

**1322.00 UCPD RETIREE CONCEALED FIREARMS**

Responsible Officer:	EVP-COO UC Operations
Responsible Office:	Systemwide Community Safety
Issuance Date:	[The date of issuance by the President]
Effective Date:	[The date that the Policy is first enforceable]
Scope:	The policies and procedures contained within constitute a directive for members of the University of California Police Department (UCPD). They were created to provide direction and guidance to the members of the UCPD and provide the framework of coordination for the protection of the population and resources of the University of California.

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I. POLICY SUMMARY

The Systemwide UCPD Retiree Concealed Firearms Policy explains how and under what conditions retired UCPD officers may obtain identification cards that allow them to carry concealed firearms to comply with federal law (Law Enforcement Officers' Safety Act) and California state law. Federal and state law define specific conditions retired police officers can request concealed carry firearm permits. Firearms of any type are not

allowed on UC property, except for currently employed sworn peace officers working in an official capacity. The Chief of Police can suspend or revoke these privileges for safety or policy violations, with retirees entitled to a hearing before permanent revocation.

II. POLICY TEXT

1322.1 PURPOSE AND SCOPE

The purpose of this policy is to provide guidelines for the issuance, denial, suspension or revocation of University of California Police Department identification cards under the Law Enforcement Officers' Safety Act (LEOSA) and California law ([18 USC § 926C](#); [Penal Code § 25455](#)).

1322.2 POLICY

It is the policy of the UC Police Department to provide identification cards to qualified retired officers as provided in this policy.

1322.2.1 DEFINITIONS

- (a) **Honorably Retired:** Refers to a peace officer who has qualified for, and has accepted, a service retirement directly from active service as a peace officer and who has not agreed to a service retirement in lieu of termination ([Penal Code § 16690](#)).
 - 1. Officers receiving duty disability income have not separated or retired from the UC and are not honorably retired.
 - 2. Officers who separate or retire from the UC after receiving duty disability income are not honorably retired.
- (b) **Retirement in Lieu of Termination:** For purposes of determining eligibility for retiree privileges, a retirement occurs in lieu of termination when a formal agreement to avoid termination was made or retirement occurs immediately following service of notice of adverse action recommending termination.
- (c) **Qualified Retired Peace Officer:** For purposes of issuance of a CCW endorsement or certification, a Qualified Retired Peace Officer is defined as an officer who meets all of the following:
 - 1. The officer honorably retired from the University directly from active service as a peace officer and is receiving or is immediately eligible to receive retirement benefits under the provisions of the University of California Retirement System.

2. The officer did not retire due to a psychological disability ([Penal Code §26305\(a\)](#)) and had no mental health incapacity limiting their ability to work as a sworn police officer preceding retirement in good standing.
3. The officer is not otherwise subject to a lawful restriction on the possession of firearms that conflicts with a carry concealed weapons endorsement.
4. The officer meets their individual campus Police Department's firearm proficiency qualification standard.

1322.3 LEOSA

The Chief of Police shall issue an identification card for LEOSA purposes to any Qualified Retired Peace Officer who ([18 USC § 926C\(c\)](#)):

- (a) Retired from service in good standing from this department as an officer.
- (b) Before retirement, was authorized by law to engage in or supervise the prevention, detection, investigation, or prosecution of, or the incarceration of any person for, any violation of law.
- (c) Before retirement, had regular employment as a law enforcement officer for an aggregate of 10 years or more.
- (d) Has not been disqualified for reasons related to mental health.
- (e) Has not entered into an agreement with this department where the officer acknowledges that they are not qualified to receive a firearm qualification certificate for reasons related to mental health, and
- (f) Is not prohibited by federal law from receiving or possessing a firearm.
- (g) During the last 12-month period, meets the UC Police Department firearm proficiency qualification standard or any standard established by the State of California for the purpose of meeting the requirements of [18 USC § 926C\(c\)\(4\)](#).

1322.3.1 LEOSA IDENTIFICATION CARD FORMAT

The LEOSA identification card shall contain a photograph of the retired officer and identify them as having been employed as an officer. The LEOSA identification card shall follow the same format as the California identification card described in section 1322.4.1.

If the UC Police Department qualifies the retired officer, the LEOSA identification card should indicate the date the retired officer was tested or otherwise found by the department to meet the active-duty standards for qualification to carry a firearm.

1322.3.2 AUTHORIZATION

Any qualified retired law enforcement officer, including a retired officer of this department, may carry a concealed firearm under [18 USC § 926C](#) when they are:

- (a) In possession of photographic identification that identifies them as having been employed as a law enforcement officer, and one of the following:
 - 1. An indication from the person's former law enforcement agency that they have, within the past year, been tested or otherwise found by the law enforcement agency to meet agency-established active-duty standards for qualification in firearms training to carry a firearm of the same type as the concealed firearm.
 - 2. A certification, issued by either the state in which the person resides or by a certified firearms instructor who is qualified to conduct a firearms qualification test for active-duty law enforcement officers within that state, indicating that the person has, within the past year, been tested or otherwise found to meet the standards established by the state or, if not applicable, the standards of any agency in that state.
- (b) Not under the influence of alcohol or another intoxicating or hallucinatory drug or substance.
- (c) Not prohibited by federal law from receiving a firearm.
- (d) Not in a location prohibited by California law or by a private person or entity on their property if such prohibition is permitted by California law.

