA											
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
Yes	99.0	98.0	99.0	98.0	100.0	100.0	99.0	100.0	100.0	99.0	96.0	98.0	100.0	98.0	99.0
No	1.0	2.0	1.0	2.0	a	a	—	a	a	—	4.0	2.0	—	2.0	a
UVXYe															
Frequency															
Yes	1969	188	143	212	108	143	132	204	142	83	133	65	75	97	244
No	24	3	2	5	—	—	1	1	—	1	6	1	—	2	2
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

NotesZ-test = Significant Level 95% - Examined Columns **RSTUVWXYZabcde**.^{**} Significantly higher than > 5 police areas.

Q11. Do you consider that members of the Police respect and protect the right to free expression of citizens when responding to a demonstration such as: strikes, marches, etc.?

Table 12.1*Resources that PR Police Officers Have to Protect Citizens' Right to Free Expression During A Demonstration or Conglomeration of People Situation*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(1) Have received training, but do not have the right equipment	59.0	46.0	60.0	61.0	56.0	58.0	59.0	57.0	52.0	58.0	62.0	60.0	59.0	58.0	68.0	64.0	36.0
			B	B							I	I	Q	Q	MNQ	Q	
(2) Have not received training, but have the right equipment	35.0	44.0	34.0	34.0	40.0	36.0	35.0	37.0	38.0	37.0	32.0	36.0	35.0	37.0	31.0	30.0	57.0
					CD												MNOP
(3) Have received the training and have the right equipment	1.0	5.0	1.0	2.0	—	2.0	1.0	3.0	2.0	2.0	1.0	1.0	2.0	1.0	—	—	3.0
		CE		E													O
(4) Have not received training, nor do have the right equipment	4.0	5.0	6.0	4.0	3.0	4.0	4.0	4.0	8.0	3.0	5.0	3.0	4.0	5.0	2.0	6.0	3.0
			D						JL								
TRAINING (1, 3)	94.0	90.0	93.0	94.0	97.0	94.0	94.0	94.0	90.0	95.0	94.0	96.0	94.0	94.0	98.0	94.0	93.0
					BC					I		I			MNQ		
RIGHT EQUIPMENT (2, 3)	37.0	49.0	35.0	36.0	40.0	38.0	36.0	39.0	40.0	39.0	33.0	37.0	37.0	38.0	31.0	30.0	61.0
		CD															MNOP
Frequency																	
(1) Have received training, but do not have the right equipment	1176	38	326	615	197	327	849	45	107	151	285	588	845	150	129	30	22
(2) Have not received training, but have the right equipment	705	36	184	344	141	201	504	29	78	96	146	356	502	95	59	14	35
(3) Have received the training and have the right equipment	29	4	5	20	—	11	18	2	5	5	6	11	24	3	—	—	2
(4) Have not received training, nor do have the right equipment	83	4	31	36	12	22	61	3	16	9	22	33	63	12	3	3	2
TRAINING (1, 3)	1881	74	510	959	338	528	1353	74	185	247	431	944	1347	245	188	44	57
RIGHT EQUIPMENT (2, 3)	734	40	189	364	141	212	522	31	83	101	152	367	526	98	59	14	37
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

NotesZ-test = Significant Level 95% - Examined Columns **BCDE, FG, HIJKL, MNOPQ**.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q12. Which of the following alternatives best describes the resources you have to protect the right to free expression of citizens during a demonstration or situation of conglomeration of people?

Table 12.2*Resources that PR Police Officers Have to Protect Citizens' Right to Free Expression During A Demonstration or Conglomeration of People Situation*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
(1) Have received training, but do not have the right equipment	59.0	56.0	63.0	65.0	58.0	67.0	53.0	58.0	63.0	62.0	68.0	50.0	65.0	55.0	47.0
			e	Wbe	e	RWbde		e	e	e	RWbde		e		
(2) Have not received training, but have the right equipment	35.0	39.0	32.0	32.0	35.0	28.0	40.0	31.0	30.0	29.0	27.0	50.0	31.0	40.0	49.0
		Va					Va					**		Va	**
(3) Have received the training and have the right equipment	1.0	1.0	1.0	1.0	3.0	3.0	2.0	1.0	2.0	2.0	1.0	—	—	1.0	1.0
								**		Tb					
(4) Have not received training, nor do have the right equipment	4.0	4.0	3.0	2.0	4.0	2.0	5.0	10.0	5.0	7.0	3.0	—	4.0	4.0	3.0
								**		Tb					
TRAINING (1, 3)	94.0	95.0	95.0	97.0	94.0	95.0	93.0	89.0	93.0	90.0	96.0	100.0	96.0	95.0	96.0
		X	X	XZ		X					X	UWXYZ			X
RIGHT EQUIPMENT (2, 3)	37.0	40.0	33.0	33.0	38.0	31.0	41.0	32.0	32.0	31.0	29.0	50.0	31.0	41.0	50.0
		a					a					**		a	**
Frequency															
(1) Have received training, but do not have the right equipment	1176	107	92	140	63	96	71	119	90	52	95	33	49	54	115
(2) Have not received training, but have the right equipment	705	74	46	70	38	40	53	63	42	24	38	33	23	40	121
(3) Have received the training and have the right equipment	29	2	2	2	3	4	2	3	3	2	2	—	—	1	3
(4) Have not received training, nor do have the right equipment	83	8	5	5	4	3	7	20	7	6	4	—	3	4	7
TRAINING (1, 3)	1881	181	138	210	101	136	124	182	132	76	133	66	72	94	236
RIGHT EQUIPMENT (2, 3)	734	76	48	72	41	44	55	66	45	26	40	33	23	41	124
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q12. Which of the following alternatives best describes the resources you have to protect the right to free expression of citizens during a demonstration or situation of conglomeration of people?

Table 13.1*PR Police Officers Have Received Effective Training to Intervene Appropriately with Citizens with Mental Health Problems*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	54.0	59.0	51.0	53.0	58.0	53.0	54.0	63.0	53.0	54.0	50.0	55.0	55.0	54.0	52.0	38.0	43.0
No	46.0	41.0	49.0	47.0	42.0	47.0	46.0	37.0	47.0	46.0	50.0	45.0	45.0	46.0	48.0	62.0	57.0
Frequency																	
Yes	1075	48	281	542	204	300	775	50	109	141	230	545	790	141	100	18	26
No	918	34	265	473	146	261	657	29	97	120	229	443	644	119	91	29	35
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q13. Have the members of the PR Police received effective training to intervene appropriately with citizens who have mental health problems?

Table 13.2*PR Police Officers Have Received Effective Training to Intervene Appropriately with Citizens with Mental Health Problems*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head- quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	54.0	54.0 a	54.0 a	47.0	54.0	50.0	56.0 a	56.0 a	61.0 Tac	55.0	42.0	53.0	45.0	57.0 a	63.0 TVac
No	46.0	46.0	46.0	53.0 Ye	46.0	50.0 e	44.0	44.0	39.0	45.0	58.0 **	47.0	55.0 Ye	43.0	37.0
Frequency															
Yes	1075	104	79	101	58	71	75	115	86	46	59	35	34	56	156
No	918	87	66	116	50	72	58	90	56	38	80	31	41	43	90
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q13. Have the members of the PR Police received effective training to intervene appropriately with citizens who have mental health problems?

SEARCHES AND SEIZURES**Table 14.1***PR Police Officers Explain the Reasons in a Clear and Respectful Manner when Intervene with a Citizen*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	93.0	93.0	93.0	93.0	95.0	93.0	94.0	97.0	93.0	92.0	93.0	94.0	93.0	94.0	92.0	91.0	97.0
No	7.0	7.0	7.0	7.0	5.0	7.0	6.0	3.0	7.0	8.0	7.0	6.0	7.0	6.0	8.0	9.0	3.0
Frequency																	
Yes	1863	76	509	947	331	520	1343	77	191	241	425	929	1340	245	176	43	59
No	130	6	37	68	19	41	89	2	15	20	34	59	94	15	15	4	2
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPO.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q14. Do the members of the PR Police explain in a clear and respectful way the reasons when they intervene with a citizen?

Table 14.2*PR Police Officers Explain the Reasons in a Clear and Respectful Manner when Intervene with a Citizen*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	93.0	95.0	93.0	92.0	92.0	93.0	95.0	95.0	94.0	94.0	92.0	94.0	91.0	92.0	95.0
No	7.0	5.0	7.0	8.0	8.0	7.0	5.0	5.0	6.0	6.0	8.0	6.0	9.0	8.0	5.0
Frequency															
Yes	1863	181	135	200	99	133	126	194	134	79	128	62	68	91	233
No	130	10	10	17	9	10	7	11	8	5	11	4	7	8	13
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q14. Do the members of the PR Police explain in a clear and respectful way the reasons when they intervene with a citizen?

Table 15.1

PR Police Officers Frequency that Have Justified Reasons When Make Arrests, Searches or Seizures of Any Citizen or Property, or Seizures Based on Probable Cause as Established By Law

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Always	54.0	59.0	54.0	55.0	49.0	52.0	54.0	51.0	61.0 L	52.0	54.0	52.0	54.0	50.0	54.0	53.0	59.0
Most of the time	45.0	39.0	44.0	44.0	49.0	45.0	44.0	47.0	36.0	46.0 I	44.0 I	46.0 I	44.0	49.0	45.0	47.0	41.0
Sometimes	2.0	2.0	3.0 D	1.0	2.0	2.0	1.0	3.0	3.0	2.0	2.0	1.0	2.0	1.0	1.0	—	—
Almost never	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Never	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Frequency																	
Always	1068	48	293	556	171	291	777	40	126	136	248	518	774	130	103	25	36
Most of the time	891	32	239	447	173	255	636	37	74	121	204	455	630	128	86	22	25
Sometimes	33	2	14	11	6	14	19	2	6	4	7	14	29	2	2	—	—
Almost never	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Never	1	—	—	1	—	1	—	—	—	—	—	1	1	—	—	—	—
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q15. How often do members of the PR Police have justified reasons when they make arrests, searches or raids on any citizen or property, or make seizures based on probable cause as established by law?

Table 15.2

PR Police Officers Frequency that Have Justified Reasons When Make Arrests, Searches or Seizures of Any Citizen or Property, or Seizures Based on Probable Cause as Established By Law

TOTAL		POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
Always	54.0	51.0	61.0 UXZ	53.0	46.0	66.0 **	52.0	50.0	53.0	44.0	54.0	59.0	49.0	58.0	54.0
Most of the time	45.0	47.0 V	38.0 V	45.0 SV	51.0 SV	34.0 V	47.0 SV	49.0 SV	44.0 SV	54.0 SV	44.0	38.0 V	49.0 V	42.0	44.0
Sometimes	2.0	2.0	1.0	2.0	3.0 V	—	2.0	1.0	3.0 V	2.0	2.0	3.0 V	1.0	—	2.0
Almost never	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Never	—	1.0	—	—	—	—	—	—	—	—	—	—	—	—	—
Frequency															
Always	1068	98	88	114	50	94	69	102	75	37	75	39	37	57	133
Most of the time	891	89	55	98	55	49	62	101	63	45	61	25	37	42	109
Sometimes	33	3	2	5	3	0	2	2	4	2	3	2	1	—	4
Almost never	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Never	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q15. How often do members of the PR Police have justified reasons when they make arrests, searches or raids on any citizen or property, or make seizures based on probable cause as established by law?

Table 16.1*Treatment Provided By PR Police Officers to Citizens During Interventions*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK					
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																		
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
(4) Very appropriate	71.5	73.2	70.3	70.7	74.9	66.7	73.3 F	72.2	72.8	69.3	71.9	71.5	70.9	71.9	77.0	63.8	70.5	
(3) Somewhat appropriate	27.7	25.6	28.4	28.5	24.9	32.4	25.8 G	27.8	25.2	29.9	27.5	27.7	28.2	27.3	23.0	34.0	27.9	
(2) Somewhat inappropriate	0.8	1.2	1.1	0.8	0.3	0.9	0.8	—	1.9	0.4	0.7	0.8	0.8	0.8	—	2.1 O	1.6	
(1) Very inappropriate	0.1	—	0.2	—	—	—	0.1	—	—	0.4	—	—	0.1	—	—	—	—	
TOP 2 BOX (3, 4)	99.1	98.8	98.7	99.2	99.7	99.1	99.2	100.0	98.1	99.2	99.3	99.2	99.1	99.2	100.0 P	97.9	98.4	
BOT 2 BOX (1, 2)	0.9	1.2	1.3	0.8	0.3	0.9	0.8	—	1.9	0.8	0.7	0.8	0.9	0.8	—	2.1 O	1.6	
AVERAGE	3.7	3.7	3.7	3.7	3.8	3.7	3.7 F	3.7	3.7	3.7	3.7	3.7	3.7	3.7	3.8 P	3.6	3.7	
Frequency																		
(4) Very appropriate	1424	60	384	718	262	374	1050	57	150	181	330	706	1017	187	147	30	43	
(3) Somewhat appropriate	552	21	155	289	87	182	370	22	52	78	126	274	404	71	44	16	17	
(2) Somewhat inappropriate	16	1	6	8	1	5	11	—	4	1	3	8	12	2	—	1	1	
(1) Very inappropriate	1	—	1	—	—	—	1	—	—	1	—	—	1	—	—	—	—	
TOP 2 BOX (3, 4)	1976	81	539	1007	349	556	1420	79	202	259	456	980	1421	258	191	46	60	
BOT 2 BOX (1, 2)	17	1	7	8	1	5	12	—	4	2	3	8	13	2	—	1	1	
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61	

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPO.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q16. How would you describe the treatment provided by the members of the PR Police to the citizens during the interventions?

Table 16.2*Treatment Provided By PR Police Officers to Citizens During Interventions*

TOTAL		POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head- quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(4) Very appropriate	71.5	73.3	77.2 T	65.0	73.1	69.2	72.9	75.1 T	67.6	66.7	76.3 T	66.7	69.3	69.7	72.8
(3) Somewhat appropriate	27.7	25.7	22.1	34.1 Sx	25.0	29.4	26.3	24.9	31.7	32.1	22.3	33.3	29.3	30.3	26.4
(2) Somewhat inappropriate	0.8	1.0	0.7	0.5	1.9	1.4	0.8	—	0.7	1.2	1.4	—	1.3	—	0.8
(1) Very inappropriate	0.1	—	—	0.5	—	—	—	—	—	—	—	—	—	—	—
TOP 2 BOX (3, 4)	99.1	99.0	99.3	99.1	98.1	98.6	99.2	100.0	99.3	98.8	98.6	100.0	98.7	100.0	99.2
BOT 2 BOX (1, 2)	0.9	1.0	0.7	0.9	1.9	1.4	0.8	—	0.7	1.2	1.4	—	1.3	—	0.8
AVERAGE	3.7	3.7	3.8 T	3.6	3.7	3.7	3.7	3.8 T	3.7	3.7	3.8 T	3.7	3.7	3.7	3.7
Frequency															
(4) Very appropriate	1424	140	112	141	79	99	97	154	96	56	106	44	52	69	179
(3) Somewhat appropriate	552	49	32	74	27	42	35	51	45	27	31	22	22	30	65
(2) Somewhat inappropriate	16	2	1	1	2	2	1	—	1	1	2	—	1	—	2
(1) Very inappropriate	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—
TOP 2 BOX (3, 4)	1976	189	144	215	106	141	132	205	141	83	137	66	74	99	244
BOT 2 BOX (1, 2)	17	2	1	2	2	2	1	—	1	1	2	—	1	—	2
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q16. How would you describe the treatment provided by the members of the PR Police to the citizens during the interventions?

Table 17.1*Police Officer Field Supervisors Follow the Standards to Respond to the Scene of an Arrest When Required*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	83.0	85.0	78.0	85.0	86.0	83.0	83.0	84.0	83.0	80.0	80.0	85.0	81.0	93.0	87.0	81.0	85.0
No	17.0	15.0	22.0	C	C	17.0	17.0	16.0	17.0	20.0	20.0	K	19.0	MP	M	19.0	15.0
				DE								L		NO	N		
Frequency																	
Yes	1659	70	426	863	300	464	1195	66	172	210	368	843	1161	241	167	38	52
No	334	12	120	152	50	97	237	13	34	51	91	145	273	19	24	9	9
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q17. Does a field supervisor comply with the regulations to respond to the scene of an arrest when required?

Table 17.2*Police Officer Field Supervisors Follow the Standards to Respond to the Scene of an Arrest When Required*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head- quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	83.0	84.0 c	81.0	86.0 ac	81.0	91.0 **	78.0	84.0 c	80.0	85.0	77.0	85.0	73.0	84.0	87.0 WYac
No	17.0	16.0	19.0 V	14.0	19.0 V	9.0	22.0 Ve	16.0	20.0 Ve	15.0	23.0 TVe	15.0	27.0 RTVXe	16.0	13.0
Frequency															
Yes	1659	161	118	186	88	130	104	172	113	71	107	56	55	83	215
No	334	30	27	31	20	13	29	33	29	13	32	10	20	16	31
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q17. Does a field supervisor comply with the regulations to respond to the scene of an arrest when required?

Table 18.1*PR Police Has Practice that a Supervisor Officers Verifies that the Arrested Persons Have No Injuries, and If Have, Make Sure Receive Adequate Medical Attention*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	91.0	91.0	88.0	92.0	94.0	88.0	93.0	91.0	87.0	92.0	90.0	93.0	89.0	97.0	97.0	96.0	92.0
No	9.0	9.0	12.0	C	C	12.0	7.0	9.0	13.0	8.0	10.0	IK	M	M	4.0	8.0	
				DE								G	L	L			NO
Frequency																	
Yes	1822	75	483	936	328	495	1327	72	180	239	412	919	1283	252	186	45	56
No	171	7	63	79	22	66	105	7	26	22	47	69	151	8	5	2	5
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q18. Is it a practice in the PR Police that a supervisor verifies that those arrested do not have injuries, and if they do, make sure that they receive adequate medical attention?

Table 18.2

PR Police Has Practice that a Supervisor Officers Verifies that the Arrested Persons Have No Injuries, and If Have, Make Sure Receive Adequate Medical Attention

TOTAL					POLICE AREA											Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaado	Fajardo	Aibonito			
Percentage (%)																
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)		
Yes	91.0	92.0	94.0	88.0	90.0	94.0	93.0	89.0	92.0	87.0	93.0	98.0	89.0	96.0	91.0	
No	9.0	8.0	6.0	12.0	10.0	6.0	7.0	11.0	8.0	13.0	7.0	2.0	11.0	4.0	9.0	
				Vbd	b			bd		bd			b	TXZ	b	
Frequency																
Yes	1822	175	136	191	97	135	124	182	130	73	129	65	67	95	223	
No	171	16	9	26	11	8	9	23	12	11	10	1	8	4	23	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q18. Is it a practice in the PR Police that a supervisor verifies that those arrested do not have injuries, and if they do, make sure that they receive adequate medical attention?

EQUAL PROTECTION AND NON-DISCRIMINATION

Table 19.1

PR Police Has Representation of Different Ethnic Groups or Sectors of Society in PR

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	66.0	63.0	67.0	67.0	65.0	63.0	68.0	75.0 K	72.0 K	69.0 K	61.0	67.0 K	65.0	68.0	71.0	72.0	77.0 M
No	34.0	37.0	33.0	33.0	35.0	37.0	32.0	25.0	28.0	31.0	39.0 HIJL	33.0	35.0 Q	32.0	29.0	28.0	23.0
Frequency																	
Yes	1323	52	367	677	227	356	967	59	148	179	279	658	929	177	136	34	47
No	670	30	179	338	123	205	465	20	58	82	180	330	505	83	55	13	14
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q19. Do you think that the PR Police has representation from different ethnic groups or sectors of society in Puerto Rico?

Table 19.2

PR Police Has Representation of Different Ethnic Groups or Sectors of Society in PR

TOTAL					POLICE AREA										
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
Yes	66.0	72.0 STa	58.0	61.0	67.0 a	65.0	65.0	67.0	71.0	64.0	52.0	77.0 STa	69.0 a	74.0 a STa	
No	34.0	28.0	42.0 RYbe	39.0 Rbe	33.0	35.0	35.0	33.0	29.0	36.0	48.0 **	23.0	31.0	26.0	
Frequency															
Yes	1323	137	84	133	72	93	86	137	101	54	72	51	52	182	
No	670	54	61	84	36	50	47	68	41	30	67	15	23	64	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	246	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q19. Do you think that the PR Police has representation from different ethnic groups or sectors of society in Puerto Rico?

