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1	2022 Monitoring Plan						
2	<p><u>General Notes:</u></p> <p>For all deadlines established below, the Monitor and Parties agree that the deadlines might, in some instances, need to be extended by a brief interval to allow or accommodate unforeseen circumstances or unexpected, minor delays. Accordingly, if and only if the Monitor, United States, and the City agree that an extension for any of the deadlines outlined below is warranted and acceptable, the deadline may be extended by a reasonable amount of time, as determined by the Monitor, who will set a new timetable for the extended deadlines. No deadline may be extended by further without approval of the Court. If any or all of this extension period is used, the Monitor will formally notify the Court of the deadline extension(s). The extension of any specific deadline, or deadlines, will not change or otherwise affect any other deadline. Unless the Monitoring Team identifies problems with a deadline extension or otherwise raises issues with the Court, none of the Parties, the Court, or the public should interpret changes in deadlines to reflect problems in implementation or a lack of progress. Instead, all should understand that, for progress to be comprehensive and enduring, it may be necessary to take more time initially to refine policies, procedures, or training so that progress, ultimately, is faster, more effective, and more efficient.</p>						
3	<p>For purposes of the following deadlines, and unless otherwise expressly noted to the contrary, "semi-annual" means two times per year at a pace of once per six months. "Annual" means once per calendar year. "Bi-weekly" means once every two calendar weeks. "Monthly" means once per calendar month. "Days" means calendar days. If a listed deadline falls on a weekend or federal, state, local, or Court holiday, the deadline may be satisfied by submission or completion of the identified deliverable on the next business and/or non-holiday day.</p>						
4	Decree ¶	Area	Sub-Area	Milestone	Responsible Stakeholder(s)	Deliverable	Deadline
5	27-34	CPOP	General	The City will include the status of the Community and Problem-Oriented Policing Plan's Implementation into the City's Semiannual Report.	City/CDP	Status Report of CPOP's Implementation	Ongoing
6	27-34	CPOP	Training	The Monitor recommends approval or disapproval of the Final Draft curriculum for the District Awareness Training to the Court, either in whole or in part. The determination will be based on the extent to which the training adequately complies with the requirements of the Consent Decree, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	3/14/22
7	27-34	CPOP	Training	CDP will complete training of all CDP District officers on District Awareness Training. Monitoring Team and DOJ assess a sample of the training delivery.	CDP	District Awareness Training	5/13/22
8	27-34	CPOP	General	CDP will increase advertisement of the DPCs, Online Crime Reporting, the Division's community engagement activities and the Division's various social media platforms.	CDP	Increasing advertisement of DPC/CPOP	Ongoing; check-in on progress 4/1/22 10/1/22
9	27-34	CPOP	General	CDP will actively promote employee wellness initiatives throughout the Division, sending a quarterly email to all CDP personnel explaining various wellness options.	CDP	Promote Wellness Initiatives to All Personnel	Ongoing

10	27-34	CPOP	General	The CPOP Review Committee will meet quarterly. CDP will submit quarterly community engagement reports to the Monitoring Team and DOJ.	CDP	CPOP Review Committee Quarterly Meetings/Submit Quarterly Report	Ongoing by: 3/31/22 6/30/22 9/30/22 12/31/22
11	27-34	CPOP	General	CDP will update and distribute Asset Maps semi-annually.	CDP	Distribution of Asset Maps	6/30/22 12/31/22
12	27-34	CPOP	General	CDP will determine the feasibility of increasing the incidents that can be reported online and the feasibility of the “Verified Alarm” response.	CDP	Determination of online reporting and “Verified Alarm” response	Ongoing with City Council
13	27-34	CPOP	General	CDP will address the community about the history of CDP, policies and practices, and how the police and community can collaborate to solve problems as part of the Mobile Citizens Academy. CDP will provide MT and DOJ the materials used to present these topics to the Mobile Citizens Academy and will provide quarterly updates on number of attendees and their perceived demographics.	CDP	CDP and Community Collaborative Program – Quarterly Review	Ongoing; Materials provided 3/1/22; quarterly updates 4/10/22 7/10/22 10/10/22 1/10/23
