

FOURTH SEMI- ANNUAL CLEVELAND POLICE MONITORING REPORT

Summary of status of compliance with the Consent Decree. This is a 115 page report, if you wish to read in more detail go to clecpc.org, select General Resources, then Monitoring team, all reports are posted.

Terms: Does not mean a good faith effort has not been attempted

- **Non-Compliance**- City or CDP has not yet complied
- **Evaluation Deferred**- Issue has been put aside in order to work on prerequisites for the issue
- **Partial Compliance**- Made sufficient initial progress, includes where policy exists on paper but not used in day to day practice
- **Operational Compliance**-Policy exists and/or is in practice but not long enough to show effective implementation.
- **General Compliance**- Fully complied and the requirement has been shown to be followed and/or has been implemented across time, cases and incidents.

COMMUNITY ENGAGEMENT:

- Community Police Commission (CPC)- Partial, general, operational Compliance

CPC is established and fully staffed after 2 years, working on building awareness and feedback from the community.

- District Policing Committees (DCP): Partial and Non compliance
One for each police district with membership that represents the diversity of the district, and it will work with CPC and community relations. Will address crime and safety issues within the district.

COMMUNITY AND PROBLEM ORIENTED POLICING (CPOP): Noncompliance

Three principles: Collaborative problem solving; Community engagement with policing policy and practices; Opportunities for police to know the community they police

Citizens want:

- Police to know and understand the community, have personal relationship with the people and promote positive interaction. I.E. bike and foot patrol
- Officers, not higher-ups, attend activities
- Increase resources for police
- Increase public awareness, more communication with community development corps and block clubs
- Increase in community input on police policy and practices

BIAS FREE POLICING: EVALUATION DEFERRED

Policy drafted in 2016 to insure policing was equitable, respectful, and free of unlawful bias. Principles must be integrated into the training curriculum and has not yet completed.

USE OF FORCE and TRAINING: Partial and Operational compliance, noncompliance

Policy effective 1-1-18. All officers are expected to adhere to the policy, and have received in depth training on this policy. Will be held accountable for violations.

As of December 2017, 95% of CDP officers have received training, 2 days, 8 hours of interactive, and real world context. Included: de-escalation; threat assessment; subject control; intermediate weapon use.

As of January no policy as to the expectations and procedures for the reporting, investigation and review of the use of force is in place. Expected this summer.

CRISIS INTERVENTION: Partial Compliance

Advisory committee in place, all CDP officers have completed basic training
Struggling with data collection and analysis of data, still working on specialized training and selection of volunteers for the 40 hr intensive CIT training. 911 and dispatch operators have not yet been trained at the time of this report.

SEARCH AND SEIZURE: Evaluation Deferred

Develop and implement policies on how all investigatory stops, seizures, and arrests will be conducted. Ban profiling for stops, arrests or seizures based on race, ethnicity, gender, or perceived sexual orientation.

Working on policies.

ACCOUNTABILITY: Non-compliance

CDP agreed that all allegations of misconduct would be fully and fairly investigated; the findings would be supported and documented by evidence; officers would be held accountable.

The current accountability system, according to the monitoring team, DOES NOT work for anyone, not the citizens nor the officers. (See city response as they disagree)

A disciplinary matrix has been finalized; classes and types of police misconduct and consequences for violations.

Currently working on improving policies and procedures of Internal Affairs, handles criminal complaints against officers, should be completed early 2018.

OFFICE OF PROFESSIONAL STANDARDS (OPS): Partial to non-compliance
Handles civilian, non-criminal, complaints of police misconduct.

- In process of hiring supervisor
- Failed to achieve any benchmarks by the end of 2017. Still has a backlog of cases and is not keeping up with current cases.
- City just proposed a plan to outsource the investigation of the older cases while current cases would be investigated by OPS.
- Need to fill vacant positions; hire competent people, including new supervisor, community engagement ombudsperson, and administrative staff.
- Consent decree and new OPS manual requires that anonymous and unsigned complaints be investigated, union contract does not. Contract requiring investigation not accepted by union members, in hands of arbitrator. Unless accepted by the union no discipline can be imposed, even though investigated, where complaint is unsigned or anonymous.
- OPS investigators have received training in investigation and interview techniques and procedures..

POLICE REVIEW BOARD(PBR): General, partial and operational compliance

- Reviews and analyzes OPS investigations and makes recommendations as to disposition and/or discipline. Hearings open to public.
- Now has a manual for discussing and making decisions.
- Has received training on use of Body Cams but not use of force.
- Needs to improve documentation and substantiation of decisions and dispositions.
- Needs improvement in communication with police chief and/or safety director

DATA COLLECTION AND ANALYSIS: Partial to non-compliance

- Has hired full time data collection and analysis coordinator
- Should increase data collection
- Should consider decentralizing data function, have data expert in each district for access to real-time crime and public safety information

MISCELLANEOUS SECTIONS:

- City and CDP non-compliant in regard to informing public about the status of the consent decree.
- Police training: Partial compliance, 40 hours of annual training is necessary but the training review committee and the training section of CDP are not working together. Field and academy training not coordinated.
- Equipment/Resources (Partial): City has plan, not totally approved in 2017, to update technology and provide operable and safe cars.

- Recruitment/Hiring: Monitoring team has obtained for the city, at no cost, a vendor to help develop a recruiting plan, up to city to incorporate the plan with the reforms required in the decree.
- No work has started in changing officer evaluations to reflect changes in the procedures and policies as required by the decree.
- Decree mandates training for all supervisors in line with new policies and procedures, as of yet no curriculum designed for training to occur.
- Officer Intervention (non-compliance): There has been some work on a plan to identify potential problems with officers with non-punitive early intervention including, retraining, mentoring, counseling and coaching.
- Body Cams(wearable cams):Body cams are mandatory during a shift but not on secondary jobs. So far no volunteers to wear during secondary employment despite incentives.