Table 20.1*Level of Agreement that Supervisor Officers Treat All PR Police Officers in the Same Way without Any Kind of Discrimination*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	40.7	30.5	35.5	40.4	52.0 BCD	33.7	43.4 F	30.4	30.1	36.0	39.4 I	45.5 HIJK	35.1	56.2 M	58.1 M	42.6	49.2 M
(4) Somewhat agree	29.7	32.9	28.4	31.1	26.6	31.0	29.1	34.2	31.1	28.0	30.7	28.9	30.2	27.7	25.1	38.3	32.8
(3) Nor agree, nor disagree	8.9	9.8	11.0	8.4	7.1	9.3	8.8	11.4	11.7	10.0	9.6	7.6	10.5 NO	5.4	4.7	4.3	4.9
(2) Somewhat disagree	10.5	12.2	10.8	11.2	7.7	11.9	10.0	15.2	10.7	14.2 L	9.6	9.6	12.2 N	5.4	7.9	6.4	4.9
(1) Totally disagree	9.8	14.6 E	13.7 DE	8.5	6.3	13.4 G	8.4	8.9	15.5 L	11.5	10.2	8.0	11.4 NO	5.4	4.2	8.5	8.2
Don't know	0.4	—	0.5	0.4	0.3	0.7	0.3	—	1.0	0.4	0.4	0.3	0.6	—	—	—	—
TOP 2 BOX (4, 5)	70.3	63.4	63.9	71.5 C	78.6 BCD	64.7	72.6 F	64.6	61.2	64.0	70.2 I	74.5 IJ	65.3	83.8 M	83.2 M	80.9 M	82.0 M
BOT 2 BOX (1, 2)	20.3	26.8 E	24.5 DE	19.7 E	14.0	25.3 G	18.4	24.1	26.2 L	25.7 L	19.8	17.6	23.6 NO	10.8	12.0	14.9	13.1
AVERAGE	3.8	3.5	3.6	3.8 BC	4.1 BCD	3.6	3.9 F	3.6	3.5	3.6	3.8 I	4.0 HIJK	3.7	4.2 M	4.3 M	4.0	4.1 M
Frequency																	
(5) Totally agree	811	25	194	410	182	189	622	24	62	94	181	450	504	146	111	20	30
(4) Somewhat agree	591	27	155	316	93	174	417	27	64	73	141	286	433	72	48	18	20
(3) Nor agree, nor disagree	178	8	60	85	25	52	126	9	24	26	44	75	150	14	9	2	3
(2) Somewhat disagree	210	10	59	114	27	67	143	12	22	37	44	95	175	14	15	3	3
(1) Totally disagree	195	12	75	86	22	75	120	7	32	30	47	79	164	14	8	4	5
Don't know	8	—	3	4	1	4	4	—	2	1	2	3	8	—	—	—	—
TOP 2 BOX (4, 5)	1402	52	349	726	275	363	1039	51	126	167	322	736	937	218	159	38	50
BOT 2 BOX (1, 2)	405	22	134	200	49	142	263	19	54	67	91	174	339	28	23	7	8
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q20. How much do you agree that supervisors treat all members of the PR Police in the same way without any type of discrimination such as; gender, origin, ethnicity, sexual orientation, nationality, ideology or political affiliation, etc.?

Table 20.2*Level of Agreement that Supervisor Officers Treat All PR Police Officers in the Same Way without Any Kind of Discrimination*

TOTAL		POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaodo	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	40.7	40.3	42.8	35.5	39.8	46.9 T	40.6	38.0	42.3	41.7	36.0	51.5 Ta	45.3	45.5	38.6
(4) Somewhat agree	29.7	29.3	24.8	30.0	34.3	26.6	27.8	29.3	29.6	26.2	38.8 SV	33.3	26.7	29.3	29.7
(3) Nor agree, nor disagree	8.9	7.3	11.7	9.7	6.5	6.3	9.8	10.7	7.7	11.9	5.8	4.5	9.3	9.1	11.0
(2) Somewhat disagree	10.5	12.6 Z	9.7	14.3 UZb	5.6	12.6	11.3	9.8	13.4 UZ	4.8	9.4	4.5	10.7	9.1	10.6
(1) Totally disagree	9.8	9.9	10.3	10.6	11.1	7.7	9.0	12.2	6.3	15.5 Y	10.1	6.1	8.0	7.1	10.2
Don't know	0.4	0.5	0.7	—	2.8 TVXae	—	1.5	—	0.7	—	—	—	—	—	—
TOP 2 BOX (4, 5)	70.3	69.6	67.6	65.4	74.1	73.4	68.4	67.3	71.8	67.9	74.8	84.8 **	72.0	74.7	68.3
BOT 2 BOX (1, 2)	20.3	22.5 b	20.0	24.9 b	16.7	20.3	20.3	22.0 b	19.7	20.2	19.4	10.6	18.7	16.2	20.7
AVERAGE	3.8	3.8	3.8	3.7	3.9	3.9	3.8	3.7	3.9	3.7	3.8	4.2 **	3.9	4.0	3.8
Frequency															
(5) Totally agree	811	77	62	77	43	67	54	78	60	35	50	34	34	45	95
(4) Somewhat agree	591	56	36	65	37	38	37	60	42	22	54	22	20	29	73
(3) Nor agree, nor disagree	178	14	17	21	7	9	13	22	11	10	8	3	7	9	27
(2) Somewhat disagree	210	24	14	31	6	18	15	20	19	4	13	3	8	9	26
(1) Totally disagree	195	19	15	23	12	11	12	25	9	13	14	4	6	7	25
Don't know	8	1	1	—	3	—	2	—	1	—	—	—	—	—	—
TOP 2 BOX (4, 5)	1402	133	98	142	80	105	91	138	102	57	104	56	54	74	168
BOT 2 BOX (1, 2)	405	43	29	54	18	29	27	45	28	17	27	7	14	16	51
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q20. How much do you agree that supervisors treat all members of the PR Police in the same way without any type of discrimination such as; gender, origin, ethnicity, sexual orientation, nationality, ideology or political affiliation, etc.?

Table 21.1*Level of Agreement that PR Police Officers Do Not Discriminate Against Citizens When Providing Protection Services*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	64.2	64.6	61.9	64.2	67.7	58.3	66.6 F	70.9 J	62.6	56.3	66.4 J	65.1 J	62.8	68.1	66.5	66.0	72.1
(4) Somewhat agree	29.3	29.3	31.0	29.2	26.9	32.1	28.1	24.1	31.1	36.8 HKL	25.3	29.1	29.7	27.3	29.8	29.8	24.6
(3) Nor agree, nor disagree	4.1	6.1	4.6	3.9	3.4	6.8 G	3.1	3.8	4.9	4.2	5.4	3.3	4.8 O	3.1	1.6	4.3	—
(2) Somewhat disagree	2.2	—	2.6	2.4	1.4	2.7	2.0	1.3	1.5	2.3	2.4	2.2	2.4	1.2	2.1	—	3.3
(1) Totally disagree	0.3	—	—	0.3	0.6	0.2	0.3	—	—	0.4	0.4	0.2	0.3	0.4	—	—	—
TOP 2 BOX (4, 5)	93.5	93.9	92.9	93.4	94.6	90.4	94.7 F	94.9	93.7	93.1	91.7	94.2	92.5	95.4	96.3	95.7	96.7
BOT 2 BOX (1, 2)	2.4	—	2.6	2.7	2.0	2.9	2.2	1.3	1.5	2.7	2.8	2.4	2.6	1.5	2.1	—	3.3
AVERAGE	4.6	4.6	4.5	4.6	4.6	4.5	4.6 F	4.7 J	4.6	4.5	4.6	4.6 J	4.5	4.6	4.6	4.6	4.7
Frequency																	
(5) Totally agree	1280	53	338	652	237	327	953	56	129	147	305	643	901	177	127	31	44
(4) Somewhat agree	583	24	169	296	94	180	403	19	64	96	116	288	426	71	57	14	15
(3) Nor agree, nor disagree	82	5	25	40	12	38	44	3	10	11	25	33	69	8	3	2	—
(2) Somewhat disagree	43	—	14	24	5	15	28	1	3	6	11	22	34	3	4	—	2
(1) Totally disagree	5	—	—	3	2	1	4	—	—	1	2	2	4	1	—	—	—
TOP 2 BOX (4, 5)	1863	77	507	948	331	507	1356	75	193	243	421	931	1327	248	184	45	59
BOT 2 BOX (1, 2)	48	—	14	27	7	16	32	1	3	7	13	24	38	4	4	—	2
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q21. And, how much do you agree that the members of the PR Police do not discriminate against citizens when providing protection services?

Table 21.2*Level of Agreement that PR Police Officers Do Not Discriminate Against Citizens When Providing Protection Services*

	TOTAL	POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaodo	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	64.2	65.4 T	71.7 Te	53.5	64.8	68.5 T	65.4 T	67.3 T	66.9 T	60.7	67.6 T	59.1	68.0 T	60.6	61.8
(4) Somewhat agree	29.3	29.3	23.4	37.3 SWXac	26.9	29.4	26.3	28.3	29.6	28.6	25.9	36.4 c	18.7	31.3	31.3 c
(3) Nor agree, nor disagree	4.1	3.1	3.4	5.5 V	4.6 V	0.7	4.5 V	2.4	3.5	7.1 V	2.9	3.0	9.3 RVXa	5.1 V	5.3 V
(2) Somewhat disagree	2.2	2.1	0.7	3.7 Y	3.7 Y	0.7	2.3	2.0	—	3.6 Y	3.6 Y	1.5	2.7	3.0 Y	1.6
(1) Totally disagree	0.3	—	0.7	—	—	0.7	1.5	—	—	—	—	—	1.3	—	—
TOP 2 BOX (4, 5)	93.5	94.8 c	95.2 c	90.8	91.7	97.9 **	91.7	95.6 Zc	96.5 TZc	89.3	93.5	95.5	86.7	91.9	93.1
BOT 2 BOX (1, 2)	2.4	2.1	1.4	3.7 Y	3.7 Y	1.4	3.8 Y	2.0	—	3.6 Y	3.6 Y	1.5	4.0 Y	3.0 Y	1.6
AVERAGE	4.6	4.6 T	4.7 T	4.4	4.5	4.6 T	4.5	4.6 T	4.6 T	4.5 T	4.6 T	4.5	4.5	4.5	4.5
Frequency															
(5) Totally agree	1280	125	104	116	70	98	87	138	95	51	94	39	51	60	152
(4) Somewhat agree	583	56	34	81	29	42	35	58	42	24	36	24	14	31	77
(3) Nor agree, nor disagree	82	6	5	12	5	1	6	5	5	6	4	2	7	5	13
(2) Somewhat disagree	43	4	1	8	4	1	3	4	—	3	5	1	2	3	4
(1) Totally disagree	5	—	1	—	—	1	2	—	—	—	—	—	1	—	—
TOP 2 BOX (4, 5)	1863	181	138	197	99	140	122	196	137	75	130	63	65	91	229
BOT 2 BOX (1, 2)	48	4	2	8	4	2	5	4	0	3	5	1	3	3	4
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q21. And, how much do you agree that the members of the PR Police do not discriminate against citizens when providing protection services?

Table 22.1*Level of Agreement that the PR Police Identifies and Solves Hate Crimes in a Timely and Appropriate Manner*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	53.5	50.0	56.4	51.9	54.3	49.7	55.0 F	53.2	51.5	52.5	56.6	52.7	53.6	53.8	55.5	46.8	49.2
(4) Somewhat agree	33.7	30.5	32.6	34.6	33.7	34.9	33.2	27.8	31.6	35.2	31.8	35.1	33.9	34.2	31.4	36.2	32.8
(3) Nor agree, nor disagree	9.2	11.0	7.9	10.1	8.3	10.3	8.8	12.7	11.7	8.4	8.5	9.0	8.8	10.8	9.4	8.5	13.1
(2) Somewhat disagree	2.5	6.1 C	2.0	2.5	2.3	3.7 G	2.0	6.3 KL	2.9	2.7	1.7	2.3	2.5	1.2	3.1	6.4 N	1.6
(1) Totally disagree	1.1	2.4	1.1	0.9	1.4	1.2	1.0	— L	2.4	1.1	1.3	0.8	1.3	—	0.5	2.1 N	3.3 N
TOP 2 BOX (4, 5)	87.2	80.5	89.0 B	86.5	88.0	84.7	88.2 F	81.0	83.0	87.7	88.5	87.9	87.4	88.1	86.9	83.0	82.0
BOT 2 BOX (1, 2)	3.6	8.5 CD	3.1	3.3	3.7	5.0 G	3.0	6.3	5.3	3.8	3.1	3.1	3.8 N	1.2	3.7	8.5 N	4.9
AVERAGE	4.4	4.2	4.4 B	4.3	4.4	4.3	4.4 F	4.3	4.3	4.4	4.4	4.4	4.4	4.4	4.4	4.2	4.2
Frequency																	
(5) Totally agree	1066	41	308	527	190	279	787	42	106	137	260	521	768	140	106	22	30
(4) Somewhat agree	672	25	178	351	118	196	476	22	65	92	146	347	486	89	60	17	20
(3) Nor agree, nor disagree	184	9	43	103	29	58	126	10	24	22	39	89	126	28	18	4	8
(2) Somewhat disagree	49	5	11	25	8	21	28	5	6	7	8	23	36	3	6	3	1
(1) Totally disagree	22	2	6	9	5	7	15	—	5	3	6	8	18	—	1	1	2
TOP 2 BOX (4, 5)	1738	66	486	878	308	475	1263	64	171	229	406	868	1254	229	166	39	50
BOT 2 BOX (1, 2)	71	7	17	34	13	28	43	5	11	10	14	31	54	3	7	4	3
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q22. How much do you agree that the PR Police identifies and solves Hate Crimes in a timely and adequate manner?

Table 22.2*Level of Agreement that the PR Police Identifies and Solves Hate Crimes in a Timely and Appropriate Manner*

	TOTAL	POLICE AREA														Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaodo	Fajardo	Aibonito			
Percentage (%)																
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	53.5	53.9	55.2	44.2	58.3	60.1	55.6	48.3	54.9	51.2	56.1	51.5	52.0	52.5	57.3	
		T	T		T	TX	T		T		T				T	
(4) Somewhat agree	33.7	31.4	35.9	37.8	29.6	30.8	32.3	38.5	35.2	32.1	28.1	30.3	37.3	36.4	32.5	
								a								
(3) Nor agree, nor disagree	9.2	9.9	4.8	14.3	9.3	7.7	7.5	9.8	8.5	11.9	10.8	15.2	6.7	10.1	5.7	
				Se								Se				
(2) Somewhat disagree	2.5	3.1	2.1	3.2	1.9	0.7	4.5	2.9	0.7	4.8	2.9	1.5	1.3	1.0	2.4	
							VY			VY						
(1) Totally disagree	1.1	1.6	2.1	0.5	0.9	0.7	—	0.5	0.7	—	2.2	1.5	2.7	—	2.0	
TOP 2 BOX (4, 5)	87.2	85.3	91.0	82.0	88.0	90.9	88.0	86.8	90.1	83.3	84.2	81.8	89.3	88.9	89.8	
			T			T			T						T	
BOT 2 BOX (1, 2)	3.6	4.7	4.1	3.7	2.8	1.4	4.5	3.4	1.4	4.8	5.0	3.0	4.0	1.0	4.5	
AVERAGE	4.4	4.3	4.4	4.2	4.4	4.5	4.4	4.3	4.4	4.3	4.3	4.3	4.4	4.4	4.4	
			T		T	TX			T						T	
Frequency																
(5) Totally agree	1066	103	80	96	63	86	74	99	78	43	78	34	39	52	141	
(4) Somewhat agree	672	60	52	82	32	44	43	79	50	27	39	20	28	36	80	
(3) Nor agree, nor disagree	184	19	7	31	10	11	10	20	12	10	15	10	5	10	14	
(2) Somewhat disagree	49	6	3	7	2	1	6	6	1	4	4	1	1	1	6	
(1) Totally disagree	22	3	3	1	1	1	—	1	1	—	3	1	2	—	5	
TOP 2 BOX (4, 5)	1738	163	132	178	95	130	117	178	128	70	117	54	67	88	221	
BOT 2 BOX (1, 2)	71	9	6	8	3	2	6	7	2	4	7	2	3	1	11	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q22. How much do you agree that the PR Police identifies and solves Hate Crimes in a timely and adequate manner?

Table 23.1*Level of Agreement that the PR Police Effectively Deals with Domestic Violence and Sexual Assault Cases*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	66.2	65.9	63.0	66.4	70.9	62.4	67.7	67.1	67.0	60.9	65.4	67.8	66.2	66.5	70.2	51.1	65.6
(4) Somewhat agree	26.9	22.0	28.8	27.7	22.9	28.2	26.4	25.3	22.8	31.8	25.9	27.0	26.7	27.7	23.6	46.8	23.0
(3) Nor agree, nor disagree	3.4	6.1	4.4	2.9	2.9	3.9	3.2	3.8	6.3	2.3	4.4	2.6	3.4	3.8	3.7	—	3.3
(2) Somewhat disagree	2.4	2.4	2.6	2.2	2.9	4.1	1.7	2.5	2.4	3.4	3.1	1.8	2.5	1.2	2.1	2.1	6.6
(1) Totally disagree	1.1	3.7	1.3	0.9	0.6	1.4	0.9	1.3	1.5	1.5	1.3	0.7	1.2	0.8	0.5	—	1.6
TOP 2 BOX (4, 5)	93.1	87.8	91.8	94.1	93.7	90.6	94.1	92.4	89.8	92.7	91.3	94.8	92.9	94.2	93.7	97.9	88.5
BOT 2 BOX (1, 2)	3.5	6.1	3.8	3.1	3.4	5.5	2.7	3.8	3.9	5.0	4.4	2.5	3.7	1.9	2.6	2.1	8.2
AVERAGE	4.6	4.4	4.5	4.6	4.6	4.5	4.6	4.5	4.5	4.5	4.5	4.6	4.5	4.6	4.6	4.5	4.4
Frequency																	
(5) Totally agree	1320	54	344	674	248	350	970	53	138	159	300	670	949	173	134	24	40
(4) Somewhat agree	536	18	157	281	80	158	378	20	47	83	119	267	383	72	45	22	14
(3) Nor agree, nor disagree	68	5	24	29	10	22	46	3	13	6	20	26	49	10	7	—	2
(2) Somewhat disagree	48	2	14	22	10	23	25	2	5	9	14	18	36	3	4	1	4
(1) Totally disagree	21	3	7	9	2	8	13	1	3	4	6	7	17	2	1	—	1
TOP 2 BOX (4, 5)	1856	72	501	955	328	508	1348	73	185	242	419	937	1332	245	179	46	54
BOT 2 BOX (1, 2)	69	5	21	31	12	31	38	3	8	13	20	25	53	5	5	1	5
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q23. How much do you agree that the PR Police effectively handles cases of Domestic Violence and Sexual Assault?

Table 23.2*Level of Agreement that the PR Police Effectively Deals with Domestic Violence and Sexual Assault Cases*

	TOTAL				POLICE AREA											Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito			
Percentage (%)																
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)		
(5) Totally agree	66.2	63.4	71.0	65.4	66.7	71.3	60.9	66.8	69.0	59.5	62.6	72.7	66.7	60.6	68.7	
(4) Somewhat agree	26.9	26.7	24.1	29.0	25.9	22.4	26.3	25.9	25.4	35.7 Vc	29.5	24.2	21.3	33.3	27.2	
(3) Nor agree, nor disagree	3.4	5.2 Ue	4.1 U	3.7 U	—	5.6 Ue	5.3 Ue	2.9	4.2 U	3.6 U	2.2	1.5	5.3 U	2.0	1.6	
(2) Somewhat disagree	2.4	3.1 S	—	1.8	3.7 S	0.7	4.5 SV	3.4 S	1.4	1.2	4.3 S	1.5	4.0 S	2.0	2.0	
(1) Totally disagree	1.1	1.6	0.7	—	3.7 TVYe	—	3.0 TVYe	1.0	—	—	1.4	—	2.7 T	2.0 T	0.4	
TOP 2 BOX (4, 5)	93.1	90.1	95.2 W	94.5 W	92.6	93.7	87.2	92.7	94.4 W	95.2	92.1	97.0 Wc	88.0	93.9	95.9 RWc	
BOT 2 BOX (1, 2)	3.5	4.7 SV	0.7	1.8	7.4 **	0.7	7.5 **	4.4 SV	1.4	1.2	5.8 STV	1.5	6.7 STVY	4.0	2.4	
AVERAGE	4.6	4.5	4.7 RW	4.6 W	4.5	4.6 RW	4.4	4.5	4.6 W	4.5	4.5	4.7 W	4.5	4.5	4.6 RW	
Frequency																
(5) Totally agree	1320	121	103	142	72	102	81	137	98	50	87	48	50	60	169	
(4) Somewhat agree	536	51	35	63	28	32	35	53	36	30	41	16	16	33	67	
(3) Nor agree, nor disagree	68	10	6	8	—	8	7	6	6	3	3	1	4	2	4	
(2) Somewhat disagree	48	6	—	4	4	1	6	7	2	1	6	1	3	2	5	
(1) Totally disagree	21	3	1	—	4	—	4	2	—	—	2	—	2	2	1	
TOP 2 BOX (4, 5)	1856	172	138	205	100	134	116	190	134	80	128	64	66	93	236	
BOT 2 BOX (1, 2)	69	9	1	4	8	1	10	9	2	1	8	1	5	4	6	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

NotesZ-test = Significant Level 95% - Examined Columns **RSTUVWXYZabcde**.

** Significantly higher than > 5 police areas.

Q23. How much do you agree that the PR Police effectively handles cases of Domestic Violence and Sexual Assault?

Table 24.1*PR Police Officers Provide Victims of Domestic Violence and Sexual Assault Proper Treatment*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	93.0	94.0	91.0	93.0	95.0	90.0	94.0	99.0	90.0	92.0	91.0	93.0	92.0	92.0	94.0	96.0	93.0
No	7.0	6.0	9.0	7.0	5.0	10.0	6.0	1.0	10.0	8.0	9.0	7.0	8.0	8.0	6.0	4.0	7.0
			E			G			H	H	H						
Frequency																	
Yes	1845	77	496	941	331	504	1341	78	186	241	418	922	1326	238	179	45	57
No	148	5	50	74	19	57	91	1	20	20	41	66	108	22	12	2	4
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

NotesZ-test = Significant Level 95% - Examined Columns **BCDE, FG, HIJKL, MNOPQ**.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q24. According to your perception, do you consider that the members of the PR Police treat victims of Domestic Violence and Sexual Assault appropriately?

Table 24.2*PR Police Officers Provide Victims of Domestic Violence and Sexual Assault Proper Treatment*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	93.0	94.0	92.0	91.0	92.0	97.0	88.0	94.0	92.0	93.0	91.0	98.0	88.0	91.0	93.0
No	7.0	6.0	8.0	9.0	8.0	3.0	12.0	6.0	8.0	7.0	9.0	2.0	12.0	9.0	7.0
				Vb			Vxb				Vb		Vb	Vb	
Frequency															
Yes	1845	179	134	198	99	139	117	193	131	78	126	65	66	90	230
No	148	12	11	19	9	4	16	12	11	6	13	1	9	9	16
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q24. According to your perception, do you consider that the members of the PR Police treat victims of Domestic Violence and Sexual Assault appropriately?