14	27-34	CPOP	General	CDP will provide DOJ and the Monitoring Team with a plan for how it will ensure that CPOP principles are used during evaluations and promotions.	CDP	Plan for using CPOP Principles in Evaluations and Promotions	5/4/22
15	27-34	CPOP	General	The Parties and Monitoring Team will provide feedback to CDP on its plan to ensure that CPOP principles are used during evaluations and promotions.	Parties, Monitoring Team	Submission of Feedback on Plan for using CPOP Principles in Evaluations and Promotions	6/7/22
16	27-34	CPOP	General	CDP will implement the plan for using CPOP Principles in Evaluations and Promotions and will provide evidence of having implemented the plan for evaluations and promotions.	CDP	Status of implementing plan to use CPOP Principles in Evaluations and Promotions	For promotions: Ongoing For evaluations: 9/1/22 12/1/22
17	27-34	CPOP	General	CDP will publish community engagement activities broken down by district.	CDP	District Community Engagement Activities	7/29/22

18	34	CPOP	General	CDP will draft and submit to the DOJ and MT a comprehensive outline detailing its CPOP efforts in each District for 2021. CDP will ensure that the outline includes all content required by paragraph 34.	CDP	Comprehensive outline of 2021 CPOP efforts from each District	4/4/22
19	34	CPOP	General	DOJ and MT will provide feedback on the comprehensive outline of each District's CPOP efforts for 2021.	DOJ MT	Submission of feedback on outline of 2021 CPOP efforts from each District	5/9/22
20	34	CPOP	General	CDP finalizes a report based on the feedback received on the comprehensive outline detailing CPOP efforts in each District for 2021 and makes it publicly available by posting it on CDP's website.	CDP	Submission of final report of 2021 CPOP efforts from each District & post online.	6/13/22
21	20	Community Engagement	Community Police Commission	CPC will issue its annual reports for 2021 activities, including recommendations for improvement, related to each activity that it undertakes. The City will post these reports to the City's website.	CPC, City	CPC's annual reports	4/15/22
22	26	Community Engagement	District Policing Committees	Each district's DPC will present its identified strategies, concerns and recommendations to the CPC. At the same time, an officer who is a member of the DPC will present to the CPC CDP's assessment of ways to address, and barriers to, implementing the strategies, concerns and recommendations of the DPC.	DPCs CDP	Presentation to CPC about concerns and how to address those concerns.	To be presented by 4/15/22
23	130	Use of Force	Force Review Board	The FRB and the DACC will track each of its recommendations to ensure that each has been forwarded to the appropriate personnel.	FRB, City	Track Recommendations	Ongoing
24	124-130	Use of Force	Force Review Board	The FRB will hold regular quarterly force review meetings. Members of the Monitoring Team and the Parties will regularly attend.	CDP, City, Department of Justice, Monitoring Team	Commencement of Regular Meetings	Q1: 3/18/22 Q2/Q3/Q4: CDP to Provide Dates
25	274	Training	Training Review Committee	The Training Review Committee will conduct a needs assessment, as dictated by paragraph 274, to inform the review and update to CDP's 2023 Training Plan.	CDP	2023 Training Needs Assessment	6/3/22
26	271, 274	Training	Training Review Committee	The Training Review Committee will annually contribute to and review and update CDP's 2023 Training Plan.	CDP	Annual review of CDP's Revised Training Plan	6/17/22
27	270-281	Training	Training Plan	CDP will submit its draft 2023 Training Plan to the Parties for their review.	CDP	Submission of Draft 2023 Training Plan	7/1/22
28	270-281	Training	Training Plan	The Parties and Monitoring Team will review the draft 2023 Training Plan and provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Submission of Feedback on Draft 2023 Training Plan	7/22/22

29	270-281	Training	Training Plan	CDP will incorporate feedback, as appropriate, and provide the parties and the Monitoring Team with the final draft of the 2023 Training Plan.	CDP	Submission of Final 2023 Training Plan	8/5/22
30	270-281	Training	Training Plan	The Monitoring Team recommends approval or disapproval of the final 2023 Training Plan.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of the Final 2023 Training Plan.	8/19/22
31	287	Training	Training Review Committee	The Training Review Committee will conduct an assessment of the Field Training Officer program, and will recommend appropriate changes to policies, procedures, and training related to the FTO program.	CDP	Annual review of CDP's FTO program	7/29/22