1322.4 CALIFORNIA IDENTIFICATION CARD ISSUANCE

A Qualified Retired Peace Officer of this department shall be issued an identification card with a Carrying Concealed Weapon endorsement, "CCW Approved," upon honorable retirement ([Penal Code § 25455](#)).

- (a) No CCW Approved endorsement shall be issued to any officer retiring because of a psychological disability ([Penal Code § 26305](#)).

1322.4.1 CALIFORNIA IDENTIFICATION CARD FORMAT

The identification card issued to any Qualified Retired Peace Officer shall be 2 inches by 3 inches, and minimally contain ([Penal Code § 25460](#)):

- (a) A photograph of the retiree.
- (b) The retiree's name and date of birth.
- (c) The date of retirement.

- (d) The name and address of this department.
- (e) A stamped “CCW Approved” endorsement along with the date by which the endorsement must be renewed. If a CCW endorsement has been denied or revoked by the Department, or declined by the retired officer, the identification card shall be stamped “No CCW Privilege.”

1322.4.2 QUALIFIED RETIREES FROM INCORPORATED JURISDICTION

The UC Police Department shall provide an identification card with a CCW Approved endorsement to honorably retired peace officers from any jurisdiction that this department now serves under the following conditions ([Penal Code § 25905](#)):

- (a) The retiree's previous agency is no longer providing law enforcement services or the relevant government body is dissolved.
- (b) This department is in possession of the retiree's complete personnel record or can verify the retiree's honorably retired status.
- (c) The retiree is in compliance with all of the requirements of this department for the issuance of a CCW Approved endorsement.

1322.4.3 QUALIFIED RETIRED RESERVES

Qualified retired reserve officers who meet the department requirements shall be provided an identification card with a CCW Approved endorsement ([Penal Code § 26300](#)).

1322.5 RETIRED OFFICER RESPONSIBILITIES

A Qualified Retired Peace Officer with a card issued under this policy shall immediately notify the Watch Commander of their arrest or conviction in any jurisdiction, or that they are the subject of a court order, in accordance with the Reporting of Employee Convictions policy.

A Qualified Retired Peace Officer with a card issued under this policy shall:

- (a) Comply with all relevant provisions of law and Department policy.
- (b) Make notification to the Department immediately if circumstances change where they no longer qualify to possess a CCW.
- (c) Notify the Department of new home address information within 30 days of a change in permanent residence.
- (d) Only carry a concealed firearm of the type for which he/she is qualified and ensure that it is in good condition and in proper working order.

- (e) Refrain from being under the influence of alcohol or any other intoxicating or hallucinatory drug or substance when exercising CCW privileges.
- (f) Contact the Department in a timely manner to apply for renewal of the ID card and make arrangements for re-qualification if necessary.
- (g) In the event that the officer's retiree badge or UC Retired Officer ID Card is lost or stolen, contact the Department as soon as practical and make a police report, in addition to any police report filed with another jurisdiction.
- (h) Immediately surrender any and all ID cards, CCW certification documents and non-decorative badges or other property issued by the Department upon the demand of the Chief of Police.

1322.5.1 RESPONSIBILITIES UNDER LEOSA

In order to obtain or retain a LEOSA identification card, the Qualified Retired Peace Officer shall:

- (a) Sign a waiver of liability of the department for all acts taken related to carrying a concealed firearm, acknowledging both their personal responsibility as a private person for all acts taken when carrying a concealed firearm as permitted by LEOSA and also that these acts were not taken as an employee or retired employee of the department.
- (b) Remain subject to all applicable department policies and federal, state and local laws.
- (c) Demonstrate good judgment and character commensurate with carrying a loaded and concealed firearm.
- (d) Successfully pass an annual criminal history background check indicating that they are not prohibited by law from receiving or possessing a firearm. This may be satisfied by maintaining the retired officer in the California Department of Justice (DOJ) Summary Criminal History Information Database pursuant to [PC § 11105](#) (k)(1).

1322.5.2 MAINTAINING A CALIFORNIA IDENTIFICATION CARD CCW ENDORSEMENT

In order to maintain a CCW Approved endorsement on an identification card issued under California law, the Qualified Retired Peace Officer shall ([Penal Code § 26305](#)):

- (a) Qualify every 5 years (annually for LEOSA) with the authorized firearm at a course approved by this department at the retired officer's expense.