Table 25.1*PR Police Officers Have Been Guided with Specific Guidelines and Rules to Interact or Intervene in an Appropriate Way with Transgender or Transsexual People*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
	Percentage (%)																
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
(5) Totally agree	77.9	68.3	75.1	78.6 B	82.6 BC	80.2	77.0	70.9	77.2	75.1	76.9	79.9	76.6	78.8	82.7	83.6	
(4) Somewhat agree	18.3	23.2	19.0	18.4	15.4	16.4	19.0	21.5	18.0	19.5	18.1	17.8	19.5	16.9	14.1	10.6	
(3) Nor agree, nor disagree	2.3	4.9 E	3.3 E	2.1	0.9	2.0	2.4	6.3 L	2.4	3.8 L	2.4	1.5	2.4	3.1	1.6	—	
(2) Somewhat disagree	0.8	1.2 DE	1.8 DE	0.4	0.3	0.9	0.8	1.3	1.0	—	2.0 JL	0.4	0.8	—	1.6 N	1.6 N	
(1) Totally disagree	0.4	2.4 DE	0.5	0.1	0.3	0.5	0.3	—	1.5 L	0.8	0.2	0.1	0.3	0.8	—	2.1 MO	
Don't know	0.4	—	0.2	0.4	0.6	—	0.5	—	—	0.8	0.4	0.3	0.4	0.4	—	—	
TOP 2 BOX (4, 5)	96.2	91.5	94.1	97.0 BC	98.0 BC	96.6	96.0	92.4	95.1	94.6	95.0	97.7 HIJK	96.0	95.8	96.9	97.9	
BOT 2 BOX (1, 2)	1.2	3.7 DE	2.4 DE	0.5	0.6	1.4	1.0	1.3	2.4 L	0.8	2.2 L	0.5	1.1	0.8	1.6	2.1	
AVERAGE	4.7	4.5	4.7	4.8 BC	4.8 BC	4.8	4.7	4.6	4.7	4.7	4.7	4.8 HIJK	4.7	4.7	4.8	4.8	
	Frequency																
(5) Totally agree	1553	56	410	798	289	450	1103	56	159	196	353	789	1098	205	158	41	
(4) Somewhat agree	364	19	104	187	54	92	272	17	37	51	83	176	279	44	27	5	
(3) Nor agree, nor disagree	46	4	18	21	3	11	35	5	5	10	11	15	35	8	3	—	
(2) Somewhat disagree	16	1	10	4	1	5	11	1	2	—	9	4	12	—	3	—	
(1) Totally disagree	7	2	3	1	1	3	4	—	3	2	1	1	4	2	—	1	
Don't know	7	—	1	4	2	—	7	—	—	2	2	3	6	1	—	—	
TOP 2 BOX (4, 5)	1917	75	514	985	343	542	1375	73	196	247	436	965	1377	249	185	46	
BOT 2 BOX (1, 2)	23	3	13	5	2	8	15	1	5	2	10	5	16	2	3	1	
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q25. How much do you agree that the members of the PR Police have been oriented with specific guidelines and norms to interact or intervene appropriately with transgender or transsexual people of the LGBTIQ+ community?

Table 25.2*PR Police Officers Have Been Guided with Specific Guidelines and Rules to Interact or Intervene in an Appropriate Way with Transgender or Transsexual People*

TOTAL		POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaodo	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	77.9	79.1	80.0	76.5	78.7	80.4	78.2	76.1	75.4	73.8	74.1	77.3	76.0	81.8	80.9
(4) Somewhat agree	18.3	15.7	17.2	21.2	19.4	16.1	17.3	19.0	20.4	19.0	24.5 Rde	19.7	20.0	13.1	15.0
(3) Nor agree, nor disagree	2.3	2.1	0.7	0.9	0.9	2.1	2.3	4.9 ST	2.8	6.0 STU	1.4	1.5	1.3	3.0	2.4
(2) Somewhat disagree	0.8	2.1 X	1.4	0.9	—	0.7	1.5	—	—	1.2	—	1.5	—	1.0	0.8
(1) Totally disagree	0.4	1.0	—	—	0.9	0.7	—	—	0.7	—	—	—	—	1.0	0.4
Don't know	0.4	—	0.7	0.5	—	—	0.8	—	0.7	—	—	—	2.7 RX	—	0.4
TOP 2 BOX (4, 5)	96.2	94.8	97.2	97.7 Z	98.1	96.5	95.5	95.1	95.8	92.9	98.6 Z	97.0	96.0	94.9	95.9
BOT 2 BOX (1, 2)	1.2	3.1 Xa	1.4	0.9	0.9	1.4	1.5	—	0.7	1.2	—	1.5	—	2.0 X	1.2
AVERAGE	4.7	4.7	4.8	4.7	4.8	4.8	4.7	4.7	4.7	4.7	4.7	4.7	4.8	4.7	4.8
Frequency															
(5) Totally agree	1553	151	116	166	85	115	104	156	107	62	103	51	57	81	199
(4) Somewhat agree	364	30	25	46	21	23	23	39	29	16	34	13	15	13	37
(3) Nor agree, nor disagree	46	4	1	2	1	3	3	10	4	5	2	1	1	3	6
(2) Somewhat disagree	16	4	2	2	—	1	2	—	—	1	—	1	—	1	2
(1) Totally disagree	7	2	—	—	1	1	—	—	1	—	—	—	—	1	1
Don't know	7	—	1	1	—	—	1	—	1	—	—	—	2	—	1
TOP 2 BOX (4, 5)	1917	181	141	212	106	138	127	195	136	78	137	64	72	94	236
BOT 2 BOX (1, 2)	23	6	2	2	1	2	2	—	1	1	—	1	—	2	3
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q25. How much do you agree that the members of the PR Police have been oriented with specific guidelines and norms to interact or intervene appropriately with transgender or transsexual people of the LGBTIQ+ community?

Table 26.1*Level of Agreement that the Conduct of PR Police Officers Is Reasonable towards Arrested Citizens*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
(5) Totally agree	76.6	76.8	74.9	75.8	81.7 CD	68.6	79.7 F	81.0	76.2	72.4	75.4	78.0	74.6	79.6	83.2 M	83.0	85.2
(4) Somewhat agree	21.2	22.0	22.0	22.1	17.1	26.7 G	19.0	17.7	19.9	26.1 L	21.6	20.2	22.8 O	18.1	16.2	17.0	14.8
(3) Nor agree, nor disagree	1.7	1.2	2.6 E	1.6	0.6	3.2 G	1.0	1.3	2.4	1.5	2.2	1.3	1.9	1.9	0.5	—	—
(2) Somewhat disagree	0.5	—	0.5	0.5	0.3	1.2 G	0.1	—	1.0	—	0.9	0.3	0.6	—	—	—	—
(1) Totally disagree	0.1	—	—	0.1	0.3	0.2	0.1	—	0.5	—	—	0.1	0.1	0.4	—	—	—
TOP 2 BOX (4, 5)	97.8	98.8	96.9	97.8	98.9	95.4	98.7 F	98.7	96.1	98.5	96.9	98.3 I	97.4	97.7	99.5	100.0	100.0
BOT 2 BOX (1, 2)	0.6	—	0.5	0.6	0.6	1.4 G	0.2	—	1.5	—	0.9	0.4	0.7	0.4	—	—	—
AVERAGE	4.7	4.8	4.7	4.7	4.8 CD	4.6	4.8 F	4.8	4.7	4.7	4.7	4.8	4.7	4.8	4.8 M	4.8	4.9 M
Frequency																	
(5) Totally agree	1527	63	409	769	286	385	1142	64	157	189	346	771	1070	207	159	39	52
(4) Somewhat agree	422	18	120	224	60	150	272	14	41	68	99	200	327	47	31	8	9
(3) Nor agree, nor disagree	33	1	14	16	2	18	15	1	5	4	10	13	27	5	1	—	—
(2) Somewhat disagree	9	—	3	5	1	7	2	—	2	—	4	3	9	—	—	—	—
(1) Totally disagree	2	—	—	1	1	1	1	—	1	—	—	1	1	1	—	—	—
TOP 2 BOX (4, 5)	1949	81	529	993	346	535	1414	78	198	257	445	971	1397	254	190	47	61
BOT 2 BOX (1, 2)	11	—	3	6	2	8	3	—	3	—	4	4	10	1	—	—	—
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q26. And, how much do you agree that the conduct of the PR Police members is reasonable towards the arrested citizens?

Table 26.2*Level of Agreement that the Conduct of PR Police Officers Is Reasonable towards Arrested Citizens*

TOTAL		POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	76.6	75.9	81.4	72.8	82.4	81.8	74.4	76.1	72.5	76.2	75.5	75.8	73.3	74.7	78.9
(4) Somewhat agree	21.2	21.5	17.2	25.3	15.7	16.1	22.6	21.0	25.4	20.2	23.0	22.7	22.7	24.2	19.1
(3) Nor agree, nor disagree	1.7	2.1	1.4	0.9	0.9	2.1	1.5	2.4	2.1	2.4	0.7	1.5	2.7	1.0	1.6
(2) Somewhat disagree	0.5	0.5	—	0.9	—	—	0.8	0.5	—	1.2	0.7	—	1.3	—	0.4
(1) Totally disagree	0.1	—	—	—	0.9	—	0.8	—	—	—	—	—	—	—	—
TOP 2 BOX (4, 5)	97.8	97.4	98.6	98.2	98.1	97.9	97.0	97.1	97.9	96.4	98.6	98.5	96.0	99.0	98.0
BOT 2 BOX (1, 2)	0.6	0.5	—	0.9	0.9	—	1.5	0.5	—	1.2	0.7	—	1.3	—	0.4
AVERAGE	4.7	4.7	4.8	4.7	4.8	4.8	4.7	4.7	4.7	4.7	4.7	4.7	4.7	4.7	4.8
Frequency															
(5) Totally agree	1527	145	118	158	89	117	99	156	103	64	105	50	55	74	194
(4) Somewhat agree	422	41	25	55	17	23	30	43	36	17	32	15	17	24	47
(3) Nor agree, nor disagree	33	4	2	2	1	3	2	5	3	2	1	1	2	1	4
(2) Somewhat disagree	9	1	—	2	—	—	1	1	—	1	1	—	1	—	1
(1) Totally disagree	2	—	—	—	1	—	1	—	—	—	—	—	—	—	—
TOP 2 BOX (4, 5)	1949	186	143	213	106	140	129	199	139	81	137	65	72	98	241
BOT 2 BOX (1, 2)	11	1	—	2	1	—	2	1	—	1	1	—	1	—	1
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

NotesZ-test = Significant Level 95% - Examined Columns **RSTUVWXYZabcde**.

** Significantly higher than > 5 police areas.

Q26. And, how much do you agree that the conduct of the PR Police members is reasonable towards the arrested citizens?

RECRUITMENT, SELECTION AND HIRING**Table 27.1***PR Police Has the Conditions and Benefits to Employ Qualified People to Be Officers of the Police Corps*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	42.0	41.0	40.0	42.0	46.0	45.0	41.0	39.0	43.0	45.0	42.0	42.0	43.0	40.0	38.0	40.0	49.0
No	58.0	59.0	60.0	58.0	54.0	55.0	59.0	61.0	57.0	55.0	58.0	58.0	57.0	60.0	62.0	60.0	51.0
Frequency																	
Yes	845	34	220	430	161	255	590	31	89	117	194	414	620	104	72	19	30
No	1148	48	326	585	189	306	842	48	117	144	265	574	814	156	119	28	31
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

NotesZ-test = Significant Level 95% - Examined Columns **BCDE, FG, HIJKL, MNOPO**.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q27. According to your perception, do you consider that the PR Police has the conditions and benefits to hire qualified people to be members of the police force?

Table 27.2*PR Police Has the Conditions and Benefits to Employ Qualified People to Be Officers of the Police Corps*

	POLICE AREA														
	TOTAL	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	42.0	44.0 a	40.0	41.0	50.0 VXa	35.0	47.0 Va	37.0	40.0	38.0	31.0	47.0 a	44.0	57.0 **	49.0 VXa
No	58.0	56.0 d	60.0 d	59.0 d	50.0	65.0 UWde	53.0	63.0 Ude	60.0 d	62.0 d	69.0 **	53.0	56.0	43.0	51.0
Frequency															
Yes	845	84	58	88	54	50	62	76	57	32	43	31	33	56	121
No	1148	107	87	129	54	93	71	129	85	52	96	35	42	43	125
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q27. According to your perception, do you consider that the PR Police has the conditions and benefits to hire qualified people to be members of the police force?

Table 28.1*PR Police Recruits Candidates with the Right Characteristics to Promote the Philosophy of Community Policing and the Protection of Civil Rights*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	69.0	63.0	67.0	70.0	72.0	68.0	70.0	68.0	67.0	67.0	70.0	70.0	69.0	73.0	67.0	66.0	80.0
No	31.0	37.0	33.0	30.0	28.0	32.0	30.0	32.0	33.0	33.0	30.0	30.0	31.0	27.0	33.0	34.0	20.0
Frequency																	
Yes	1382	52	368	709	253	380	1002	54	139	175	323	691	985	189	128	31	49
No	611	30	178	306	97	181	430	25	67	86	136	297	449	71	63	16	12
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q28. Does the PR Police recruit candidates with the ideal characteristics to promote the philosophy of the community police and the protection of civil rights?

Table 28.2*PR Police Recruits Candidates with the Right Characteristics to Promote the Philosophy of Community Policing and the Protection of Civil Rights*

	POLICE AREA														
	TOTAL	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	69.0	68.0	66.0	68.0	74.0	71.0	65.0	68.0	70.0	69.0	64.0	71.0	69.0	65.0	79.0
No	31.0	32.0 e	34.0 e	32.0 e	26.0	29.0	35.0 e	32.0 e	30.0 e	31.0	36.0 e	29.0	31.0	35.0 e	21.0 RSTWXYad
Frequency															
Yes	1382	129	95	147	80	102	86	140	99	58	89	47	52	64	194
No	611	62	50	70	28	41	47	65	43	26	50	19	23	35	52
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q28. Does the PR Police recruit candidates with the ideal characteristics to promote the philosophy of the community police and the protection of civil rights?

Table 29.1

PR Police Has an Effective and Attractive Promotional Campaign to Gather the Attention of Various Sectors of the Community for the Recruitment of New Officers

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
	Percentage (%)																
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
Yes	31.0	28.0	30.0	30.0	37.0 CD	34.0 G	30.0	25.0	31.0	31.0	33.0	31.0	31.0	32.0	31.0	43.0	
No	69.0	72.0 E	70.0 E	70.0 E	63.0 F	66.0 F	70.0 F	75.0	69.0	69.0	67.0	69.0	69.0	68.0	69.0	57.0	
	Frequency																
Yes	620	23	165	304	128	193	427	20	64	80	150	306	441	82	59	12	26
No	1373	59	381	711	222	368	1005	59	142	181	309	682	993	178	132	35	35
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q29. Do you consider that the PR Police has an effective and attractive promotional campaign to draw the attention of various sectors of the community for the recruitment of new members?

Table 29.2

PR Police Has an Effective and Attractive Promotional Campaign to Gather the Attention of Various Sectors of the Community for the Recruitment of New Officers

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarter
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	31.0	28.0	25.0	28.0	39.0 **	24.0	38.0 **	22.0	31.0 a	31.0	20.0	36.0 Xa	33.0 a	42.0 **	44.0 **
No	69.0	72.0 UWde	75.0 UWde	72.0 UWde	61.0 UWde	76.0 UWde	62.0 UWde	78.0 UWbde	69.0 e	69.0 e	80.0 **	64.0	67.0	58.0	56.0
Frequency															
Yes	620	53	36	60	42	34	51	46	44	26	28	24	25	42	109
No	1373	138	109	157	66	109	82	159	98	58	111	42	50	57	137
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q29. Do you consider that the PR Police has an effective and attractive promotional campaign to draw the attention of various sectors of the community for the recruitment of new members?

Table 30.1

PR Police Has the Necessary Incentives, Conditions, and Initiatives to Retain its Human Talent

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	11.0	15.0	10.0	10.0	13.0	11.0	11.0	13.0	11.0	11.0	10.0	11.0	11.0	10.0	11.0	9.0	5.0
No	89.0	85.0	90.0	90.0	87.0	89.0	89.0	87.0	89.0	89.0	90.0	89.0	89.0	90.0	89.0	91.0	95.0
Frequency																	
Yes	216	12	53	106	45	62	154	10	23	30	47	106	163	25	21	4	3
No	1777	70	493	909	305	499	1278	69	183	231	412	882	1271	235	170	43	58
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q30. And, do you consider that the Puerto Rico Police Bureau has the incentives, conditions, and initiatives necessary to retain its human talent?

Table 30.2*PR Police Has the Necessary Incentives, Conditions, and Initiatives to Retain its Human Talent*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	11.0	9.0	8.0	12.0	16.0	6.0	19.0	6.0	11.0	10.0	6.0	8.0	11.0	21.0	13.0
				X	VXa		**							**	VXa
No	89.0	91.0	92.0	88.0	84.0	94.0	81.0	94.0	89.0	90.0	94.0	92.0	89.0	79.0	87.0
		Wd	Wd	d		UWde		TUWde	d	d	UWde	Wd			
Frequency															
Yes	216	17	12	26	17	9	25	12	16	8	8	5	8	21	32
No	1777	174	133	191	91	134	108	193	126	76	131	61	67	78	214
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q30. And, do you consider that the Puerto Rico Police Bureau has the incentives, conditions, and initiatives necessary to retain its human talent?

POLICIES AND PROCEDURES**Table 31.1***Level of Agreement that the PR Police Has Well-defined Policies, Protocols and Procedure Manuals, Which Contain in Detail the Functions and Obligations of Each Operational Unit/Division of the Police*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
(5) Totally agree	45.6	40.2	41.6	46.1	51.4	41.4	47.2	45.6	40.3	44.1	43.4	48.1	43.2	49.6	54.5	42.6	57.4
					C		F					I			M	M	
(4) Somewhat agree	38.5	42.7	38.8	39.0	35.4	41.7	37.2	38.0	39.3	40.6	40.1	37.0	39.6	36.5	36.6	40.4	24.6
													Q				
(3) Nor agree, nor disagree	7.5	7.3	9.5	7.3	5.1	7.8	7.4	8.9	8.3	6.9	9.2	6.7	8.5	6.2	3.7	2.1	6.6
			E										O				
(2) Somewhat disagree	5.3	4.9	6.2	5.1	4.6	6.2	5.0	3.8	6.8	4.6	4.8	5.6	5.4	5.4	3.1	10.6	6.6
																O	
(1) Totally disagree	3.1	4.9	3.8	2.5	3.4	2.9	3.2	3.8	5.3	3.8	2.6	2.6	3.3	2.3	2.1	4.3	4.9
								L									
TOP 2 BOX (4, 5)	84.0	82.9	80.4	85.1	86.9	83.1	84.4	83.5	79.6	84.7	83.4	85.1	82.8	86.2	91.1	83.0	82.0
				C	C							I			MQ		
BOT 2 BOX (1, 2)	8.4	9.8	10.1	7.6	8.0	9.1	8.2	7.6	12.1	8.4	7.4	8.2	8.6	7.7	5.2	14.9	11.5
								K								O	
AVERAGE	4.2	4.1	4.1	4.2	4.3	4.1	4.2	4.2	4.0	4.2	4.2	4.2	4.1	4.3	4.4	4.1	4.2
				C	C							I			MP		
Frequency																	
(5) Totally agree	908	33	227	468	180	232	676	36	83	115	199	475	620	129	104	20	35
(4) Somewhat agree	767	35	212	396	124	234	533	30	81	106	184	366	568	95	70	19	15
(3) Nor agree, nor disagree	150	6	52	74	18	44	106	7	17	18	42	66	122	16	7	1	4
(2) Somewhat disagree	106	4	34	52	16	35	71	3	14	12	22	55	77	14	6	5	4
(1) Totally disagree	62	4	21	25	12	16	46	3	11	10	12	26	47	6	4	2	3
TOP 2 BOX (4, 5)	1675	68	439	864	304	466	1209	66	164	221	383	841	1188	224	174	39	50
BOT 2 BOX (1, 2)	168	8	55	77	28	51	117	6	25	22	34	81	124	20	10	7	7
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPO.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q31. How much do you agree that the PR Police has well-defined policies, protocols, and procedural manuals that contain in detail the functions and obligations of each unit/operational division of the police?

Table 31.2

Level of Agreement that the PR Police Has Well-defined Policies, Protocols and Procedure Manuals, Which Contain in Detail the Functions and Obligations of Each Operational Unit/Division of the Police

TOTAL		POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	45.6	46.1	46.2	41.5	47.2	49.0	48.1	42.0	47.2	45.2	37.4	50.0	42.7	52.5	48.0
(4) Somewhat agree	38.5	37.7	40.0	42.9	40.7	32.9	33.1	38.0	37.3	40.5	44.6	39.4	41.3	37.4	35.8
(3) Nor agree, nor disagree	7.5	6.3	9.0	5.1	4.6	7.7	6.8	10.2	8.5	9.5	6.5	7.6	9.3	5.1	8.9
(2) Somewhat disagree	5.3	5.8	3.4	7.4	4.6	6.3	9.0	6.8	4.9	—	5.0	1.5	4.0	5.1	4.5
(1) Totally disagree	3.1	4.2	1.4	3.2	2.8	4.2	3.0	2.9	2.1	4.8	6.5	1.5	2.7	—	2.8
TOP 2 BOX (4, 5)	84.0	83.8	86.2	84.3	88.0	81.8	81.2	80.0	84.5	85.7	82.0	89.4	84.0	89.9	83.7
BOT 2 BOX (1, 2)	8.4	9.9	4.8	10.6	7.4	10.5	12.0	9.8	7.0	4.8	11.5	3.0	6.7	5.1	7.3
AVERAGE	4.2	4.2	4.3	4.1	4.3	4.2	4.1	4.1	4.2	4.2	4.0	4.4	4.2	4.4	4.2
Frequency															
(5) Totally agree	908	88	67	90	51	70	64	86	67	38	52	33	32	52	118
(4) Somewhat agree	767	72	58	93	44	47	44	78	53	34	62	26	31	37	88
(3) Nor agree, nor disagree	150	12	13	11	5	11	9	21	12	8	9	5	7	5	22
(2) Somewhat disagree	106	11	5	16	5	9	12	14	7	—	7	1	3	5	11
(1) Totally disagree	62	8	2	7	3	6	4	6	3	4	9	1	2	—	7
TOP 2 BOX (4, 5)	1675	160	125	183	95	117	108	164	120	72	114	59	63	89	206
BOT 2 BOX (1, 2)	168	19	7	23	8	15	16	20	10	4	16	2	5	5	18
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns **RSTUVWXYZabcde**.