32	287	Training	FTO Program	CDP will institute appropriate changes to its policies, procedures, and training related to the FTO program based on the recommendations from the TRC.	CDP	Implementation of TRC recommendations for FTO improvements	9/30/22
33	30, 42, 86, 143, 174	Training	In-Service Training (Session II 2022)	CDP submits the first draft of the 2022 In-Service Training Curricula for Session II which include the following training topics: Integrated Reality Based Training (covering use of force, search and seizure, CPOP, and bias-free policing), Cultural Humility Training, crisis intervention training, and Taser.	CDP	Submission of First Draft of 2022 Training Curricula – Session II	3/18/22
34	131-136 143	Training	In-Service Training (Session II 2022)	The Crisis Intervention Training Curriculum for all officers require collaborative work with the Mental Health Response Advisory Committee and will be reviewed by the MHRAC Training Subcommittee and the broader MHRAC Committee.	CDP, MHRAC	Submission of First Draft of 2022 Training Curricula – Session II	3/18/22
35	30, 42, 86, 143, 174	Training	In-Service Training (Session II 2022)	The Parties and Monitoring Team will review the first draft of the 2022 Session II In-Service Training Curricula and provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Submission of feedback on First Draft Training curricula – Session II	4/1/22
36	30, 42, 86, 143, 174	Training	In-Service Training (Session II 2022)	CDP will incorporate feedback, as appropriate, and provide the parties and the Monitoring Team with the final draft of the 2022 Session II In-Service Training Curricula.	CDP	Submission of Final Training Curricula – Session II	4/15/22
37	30, 42, 86, 143, 174	Training	In-Service Training (Session II 2022)	The Monitor recommends approval or disapproval of the annual Final draft of the 2022 Session II In-Service Training Curricula. The determination will be based on the extent to which the curricula adequately comply with the requirements of the Consent Decree, are consistent with approved policy, and incorporate feedback of the Parties.	Monitor	Filing of Memorandum to the Court re: Approval or Disapproval of Final Training Curriculum – Session II	4/29/22

38	30, 42, 86, 143, 174	Training	In-Service Training (Session III 2022)	CDP submits the first draft of the 2022 In-Service Training Curricula for Session III which include the following training topics: Firearms/use of force, QPR, ABLE, ASP baton, OC spray, and subject control.	CDP	Submission of First Draft of 2022 Training Curricula – Session III	5/27/22
39	30, 42, 86, 143, 174	Training	In-Service Training (Session III 2022)	The Parties and Monitoring Team will review the first draft of the 2022 Session III In-Service Training Curricula and provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Submission of feedback on First Draft Training curricula – Session III	6/17/22
40	30, 42, 86, 143, 174	Training	In-Service Training (Session III 2022)	CDP will incorporate feedback, as appropriate, and provide the parties and the Monitoring Team with the final draft of the 2022 Session III In-Service Training Curricula.	CDP	Submission of Final Training Curricula – Session III	7/1/22
41	30, 42, 86, 143, 174	Training	In-Service Training (Session III 2022)	The Monitor recommends approval or disapproval of the annual Final draft of the 2022 Session III In-Service Training Curricula. The determination will be based on the extent to which the curricula adequately comply with the requirements of the Consent Decree, are consistent with policy, and incorporate feedback of the Parties.	Monitor	Filing of Memorandum to the Court re: Approval or Disapproval of Final Training Curriculum – Session III	7/15/22
42	30, 42, 143, 174	Training	In-Service Training (2023)	CDP submits the first draft of the 2023 In-Service Training Curricula.	CDP	Submission of First Draft 2023 Training Curricula	9/30/22
43	30, 42, 143, 174	Training	In-Service Training (2023)	The Parties and Monitoring Team will review the first draft of the 2023 In-Service Training Curricula and provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Submission of feedback on First Draft Training curricula	10/21/22
44	30, 42, 143, 174	Training	In-Service Training (2023)	CDP will incorporate feedback, as appropriate, and provide the Parties and the Monitoring Team with the final draft of the 2023 In-Service Training Curricula.	CDP	Submission of Final Training Curricula	11/4/22
