

**Executive Summary of the  
Agreement for the Sustainable Reform of the Puerto Rico Police Department  
Between the United States, the Commonwealth of Puerto Rico, and the  
Puerto Rico Police Department**

The United States, the Commonwealth of Puerto Rico and the Puerto Rico Police Department (PRPD) (collectively, “the Parties”) share a mutual interest in promoting effective and constitutional policing for the people of the Commonwealth of Puerto Rico. The Agreement for the Sustainable Reform of the Puerto Rico Police Department provides a comprehensive blueprint for reform that guides the professionalization of PRPD and promotes improved accountability and policing practices to ensure Puerto Rico residents are free from use of excessive force, unlawful searches and seizures, and discrimination by PRPD.

The agreement provides for reform measures in the following core areas:

1. **Recruitment, Selection, Hiring and Professionalization:** These provisions are designed to promote merit-based recruiting and hiring practices, and to ensure professional, ethical, and respectful policing services through proper policies and training. Effective implementation of these provisions will assist in addressing Puerto Rico’s public safety challenges, building public confidence, and strengthening institutional structures within PRPD. Measures include:
  - Requiring promotion practices that are merit-based and comply with equal opportunity employment principles;
  - Requiring competitive written examinations in promotions through the rank of captain and objective criteria that account for knowledge, skills, and abilities in appointments to ranks above captain;
  - Establishing a pre-service training program for cadets consisting of at least 900 hours of instruction; and
  - Establishing a mandatory pre-service and in-service training program that consists of at least 40 hours of training.
  
2. **Use of Force: Internal Controls and Accountability:** These provisions are designed to create 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. Measures include:
  - Developing comprehensive use of force policies that comply with applicable laws, comport with generally accepted policing practices, and include all force techniques;
  - Developing policies on sharing information with the public regarding serious uses of force and the dissemination of information to family members; and

- Developing crowd control and incident management policies that require appropriate command and control and that rely on tactics and techniques to respect protected speech and the right to lawful assembly.
3. **Searches and Seizures: Internal Controls and Accountability:** These provisions are designed to ensure that all investigatory stops, searches, and arrests are lawful, part of an overall crime prevention strategy, and consistent with community priorities for enforcement. Measures include:
- Developing adequate policies and procedures that comply with applicable laws and comport with generally accepted policing practices, including reporting and review systems to ensure compliance with policies;
  - Requiring immediate notification following an arrest and requiring supervisors to respond to the scene of felony arrests and arrests for obstructing or resisting an officer; and
  - Providing for timely supervisory reviews of stops, searches, and arrests, and requiring corrective action, where appropriate.
4. **Equal Protection and Non-Discrimination:** These provisions are designed to promote police services that are equitable, respectful, and free of unlawful bias in a manner that supports broad community engagement and effective crime prevention. These provisions will enable PRPD to provide members of the public with equal protection of the law, without bias based on race, color, ethnicity, national origin, religion, gender, disability, sexual orientation, gender identity, or gender expression. Measures include:
- Collecting and reporting accurate and reliable data on hate crimes;
  - Developing specific policies to guide officers' interactions with transgender and transsexual individuals that address gender identification, gender expression, transportation, processing, housing, and medical treatment; and
  - Ensuring that PRPD's dedicated Sex Crimes Investigation Unit hotline is staffed 24-hours a day with trained responders.
5. **Supervision, Oversight, and Accountability:** These provisions are designed to ensure that an adequate number of qualified first-line supervisors are deployed in the field to allow supervisors to provide close and effective supervision, provide officers under their command with the direction and guidance necessary to improve and develop as police officers, and to identify, correct, and prevent misconduct. Measures include:
- Assigning all operational field officers to a single, consistent, and clearly identified supervisor;

- Providing supervisors with recording devices to record complainant and witness statements taken during use of force or misconduct investigations;
  - Requiring that PRPD accept all misconduct complaints, including anonymous and third-party complaints, for review and investigation, and making the refusal to accept a misconduct complaint grounds for discipline; and
  - Providing for the completion of administrative investigations within 90 days.
6. **Community Engagement and Public Information:** These provisions provide for robust community relationships and constructive community engagement to promote collaborative problem-solving, bias-free policing, and crime prevention. Measures include:
- Integrating community and problem-oriented policing principles into PRPD’s management, policies and procedures, recruitment, training, personnel evaluations, tactics, deployment of resources, and systems of accountability;
  - Developing a community outreach and public information program to inform the public about PRPD’s progress in achieving compliance and addressing the community’s concerns; and
  - Maintaining and publicly disseminating accurate and updated crime statistics on a regular basis.

\* \* \* \* \*

A Technical Compliance Advisor (TCA), selected jointly by the parties and consisting of police practices experts and law enforcement professionals, will oversee PRPD’s implementation of the agreement. The TCA will have the following responsibilities:

- Conducting qualitative and quantitative outcome assessments to measure whether implementation of the agreement has resulted in constitutional policing;
- Submitting comprehensive compliance assessment reports every six months that are available to the public; and
- Conducting an annual, reliable, and comprehensive survey of members of the Puerto Rico community regarding their experiences with and perceptions of PRPD.