** Significantly higher than > 5 police areas.

Q31. How much do you agree that the PR Police has well-defined policies, protocols, and procedural manuals that contain in detail the functions and obligations of each unit/operational division of the police?

Table 32.1

Those Responsible for Developing PR Police Policies Take into Consideration the Opinion and Suggestions of the Police Officers

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK					
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO		
Percentage (%)																		
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)		
Yes	23.0	23.0	23.0	21.0	27.0	22.0	23.0	19.0	27.0	23.0	22.0	21.0	22.0	30.0	21.0	36.0		
No	77.0	77.0	77.0	79.0	73.0	78.0	77.0	77.0	81.0	73.0	78.0	79.0	78.0	M 70.0	79.0	MN 64.0		
Frequency																		
Yes	452	19	127	211	95	123	329	18	40	70	105	219	305	58	57	22		
No	1541	63	419	804	255	438	1103	61	166	191	354	769	1129	202	134	39		
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	61		

Notes

Z-test = Significant Level 95% - Examined Columns **BCDE, FG, HIJKL, MNOPO**.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q32. Do those responsible for developing the policies of the PR Police take into consideration the opinion and suggestions of the members of the police force?

Table 32.2*Those Responsible for Developing PR Police Policies Take into Consideration the Opinion and Suggestions of the Police Officers*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	23.0	20.0	23.0	22.0	26.0	20.0	19.0	17.0	20.0	20.0	17.0	29.0	20.0	25.0	36.0
No	77.0	80.0	77.0	78.0	74.0	80.0	81.0	83.0	80.0	80.0	83.0	X 71.0	80.0	75.0	64.0
		e	e	e		e	e	be	e	e	e		e		
Frequency															
Yes	452	39	33	48	28	28	25	35	28	17	24	19	15	25	88
No	1541	152	112	169	80	115	108	170	114	67	115	47	60	74	158
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q32. Do those responsible for developing the policies of the PR Police take into consideration the opinion and suggestions of the members of the police force?

Table 33.1*PR Police Provides Sufficient Training and Resources to Collect, Analyze and Disseminate Data that Is Useful to Officers and Supervisors in Their Daily Operations and Decision-Making*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	53.0	46.0	50.0	54.0	59.0 BC	54.0	53.0	56.0	48.0	55.0	49.0	56.0 IK	53.0	52.0	55.0	47.0	67.0 MNP
No	47.0	54.0 E	50.0 E	46.0	41.0	46.0	47.0	44.0	52.0 L	45.0	51.0 L	44.0	47.0 Q	48.0 Q	45.0	53.0 Q	33.0
Frequency																	
Yes	1066	38	271	552	205	301	765	44	99	144	224	555	763	134	106	22	41
No	927	44	275	463	145	260	667	35	107	117	235	433	671	126	85	25	20
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q33. Does the PR Police provide sufficient training and resources to collect, analyze and disseminate data that are useful to officers and supervisors in their daily operations and decision making?

Table 33.2*PR Police Provides Sufficient Training and Resources to Collect, Analyze and Disseminate Data that Is Useful to Officers and Supervisors in Their Daily Operations and Decision-Making*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	53.0	47.0	48.0	54.0	51.0	57.0	53.0	49.0	54.0	54.0	45.0	53.0	55.0	71.0	62.0
No	47.0	53.0	52.0	46.0	49.0	43.0	47.0	51.0	46.0	46.0	55.0	47.0	45.0	29.0	38.0
		de	de	d	d	d	d	de	d	d	de	d	d		
Frequency															
Yes	1066	89	70	118	55	81	71	100	76	45	63	35	41	70	152
No	927	102	75	99	53	62	62	105	66	39	76	31	34	29	94
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q33. Does the PR Police provide sufficient training and resources to collect, analyze and disseminate data that are useful to officers and supervisors in their daily operations and decision making?

TRAININGS

Table 34.1

PR Police Provides Sufficient Training Each Year to the Police Corps So that They Can Exercise Their Functions in an Up-to-date, Professional Manner, and within the Framework of Their Authority

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
	Percentage (%)																
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	82.0	70.0	76.0	85.0	85.0	84.0	81.0	71.0	74.0	82.0	80.0	85.0	81.0	80.0	86.0	85.0	89.0
No	18.0	30.0	24.0	15.0	15.0	16.0	19.0	29.0	26.0	18.0	20.0	15.0	19.0	20.0	14.0	15.0	11.0
		DE	DE					JL	JL		L						
	Frequency																
Yes	1630	57	413	863	297	471	1159	56	152	214	368	840	1163	209	164	40	54
No	363	25	133	152	53	90	273	23	54	47	91	148	271	51	27	7	7
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q34. Do you consider that the PR Police provides sufficient training each year to the members of the police force so that they can carry out their functions in an up-to-date, professional manner, and within the framework of their authority?

Table 34.2

PR Police Provides Sufficient Training Each Year to the Police Corps So that They Can Exercise Their Functions in an Up-to-date, Professional Manner, and within the Framework of Their Authority

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	82.0	81.0	83.0	83.0	86.0	80.0	75.0	77.0	79.0	86.0	76.0	83.0	87.0	89.0	86.0
No	18.0	19.0	17.0	17.0	14.0	20.0	25.0	23.0	21.0	14.0	24.0	17.0	13.0	11.0	14.0
							Ude	Ude	d		de				
Frequency															
Yes	1630	154	121	180	93	115	100	157	112	72	106	55	65	88	212
No	363	37	24	37	15	28	33	48	30	12	33	11	10	11	34
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q34. Do you consider that the PR Police provides sufficient training each year to the members of the police force so that they can carry out their functions in an up-to-date, professional manner, and within the framework of their authority?

Table 35.1*PR Police Officers Are Trained to Offer Services to People with Disabilities*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	19.0	17.0	19.0	18.0	21.0	14.0	21.0 F	18.0	21.0	21.0	16.0	19.0	20.0	17.0	15.0	19.0	16.0
No	81.0	83.0	81.0	82.0	79.0	86.0 G	79.0	82.0	79.0	79.0	84.0	81.0	80.0	83.0	85.0	81.0	84.0
Frequency																	
Yes	375	14	106	182	73	80	295	14	43	54	75	189	284	44	28	9	10
No	1618	68	440	833	277	481	1137	65	163	207	384	799	1150	216	163	38	51
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q35. Do you think that the members of the PR Police are trained to offer services to people with disabilities (deaf, blind, mobility, etc.)?

Table 35.2*PR Police Officers Are Trained to Offer Services to People with Disabilities*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaado	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	19.0	21.0 a	14.0	18.0	17.0	20.0 a	23.0 a	17.0	17.0	18.0	11.0	17.0	15.0	22.0 a	26.0 **
No	81.0	79.0	86.0 e	82.0 e	83.0 e	80.0	77.0	83.0 e	83.0 e	82.0	89.0 RVWde	83.0	85.0 e	78.0	74.0
Frequency															
Yes	375	40	21	40	18	28	31	34	24	15	15	11	11	22	65
No	1618	151	124	177	90	115	102	171	118	69	124	55	64	77	181
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q35. Do you think that the members of the PR Police are trained to offer services to people with disabilities (deaf, blind, mobility, etc.)?

Table 36.1*Level of Agreement that Instructors Who Provide Training to PR Police Officers Use Appropriate Methods to Promote Their Learning and Training*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
(5) Totally agree	47.0	36.6	45.1	47.8	50.3 B	45.3	47.7	34.2	49.5 H	49.0 H	44.2	48.3 H	47.4	46.5	45.5	44.7	47.5
(4) Somewhat agree	38.4	39.0	37.9	38.3	39.4	39.0	38.2	40.5	35.0	36.8	38.1	39.6	37.5	39.6	43.5	42.6	36.1
(3) Nor agree, nor disagree	7.4	15.9 DE	9.2 E	6.9	4.3	9.1	6.8	16.5 IKL	5.8	10.0 L	8.3	6.0	7.9	8.1	4.2	6.4	3.3
(2) Somewhat disagree	4.8	4.9	5.3	4.7	4.3	5.5	4.5	6.3	5.8	3.4	6.5 L	4.0 N	5.4	1.5	5.2 N	2.1	6.6 N
(1) Totally disagree	2.0	3.7	2.2	1.9	1.7	1.1	2.4	2.5	3.9 J	0.8	2.0	1.9	1.5	3.8 M	1.6	4.3	6.6 MO
Don't know	0.3	—	0.4	0.4	—	—	0.4	—	—	—	0.9	0.2	0.3	0.4	—	—	—
TOP 2 BOX (4, 5)	85.4	75.6	83.0	86.1 B	89.7 BC	84.3	85.9	74.7	84.5	85.8 H	82.4	87.9 HK	84.9	86.2	89.0	87.2	83.6
BOT 2 BOX (1, 2)	6.8	8.5	7.5	6.6	6.0	6.6	6.9	8.9	9.7 JL	4.2	8.5 J	6.0	6.8	5.4	6.8	6.4	13.1 N
AVERAGE	4.2	4.0	4.2	4.3 B	4.3 BC	4.2	4.3	4.0	4.2	4.3 H	4.2	4.3 HK	4.2	4.2	4.3	4.2	4.1
Frequency																	
(5) Totally agree	937	30	246	485	176	254	683	27	102	128	203	477	679	121	87	21	29
(4) Somewhat agree	766	32	207	389	138	219	547	32	72	96	175	391	538	103	83	20	22
(3) Nor agree, nor disagree	148	13	50	70	15	51	97	13	12	26	38	59	114	21	8	3	2
(2) Somewhat disagree	96	4	29	48	15	31	65	5	12	9	30	40	77	4	10	1	4
(1) Totally disagree	40	3	12	19	6	6	34	2	8	2	9	19	21	10	3	2	4
Don't know	6	—	2	4	—	—	6	—	—	—	4	2	5	1	—	—	—
TOP 2 BOX (4, 5)	1703	62	453	874	314	473	1230	59	174	224	378	868	1217	224	170	41	51
BOT 2 BOX (1, 2)	136	7	41	67	21	37	99	7	20	11	39	59	98	14	13	3	8
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q36. How much do you agree that the instructors who provide training to members of the PR Police use appropriate methods to promote their learning and training?

Table 36.2*Level of Agreement that Instructors Who Provide Training to PR Police Officers Use Appropriate Methods to Promote Their Learning and Training*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
(5) Totally agree	47.0	46.6	60.0 **	45.6	56.5 WYac	48.3	43.6	44.9	38.7	54.8 Yac	38.8	48.5	36.0	56.6 Yac	45.5
(4) Somewhat agree	38.4	39.3	31.7	38.2	32.4	36.4	39.1	39.0	38.7	38.1	46.8 SUE	40.9	50.7 SUE	37.4	36.2
(3) Nor agree, nor disagree	7.4	8.4 d	3.4	9.2 Sd	4.6	9.1 Sd	4.5	9.3 Sd	14.8 **	4.8	5.0	6.1	9.3 d	2.0	7.7 d
(2) Somewhat disagree	4.8	2.6	3.4	5.5	4.6	3.5	8.3 Rd	4.9	5.6	2.4	5.8	3.0	4.0	1.0	7.7 Rd
(1) Totally disagree	2.0	3.1	1.4	0.9	1.9	2.1	3.8	2.0	2.1	—	1.4	1.5	—	3.0	2.8
Don't know	0.3	—	—	0.5	—	0.7	0.8	—	—	—	2.2 RXe	—	—	—	—
TOP 2 BOX (4, 5)	85.4	85.9 Y	91.7 TWXye	83.9	88.9 Y	84.6	82.7	83.9	77.5	92.9 TWXye	85.6	89.4 Y	86.7	93.9 **	81.7
BOT 2 BOX (1, 2)	6.8	5.8	4.8	6.5	6.5	5.6	12.0 RSZd	6.8	7.7	2.4	7.2	4.5	4.0	4.0	10.6 SZ
AVERAGE	4.2	4.2	4.5 **	4.2	4.4 Ye	4.3	4.1	4.2	4.1	4.5 **	4.2	4.3	4.2	4.4 **	4.1
Frequency															
(5) Totally agree	937	89	87	99	61	69	58	92	55	46	54	32	27	56	112
(4) Somewhat agree	766	75	46	83	35	52	52	80	55	32	65	27	38	37	89
(3) Nor agree, nor disagree	148	16	5	20	5	13	6	19	21	4	7	4	7	2	19
(2) Somewhat disagree	96	5	5	12	5	5	11	10	8	2	8	2	3	1	19
(1) Totally disagree	40	6	2	2	2	3	5	4	3	—	2	1	—	3	7
Don't know	6	—	—	1	—	1	1	—	—	—	3	—	—	—	—
TOP 2 BOX (4, 5)	1703	164	133	182	96	121	110	172	110	78	119	59	65	93	201
BOT 2 BOX (1, 2)	136	11	7	14	7	8	16	14	11	2	10	3	3	4	26
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q36. How much do you agree that the instructors who provide training to members of the PR Police use appropriate methods to promote their learning and training?

Table 37.1*PR Police Provides Training to Implement the Policies or Regulations Governing Interventions with Foreign or Non-citizen Persons*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	76.0	66.0	70.0	78.0 BC	83.0 BC	74.0	77.0	72.0	70.0	71.0	75.0	79.0 IJ	75.0	75.0	81.0	91.0 MN	80.0
No	24.0	34.0 DE	30.0 DE	22.0	17.0	26.0	23.0	28.0	30.0 L	29.0 L	25.0	21.0	25.0 P	25.0 P	19.0	9.0	20.0
Frequency																	
Yes	1517	54	380	794	289	414	1103	57	144	186	345	785	1074	196	155	43	49
No	476	28	166	221	61	147	329	22	62	75	114	203	360	64	36	4	12
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q37. Has the PR Police provided adequate training to implement the policies or regulations that govern interventions with foreigners or non-citizens?

Table 37.2*PR Police Provides Training to Implement the Policies or Regulations Governing Interventions with Foreign or Non-citizen Persons*

TOTAL					POLICE AREA											Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito			
Percentage (%)																
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)		
Yes	76.0	73.0	71.0	75.0	78.0	73.0	86.0 **	73.0	75.0	80.0	73.0	82.0	69.0	83.0 Sc	79.0	
No	24.0	27.0 W	29.0 Wd	25.0 W	22.0	27.0 W	14.0 W	27.0 W	25.0 W	20.0 W	27.0 W	18.0	31.0 Wd	17.0	21.0	
Frequency																
Yes	1517	140	103	163	84	104	114	150	107	67	102	54	52	82	195	
No	476	51	42	54	24	39	19	55	35	17	37	12	23	17	51	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

NotesZ-test = Significant Level 95% - Examined Columns **RSTUVWXYZabcde**.

** Significantly higher than > 5 police areas.

Q37. Has the PR Police provided adequate training to implement the policies or regulations that govern interventions with foreigners or non-citizens?

Table 38.1*Resources that the PR Police Have Provided Its Officers So They Can Do Their Job Effectively*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(1) Have received training, but do not have the right equipment	52.0	52.0	53.0	53.0	49.0	50.0	53.0	57.0	49.0	57.0	54.0	50.0	54.0 Q	49.0 Q	51.0 Q	57.0 Q	25.0
(2) Have not received training, but have the right equipment	41.0	39.0	40.0	41.0	44.0	44.0	40.0	38.0	44.0	37.0	39.0	43.0	40.0	42.0	43.0	36.0	67.0 MNOP
(3) Have received the training and have the right equipment	3.0	5.0	3.0	2.0	3.0	2.0	3.0	3.0	2.0	3.0	3.0	3.0	3.0	3.0	2.0	2.0	5.0
(4) Have not received training, nor do have the right equipment	4.0	4.0	5.0	4.0	4.0	4.0	4.0	3.0	5.0	3.0	4.0	4.0	4.0	5.0	4.0	4.0	3.0
TRAINING (1, 3)	93.0	91.0	92.0	94.0	93.0	94.0	93.0	95.0	93.0	93.0	93.0	93.0	94.0	91.0	94.0	94.0	92.0
RIGHT EQUIPMENT (2, 3)	44.0	44.0	43.0	43.0	47.0	46.0	43.0	41.0	47.0	40.0	42.0	46.0	42.0	45.0	46.0	38.0	72.0 MNOP
Frequency																	
(1) Have received training, but do not have the right equipment	1039	43	288	537	171	279	760	45	100	148	248	498	772	128	97	27	15
(2) Have not received training, but have the right equipment	820	32	217	416	155	247	573	30	91	96	178	425	570	109	83	17	41
(3) Have received the training and have the right equipment	53	4	16	24	9	10	43	2	5	8	13	25	36	9	4	1	3
(4) Have not received training, nor do have the right equipment	81	3	25	38	15	25	56	2	10	9	20	40	56	14	7	2	2
TRAINING (1, 3)	1859	75	505	953	326	526	1333	75	191	244	426	923	1342	237	180	44	56
RIGHT EQUIPMENT (2, 3)	873	36	233	440	164	257	616	32	96	104	191	450	606	118	87	18	44
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

NotesZ-test = Significant Level 95% - Examined Columns **BCDE, FG, HIJKL, MNOPQ**.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q38. Which of the following alternatives best describes the resources that the PR Police has provided you so that you can carry out your work effectively?

Table 38.2*Resources that the PR Police Have Provided Its Officers So They Can Do Their Job Effectively*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
(1) Have received training, but do not have the right equipment	52.0	53.0	52.0	51.0	53.0	51.0	50.0	57.0	59.0	56.0	63.0	41.0	59.0	52.0	39.0
		e	e	e	e	e	e	be	be	e	TWbe		be	e	
(2) Have not received training, but have the right equipment	41.0	40.0	43.0	42.0	42.0	40.0	43.0	34.0	35.0	39.0	30.0	55.0	35.0	44.0	54.0
			a	a			a					**		a	**
(3) Have received the training and have the right equipment	3.0	3.0	3.0	3.0	2.0	3.0	2.0	3.0	1.0	1.0	2.0	5.0	1.0	2.0	4.0
(4) Have not received training, nor do have the right equipment	4.0	4.0	2.0	4.0	4.0	6.0	5.0	5.0	6.0	4.0	5.0	—	5.0	2.0	3.0
TRAINING (1, 3)	93.0	93.0	95.0	93.0	94.0	91.0	93.0	91.0	94.0	95.0	93.0	95.0	93.0	96.0	93.0
RIGHT EQUIPMENT (2, 3)	44.0	43.0	46.0	45.0	44.0	43.0	44.0	38.0	35.0	40.0	32.0	59.0	36.0	46.0	57.0
			a	a			a					**		a	**
Frequency															
(1) Have received training, but do not have the right equipment	1039	101	76	111	57	73	67	117	84	47	87	27	44	51	97
(2) Have not received training, but have the right equipment	820	76	62	91	45	57	57	70	49	33	42	36	26	44	132
(3) Have received the training and have the right equipment	53	6	4	7	2	5	2	7	1	1	3	3	1	2	9
(4) Have not received training, nor do have the right equipment	81	8	3	8	4	8	7	11	8	3	7	—	4	2	8
TRAINING (1, 3)	1859	177	138	202	102	130	124	187	133	80	129	63	70	95	229
RIGHT EQUIPMENT (2, 3)	873	82	66	98	47	62	59	77	50	34	45	39	27	46	141
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q38. Which of the following alternatives best describes the resources that the PR Police has provided you so that you can carry out your work effectively?

SUPERVISION AND MANAGEMENT**Table 39.1***PR Police Has an Efficient System in Which Supervisors Can Early Identify Inappropriate Behavior By Police Officers*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
	Percentage (%)																
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	41.0	35.0	37.0	41.0	47.0	32.0	44.0	33.0	39.0	40.0	36.0	44.0	37.0	57.0	49.0	47.0	34.0
					CD		F					K		MQ	M		
No	59.0	65.0	63.0	59.0	53.0	68.0	56.0	67.0	61.0	60.0	64.0	56.0	63.0	43.0	51.0	53.0	66.0
			E	E		G					L		NO				N
Frequency																	
Yes	810	29	203	413	165	182	628	26	80	104	166	434	526	148	93	22	21
No	1183	53	343	602	185	379	804	53	126	157	293	554	908	112	98	25	40
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q39. According to your perception, do you consider that the PR Police has an efficient system in which supervisors can identify, early, inappropriate behavior of police members?

Table 39.2*PR Police Has an Efficient System in Which Supervisors Can Early Identify Inappropriate Behavior By Police Officers*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	41.0	40.0	32.0	41.0	43.0	44.0 S	39.0	37.0	39.0	36.0	38.0	44.0	47.0 S	48.0 S	46.0 S
No	59.0	60.0	68.0 Vcde	59.0	57.0	56.0	61.0	63.0	61.0	64.0	62.0	56.0	53.0	52.0	54.0
Frequency															
Yes	810	76	46	88	46	63	52	76	56	30	53	29	35	48	112
No	1183	115	99	129	62	80	81	129	86	54	86	37	40	51	134
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q39. According to your perception, do you consider that the PR Police has an efficient system in which supervisors can identify, early, inappropriate behavior of police members?