45	30, 42, 143, 174	Training	In-Service Training (2023)	The Monitor recommends approval or disapproval of the annual Final draft of the 2023 In-Service Training Curricula. The determination will be based on the extent to which the curricula adequately comply with the requirements of the Consent Decree, are consistent with policy, and incorporate feedback of the Parties.	Monitor	Filing of Memorandum to the Court re: Approval or Disapproval of Final Training Curriculum	12/2/22
46	30, 42, 143, 174	Training	In-Service Training	CDP will complete annual 2022 in-service training of all CDP officers. Monitoring Team and DOJ assess a sample of the training delivery.	CDP	Training Sessions end	12/23/22
47	30, 42, 143, 174	Training	In-Service Training	CDP will provide the Parties and the Monitor with the numbers and percentage of individual officers who have completed 2022 in-service training.	CDP	Submission of Training Update to Parties, Monitoring Team	1/14/23

48	30, 42, 143, 174	Training	In-Service Training	The City will certify to the Court that all CDP officers have completed the 2022 in-service training.	City, CDP	Filing of Certification with Court	1/21/23
49	322-325	Training	Supervisor Training	Newly promoted supervisors will receive supervisory training sessions upon promotion. CDP shall certify that each new supervisor has completed the supervisory training sessions upon promotion.	CDP	Supervisory Training Sessions	Ongoing
50	322-325	Training	Supervisor In-Service Training	CDP submits the first draft of the 2022 Supervisor In-Service Training Curriculum.	CDP	Submission of First Draft Training Curriculum	5/6/22
51	322-325	Training	Supervisor In-Service Training	The Parties and Monitoring Team will review the first draft of the 2022 Supervisor In-Service Training Curriculum and provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Submission of Feedback on First Draft Training Curriculum	5/27/22
52	322-325	Training	Supervisor In-Service Training	CDP will incorporate feedback, as appropriate, and provide the parties and the Monitoring Team with the final draft of the 2022 Supervisor In-Service Training Curriculum.	CDP	Submission of Final Training Curriculum	6/17/22
53	322-325	Training	Supervisor In-Service Training	The Monitoring Team recommends approval or disapproval of the final 2022 Supervisor In-Service Training Curriculum. The determination will be based on the extent to which the curricula adequately comply with the requirements of the Consent Decree, are consistent with policy, and incorporate feedback of the Parties.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of the Final Training Curriculum	7/1/22
54	322-325	Training	Supervisor In-Service Training	CDP will complete supervisor in-service training of all CDP supervisors. Monitoring Team and DOJ assess a sample of the training delivery.	CDP	Training Session Completed	11/23/22
55	322-325	Training	Supervisor In-Service Training	CDP will provide the Parties and the Monitor with the numbers and percentage of individual supervisors who have completed supervisor in-service training.	CDP	Submission of Training Update to Parties, Monitoring Team	1/14/23
56	322-325	Training	Supervisor In-Service Training	The City will certify to the Court that all CDP supervisors have completed the supervisor in-service training.	City, CDP	Filing of Certification with Court	1/20/23
57	181	Training	Internal Affairs Training	CDP will identify an outside entity to provide training for Internal Affairs investigators related to conducting misconduct investigations that is adequate in quality, quantity, type, and scope. CDP will provide to DOJ and MT a draft curriculum on which the outside entity plans to train IA investigators.	CDP	Contract Outside Entity and Submit Draft Curriculum	6/1/22

58	181	Training	Internal Affairs Training	The Parties and Monitoring Team will review the draft of the IA Investigator Training Curriculum to ensure consistency with the Consent Decree and provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Submission of Feedback on draft IA Training Curriculum by Outside Entity	9/1/22
59	181	Training	Internal Affairs Training	CDP's contracted outside entity will incorporate feedback, as appropriate, to ensure consistency with the Consent Decree, and provide the parties and the Monitoring Team with the final draft of the IA Investigator Training Curriculum.	CDP/CDP's Contracted Outside Entity	Submission of Final Training Curriculum	9/22/22