- (b) Remain subject to all applicable department policies and federal, state and local laws.
- (c) Not engage in conduct that compromises public safety.
- (d) Only be authorized to carry a concealed firearm inspected and approved by the department.
- (e) Undergo a fingerprint-based state and national criminal history background check when required by UCX Police Department ([Penal Code § 26330](#)).

1322.6 DENIAL, OR REVOCATION OF A LEOSA IDENTIFICATION CARD

A LEOSA identification card may be denied or revoked upon failure to qualify annually. In the event that an identification card is denied, or revoked, the retired officer may request a review by the Chief of Police. The decision of the Chief of Police is final.

1322.7 DENIAL, SUSPENSION, OR REVOCATION OF A CALIFORNIA CCW ENDORSEMENT CARD

A Qualified Retired Peace Officer may have the privilege to carry a concealed weapon revoked or denied by violating any departmental rule, or state or federal law that, if violated by an officer on active duty, would result in that officer's arrest, suspension, or removal from the agency. ([Penal Code § 26305\(b\)](#)).

An identification certificate authorizing the Qualified Retired Peace Officer to carry a concealed weapon or an endorsement on the certificate may be immediately and temporarily revoked by the issuing agency when the conduct of the retired officer compromises public safety. ([Penal Code § 26305\(c\)](#)).

A CCW endorsement for any Qualified Retired Peace Officer may be denied or revoked only upon failure to renew, qualify or follow the responsibilities listed in 1322.5, 1322.5.1 and 1322.5.2.

- (a) In the event that a CCW endorsement is initially denied, the retired officer shall have 15 days from the date of denial to request a formal hearing. The failure to submit a timely written request for a hearing shall be deemed a waiver of such right. The hearing, absent written agreement between the parties, shall be held no later than 120 days after the request is received.
- (b) Prior to permanent revocation of any CCW endorsement, the department shall provide the affected retiree with written notice of a hearing by either personal service or first-class mail, postage prepaid, return receipt requested to the retiree's last known address ([Penal Code § 26315](#)).
 - 1. The retiree shall have 15 days from the date of service to file a written request for a hearing.

2. The hearing, absent written agreement between the parties, shall be held no later than 120 days after the request is received ([Penal Code § 26315](#)).
 3. The failure to submit a timely written request for a hearing shall be deemed a waiver of such right.
- (c) A hearing for the denial or permanent revocation of any CCW endorsement shall be conducted before a hearing board composed of three members, one selected by the department, one selected by the retiree or their employee organization, and one selected jointly ([Penal Code § 26320](#)).
1. Any decision by the hearing board shall be binding on the department and the retiree.
 2. Any retiree who waives the right to a hearing or whose CCW endorsement has been revoked at a hearing shall immediately surrender their identification card. The department will then reissue a new identification card which shall be stamped “No CCW Privilege.”
- (d) If for any reason UCPD becomes aware that the conduct of a retiree has compromised public safety or the trust of the community, UCPD will investigate the matter and, if warranted, temporarily suspend their CCW pending the outcome of the investigation and or hearing.
1. Notification of the temporary suspension should also be promptly mailed to the retiree via first class mail, postage prepaid, return receipt requested ([Penal Code § 26312](#)).
 2. The Watch Commander should document the investigation, the actions taken and, if applicable, any notification made to the retiree. The memo should be forwarded to the Chief of Police.
 3. The personal and written notification should be as follows:
 - i. The retiree’s CCW endorsement is immediately and temporarily suspended.
 - ii. The retiree has 15 days to request a hearing to determine whether the temporary suspension should become permanent revocation.
 - iii. The retiree will forfeit their right to a hearing and the CCW endorsement will be permanently revoked if the retiree fails to respond to the notice of hearing within the 15-day period.
 4. In the event that personal contact with the retiree cannot be reasonably achieved in a timely manner, the Watch Commander should attempt to make the above notice of temporary suspension through another law

enforcement officer. For example, if a retiree was arrested or detained by a distant agency, the Watch Commander may request that a law enforcement officer from that agency act as the agent of the department to deliver the written notification.

1322.8 FIREARM QUALIFICATIONS

The Rangemaster may provide retired officers from this department an opportunity to qualify. Written evidence of the qualification and the weapons used will be provided and will contain the date of the qualification. The Rangemaster will maintain a record of the qualifications and weapons used.

III. COMPLIANCE / RESPONSIBILITIES

Each Chief of Police has the responsibility to adopt and publish policies and procedures for the assistance and guidance of the members of their individual campus police departments. Policies and Procedures for campus police departments issued by authority of the Chief of Police shall have the same authority as these Policies.

IV. RELATED INFORMATION

[Jacobs v. Regents of University of California, 13 Cal. App. 5th 17](#)

V. FREQUENTLY ASKED QUESTIONS

Not Applicable.

VI. REVISION HISTORY

January 2, 2026: Original issuance. Updated This Policy is also reformatted to meet Web Content Accessibility Guidelines (WCAG) 2.0

VII. APPENDIX

Not Applicable.