Table 40.1*Level of Agreement that the PR Police Has the Necessary Number of Qualified Officer Supervisors*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
(5) Totally agree	8.9	6.1	9.2	8.1	11.7 D	7.5	9.5	6.3	9.2	10.7	9.2	8.5	8.7 P	11.2 P	11.0 P	—	4.9
(4) Somewhat agree	26.8	19.5	24.4	28.4	28.0	27.5	26.6	22.8	24.8	27.6	25.3	28.1	28.5 OQ	26.9 O	18.8	21.3	16.4
(3) Nor agree, nor disagree	12.1	14.6	13.2	12.0	10.3	13.4	11.7	19.0 L	11.7	13.8	12.9	10.9	13.8 NOQ	8.8	8.4	4.3	4.9
(2) Somewhat disagree	20.4	19.5	20.1	20.5	20.9	20.7	20.3	22.8	17.0	20.7	21.1	20.5	19.7	22.3	20.9	25.5	23.0
(1) Totally disagree	31.7	40.2	33.2	31.0	29.1	31.0	31.9	29.1	37.4 J	27.2	31.6	31.9	29.2	30.8	40.8 MN	48.9 MN	50.8 MN
TOP 2 BOX (4, 5)	35.8	25.6	33.5	36.5 B	39.7 B	34.9	36.1	29.1	34.0	38.3	34.4	36.6	37.2 OPQ	38.1 PQ	29.8	21.3	21.3
BOT 2 BOX (1, 2)	52.1	59.8	53.3	51.5	50.0	51.7	52.2	51.9	54.4	47.9	52.7	52.4	49.0	53.1	61.8 M	74.5 MN	73.8 MN
AVERAGE	2.6	2.3	2.6	2.6	2.7 B	2.6	2.6	2.5	2.5	2.7	2.6	2.6	2.7 OPQ	2.7 OPQ	2.4	2.0	2.0
Frequency																	
(5) Totally agree	178	5	50	82	41	42	136	5	19	28	42	84	125	29	21	—	3
(4) Somewhat agree	535	16	133	288	98	154	381	18	51	72	116	278	409	70	36	10	10
(3) Nor agree, nor disagree	242	12	72	122	36	75	167	15	24	36	59	108	198	23	16	2	3
(2) Somewhat disagree	407	16	110	208	73	116	291	18	35	54	97	203	283	58	40	12	14
(1) Totally disagree	631	33	181	315	102	174	457	23	77	71	145	315	419	80	78	23	31
TOP 2 BOX (4, 5)	713	21	183	370	139	196	517	23	70	100	158	362	534	99	57	10	13
BOT 2 BOX (1, 2)	1038	49	291	523	175	290	748	41	112	125	242	518	702	138	118	35	45
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q40. How much do you agree that the PR Police has the necessary number of qualified supervisors?

Table 40.2*Level of Agreement that the PR Police Has the Necessary Number of Qualified Officer Supervisors*

	TOTAL	POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	8.9	5.8	8.3	12.0	12.0	11.9	7.5	5.9	11.3	3.6	6.5	6.1	8.0	12.1	11.0
				RXZ	Z	RXZ			Z					Z	Z
(4) Somewhat agree	26.8	21.5	22.1	27.6	25.0	28.0	27.1	24.9	23.2	29.8	30.9	42.4	17.3	31.3	30.5
											c	**		c	Rc
(3) Nor agree, nor disagree	12.1	16.8	12.4	12.9	7.4	14.0	9.8	10.7	11.3	16.7	8.6	7.6	10.7	12.1	13.8
		Ua								U					
(2) Somewhat disagree	20.4	19.4	23.4	24.0	21.3	23.1	18.8	18.5	23.9	19.0	13.7	16.7	26.7	17.2	19.5
			a	a		a			a				a		
(1) Totally disagree	31.7	36.6	33.8	23.5	34.3	23.1	36.8	40.0	30.3	31.0	40.3	27.3	37.3	27.3	25.2
		TVe	TV		T		TVe	TVde			TVde		TVe		
TOP 2 BOX (4, 5)	35.8	27.2	30.3	39.6	37.0	39.9	34.6	30.7	34.5	33.3	37.4	48.5	25.3	43.4	41.5
				Rc		Rc						RSXc		RSXc	RSXc
BOT 2 BOX (1, 2)	52.1	56.0	57.2	47.5	55.6	46.2	55.6	58.5	54.2	50.0	54.0	43.9	64.0	44.4	44.7
		e	e				e	TVbde					TVbde		
AVERAGE	2.6	2.4	2.5	2.8	2.6	2.8	2.5	2.4	2.6	2.6	2.5	2.8	2.3	2.8	2.8
				**		RSXc						RXc		RSXc	**
Frequency															
(5) Totally agree	178	11	12	26	13	17	10	12	16	3	9	4	6	12	27
(4) Somewhat agree	535	41	32	60	27	40	36	51	33	25	43	28	13	31	75
(3) Nor agree, nor disagree	242	32	18	28	8	20	13	22	16	14	12	5	8	12	34
(2) Somewhat disagree	407	37	34	52	23	33	25	38	34	16	19	11	20	17	48
(1) Totally disagree	631	70	49	51	37	33	49	82	43	26	56	18	28	27	62
TOP 2 BOX (4, 5)	713	52	44	86	40	57	46	63	49	28	52	32	19	43	102
BOT 2 BOX (1, 2)	1038	107	83	103	60	66	74	120	77	42	75	29	48	44	110
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q40. How much do you agree that the PR Police has the necessary number of qualified supervisors?

Table 41.1*Level of Objectivity of the PR Police Work and Performance Evaluation System*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally objective	16.0	15.9	17.6	14.5	17.7	11.6	17.7 F	16.5	16.5	17.6	15.0	15.8	16.3	15.4	16.8	10.6	11.5
(4) Very objective	22.2	19.5	20.1	23.3	22.9	17.6	24.0 F	16.5	20.9	23.4	19.4	23.9	22.0	24.2	22.5	23.4	16.4
(3) Objective	32.3	28.0	29.7	34.0	32.6	36.2 G	30.8	35.4	25.7	35.2 I	34.0 I	31.9	32.7	34.2	27.7	29.8	31.1
(2) Not too objective	22.3	24.4	24.9	21.5	20.3	25.7 G	21.0	27.8	24.3	19.5	25.1	21.0	21.3	20.8	27.7 M	25.5	34.4 MN
(1) Nothing objective	7.2	12.2	7.7	6.8	6.6	8.9 G	6.6	3.8	12.6 HIJKL	4.2	6.5	7.5	7.7	5.4	5.2	10.6	6.6
TOP 2 BOX (4, 5)	38.1	35.4	37.7	37.7	40.6	29.2	41.6 F	32.9	37.4	41.0	34.4	39.7	38.3	39.6	39.3	34.0	27.9
BOT 2 BOX (1, 2)	29.6	36.6	32.6	28.3	26.9	34.6 G	27.6	31.6	36.9 JL	23.8	31.6 J	28.4	29.0	26.2	33.0	36.2	41.0 MN
AVERAGE	3.2	3.0	3.2	3.2	3.3	3.0 F	3.3	3.1	3.0	3.3 IK	3.1	3.2	3.2	3.2	3.2 Q	3.0	2.9
Frequency																	
(5) Totally objective	318	13	96	147	62	65	253	13	34	46	69	156	234	40	32	5	7
(4) Very objective	442	16	110	236	80	99	343	13	43	61	89	236	315	63	43	11	10
(3) Objective	644	23	162	345	114	203	441	28	53	92	156	315	469	89	53	14	19
(2) Not too objective	445	20	136	218	71	144	301	22	50	51	115	207	305	54	53	12	21
(1) Nothing objective	144	10	42	69	23	50	94	3	26	11	30	74	111	14	10	5	4
TOP 2 BOX (4, 5)	760	29	206	383	142	164	596	26	77	107	158	392	549	103	75	16	17
BOT 2 BOX (1, 2)	589	30	178	287	94	194	395	25	76	62	145	281	416	68	63	17	25
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q41. How objective do you consider the system for evaluating the work and performance of police officers to be?

Table 41.2*Level of Objectivity of the PR Police Work and Performance Evaluation System*

TOTAL					POLICE AREA											Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua do	Fajardo	Aibonito			
Percentage (%)																
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)		
(5) Totally objective	16.0	12.6	a	13.8	a	16.8	a	13.7	16.9	15.5	9.4	18.2	a	a	a	
(4) Very objective	22.2	22.0	20.7	Wc	21.3	23.1	14.3	19.5	25.4	17.9	18.0	27.3	14.7	30.3	26.0	
(3) Objective	32.3	31.9	31.0	31.3	29.6	28.7	31.6	32.7	34.5	35.7	41.7	31.8	37.3	32.3	28.5	
(2) Not too objective	22.3	25.7	23.4	20.3	18.5	25.2	24.1	26.8	18.3	25.0	22.3	16.7	22.7	15.2	22.0	
(1) Nothing objective	7.2	7.9	6.2	8.8	10.2	6.3	12.0	7.3	4.9	6.0	8.6	6.1	4.0	3.0	6.5	
TOP 2 BOX (4, 5)	38.1	34.6	39.3	39.6	41.7	39.9	32.3	33.2	42.3	33.3	27.3	45.5	36.0	49.5	43.1	
BOT 2 BOX (1, 2)	29.6	33.5	a	a	a	31.5	36.1	34.1	a	23.2	31.0	a	18.2	28.5	28.5	
AVERAGE	3.2	3.1	3.2	3.2	3.2	3.2	3.0	3.1	3.3	3.1	3.0	3.4	3.3	3.5	3.3	
RWXa																
Frequency																
(5) Totally objective	318	24	27	30	22	24	24	28	24	13	13	12	16	19	42	
(4) Very objective	442	42	30	56	23	33	19	40	36	15	25	18	11	30	64	
(3) Objective	644	61	45	68	32	41	42	67	49	30	58	21	28	32	70	
(2) Not too objective	445	49	34	44	20	36	32	55	26	21	31	11	17	15	54	
(1) Nothing objective	144	15	9	19	11	9	16	15	7	5	12	4	3	3	16	
TOP 2 BOX (4, 5)	760	66	57	86	45	57	43	68	60	28	38	30	27	49	106	
BOT 2 BOX (1, 2)	589	64	43	63	31	45	48	70	33	26	43	15	20	18	70	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q41. How objective do you consider the system for evaluating the work and performance of police officers to be?

Table 42.1*Level of Agreement that the Commanders of the Area Demonstrate Effective Leadership to Reach the Goals of the PR Police*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	45.2	40.5	41.4	47.1 C	46.1	43.1	46.0	42.1	42.1	40.5	43.4	48.0 J	41.7	46.5	57.0 MN	63.0 MN	68.8 MN
(4) Somewhat agree	27.1	31.1	28.2	25.6	29.0	26.3	27.5	32.9	31.1	31.1	24.4	26.2	29.3 OPQ	28.7 OPQ	19.2 Q	10.9	6.2
(3) Nor agree, nor disagree	17.2	20.3	16.7	18.3	14.2	19.2	16.4	19.7	14.0	16.7	20.2	16.3	18.5 O	14.8	12.2	15.2	14.6
(2) Somewhat disagree	5.3	4.1	6.1	4.7	6.1	7.5 G	4.4	2.6	6.1	6.3	6.3	4.6	5.9	3.9	5.2	—	—
(1) Totally disagree	5.2	4.1	7.6 D	4.3	4.5	3.8	5.7	2.6	6.7	5.4	5.6	4.9	4.5	6.1	6.4	10.9 M	10.4
TOP 2 BOX (4, 5)	72.3	71.6	69.6	72.7	75.2	69.4	73.4	75.0	73.2	71.6	67.8	74.2 K	71.1	75.2	76.2	73.9	75.0
BOT 2 BOX (1, 2)	10.5	8.1	13.7 D	9.0	10.6	11.3	10.1	5.3	12.8	11.7	12.0	9.5	10.4	10.0	11.6	10.9	10.4
AVERAGE	4.0	4.0	3.9	4.1 C	4.1	4.0	4.0	4.1	4.0	4.0	3.9	4.1 K	4.0	4.1	4.2	4.2	4.2
Frequency																	
(5) Totally agree	789	30	191	425	143	213	576	32	69	90	178	420	522	107	98	29	33
(4) Somewhat agree	474	23	130	231	90	130	344	25	51	69	100	229	367	66	33	5	3
(3) Nor agree, nor disagree	301	15	77	165	44	95	206	15	23	37	83	143	232	34	21	7	7
(2) Somewhat disagree	92	3	28	42	19	37	55	2	10	14	26	40	74	9	9	—	—
(1) Totally disagree	91	3	35	39	14	19	72	2	11	12	23	43	56	14	11	5	5
TOP 2 BOX (4, 5)	1263	53	321	656	233	343	920	57	120	159	278	649	889	173	131	34	36
BOT 2 BOX (1, 2)	183	6	63	81	33	56	127	4	21	26	49	83	130	23	20	5	5
Unweighted Base	1747	74	461	902	310	494	1253	76	164	222	410	875	1251	230	172	46	48

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Base: Among the police officer who serve in the police areas.

Q42. How much do you agree that the Area Commander [PROG: SHOW AREA VARIABLE] demonstrates effective leadership to achieve the goals of the PR Police?

Table 42.2*Level of Agreement that the Commanders of the Area Demonstrate Effective Leadership to Reach the Goals of the PR Police*

TOTAL		POLICE AREA												
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito
Percentage (%)														
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)
(5) Totally agree	45.2	47.1 a	48.3 a	45.6 a	55.6 VWYa	38.5 a	42.1 a	51.7 VYa	37.3 a	52.4 VYa	24.5 U	51.5 a	48.0 a	52.5 VYa
(4) Somewhat agree	27.1	28.3	27.6	26.7	20.4	26.6	25.6	23.9	29.6	28.6	33.1 U	24.2	36.0 UX	24.2
(3) Nor agree, nor disagree	17.2	17.8	13.1	23.5 SXcd	17.6	18.2	15.8	14.1	23.2 SXcd	15.5	20.9 cd	13.6	9.3	11.1
(2) Somewhat disagree	5.3	3.1	6.2	3.2	5.6	6.3	9.8 RTZc	4.4	7.0 Z	1.2	7.9 TZc	3.0	1.3	8.1 Zc
(1) Totally disagree	5.2	3.7	4.8 T	0.9	0.9	10.5 RTUYZ	6.8 TU	5.9 TU	2.8	2.4	13.7 **	7.6 TU	5.3 T	4.0
TOP 2 BOX (4, 5)	72.3	75.4 Va	75.9 Va	72.4 a	75.9 a	65.0	67.7	75.6 Va	66.9	81.0 VWYa	57.6	75.8 a	84.0 TVWYa	76.8 a
BOT 2 BOX (1, 2)	10.5	6.8	11.0 TZ	4.1	6.5	16.8 RTUZc	16.5 RTUZc	10.2 T	9.9 T	3.6	21.6 **	10.6 T	6.7	12.1 TZ
AVERAGE	4.0	4.1 VWa	4.1 Va	4.1 VWYa	4.2 VWYa	3.8	3.9 a	4.1 Va	3.9 a	4.3 VWYa	3.5	4.1 a	4.2 Va	4.1 Va
Frequency														
(5) Totally agree	789	90	70	99	60	55	56	106	53	44	34	34	36	52
(4) Somewhat agree	474	54	40	58	22	38	34	49	42	24	46	16	27	24
(3) Nor agree, nor disagree	301	34	19	51	19	26	21	29	33	13	29	9	7	11
(2) Somewhat disagree	92	6	9	7	6	9	13	9	10	1	11	2	1	8
(1) Totally disagree	91	7	7	2	1	15	9	12	4	2	19	5	4	4
TOP 2 BOX (4, 5)	1263	144	110	157	82	93	90	155	95	68	80	50	63	76
BOT 2 BOX (1, 2)	183	13	16	9	7	24	22	21	14	3	30	7	5	12
Unweighted Base	1747	191	145	217	108	143	133	205	142	84	139	66	75	99

NotesZ-test = Significant Level 95% - Examined Columns **RSTUVWXYZabcd**.

** Significantly higher than > 5 police areas.

Base: Among the police officer who serve in the police areas.

Q42. How much do you agree that the Area Commander [PROG: SHOW AREA VARIABLE] demonstrates effective leadership to achieve the goals of the PR Police?

Table 43.1*Level of Agreement that the Unit Directors Demonstrate Effective Leadership to Achieve the Goals of the PR Police*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	54.5	25.0	49.4	57.5	62.5	49.3	56.4	33.3	38.1	43.6	59.2	62.8	54.1	60.0	42.1	100.0	61.5
(4) Somewhat agree	23.6	12.5	23.5	23.0	27.5	19.4	25.1	33.3	31.0	28.2	14.3	23.0	24.0	26.7	5.3	—	38.5
(3) Nor agree, nor disagree	8.5	12.5	9.4	8.8	5.0	16.4	5.6	—	7.1	12.8	8.2	8.0	8.7	10.0	10.5	—	—
(2) Somewhat disagree	5.3	12.5	8.2	3.5	2.5	6.0	5.0	—	4.8	7.7	8.2	3.5	5.5	—	15.8	—	—
(1) Totally disagree	8.1	37.5	9.4	7.1	2.5	9.0	7.8	33.3	19.0	7.7	10.2	2.7	7.7	3.3	26.3	—	—
TOP 2 BOX (4, 5)	78.0	37.5	72.9	80.5	90.0	68.7	81.6	66.7	69.0	71.8	73.5	85.8	78.1	86.7	47.4	100.0	100.0
BOT 2 BOX (1, 2)	13.4	50.0	17.6	10.6	5.0	14.9	12.8	33.3	23.8	15.4	18.4	6.2	13.1	3.3	42.1	—	—
AVERAGE	4.1	2.8	4.0	4.2	4.5	3.9	4.2	3.3	3.6	3.9	4.0	4.4	4.1	4.4	3.2	5.0	4.6
Frequency																	
(5) Totally agree	134	2	42	65	25	33	101	1	16	17	29	71	99	18	8	1	8
(4) Somewhat agree	58	1	20	26	11	13	45	1	13	11	7	26	44	8	1	—	5
(3) Nor agree, nor disagree	21	1	8	10	2	11	10	—	3	5	4	9	16	3	2	—	—
(2) Somewhat disagree	13	1	7	4	1	4	9	—	2	3	4	4	10	—	3	—	—
(1) Totally disagree	20	3	8	8	1	6	14	1	8	3	5	3	14	1	5	—	—
TOP 2 BOX (4, 5)	192	3	62	91	36	46	146	2	29	28	36	97	143	26	9	1	13
BOT 2 BOX (1, 2)	33	4	15	12	2	10	23	1	10	6	9	7	24	1	8	—	—
Unweighted Base	246	8^	85	113	40	67	179	3^	42	39	49	113	183	30	19^	1^	13^

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Base: Among the members of the police who serve in the Headquarters / Fortaleza.

[^]Base too small for analysis (Less than 30 cases). Information to be used only directionally.

Q43. How much do you agree that your Unit Director demonstrates effective leadership to achieve the goals of the PR Police Bureau?

Table 44.1*Superintendent / Commissioner Is Directing the PR Police towards a Community Police that Protects Civil Rights*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	96.0	93.0	95.0	97.0	95.0	96.0	96.0	94.0	96.0	94.0	97.0	96.0	96.0	96.0	96.0	85.0	90.0
No	4.0	7.0	5.0	3.0	5.0	4.0	4.0	6.0	4.0	6.0	3.0	4.0	4.0	4.0	4.0	15.0	10.0
Frequency																	
Yes	1909	76	517	983	333	537	1372	74	197	245	446	947	1380	250	184	40	55
No	84	6	29	32	17	24	60	5	9	16	13	41	54	10	7	7	6
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q44. Do you consider that the Superintendent / Commissioner is directing the PR Police towards a community police that protects civil rights?

Table 44.2*Superintendent / Commissioner Is Directing the PR Police towards a Community Police that Protects Civil Rights*

TOTAL					POLICE AREA											Head-quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito			
Percentage (%)																
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)		
Yes	96.0	98.0 WZbe	95.0	98.0 WZb	95.0	95.0	93.0	96.0	99.0 WZb	92.0	95.0	92.0	99.0 Z	96.0		
No	4.0	2.0	5.0	2.0	5.0	5.0	7.0 RTY	4.0	1.0	8.0 RTYc	5.0	8.0 RTY	1.0	5.0 R		
Frequency																
Yes	1909	188	138	212	103	136	124	196	140	77	132	61	74	233		
No	84	3	7	5	5	7	9	9	2	7	7	5	1	13		
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	246		

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q44. Do you consider that the Superintendent / Commissioner is directing the PR Police towards a community police that protects civil rights?

ADMINISTRATIVE COMPLAINTS**Table 45.1***PR Police Investigate the Complaints Submitted Against Any Police Officer for Improper Conduct in an Objective and Complete Manner*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	64.0	65.0	60.0	65.0	65.0	59.0	65.0	59.0	58.0	61.0	66.0	65.0	62.0	66.0	69.0	57.0	74.0
No	36.0	35.0	40.0	35.0	35.0	41.0	35.0	41.0	42.0	39.0	34.0	35.0	38.0	34.0	31.0	43.0	26.0
						G											
Frequency																	
Yes	1266	53	329	656	228	330	936	47	120	158	303	638	891	171	132	27	45
No	727	29	217	359	122	231	496	32	86	103	156	350	543	89	59	20	16
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q45. Does the PR Police investigate the complaints filed against any member of the police for improper conduct in an objective and complete manner?

Table 45.2*PR Police Investigate the Complaints Submitted Against Any Police Officer for Improper Conduct in an Objective and Complete Manner*

TOTAL					POLICE AREA										
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
Yes	64.0	60.0	67.0 W	60.0	65.0	66.0 W	53.0	58.0	73.0 **	64.0	60.0	74.0 RTWxc	53.0	70.0 Wc	70.0 RTWxc
No	36.0	40.0 Ybe	33.0	40.0 Ybe	35.0	34.0	47.0 **	42.0 Ybe	27.0	36.0	40.0 Y	26.0 Ybde	47.0	30.0	30.0
Frequency															
Yes	1266	114	97	131	70	94	70	119	104	54	84	49	40	69	171
No	727	77	48	86	38	49	63	86	38	30	55	17	35	30	75
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q45. Does the PR Police investigate the complaints filed against any member of the police for improper conduct in an objective and complete manner?