60	181	Training	Internal Affairs Training	The Monitoring Team recommends approval or disapproval of the final IA Investigator Training Curriculum to be provided by the contracted outside entity. The determination will be based on the extent to which the curricula adequately comply with the requirements of the Consent Decree, are consistent with policy, and incorporate feedback of the Parties.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final IA Training Curriculum	10/13/22
61	181	Training	Internal Affairs Training	CDP will complete annual training related to conducting misconduct investigations that is adequate in quality, quantity, type and scope, to be provided by CDP's contracted outside entity. Monitoring Team and DOJ assess a sample of the training delivery.	CDP	CDP to Complete Training Sessions	11/1/22
62	113	Training	Force Investigation Team	CDP will draft or will secure an outside vendor to provide the annual in-service training for FIT investigators that is adequate in quantity, quality, type, and scope, which is consistent with and incorporates CDP's policies and procedures.	CDP	Draft or contract with outside vendor to provide a CDP-specific training for FIT investigators	TBD
63	300-311	Recruitment & Hiring	General	CDP will document suggestions made by the Commission and other partner agencies/stakeholders and highlight those that are implemented through quarterly emails.	CDP	Quarterly emails with suggestions of CPC any other agencies/stakeholders	Ongoing
64	300-311	Recruitment & Hiring	General	CDP will submit and publish an annual report of recruiting activities and outcomes (2021). The report will include CDP's plans for correcting any identified deficiencies.	CDP	Submission of annual report of recruiting activities and outcomes	4/15/22
65	145	Crisis Intervention	Specialized CIT Officers	CDP will select appropriate officers for enhanced specialized training in CIT.	CDP	Selection of CIT officers	Ongoing
66	145	Crisis Intervention	Specialized CIT Officers	Selected Specialized CIT Officers to include FTOs will receive 40 hour enhanced specialized training in CIT. Monitoring Team and DOJ assess a sample of the training delivery.	CDP	Training Sessions	Ongoing 4/8/22 9/19/22 12/5/22

67	147	Crisis Intervention	Specialized CIT Officers	Delivery of CIT in-service training, which could be either a standalone 8-hour training or a 4-hour training to supplement the 4-hour all member IST to be provided by the Training Section in 2022. The specialized annual officer CIT in-service training must be approved by MHRAC, the Parties and the Monitor.	CDP	Training Delivery	By 12/31/22
68	144	Crisis Intervention	Dispatchers and Supervisors	Dispatch and Dispatch Supervisors will receive Crisis Intervention Training. Monitoring Team and DOJ assess a sample of the training delivery.	CDP, MHRAC	Training Sessions	Ongoing
69	135	Crisis Intervention	Annual Report	MHRAC and CDP will submit an annual report to the Public, Parties, and Monitor for 2021.	CDP	Annual Report	3/1/22
70	135	Crisis Intervention	Data	MHRAC will continue conducting a monthly review of CDP's data on crisis events, as required by paragraph 135 of the Consent Decree. The MHRAC Quality Improvement Subcommittee will actively participate in these monthly reviews.	MHRAC	Monthly reviews of CDP's data on crisis events	Ongoing
71	143	Crisis Intervention	Academy Recruit Crisis Intervention Training	CDP will submit information on existing CDP Academy recruit class intervention training to the MHRAC, covering both the recruit training program in the area of crisis intervention and selection process for the crisis intervention instructors. The purpose of the review is for MHRAC to make a recommendation to CDP concerning whether or not the program meets the requirements for the recruit crisis interventional training program established in paragraph 143 of the Consent Decree.	CDP, MHRAC	Documentation of the existing CDP Recruit Crisis Intervention Training	3/1/22
72	143	Crisis Intervention	Academy Recruit Crisis Intervention Training	The Parties and Monitoring Team will review the information provided on the recruit crisis intervention training program and instructor selection process and provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Submission of feedback on the existing CDP Recruit Crisis Intervention Training	3/15/22
73	143	Crisis Intervention	Academy Recruit Crisis Intervention Training	The Monitor recommends approval or disapproval of the existing program of recruit crisis intervention training and the instructor selection process. The determination will be based on the extent to which the program adequately complies with the requirements of the Consent Decree, are consistent with policy, and incorporate feedback of the Parties.	Monitor	Filing of Memorandum to the Court re: Approval or Disapproval of the Recruit Crisis Intervention Training	3/30/22