Table 46.1

Level of Agreement that the PR Police Consistently Apply the Corresponding Disciplinary Measures to Police Officers with Sustained Complaints for Having Committed an Offense

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	28.3	23.2	27.8	28.3	30.6	25.5	29.5	26.6	22.8	31.8	30.7	27.6	26.6	30.0	37.2	21.3	39.3
(4) Somewhat agree	34.9	37.8	31.5	35.2	38.6	35.1	34.8	32.9	35.4	34.9	30.5	36.9	35.0	33.8	32.5	44.7	36.1
(3) Nor agree, nor disagree	17.4	22.0	20.7	16.7	13.1	18.0	17.2	22.8	23.8	16.1	19.4	15.1	19.1	17.7	8.9	10.6	8.2
(2) Somewhat disagree	11.6	9.8	12.1	11.7	10.9	12.5	11.2	11.4	9.7	10.0	12.4	12.0	11.5	9.6	13.1	17.0	13.1
(1) Totally disagree	7.8	7.3	7.9	8.1	6.9	8.9	7.3	6.3	8.3	7.3	7.0	8.3	7.7	8.8	8.4	6.4	3.3
TOP 2 BOX (4, 5)	63.2	61.0	59.3	63.4	69.1	60.6	64.2	59.5	58.3	66.7	61.2	64.6	61.6	63.8	69.6	66.0	75.4
BOT 2 BOX (1, 2)	19.4	17.1	20.0	19.8	17.7	21.4	18.6	17.7	18.0	17.2	19.4	20.3	19.2	18.5	21.5	23.4	16.4
AVERAGE	3.6	3.6	3.6	3.6	3.8	3.6	3.7	3.6	3.6	3.7	3.7	3.6	3.6	3.7	3.8	3.6	4.0
Frequency																	
(5) Totally agree	565	19	152	287	107	143	422	21	47	83	141	273	382	78	71	10	24
(4) Somewhat agree	695	31	172	357	135	197	498	26	73	91	140	365	502	88	62	21	22
(3) Nor agree, nor disagree	347	18	113	170	46	101	246	18	49	42	89	149	274	46	17	5	5
(2) Somewhat disagree	231	8	66	119	38	70	161	9	20	26	57	119	165	25	25	8	8
(1) Totally disagree	155	6	43	82	24	50	105	5	17	19	32	82	111	23	16	3	2
TOP 2 BOX (4, 5)	1260	50	324	644	242	340	920	47	120	174	281	638	884	166	133	31	46
BOT 2 BOX (1, 2)	386	14	109	201	62	120	266	14	37	45	89	201	276	48	41	11	10
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q46. How much do you agree that the PR Police consistently applies the corresponding disciplinary measures to members of the police with sustained complaints for having committed a misdemeanour?

Table 46.2

Level of Agreement that the PR Police Consistently Apply the Corresponding Disciplinary Measures to Police Officers with Sustained Complaints for Having Committed an Offense

	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
(5) Totally agree	28.3	27.2	31.7	28.1	30.6	32.2	26.3	30.2	28.9	19.0	19.4	34.8	24.0	31.3	30.1
			Za		a	Za		a				Za		a	a
(4) Somewhat agree	34.9	30.9	30.3	33.6	37.0	32.2	33.8	32.2	39.4	44.0	39.6	36.4	30.7	34.3	37.8
										RS					
(3) Nor agree, nor disagree	17.4	16.8	19.3	17.1	13.0	16.8	12.8	20.5	16.2	21.4	16.5	15.2	21.3	21.2	17.1
(2) Somewhat disagree	11.6	14.7	11.0	12.9	11.1	11.9	18.0	10.7	8.5	7.1	15.1	4.5	14.7	10.1	8.5
		be					YZbe				be		b		
(1) Totally disagree	7.8	10.5	7.6	8.3	8.3	7.0	9.0	6.3	7.0	8.3	9.4	9.1	9.3	3.0	6.5
		d													
TOP 2 BOX (4, 5)	63.2	58.1	62.1	61.8	67.6	64.3	60.2	62.4	68.3	63.1	59.0	71.2	54.7	65.7	67.9
									c			c			Rc
BOT 2 BOX (1, 2)	19.4	25.1	18.6	21.2	19.4	18.9	27.1	17.1	15.5	15.5	24.5	13.6	24.0	13.1	15.0
		XYde					**				de				
AVERAGE	3.6	3.5	3.7	3.6	3.7	3.7	3.5	3.7	3.8	3.6	3.5	3.8	3.5	3.8	3.8
									a			a		Rac	RWac
Frequency															
(5) Totally agree	565	52	46	61	33	46	35	62	41	16	27	23	18	31	74
(4) Somewhat agree	695	59	44	73	40	46	45	66	56	37	55	24	23	34	93
(3) Nor agree, nor disagree	347	32	28	37	14	24	17	42	23	18	23	10	16	21	42
(2) Somewhat disagree	231	28	16	28	12	17	24	22	12	6	21	3	11	10	21
(1) Totally disagree	155	20	11	18	9	10	12	13	10	7	13	6	7	3	16
TOP 2 BOX (4, 5)	1260	111	90	134	73	92	80	128	97	53	82	47	41	65	167
BOT 2 BOX (1, 2)	386	48	27	46	21	27	36	35	22	13	34	9	18	13	37
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q46. How much do you agree that the PR Police consistently applies the corresponding disciplinary measures to members of the police with sustained complaints for having committed a misdemeanour?

Table 47.1*Level of Agreement that the PR Police Has Confidential and Accessible Mechanisms to Submit Complaints for Misconduct By Any Police Officer*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
(5) Totally agree	31.8	35.4	30.4	31.5	33.7	26.7	33.7 F	36.7	27.7	33.0	31.6	32.0	28.7	35.8 M	41.9 M	34.0	52.5 MN
(4) Somewhat agree	35.4	34.1	33.0	36.5	36.3	31.4	36.9 F	31.6	30.1	36.8	33.6	37.2	35.6	35.8	34.0	34.0	32.8
(3) Nor agree, nor disagree	14.3	15.9	15.2	13.7	14.3	14.4	14.2	15.2	16.5	13.0	16.1	13.3	16.2 NOQ	10.8	8.4	12.8	3.3
(2) Somewhat disagree	10.0	6.1	11.7	9.9	8.9	15.0 G	8.1	8.9	13.1	10.3	9.8	9.5	10.0	10.4	9.4	12.8	8.2
(1) Totally disagree	8.5	8.5	9.7	8.5	6.9	12.5 G	7.0	7.6	12.6 JL	6.9	8.9	8.0	9.3	7.3	6.3	6.4	3.3
TOP 2 BOX (4, 5)	67.1	69.5	63.4	68.0	70.0 C	58.1	70.7 F	68.4	57.8	69.7 I	65.1	69.2 I	64.4	71.5 M	75.9 M	68.1	85.2 MNP
BOT 2 BOX (1, 2)	18.6	14.6	21.4 E	18.3	15.7	27.5 G	15.1	16.5	25.7 JKL	17.2	18.7	17.5	19.4	17.7	15.7	19.1	11.5
AVERAGE	3.7	3.8	3.6	3.7	3.8 C	3.5	3.8 F	3.8	3.5	3.8 I	3.7 I	3.8 I	3.6	3.8 M	4.0 M	3.8	4.2 MNP
Frequency																	
(5) Totally agree	633	29	166	320	118	150	483	29	57	86	145	316	412	93	80	16	32
(4) Somewhat agree	705	28	180	370	127	176	529	25	62	96	154	368	511	93	65	16	20
(3) Nor agree, nor disagree	285	13	83	139	50	81	204	12	34	34	74	131	233	28	16	6	2
(2) Somewhat disagree	200	5	64	100	31	84	116	7	27	27	45	94	144	27	18	6	5
(1) Totally disagree	170	7	53	86	24	70	100	6	26	18	41	79	134	19	12	3	2
TOP 2 BOX (4, 5)	1338	57	346	690	245	326	1012	54	119	182	299	684	923	186	145	32	52
BOT 2 BOX (1, 2)	370	12	117	186	55	154	216	13	53	45	86	173	278	46	30	9	7
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q47. How much do you agree that the PR Police has confidential and accessible mechanisms to file complaints for improper conduct by any member of the police?

Table 47.2*Level of Agreement that the PR Police Has Confidential and Accessible Mechanisms to Submit Complaints for Misconduct By Any Police Officer*

	TOTAL	POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	31.8	33.5 Z	33.1	25.3	32.4	33.6	29.3	36.1 TZ	30.3	21.4	27.3	42.4 TZac	24.0	37.4 TZ	35.8 TZ
(4) Somewhat agree	35.4	35.6	34.5	36.9	33.3	32.2	33.1	29.8	38.7	40.5	36.0	33.3	40.0	37.4	37.4
(3) Nor agree, nor disagree	14.3	14.7	13.1	18.0 e	12.0	14.7	13.5	12.2	14.8	16.7	17.3	12.1	17.3	14.1	11.4
(2) Somewhat disagree	10.0	6.8	11.0	11.5	8.3	9.8	10.5	15.6 Rbe	10.6	10.7	9.4	4.5	10.7	8.1	8.5
(1) Totally disagree	8.5	9.4 d	8.3	8.3	13.9 XYde	9.8 d	13.5 XYde	6.3	5.6	10.7 d	10.1 d	7.6	8.0	3.0	6.9
TOP 2 BOX (4, 5)	67.1	69.1	67.6	62.2	65.7	65.7	62.4	65.9	69.0	61.9	63.3	75.8 T	64.0	74.7 TW	73.2 TWa
BOT 2 BOX (1, 2)	18.6	16.2	19.3	19.8	22.2 d	19.6	24.1 bde	22.0 d	16.2	21.4	19.4	12.1	18.7	11.1	15.4
AVERAGE	3.7	3.8	3.7	3.6	3.6	3.7	3.5	3.7	3.8	3.5	3.6	4.0 TWZa	3.6	4.0 **	3.9 TWZa
Frequency															
(5) Totally agree	633	64	48	55	35	48	39	74	43	18	38	28	18	37	88
(4) Somewhat agree	705	68	50	80	36	46	44	61	55	34	50	22	30	37	92
(3) Nor agree, nor disagree	285	28	19	39	13	21	18	25	21	14	24	8	13	14	28
(2) Somewhat disagree	200	13	16	25	9	14	14	32	15	9	13	3	8	8	21
(1) Totally disagree	170	18	12	18	15	14	18	13	8	9	14	5	6	3	17
TOP 2 BOX (4, 5)	1338	132	98	135	71	94	83	135	98	52	88	50	48	74	180
BOT 2 BOX (1, 2)	370	31	28	43	24	28	32	45	23	18	27	8	14	11	38
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q47. How much do you agree that the PR Police has confidential and accessible mechanisms to file complaints for improper conduct by any member of the police?

Table 48.1*Level of Agreement that the PR Police Protects Against Retaliation Police Personnel Who Complain Against another Police Officer Corporation*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
(5) Totally agree	18.0	20.7	17.6	16.7	21.4	15.5	18.9	21.5	13.1	19.5	18.5	18.0	15.4	20.4	26.2	25.5	36.1
					D								M	M		MN	
(4) Somewhat agree	28.8	18.3	21.6	31.6	34.0	23.9	30.7	20.3	21.4	24.1	26.1	33.4	27.1	35.0	30.9	31.9	31.1
				BC	BC		F					HIJK		M			
(3) Nor agree, nor disagree	17.6	23.2	20.9	16.4	14.9	18.0	17.5	24.1	19.4	18.8	20.7	15.0	19.9	12.3	13.1	8.5	8.2
			DE					L			L		NOQ				
(2) Somewhat disagree	15.4	13.4	15.9	16.5	11.7	19.8	13.6	15.2	18.0	18.4	14.8	14.3	15.7	16.2	12.6	14.9	13.1
				E		G											
(1) Totally disagree	20.3	24.4	24.0	18.8	18.0	22.8	19.3	19.0	28.2	19.2	19.8	19.3	21.9	16.2	17.3	19.1	11.5
			DE						JKL				N				
TOP 2 BOX (4, 5)	46.7	39.0	39.2	48.4	55.4	39.4	49.6	41.8	34.5	43.7	44.7	51.4	42.5	55.4	57.1	57.4	67.2
				C	BCD		F			I	I	IJK		M	M	M	M
BOT 2 BOX (1, 2)	35.7	37.8	39.9	35.3	29.7	42.6	33.0	34.2	46.1	37.5	34.6	33.6	37.6	32.3	29.8	34.0	24.6
			E			G			KL				OQ				
AVERAGE	3.1	3.0	2.9	3.1	3.3	2.9	3.2	3.1	2.7	3.1	3.1	3.2	3.0	3.3	3.4	3.3	3.7
			C		CD		F	I		I	I	I		M	M		MN
Frequency																	
(5) Totally agree	358	17	96	170	75	87	271	17	27	51	85	178	221	53	50	12	22
(4) Somewhat agree	573	15	118	321	119	134	439	16	44	63	120	330	389	91	59	15	19
(3) Nor agree, nor disagree	351	19	114	166	52	101	250	19	40	49	95	148	285	32	25	4	5
(2) Somewhat disagree	306	11	87	167	41	111	195	12	37	48	68	141	225	42	24	7	8
(1) Totally disagree	405	20	131	191	63	128	277	15	58	50	91	191	314	42	33	9	7
TOP 2 BOX (4, 5)	931	32	214	491	194	221	710	33	71	114	205	508	610	144	109	27	41
BOT 2 BOX (1, 2)	711	31	218	358	104	239	472	27	95	98	159	332	539	84	57	16	15
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPO.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q48. How much do you agree that the PR Police protects police personnel who file a complaint against another member of the police force against reprisals?

Table 48.2*Level of Agreement that the PR Police Protects Against Retaliation Police Personnel Who Complain Against another Police Officer Corporation*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
(5) Totally agree	18.0	21.5	15.2	15.7	17.6	19.6	14.3	18.5	20.4	14.3	15.1	25.8 W	17.3	23.2	17.1
(4) Somewhat agree	28.8	24.6	26.9	30.0 W	33.3 W	34.3 WX	20.3	24.4	31.7 W	32.1	30.9 W	28.8	28.0	35.4 WX	28.5
(3) Nor agree, nor disagree	17.6	19.9 V	18.6	17.1	18.5	10.5	16.5	17.1	14.8	25.0 V	16.5	19.7	22.7 V	15.2 V	19.1 V
(2) Somewhat disagree	15.4	11.5	17.2	15.2	13.0	16.1	22.6 Rae	16.6	19.7 R	15.5	12.2	12.1	14.7	13.1	14.2
(1) Totally disagree	20.3	22.5 Y	22.1	22.1 Y	17.6	19.6	26.3 YZbd	23.4 YZd	13.4	13.1	25.2 YZd	13.6	17.3	13.1	21.1
TOP 2 BOX (4, 5)	46.7	46.1 W	42.1	45.6 W	50.9 W	53.8 SWX	34.6	42.9	52.1 W	46.4	46.0	54.5 W	45.3	58.6 **	45.5 W
BOT 2 BOX (1, 2)	35.7	34.0	39.3 d	37.3	30.6	35.7	48.9 **	40.0 bd	33.1	28.6	37.4	25.8	32.0	26.3	35.4
AVERAGE	3.1	3.1 W	3.0	3.0	3.2 W	3.2 W	2.7	3.0	3.3 W	3.2 W	3.0	3.4 STWXa	3.1 W	3.4 **	3.1 W
Frequency															
(5) Totally agree	358	41	22	34	19	28	19	38	29	12	21	17	13	23	42
(4) Somewhat agree	573	47	39	65	36	49	27	50	45	27	43	19	21	35	70
(3) Nor agree, nor disagree	351	38	27	37	20	15	22	35	21	21	23	13	17	15	47
(2) Somewhat disagree	306	22	25	33	14	23	30	34	28	13	17	8	11	13	35
(1) Totally disagree	405	43	32	48	19	28	35	48	19	11	35	9	13	13	52
TOP 2 BOX (4, 5)	931	88	61	99	55	77	46	88	74	39	64	36	34	58	112
BOT 2 BOX (1, 2)	711	65	57	81	33	51	65	82	47	24	52	17	24	26	87
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q48. How much do you agree that the PR Police protects police personnel who file a complaint against another member of the police force against reprisals?

Table 49.1*PR Police Takes Appropriate Measures When It Identifies Cases of Corruption*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
Yes	49.0	40.0	46.0	50.0	54.0	38.0	54.0	38.0	43.0	47.0	49.0	52.0	48.0	53.0	53.0	38.0	62.0
					BC		F					HI					MP
No	18.0	16.0	17.0	18.0	19.0	18.0	18.0	9.0	18.0	19.0	16.0	19.0	18.0	16.0	20.0	34.0	12.0
										H		H				MNOQ	
Don't know	33.0	44.0	37.0	32.0	27.0	44.0	28.0	53.0	39.0	34.0	35.0	29.0	34.0	31.0	27.0	28.0	26.0
		DE	DE			G		IJKL	L		L		O				
Frequency																	
Yes	981	33	252	505	191	211	770	30	89	124	227	511	686	137	102	18	38
No	357	13	91	188	65	101	256	7	37	49	72	192	255	41	38	16	7
Don't know	655	36	203	322	94	249	406	42	80	88	160	285	493	82	51	13	16
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q49. Do you think that the PR Police takes appropriate measures when it identifies cases of corruption?

Table 49.2*PR Police Takes Appropriate Measures When It Identifies Cases of Corruption*

TOTAL		POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
Yes	49.0	50.0 c	43.0 c	49.0 c	44.0	54.0 c	53.0 c	50.0 c	58.0 SUZce	44.0	46.0 c	56.0 c	31.0	64.0 **	46.0 c
No	18.0	16.0	19.0 Yd	17.0 Yd	20.0 Yd	20.0 Yd	22.0 Yd	17.0 d	10.0	24.0 Yd	19.0 Yd	14.0	20.0 Yd	8.0	23.0 Yd
Don't know	33.0	34.0	38.0 VW	34.0	36.0	26.0	25.0	33.0	32.0	32.0	35.0	30.0	49.0 **	28.0	31.0
Frequency															
Yes	981	95	63	106	47	77	70	103	82	37	64	37	23	63	114
No	357	30	27	38	22	29	29	34	14	20	27	9	15	8	55
Don't know	655	66	55	73	39	37	34	68	46	27	48	20	37	28	77
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q49. Do you think that the PR Police takes appropriate measures when it identifies cases of corruption?

COMMUNITY INTERACTION AND PUBLIC INFORMATION**Table 50.1***Level of Agreement that the PR Police Know the Needs and Concerns of the Community*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	20.7	25.6	19.4	19.6	24.9 D	15.5	22.8 F	27.8	21.4	18.4	19.0	21.5	19.1	24.2	25.1 M	23.4	27.9
(4) Somewhat agree	46.4	34.1	45.1	47.7 B	47.4 B	47.8	45.8	35.4	41.3	47.1	44.9	48.8 HI	45.7	48.1	48.7	44.7	47.5
(3) Nor agree, nor disagree	16.0	14.6	17.4 E	16.8 E	11.7	15.2	16.3	13.9	18.9	15.7	16.8	15.3	16.5 Q	16.9 Q	13.1	23.4 Q	4.9
(2) Somewhat disagree	8.0	7.3	8.6	8.0	7.4	11.1 G	6.8	11.4	6.8	8.8	9.6	7.1	8.6	5.0	6.3	4.3	16.4 MNOP
(1) Totally disagree	4.6	12.2 CDE	6.0 D	3.3	4.6	4.6	4.6	7.6	7.8 L	5.4	5.0	3.3	4.8	3.5	5.2	4.3	3.3
Don't know	4.3	6.1	3.5	4.6	4.0	5.9 G	3.6	3.8	3.9	4.6	4.8	4.0	5.3 NO	2.3	1.6	—	—
TOP 2 BOX (4, 5)	67.1	59.8	64.5	67.3	72.3 BC	63.3	68.6 F	63.3	62.6	65.5	63.8	70.2 IK	64.9	72.3 M	73.8 M	68.1	75.4
BOT 2 BOX (1, 2)	12.6	19.5 D	14.7	11.2	12.0	15.7 G	11.5	19.0 L	14.6	14.2	14.6 L	10.4	13.4 N	8.5	11.5	8.5	19.7 N
AVERAGE	3.7	3.6	3.7	3.8	3.8 C	3.6	3.8 F	3.7	3.6	3.7	3.7	3.8 IK	3.7	3.9 M	3.8	3.8	3.8
Frequency																	
(5) Totally agree	413	21	106	199	87	87	326	22	44	48	87	212	274	63	48	11	17
(4) Somewhat agree	924	28	246	484	166	268	656	28	85	123	206	482	656	125	93	21	29
(3) Nor agree, nor disagree	319	12	95	171	41	85	234	11	39	41	77	151	236	44	25	11	3
(2) Somewhat disagree	160	6	47	81	26	62	98	9	14	23	44	70	123	13	12	2	10
(1) Totally disagree	92	10	33	33	16	26	66	6	16	14	23	33	69	9	10	2	2
Don't know	85	5	19	47	14	33	52	3	8	12	22	40	76	6	3	—	—
TOP 2 BOX (4, 5)	1337	49	352	683	253	355	982	50	129	171	293	694	930	188	141	32	46
BOT 2 BOX (1, 2)	252	16	80	114	42	88	164	15	30	37	67	103	192	22	22	4	12
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q50. According to your perception, how much do you agree that the PR Police knows the needs and concerns of the community?

Table 50.2*Level of Agreement that the PR Police Know the Needs and Concerns of the Community*

	TOTAL	POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaodo	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	20.7	19.9	20.0	17.1	25.9	16.1	18.0	21.0	23.9	14.3	17.3	27.3	24.0	21.2	26.0
(4) Somewhat agree	46.4	47.6	45.5	45.2	41.7	52.4	45.1	39.5	45.1	54.8	49.6	48.5	49.3	48.5	45.5
(3) Nor agree, nor disagree	16.0	16.8	16.6	17.5	10.2	15.4	17.3	20.0	15.5	19.0	16.5	15.2	17.3	14.1	12.2
(2) Somewhat disagree	8.0	8.4	8.3	10.1	8.3	7.7	11.3	10.2	5.6	7.1	7.2	6.1	5.3	6.1	6.5
(1) Totally disagree	4.6	4.2	4.1	5.5	4.6	4.2	6.0	4.4	4.2	1.2	5.8	1.5	1.3	6.1	6.1
Don't know	4.3	3.1	5.5	4.6	9.3	4.2	2.3	4.9	5.6	3.6	3.6	1.5	2.7	4.0	3.7
TOP 2 BOX (4, 5)	67.1	67.5	65.5	62.2	67.6	68.5	63.2	60.5	69.0	69.0	66.9	75.8	73.3	69.7	71.5
BOT 2 BOX (1, 2)	12.6	12.6	12.4	15.7	13.0	11.9	17.3	14.6	9.9	8.3	12.9	7.6	6.7	12.1	12.6
AVERAGE	3.7	3.7	3.7	3.6	3.8	3.7	3.6	3.7	3.8	3.8	3.7	4.0	3.9	3.8	3.8
Frequency															
(5) Totally agree	413	38	29	37	28	23	24	43	34	12	24	18	18	21	64
(4) Somewhat agree	924	91	66	98	45	75	60	81	64	46	69	32	37	48	112
(3) Nor agree, nor disagree	319	32	24	38	11	22	23	41	22	16	23	10	13	14	30
(2) Somewhat disagree	160	16	12	22	9	11	15	21	8	6	10	4	4	6	16
(1) Totally disagree	92	8	6	12	5	6	8	9	6	1	8	1	1	6	15
Don't know	85	6	8	10	10	6	3	10	8	3	5	1	2	4	9
TOP 2 BOX (4, 5)	1337	129	95	135	73	98	84	124	98	58	93	50	55	69	176
BOT 2 BOX (1, 2)	252	24	18	34	14	17	23	30	14	7	18	5	5	12	31
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q50. According to your perception, how much do you agree that the PR Police knows the needs and concerns of the community?

Table 51.1*Level of Agreement that the Community Police Promotes the Participation of the Communities in Solving Problems and Fighting Crime*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
(5) Totally agree	32.2	39.0	31.9	30.8	34.9	28.0	33.8 F	39.2 J	34.0	26.4	32.5	32.6	29.9	30.0	46.6 MNP	29.8	50.8 MNP
(4) Somewhat agree	42.2	29.3	39.6	44.7 BC	42.0 B	43.0	41.9	31.6	35.4	46.7 HIK	39.2	44.6 HI	42.1	47.3 O	37.2	40.4	39.3
(3) Nor agree, nor disagree	15.8	19.5	16.5	16.0	13.1	17.1	15.2	19.0	19.9 L	16.1	16.1	14.4	17.0 OQ	15.4 OQ	8.4	23.4 OQ	4.9
(2) Somewhat disagree	6.3	6.1	7.0	5.7	6.9	8.4 G	5.4	5.1	4.9	7.3	7.8	5.7	6.6	5.4	5.8	4.3	4.9
(1) Totally disagree	3.6	6.1	5.1 D	2.8	3.1	3.6	3.6	5.1	5.8 L	3.4	4.4	2.7	4.3	1.9	2.1	2.1	—
TOP 2 BOX (4, 5)	74.4	68.3	71.4	75.6	76.9	70.9	75.7 F	70.9	69.4	73.2	71.7	77.2 IK	72.0	77.3	83.8 MP	70.2	90.2 MNP
BOT 2 BOX (1, 2)	9.9	12.2	12.1 D	8.5	10.0	11.9	9.1	10.1	10.7	10.7	12.2 L	8.4	10.9	7.3	7.9	6.4	4.9
AVERAGE	3.9	3.9	3.9	4.0	4.0	3.8	4.0 F	4.0	3.9	3.9	3.9	4.0	3.9	4.0	4.2 MN	3.9	4.4 MNP
Frequency																	
(5) Totally agree	641	32	174	313	122	157	484	31	70	69	149	322	429	78	89	14	31
(4) Somewhat agree	841	24	216	454	147	241	600	25	73	122	180	441	604	123	71	19	24
(3) Nor agree, nor disagree	314	16	90	162	46	96	218	15	41	42	74	142	244	40	16	11	3
(2) Somewhat disagree	125	5	38	58	24	47	78	4	10	19	36	56	95	14	11	2	3
(1) Totally disagree	72	5	28	28	11	20	52	4	12	9	20	27	62	5	4	1	—
TOP 2 BOX (4, 5)	1482	56	390	767	269	398	1084	56	143	191	329	763	1033	201	160	33	55
BOT 2 BOX (1, 2)	197	10	66	86	35	67	130	8	22	28	56	83	157	19	15	3	3
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q51. How much do you agree that the Community Police promotes the participation of communities in solving problems and fighting crime?

Table 51.2*Level of Agreement that the Community Police Promotes the Participation of the Communities in Solving Problems and Fighting Crime*

	TOTAL	POLICE AREA														Head-quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito			
Percentage (%)																
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)		
(5) Totally agree	32.2	35.6 SVZ	23.4	33.2 SVZ	36.1 SVZ	21.7	36.8 SVZ	32.2 V	31.7	21.4	30.9	31.8	30.7	30.3	41.5 SVXZa	
(4) Somewhat agree	42.2	37.7	42.1	36.9	40.7	51.7 RTWXe	35.3	34.1	46.5 X	56.0 **	46.8 X	50.0 WX	46.7	47.5 X	40.7	
(3) Nor agree, nor disagree	15.8	16.8	23.4 UYade	18.0 e	12.0	17.5	15.8	21.5 Uae	14.1	13.1	11.5	13.6	14.7	13.1	10.6	
(2) Somewhat disagree	6.3	5.2	6.9	7.8	5.6	5.6	9.0	8.8	5.6	6.0	5.0	3.0	4.0	7.1	4.9	
(1) Totally disagree	3.6	4.7	4.1	4.1	5.6	3.5	3.0	3.4	2.1	3.6	5.8	1.5	4.0	2.0	2.4	
TOP 2 BOX (4, 5)	74.4	73.3	65.5	70.0	76.9	73.4	72.2	66.3	78.2 SX	77.4	77.7 SX	81.8 SX	77.3	77.8 SX	82.1 **	
BOT 2 BOX (1, 2)	9.9	9.9	11.0	12.0	11.1	9.1	12.0	12.2	7.7	9.5	10.8	4.5	8.0	9.1	7.3	
AVERAGE	3.9	3.9	3.7	3.9	4.0	3.8	3.9	3.8	4.0 S	3.9	3.9	4.1 S	4.0	4.0	4.1 **	
Frequency																
(5) Totally agree	641	68	34	72	39	31	49	66	45	18	43	21	23	30	102	
(4) Somewhat agree	841	72	61	80	44	74	47	70	66	47	65	33	35	47	100	
(3) Nor agree, nor disagree	314	32	34	39	13	25	21	44	20	11	16	9	11	13	26	
(2) Somewhat disagree	125	10	10	17	6	8	12	18	8	5	7	2	3	7	12	
(1) Totally disagree	72	9	6	9	6	5	4	7	3	3	8	1	3	2	6	
TOP 2 BOX (4, 5)	1482	140	95	152	83	105	96	136	111	65	108	54	58	77	202	
BOT 2 BOX (1, 2)	197	19	16	26	12	13	16	25	11	8	15	3	6	9	18	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q51. How much do you agree that the Community Police promotes the participation of communities in solving problems and fighting crime?

Table 52.1*Level of Agreement that the PR Police Has Trained Its Officers to Work and Fight Crime Together with the Communities*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	29.5	34.1	26.9	30.0	30.9	27.3	30.3	34.2	32.0	28.7	27.2	29.8	29.0	32.7	30.4	21.3	29.5
(4) Somewhat agree	40.0	32.9	37.4	40.5	44.6 C	40.1	40.0	31.6	35.0	41.0	39.2	41.9	40.1	36.5	39.3	55.3 MNO	44.3
(3) Nor agree, nor disagree	15.9	19.5	16.7	16.3	12.9	18.4	14.9	22.8 J	14.6	13.0	17.2	15.8	16.2 Q	16.9 Q	16.2	12.8	6.6
(2) Somewhat disagree	9.5	6.1	11.9	9.2	7.7	10.7	9.1	7.6	8.7	11.9	11.3	8.4	9.1	10.8	8.9	6.4	18.0
(1) Totally disagree	5.1	7.3	7.1 E	4.1	4.0	3.6	5.7	3.8	9.7 KL	5.4	5.0	4.1	5.6	3.1	5.2	4.3	1.6 MO
TOP 2 BOX (4, 5)	69.5	67.1	64.3	70.4	75.4 C C	67.4	70.3	65.8	67.0	69.7	66.4	71.7 K	69.1	69.2	69.6	76.6	73.8
BOT 2 BOX (1, 2)	14.6	13.4	19.0	13.3	11.7	14.3	14.7	11.4	18.4 L	17.2 L	16.3	12.6	14.7	13.8	14.1	10.6	19.7
AVERAGE	3.8	3.8	3.7	3.8	3.9 C C	3.8	3.8	3.9	3.7	3.8	3.7	3.9 K	3.8	3.9	3.8	3.8	3.8
Frequency																	
(5) Totally agree	587	28	147	304	108	153	434	27	66	75	125	294	416	85	58	10	18
(4) Somewhat agree	798	27	204	411	156	225	573	25	72	107	180	414	575	95	75	26	27
(3) Nor agree, nor disagree	317	16	91	165	45	103	214	18	30	34	79	156	232	44	31	6	4
(2) Somewhat disagree	190	5	65	93	27	60	130	6	18	31	52	83	131	28	17	3	11
(1) Totally disagree	101	6	39	42	14	20	81	3	20	14	23	41	80	8	10	2	1
TOP 2 BOX (4, 5)	1385	55	351	715	264	378	1007	52	138	182	305	708	991	180	133	36	45
BOT 2 BOX (1, 2)	291	11	104	135	41	80	211	9	38	45	75	124	211	36	27	5	12
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q52. How much do you agree that the PR Police has trained its members to work and fight crime together with the communities?

Table 52.2*Level of Agreement that the PR Police Has Trained Its Officers to Work and Fight Crime Together with the Communities*

	TOTAL	POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	29.5	30.4 S	20.7	29.5	34.3 Sa	26.6	28.6	28.3	28.9	23.8	21.6	34.8 Sa	26.7	33.3 Sa	39.4 **
(4) Somewhat agree	40.0	39.3	37.9	36.4	38.0	42.0	38.3	38.0	43.7	40.5	46.0	43.9	45.3	41.4	38.6
(3) Nor agree, nor disagree	15.9	15.7	22.8 UYe	17.1	13.0	16.8	16.5	17.1	13.4	21.4 e	14.4	15.2	17.3	14.1	11.4
(2) Somewhat disagree	9.5	11.0	11.7	9.7	8.3	9.8	13.5	10.2	9.2	10.7	10.1	4.5	5.3	7.1	7.7
(1) Totally disagree	5.1	3.7	6.9	7.4 e	6.5	4.9	3.0	6.3	4.9	3.6	7.9 e	1.5	5.3	4.0	2.8
TOP 2 BOX (4, 5)	69.5	69.6 S	58.6	65.9	72.2 S	68.5	66.9	66.3	72.5 S	64.3	67.6	78.8 ST	72.0	74.7 S	78.0 **
BOT 2 BOX (1, 2)	14.6	14.7	18.6 be	17.1 be	14.8	14.7	16.5 b	16.6 b	14.1	14.3	18.0 be	6.1	10.7	11.1	10.6
AVERAGE	3.8	3.8 S	3.5	3.7	3.9 S	3.8	3.8	3.7	3.8 S	3.7	3.6	4.1 STXZa	3.8	3.9 Sa	4.0 **
Frequency															
(5) Totally agree	587	58	30	64	37	38	38	58	41	20	30	23	20	33	97
(4) Somewhat agree	798	75	55	79	41	60	51	78	62	34	64	29	34	41	95
(3) Nor agree, nor disagree	317	30	33	37	14	24	22	35	19	18	20	10	13	14	28
(2) Somewhat disagree	190	21	17	21	9	14	18	21	13	9	14	3	4	7	19
(1) Totally disagree	101	7	10	16	7	7	4	13	7	3	11	1	4	4	7
TOP 2 BOX (4, 5)	1385	133	85	143	78	98	89	136	103	54	94	52	54	74	192
BOT 2 BOX (1, 2)	291	28	27	37	16	21	22	34	20	12	25	4	8	11	26
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q52. How much do you agree that the PR Police has trained its members to work and fight crime together with the communities?

Table 53.1*Level of Respect that Communities Have for PR Police Officers*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(4) A lot of respect	9.0	9.0	10.0	7.0	12.0	7.0	10.0	13.0	10.0	8.0	10.0	8.0	10.0	6.0	8.0	4.0	16.0
(3) Some respect	41.0	29.0	33.0	42.0	52.0	40.0	41.0	29.0	33.0	34.0	38.0	46.0	37.0	50.0	47.0	55.0	56.0
(2) Little respect	39.0	40.0	43.0	40.0	28.0	37.0	39.0	43.0	39.0	45.0	40.0	36.0	40.0	35.0	38.0	36.0	23.0
(1) No respect at all	11.0	22.0	13.0	11.0	8.0	15.0	10.0	15.0	17.0	12.0	12.0	10.0	13.0	10.0	7.0	4.0	5.0
TOP 2 BOX (3, 4)	50.0	38.0	43.0	49.0	64.0	48.0	51.0	42.0	44.0	43.0	48.0	55.0	47.0	56.0	54.0	60.0	72.0
BOT 2 BOX (1, 2)	50.0	62.0	57.0	51.0	36.0	52.0	49.0	58.0	56.0	57.0	52.0	45.0	53.0	44.0	46.0	40.0	28.0
AVERAGE	2.5	2.2	2.4	2.5	2.7	2.4	2.5	2.4	2.4	2.4	2.5	2.5	2.4	2.5	2.6	2.6	2.8
Frequency																	
(4) A lot of respect	179	7	57	72	43	41	138	10	21	22	46	80	137	15	15	2	10
(3) Some respect	814	24	180	429	181	226	588	23	69	90	173	459	535	130	89	26	34
(2) Little respect	772	33	236	404	99	209	563	34	81	118	184	355	578	90	73	17	14
(1) No respect at all	228	18	73	110	27	85	143	12	35	31	56	94	184	25	14	2	3
TOP 2 BOX (3, 4)	993	31	237	501	224	267	726	33	90	112	219	539	672	145	104	28	44
BOT 2 BOX (1, 2)	1000	51	309	514	126	294	706	46	116	149	240	449	762	115	87	19	17
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJK, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q53. What is the level of respect that the communities have towards the members of the PR Police?

Table 53.2*Level of Respect that Communities Have for PR Police Officers*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
(4) A lot of respect	9.0	9.0	8.0	10.0	16.0	6.0	12.0	6.0	9.0	7.0	6.0	14.0	3.0	12.0	10.0
(3) Some respect	41.0	34.0	44.0	48.0	36.0	43.0	34.0	38.0	36.0	43.0	41.0	48.0	56.0	44.0	40.0
(2) Little respect	39.0	42.0	38.0	36.0	36.0	39.0	38.0	46.0	45.0	37.0	39.0	26.0	32.0	35.0	37.0
(1) No respect at all	11.0	15.0	10.0	6.0	12.0	12.0	16.0	10.0	10.0	13.0	14.0	12.0	9.0	8.0	13.0
TOP 2 BOX (3, 4)	50.0	42.0	52.0	58.0	52.0	49.0	46.0	43.0	45.0	50.0	47.0	62.0	59.0	57.0	50.0
BOT 2 BOX (1, 2)	50.0	58.0	48.0	42.0	48.0	51.0	54.0	57.0	55.0	50.0	53.0	38.0	41.0	43.0	50.0
AVERAGE	2.5	2.4	2.5	2.6	2.6	2.4	2.4	2.4	2.4	2.4	2.4	2.6	2.5	2.6	2.5
Frequency															
(4) A lot of respect	179	17	11	22	17	9	16	12	13	6	8	9	2	12	25
(3) Some respect	814	64	64	104	39	61	45	77	51	36	57	32	42	44	98
(2) Little respect	772	81	55	78	39	56	51	95	64	31	54	17	24	35	92
(1) No respect at all	228	29	15	13	13	17	21	21	14	11	20	8	7	8	31
TOP 2 BOX (3, 4)	993	81	75	126	56	70	61	89	64	42	65	41	44	56	123
BOT 2 BOX (1, 2)	1000	110	70	91	52	73	72	116	78	42	74	25	31	43	123
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q53. What is the level of respect that the communities have towards the members of the PR Police?

Table 54.1*Level of Agreement that the Police Officers Provide a Good Treatment to the Homeless Population in Puerto Rico*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	38.5	41.5	40.7	36.9	38.9	36.4	39.3	46.8	40.8	37.2	39.2	37.3	38.6	35.0	41.4	36.2	44.3
(4) Somewhat agree	42.4	42.7	39.4	43.4	44.3	41.5	42.8	38.0	38.8	42.9	39.7	44.7	42.3	45.4	38.7	44.7	42.6
(3) Nor agree, nor disagree	12.2	12.2	13.2	12.5	10.0	13.7	11.7	12.7	16.5 L	12.3	12.4	11.2	12.6	11.5	12.6	8.5	9.8
(2) Somewhat disagree	5.2	2.4	4.6	5.6	5.4	7.0 G	4.5	2.5	2.4	5.7	6.3 I	5.3	4.8	6.5	6.8	4.3	3.3
(1) Totally disagree	1.7	1.2	2.2	1.5	1.4	1.4	1.7	—	1.5	1.9	2.4	1.4	1.7	1.5	0.5	6.4 MNOQ	—
TOP 2 BOX (4, 5)	80.9	84.1	80.0	80.4	83.1	77.9	82.1 F	84.8	79.6	80.1	78.9	82.1	80.9	80.4	80.1	80.9	86.9
BOT 2 BOX (1, 2)	6.8	3.7	6.8	7.1	6.9	8.4	6.2	2.5	3.9	7.7	8.7 I	6.7	6.6	8.1	7.3	10.6	3.3
AVERAGE	4.1	4.2	4.1	4.1	4.1	4.0	4.1 F	4.3	4.2	4.1	4.1	4.1	4.1	4.1	4.1	4.0	4.3
Frequency																	
(5) Totally agree	767	34	222	375	136	204	563	37	84	97	180	369	553	91	79	17	27
(4) Somewhat agree	846	35	215	441	155	233	613	30	80	112	182	442	607	118	74	21	26
(3) Nor agree, nor disagree	244	10	72	127	35	77	167	10	34	32	57	111	180	30	24	4	6
(2) Somewhat disagree	103	2	25	57	19	39	64	2	5	15	29	52	69	17	13	2	2
(1) Totally disagree	33	1	12	15	5	8	25	—	3	5	11	14	25	4	1	3	—
TOP 2 BOX (4, 5)	1613	69	437	816	291	437	1176	67	164	209	362	811	1160	209	153	38	53
BOT 2 BOX (1, 2)	136	3	37	72	24	47	89	2	8	20	40	66	94	21	14	5	2
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPO.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q54. Comparing the treatment that the PR Police provides to different groups or specific sectors of society, how much do you agree that members of the police treat the homeless population in Puerto Rico well?

Table 54.2*Level of Agreement that the Police Officers Provide a Good Treatment to the Homeless Population in Puerto Rico*

	TOTAL	POLICE AREA														Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua do	Fajardo	Aibonito			
Percentage (%)																
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)		
(5) Totally agree	38.5	39.8	33.8	33.6	37.0	38.5	38.3	35.6	42.3	32.1	41.0	53.0 **	38.7	39.4	41.9	
(4) Somewhat agree	42.4	42.4	42.8	40.1	47.2 b	45.5 b	39.1	42.4	41.5	44.0	38.1	30.3	42.7	50.5 b	44.7 b	
(3) Nor agree, nor disagree	12.2	11.0	14.5 d	14.7 d	7.4	11.9	13.5	15.1 de	9.9	16.7 Ud	13.7	13.6	16.0 d	6.1	8.9	
(2) Somewhat disagree	5.2	5.2	7.6	7.4	5.6	3.5	6.0	5.4	5.6	6.0	5.8	1.5	1.3	3.0	4.1	
(1) Totally disagree	1.7	1.6	1.4	4.1 e	2.8	0.7	3.0 e	1.5	0.7	1.2	1.4	1.5	1.3	1.0	0.4	
TOP 2 BOX (4, 5)	80.9	82.2 T	76.6	73.7	84.3 T	83.9 T	77.4	78.0	83.8 T	76.2	79.1	83.3	81.3	89.9 **	86.6 STWXZ	
BOT 2 BOX (1, 2)	6.8	6.8	9.0	11.5 Vbcde	8.3	4.2	9.0	6.8	6.3	7.1	7.2	3.0	2.7	4.0	4.5	
AVERAGE	4.1	4.1 T	4.0	3.9	4.1	4.2 T	4.0	4.1	4.2 T	4.0	4.1	4.3 STXZ	4.2	4.2 ST	4.2 STWXZ	
Frequency																
(5) Totally agree	767	76	49	73	40	55	51	73	60	27	57	35	29	39	103	
(4) Somewhat agree	846	81	62	87	51	65	52	87	59	37	53	20	32	50	110	
(3) Nor agree, nor disagree	244	21	21	32	8	17	18	31	14	14	19	9	12	6	22	
(2) Somewhat disagree	103	10	11	16	6	5	8	11	8	5	8	1	1	3	10	
(1) Totally disagree	33	3	2	9	3	1	4	3	1	1	2	1	1	1	1	
TOP 2 BOX (4, 5)	1613	157	111	160	91	120	103	160	119	64	110	55	61	89	213	
BOT 2 BOX (1, 2)	136	13	13	25	9	6	12	14	9	6	10	2	2	4	11	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q54. Comparing the treatment that the PR Police provides to different groups or specific sectors of society, how much do you agree that members of the police treat the homeless population in Puerto Rico well?