74	312-316	Performance Evaluations	Policy	CDP revises the Second Draft of the Performance Evaluation Policy, Manual and associated matrices to take into consideration and incorporate the feedback and expectations of the Parties, where appropriate. In consultation with the Parties, CDP submits a Final Draft including a revised Performance Evaluation.	CDP	Submission of Final Draft	4/4/22

75	312-316	Performance Evaluations	Policy	The Monitor recommends approval or disapproval of the Final Draft of the Performance Evaluation policy, either in whole or in part. The determination will be based on the extent to which the policy adequately complies with the requirements of the Consent Decree, are consistent with policy, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	5/2/22
76	326-336	Officer Intervention Program	Policy	CDP revises the Second Draft of the Officer Intervention Program policies to take into consideration and incorporate the feedback and expectations of the Parties, where appropriate. In consultation with the Parties, CDP submits a Final Draft.	CDP	Submission of Second Draft	4/4/22
77	326-336	Officer Intervention Program	Policy	The Monitor recommends approval or disapproval of the Final Draft of the Officer Intervention Program policy, either in whole or in part. The determination will be based on the extent to which the policy adequately complies with the requirements of the Consent Decree, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	5/2/22
78	317-318	Promotions	General	The Monitor, DOJ, and the City will begin collaboration on the process of developing and implementing fair and consistent promotion practices that comport with the requirements of the Consent Decree.	Monitoring Team, DOJ, City	Collaboration of Promotion Process	3/23/22
79	317-318	Promotions	General	The relevant City agencies collaborate and produce draft outline for its fair and consistent promotion process and submits it to the DOJ and Monitoring Team for their review.	City (relevant agencies)	Draft outline of promotion process	4/29/22
80	317-318	Promotions	General	The Monitoring Team and DOJ provide feedback and collaborate with CDP on any proposed revisions, and make their own suggestions for proposed revisions, if any.	Monitoring Team, DOJ	Feedback and collaboration on outline of promotion process	5/20/22
81	317-318	Promotions	General	CDP finalizes the promotion process outline and submits it to the Monitoring Team and DOJ for approval.	CDP	Submission of final outline of promotion process	6/10/22
82	347	Policies	Policy Review	CDP will review and revise approved policies related to the Consent Decree to ensure that the policies provide effective direction to CDP personnel and remain consistent with the Decree and current law.	CDP	Review and Revision of approved policies	Ongoing Monthly

83	347	Policies	Policy Review	The Monitor recommends approval or disapproval of the Final Drafts of the revised policies, either in whole or in part. The determination will be based on the extent to which the policies adequately comply with the requirements of the Consent Decree, incorporate feedback of the Parties, and reflect the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Drafts	Ongoing Monthly
84	178	Accountability	Internal Affairs	The City will work diligently to hire a qualified civilian Internal Affairs Superintendent who possesses the skills, expertise, and experience required by the Consent Decree.	City	Hiring of IA Superintendent	Ongoing
85	93-100, 160-175, 176-249, 322-325	Accountability	Administrative Review Processes	The Parties, Monitor, CDP, and City will convene monthly Administrative meetings to review data and information about the status of CDP's administrative investigations and internal review processes, including but not limited to use of force investigations, officer misconduct investigations, HR cases involving allegations of misconduct, the imposition of officer discipline, the resolution of civilian complaints, and other administrative reviews of officer performance captured in Blue Team/IAPro.	City (including OPS and PRB), CDP, Department of Justice, Monitoring Team	Monthly Administrative Meetings	Ongoing
86	243	Accountability	Administrative Review Process	CDP will track the number of instances in which the Chief or the Director of Public Safety, rejects, in whole or in part, PRB's recommended disposition. CDP will submit a report on all such instances to the Monitor and the DOJ on an annual basis.	CDP	Track data	12/30/22