INFORMATION SYSTEMS AND TECHNOLOGY**Table 55.1***PR Police Provides Sufficient Training to Police Officers to Train Them in the Efficient and Proper Use of Information Systems*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	54.0	49.0	55.0	51.0	63.0 BCD	55.0	54.0	52.0	56.0	51.0	51.0	56.0	56.0 NO	48.0	48.0	43.0	57.0
No	46.0	51.0 E	45.0 E	49.0 E	37.0	45.0	46.0	48.0	44.0	49.0	49.0	44.0	44.0 M	52.0 M	52.0	57.0	43.0
Frequency																	
Yes	1080	40	298	522	220	310	770	41	115	134	236	554	807	126	92	20	35
No	913	42	248	493	130	251	662	38	91	127	223	434	627	134	99	27	26
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q55. Do you consider that the PR Police provide enough training to police members to train them in the efficient and proper use of information systems?

Table 55.2*PR Police Provides Sufficient Training to Police Officers to Train Them in the Efficient and Proper Use of Information Systems*

	TOTAL		POLICE AREA												
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	54.0	52.0	52.0	55.0	58.0	49.0	51.0	53.0	56.0	52.0	47.0	50.0	52.0	62.0 ^a	63.0 ^{**}
No	46.0	48.0 ^e	48.0 ^e	45.0	42.0	51.0 ^e	49.0 ^e	47.0 ^e	44.0	48.0	53.0 ^{de}	50.0	48.0	38.0	37.0
Frequency															
Yes	1080	99	75	119	63	70	68	109	80	44	66	33	39	61	154
No	913	92	70	98	45	73	65	96	62	40	73	33	36	38	92
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

NotesZ-test = Significant Level 95% - Examined Columns **RSTUVWXYZabcde**.^{**} Significantly higher than > 5 police areas.

Q55. Do you consider that the PR Police provide enough training to police members to train them in the efficient and proper use of information systems?

Table 56.1*Level of Agreement that the PR Police Publishes Reliable General Statistics of Puerto Rico On All Types of Crimes*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	37.5	36.6	34.6	37.7	41.4 C	31.4	39.9 F	34.2	36.4	31.0	35.5	40.6 J	34.3	38.5	49.2 MN	48.9 M	62.3 MN
(4) Somewhat agree	35.4	25.6	34.8	36.1	36.6	38.3	34.2	35.4	28.6	38.3 I	36.6 I	35.4	35.8 Q	38.5 Q	31.9	34.0	23.0
(3) Nor agree, nor disagree	12.4	17.1	14.3	11.8	10.0	14.6	11.5	16.5	15.5 L	14.2	13.9 L	10.2	13.9 Q	10.4 Q	9.4 Q	4.3	1.6
(2) Somewhat disagree	6.5	7.3	5.5	6.9	6.6	7.1	6.2	6.3	4.4	8.4	5.4	6.9	6.8	5.4	4.2	6.4	9.8
(1) Totally disagree	4.8	4.9	7.0 DE	4.3	2.9	5.0	4.7	2.5	7.8 L	5.0	5.7	3.9	5.0	5.4	3.7	4.3	3.3
Don't know	3.5	8.5 DE	3.8	3.2	2.6	3.6	3.4	5.1	7.3 JKL	3.1	2.8	2.9	4.2	1.9	1.6	2.1	—
TOP 2 BOX (4, 5)	72.9	62.2	69.4	73.8 B	78.0 BC	69.7	74.1 F	69.6	65.0	69.3	72.1	76.0 IJ	70.2	76.9 M	81.2 M	83.0	85.2 M
BOT 2 BOX (1, 2)	11.3	12.2	12.5	11.2	9.4	12.1	11.0	8.9	12.1	13.4	11.1	10.8	11.8	10.8	7.9	10.6	13.1
AVERAGE	4.0	3.9	3.9	4.0	4.1 C	3.9	4.0 F	4.0	3.9	3.9	3.9	4.1 J	3.9	4.0	4.2 M	4.2	4.3 M
Frequency																	
(5) Totally agree	747	30	189	383	145	176	571	27	75	81	163	401	492	100	94	23	38
(4) Somewhat agree	705	21	190	366	128	215	490	28	59	100	168	350	514	100	61	16	14
(3) Nor agree, nor disagree	247	14	78	120	35	82	165	13	32	37	64	101	199	27	18	2	1
(2) Somewhat disagree	129	6	30	70	23	40	89	5	9	22	25	68	98	14	8	3	6
(1) Totally disagree	96	4	38	44	10	28	68	2	16	13	26	39	71	14	7	2	2
Don't know	69	7	21	32	9	20	49	4	15	8	13	29	60	5	3	1	—
TOP 2 BOX (4, 5)	1452	51	379	749	273	391	1061	55	134	181	331	751	1006	200	155	39	52
BOT 2 BOX (1, 2)	225	10	68	114	33	68	157	7	25	35	51	107	169	28	15	5	8
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q56. How much do you agree that the PR Police publish reliable general statistics from Puerto Rico on all types of crimes such as homicides, hate crimes, domestic violence, sexual assault, etc.?

Table 56.2*Level of Agreement that the PR Police Publishes Reliable General Statistics of Puerto Rico On All Types of Crimes*

TOTAL				POLICE AREA											
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	37.5	37.7	34.5	32.3	38.0	39.9	33.8	38.5	33.8	38.1	33.8	50.0	41.3	42.4	40.7
(4) Somewhat agree	35.4	36.1	33.1	37.8	33.3	34.3	33.1	35.6	36.6	44.0	34.5	33.3	32.0	45.5	30.9
(3) Nor agree, nor disagree	12.4	10.5	15.2	12.9	11.1	10.5	17.3	14.1	9.9	10.7	15.1	9.1	10.7	6.1	13.8
(2) Somewhat disagree	6.5	6.3	9.7	6.9	5.6	5.6	5.3	5.9	8.5	1.2	10.1	3.0	5.3	4.0	7.3
(1) Totally disagree	4.8	5.2	4.8	6.0	6.5	6.3	6.0	3.9	4.2	4.8	4.3	3.0	4.0	2.0	4.5
Don't know	3.5	4.2	2.8	4.1	5.6	3.5	4.5	2.0	7.0	1.2	2.2	1.5	6.7	—	2.8
TOP 2 BOX (4, 5)	72.9	73.8	67.6	70.0	71.3	74.1	66.9	74.1	70.4	82.1	68.3	83.3	73.3	87.9	71.5
BOT 2 BOX (1, 2)	11.3	11.5	14.5	12.9	12.0	11.9	11.3	9.8	12.7	6.0	14.4	6.1	9.3	6.1	11.8
AVERAGE	4.0	4.0	3.9	3.9	4.0	4.0	3.9	4.0	3.9	4.1	3.9	4.3	4.1	4.2	4.0
Frequency															
(5) Totally agree	747	72	50	70	41	57	45	79	48	32	47	33	31	42	100
(4) Somewhat agree	705	69	48	82	36	49	44	73	52	37	48	22	24	45	76
(3) Nor agree, nor disagree	247	20	22	28	12	15	23	29	14	9	21	6	8	6	34
(2) Somewhat disagree	129	12	14	15	6	8	7	12	12	1	14	2	4	4	18
(1) Totally disagree	96	10	7	13	7	9	8	8	6	4	6	2	3	2	11
Don't know	69	8	4	9	6	5	6	4	10	1	3	1	5	—	7
TOP 2 BOX (4, 5)	1452	141	98	152	77	106	89	152	100	69	95	55	55	87	176
BOT 2 BOX (1, 2)	225	22	21	28	13	17	15	20	18	5	20	4	7	6	29
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q56. How much do you agree that the PR Police publish reliable general statistics from Puerto Rico on all types of crimes such as homicides, hate crimes, domestic violence, sexual assault, etc.?

APPENDIX B**QUESTIONNAIRE**

Dear member of the Puerto Rico Police Bureau,

We are Ipsos Puerto Rico, an independent company specializing in market and public opinion research.

We are conducting a study for the Puerto Rico Police Monitor Office.

The purpose of this survey is to find out the opinion of members of the police on a series of issues that are highly relevant to the Police Reform. Your input is valuable to the Office of the Police Monitor.

It is important that you answer freely. All responses will be tabulated as a group, not individually, and will be kept absolutely confidential by Ipsos Puerto Rico. Only the total results of the study will be made public.

Thank you very much for your cooperation with the study!

SCREENER

F.1 Would you like to participate?

Yes..... 1 **[CONTINUE]**No.... 2 **[TERMINATE AND THANK]****F2.** In which of the following age groups are you in?

24 years or less	1
25 to 34 years	2
35 to 44 years	3
45 to 54 years	4
55 to 59 years	5
60 to 62 years	6

F3. Gender

Female	1	Male	2	Non Binary	3

F4. How many years have you served in the Puerto Rico Police Bureau?

0 to 4 years	1
From 5 to 9 years	2
From 10 to 14 years	3
From 15 to 19 years	4
From 20 to 24 years	5
From 25 +	6

F5. If you serve in a particular police area, do you reside in the same police area where you serve?

Yes	1
No	2

INTERNAL VARIABLE: Rank_COD [PROGR: REGISTRAR LOS DATOS DEL RANGO DE LA LISTA DE EMPLEADOS]	Police officer	1
	Sergeant	2
	Second Lieutenant	3
	First Lieutenant	4
	Captain	5
	Inspector	6
	Commandant	7
	Lieutenant colonel	8
	Colonel	9

INTERNAL VARIABLE: Area_COD	San Juan	1
	Arecibo	2

**[PROGR: REGISTRAR LOS DATOS DEL
ÁREA DE LA LISTA DE EMPLEADOS]**

Ponce	3
Humacao	4
Mayagüez	5
Caguas	6
Bayamón	7
Carolina	8
Guayama	9
Aguadilla	10
Utua	11
Fajardo	12
Aibonito	13
Cuartel General	14
Fortaleza	15

KNOWLEDGE ABOUT POLICE REFORM

Q1. Do you know or have you been informed about the Reform that the PR Police is carrying out to protect the civil rights of citizens, its purpose and what its implementation consists of?

I know a lot	5
I know something	4
I've heard, but I know almost nothing	3
I've heard but I don't know anything	2
I have never heard of	1

[PROG: SHOW Q2 IF IN Q1 IT IS EQUAL TO COD 3,4,5]

Q2. How much do you agree that the PR Police Reform is achieving the protection of citizens' civil rights?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q3. Does the PR Police keep its members informed about the process and achievements of the Reform?

Yes	1
No	2

Q4. And, does the PR Police keep citizens informed about the process and achievements of the Reform?

Yes	1
No	2

I. PROFESSIONALISM

Q5. How much do you agree that the members of the PR Police act respectfully when they intervene with citizens?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q6. And do you find that supervisors communicate with their subordinates in a professional manner?

Yes	1
No	2

Q7. Does the PR Police receive adequate technical training and supervision to promote ethical behavior?

Yes	1
No	2

Q8. Do officers have adequate mechanisms to report unethical behavior within the PR Police?

Yes	1
No	2

Q9. How much do you agree that the promotion processes are transparent, equitable, and fair?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

II. USE OF FORCE

Q10. How much do you agree that the PR Police has trained its members with modern techniques necessary to prevent the excessive use of force when intervening with citizens?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2

Strongly disagree	1

Q11. Do you consider that members of the Police respect and protect the right to free expression of citizens when responding to a demonstration such as: strikes, marches, etc.?

Yes	1
No	2

Q12. Which of the following alternatives best describes the resources you have to protect the right to free expression of citizens during a demonstration or situation of conglomeration of people?

I have received training, but I do not have the right equipment	1
I have not received training, but I have the right equipment	2
I have received the training and I have the right equipment	3
I have not received training, nor do I have the proper equipment	4

Q13. Have the members of the PR Police received effective training to intervene appropriately with citizens who have mental health problems?

Yes	1
No	2

III. SEARCHES AND SEIZURES

Q14. Do the members of the PR Police explain in a clear and respectful way the reasons when they intervene with a citizen?

Yes	1
No	2

Q15. How often do members of the PR Police have justified reasons when they make arrests, searches or raids on any citizen or property, or make seizures based on probable cause as established by law?

Always	5
Most of the time	4
Sometimes	3
Almost never	2
Never	1

Q16. How would you describe the treatment provided by the members of the PR Police to the citizens during the interventions?

Very appropriate	4
Somewhat appropriate	3
Somewhat inappropriate	2

Very inappropriate	1

Q17. Does a field supervisor comply with the regulations to respond to the scene of an arrest when required?

Yes	1
No	2

Q18. Is it a practice in the PR Police that a supervisor verifies that those arrested do not have injuries, and if they do, make sure that they receive adequate medical attention?

Yes	1
No	2

IV. EQUAL PROTECTION AND NON-DISCRIMINATION

Q19. Do you think that the PR Police has representation from different ethnic groups or sectors of society in Puerto Rico?

Yes	1
No	2

Q20. How much do you agree that supervisors treat all members of the PR Police in the same way without any type of discrimination such as; gender, origin, ethnicity, sexual orientation, nationality, ideology or political affiliation, etc.?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1
Don't Know	6

Q21. And, how much do you agree that the members of the PR Police do not discriminate against citizens when providing protection services?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q22. How much do you agree that the PR Police identifies and solves Hate Crimes in a timely and adequate manner?

Totally agree	5

Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q23. How much do you agree that the PR Police effectively handles cases of Domestic Violence and Sexual Assault?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q24. According to your perception, do you consider that the members of the PR Police treat victims of Domestic Violence and Sexual Assault appropriately?

Yes	1
No	2

Q25. Regarding the specific group of Transgender or transsexuals of the LGBTIQ+ community, how much do you agree that the members of the PR Police have been oriented with specific guidelines and norms to interact or intervene appropriately with transgender or transsexual people?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1
Don't answer	6

Q26. And, how much do you agree that the conduct of the PR Police members is reasonable towards the arrested citizens?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

V. RECRUITMENT, SELECTION AND HIRING

Q27. According to your perception, do you consider that the PR Police has the conditions and benefits to hire qualified people to be members of the police force?

Yes	1
No	2

Q28. Does the PR Police recruit candidates with the ideal characteristics to promote the philosophy of the community police and the protection of civil rights?

Yes	1
No	2

Q29. Do you consider that the PR Police has an effective and attractive promotional campaign to draw the attention of various sectors of the community for the recruitment of new members?

Yes	1
No	2

Q30. And, do you consider that the Puerto Rico Police Bureau has the incentives, conditions, and initiatives necessary to retain its human talent?

Yes	1
No	2

VI. POLICIES AND PROCEDURES

Q31. How much do you agree that the PR Police has well-defined policies, protocols, and procedural manuals that contain in detail the functions and obligations of each unit/operational division of the police?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q32. Do those responsible for developing the policies of the PR Police take into consideration the opinion and suggestions of the members of the police force?

Yes	1
No	2

Q33. Does the PR Police provide sufficient training and resources to collect, analyze and disseminate data that are useful to officers and supervisors in their daily operations and decision making?

Yes	1

No	2

VII. TRAININGS

Q34. Do you consider that the PR Police provides sufficient training each year to the members of the police force so that they can carry out their functions in an up-to-date, professional manner, and within the framework of their authority?

Yes	1
No	2

Q35. Do you think that the members of the PR Police are trained to offer services to people with disabilities (deaf, blind, mobility, etc.)?

Yes	1
No	2

Q36. How much do you agree that the instructors who provide training to members of the PR Police use appropriate methods to promote their learning and training?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1
Don't Know	6

Q37. Has the PR Police provided adequate training to implement the policies or regulations that govern interventions with foreigners or non-citizens?

Yes	1
No	2

Q38. Which of the following alternatives best describes the resources that the PR Police has provided you so that you can carry out your work effectively?

I have received the necessary training, but I do not have the appropriate equipment	1
I have not received the necessary training, but I have the appropriate equipment	2
I have received the necessary training and have the appropriate equipment	3
I have not received the necessary training, nor do I have the appropriate equipment	4

VIII. SUPERVISION AND MANAGEMENT

Q39. According to your perception, do you consider that the PR Police has an efficient system in which supervisors can identify, early, inappropriate behavior of police members?

Yes	1
No	2

Q40. How much do you agree that the PR Police has the necessary number of qualified supervisors?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q41. How objective do you consider the system for evaluating the work and performance of police officers to be?

Totally objective	5
Very objective	4
Objective	3
Not too objective	2
Nothing objective	1

[PROG: SHOW Q36 IF VARIABLE_AREA_COD IS EQUAL TO COD 1 TO 13]

Q42. How much do you agree that the Area Commander [PROG: SHOW AREA VARIABLE] demonstrates effective leadership to achieve the goals of the PR Police Bureau?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

[PROG: SHOW Q36 IF VARIABLE_AREA_COD IS EQUAL TO COD 14,15]

Q43. How much do you agree that your Unit Director demonstrates effective leadership to achieve the goals of the PR Police Bureau?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3

Somewhat disagree	2
Strongly disagree	1

Q44. Do you consider that the Superintendent / Commissioner is directing the PR Police towards a community police that protects civil rights?

Yes	1
No	2

IX. ADMINISTRATIVE COMPLAINTS

Q45. Does the PR Police investigate the complaints filed against any member of the police for improper conduct in an objective and complete manner?

Yes	1
No	2

Q46. How much do you agree that the PR Police consistently applies the corresponding disciplinary measures to members of the police with sustained complaints for having committed a misdemeanor?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q47. How much do you agree that the PR Police has confidential and accessible mechanisms to file complaints for improper conduct by any member of the police?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q48. How much do you agree that the PR Police protects police personnel who file a complaint against another member of the police force against reprisals?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2

Strongly disagree	1

Q49. Do you think that the PR Police takes appropriate measures when it identifies cases of corruption

Yes	1
No	2
Don't know	3

X. COMMUNITY INTERACTIONS AND PUBLIC INFORMATION

Q50. According to your perception, how much do you agree that the PR Police knows the needs and concerns of the community?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1
Don't Know	6

Q51. How much do you agree that the Community Police promotes the participation of communities in solving problems and fighting crime?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q52. How much do you agree that the PR Police has trained its members to work and fight crime together with the communities?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q53. What is the level of respect that the communities have towards the members of the PR Police?

A lot of respect	4
Some respect	3

Little respect	2
No respect at all	1

Q54. Comparing the treatment that the PR Police provides to different groups or specific sectors of society, how much do you agree that members of the police treat the homeless population in Puerto Rico well?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

XI. INFORMATION SYSTEMS AND TECHNOLOGY

Q55. Do you consider that the PR Police provide enough training to police members to train them in the efficient and proper use of information systems?

Yes	1
No	2

Q56. How much do you agree that the PR Police publish reliable general statistics from Puerto Rico on all types of crimes such as homicides, hate crimes, domestic violence, sexual assault, etc.?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1
Don't Know	6

Q57. How much do you agree that the technology used by members of the Puerto Rico Police allows them to perform their work effectively and efficiently?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1
Don't Know	6

Q58. Are body cameras currently used as part of their equipment?

Yes	1
No	2

Q59. Has the Puerto Rico Police provided training on how to use body cameras?

Yes	1
No	2

Q60. How much do you agree that body cameras help in the job function of members of the Puerto Rico Police?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1
Don't Know	6

DEMOGRAPHICS

To finish, we need you to please answer the following questions in order to be able to demographically classify the information you have provided us, thank you.

D1. Your current marital status is...

Married	1
Single	2
Divorced/Separated	3
Widower	4
Living together	5

D2. What was the last academic degree you completed?

Completed high school (12th grade)	1
Started university (did not get a diploma)	2
Associate Degree (Got a diploma)	3
Completed University / High School (Got a diploma)	4
Post-graduate studies (master's, doctorate) (Got a diploma)	5
Technical Courses / Other education after high school (business, nursing, etc.) (Obtained a certificate)	6

[PROG: IN D3A REGISTER THE MUNICIPALITY. SHOW ONLY THE LIST OF MUNICIPALITIES IN ALPHABETICAL ORDER]

D3A. In which municipality do you live?

San Juan Metro	1	North	2	South	3	East	4	West	5
Aguas Buenas	4	Aibonito	5	Adjuntas	1	Ceiba	19	Aguada	2
Bayamón	11	Arecibo	7	Arroyo	8	Fajardo	27	Aguadilla	3
Caguas	13	Barceloneta	9	Coamo	22	Humacao	36	Añasco	6
Canóvanas	15	Barranquitas	10	Guánica	29	Las Piedras	44	Cabo Rojo	12
Carolina	16	Camuy	14	Guayama	30	Luquillo	46	Hormigueros	35
Cataño	17	Ciales	20	Guayanilla	31	Naguabo	53	Isabela	37
Cayey	18	Corozal	24	Juana Díaz	39	Maunabo	49	Lajas	41
Cidra	21	Florida	28	Patillas	56	Yabucoa	77	Las Marías	43
Comerio	23	Hatillo	34	Peñuelas	57			Maricao	48
Dorado	26	Jayuya	38	Ponce	58			Mayagüez	50
Guaynabo	32	Lares	42	Salinas	63			Moca	51
Gurabo	33	Manatí	47	Santa Isabel	68			Rincón	60
Juncos	40	Morovis	52	Villalba	76			San Sebastián	67
Loíza	45	Orocovis	55	Yauco	78			San Germán	64
Naranjito	54	Quebradillas	59					Sabana Grande	62
Río Grande	61	Utuado	72						
San Juan	65	Vega Alta	73						
San Lorenzo	66	Vega Baja	74						
Toa Alta	69								
Toa Baja	70								
Trujillo Alto	71								

[PROG: IN D3B AUTOMATICALLY REGISTER THE REGION TO WHICH THE MUNICIPALITY REGISTERED IN D3A BELONGS. DO NOT SHOW INTERVIEWEE]

D3A. Region

San Juan Metro Area	1	North	2	South	3	East	4	West	5

D4. To which ethnic group do you belong?

Hispanic or Latino	1
predominantly white	2
Predominantly Black	3
predominantly asian	4
other ethnic group	5

D5. What is your place of birth?

Puerto Rico	1
Dominican Republic	2

Cuba	3
Mexico	4
Haiti	5
United States	6
Another Country of the Caribbean Islands	7
Country of Central America	8
Country of South America	9
Other Country in Europe, Asia or Africa	10