87	244	Accountability	Administrative Review Process	The Monitor will review data and assess whether the PRB is achieving its mission.	Monitoring Team	Annual review of PRB data	Ongoing
88	199	Accountability	OPS (Budget)	OPS and/or the City will submit to the Monitor OPS' proposed budget for the 2023 budget year.	OPS/City	Submission of Proposed Budget	11/5/22
89	199	Accountability	OPS (Budget)	The Monitor will analyze the budget and advise the Parties and Court as to whether it is sufficient under the terms of the Consent Decree.	Monitoring Team	Written Submission re: Sufficiency of Budge	11/19/22
90	194	Accountability	OPS (Administration)	The City will work diligently to hire an OPS Administrator who possesses the skills, expertise, and experience required by the Consent Decree.	City	Hiring of OPS Administrator	Ongoing
91	201, 203, 205, 209	Accountability	OPS (Awareness)	OPS develops and submits a draft OPS Awareness Plan that includes deadlines and positions responsible for the identified tasks.	OPS	Submit Draft Awareness Plan	9/1/22
92	201, 203, 205, 209	Accountability	OPS (Awareness)	The Parties and Monitoring Team will review the draft OPS Awareness Plan to ensure consistency with the Consent Decree and provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Submission of Feedback on draft OPS Awareness Plan	9/22/22

93	201, 203, 205, 209	Accountability	OPS (Awareness)	OPS will incorporate feedback, as appropriate, and provide the parties and the Monitoring Team with the final draft of the OPS Awareness Plan.	OPS	Submission of Final OPS Awareness Plan	10/13/22
94	201, 203, 205, 209	Accountability	OPS (Awareness)	The Monitoring Team recommends approval or disapproval of the final OPS Awareness Plan. The determination will be based on the extent to which the Plan adequately complies with the requirements of the Consent Decree, is consistent with the OPS manual, and incorporate feedback of the Parties	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final OPS Awareness Plan	11/1/22
95	201, 203, 205, 209	Accountability	OPS (Awareness)	The City, CDP, OPS and any other involved stakeholders will implement the OPS Awareness Plan according to the deadlines set forth in the Plan. The deadlines outlined there will be incorporated into this Monitoring Plan by reference and subsequent Monitoring Plans expressly.	City, CDP, OPS	Implementation of Plan Begins	11/8/22
96	195-196	Accountability	OPS (Training)	OPS will submit to the DOJ and Monitor a draft of a training for OPS investigators that meets the requirements of the Consent Decree, is consistent with the OPS manual, and incorporate feedback of the Parties.	OPS	Submission of draft OPS Investigator Training	9/1/22
97	195-196	Accountability	OPS (Training)	The Parties and Monitoring Team will collaborate with the OPS, by providing written and/or in-person feedback, to ensure consistency with the Consent Decree. The OPS will apply the feedback, as appropriate, to the OPS investigator training.	OPS	Feedback and collaboration on OPS Investigator Training	10/14/22
98	195-196	Accountability	OPS (Training)	The OPS will finalize its OPS investigator training and will submit to the DOJ and Monitor for approval.	OPS	Submission of Final OPS Investigator Training	11/10/22
99	195-196	Accountability	OPS (Training)	The Monitoring Team recommends approval or disapproval of the final OPS Investigator Training. The determination will be based on the extent to which the training adequately complies with the requirements of the Consent Decree, is consistent with the OPS manual, and incorporate feedback of the Parties.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final OPS Investigator Training	11/21/22
100	195-196	Accountability	OPS (Training)	The OPS delivers its OPS Investigator Training annually to all OPS investigators. The OPS will record this training in order for newly hired staff to receive the training virtually upon their commencement of work. Monitoring Team and DOJ assess a sample of the training delivery.	OPS	Delivery of OPS Investigator Training	12/1/22-12/31/22

101	194-196; 200, 218	Accountability	OPS (Performance Reviews)	The OPS, along with other relevant City agencies, will draft an instrument that it will use to conduct performance reviews of its investigators with the goal of assessing the extent to which investigators are fulfilling their job duties of conducting high-quality investigations as mandated by the OPS Operations Manual.	OPS & City (relevant agencies)	Submission of Draft OPS Performance Review Instrument	6/1/22
102	194-196; 200, 218	Accountability	OPS (Performance Reviews)	The Parties and Monitoring Team will providing written and/or in-person feedback on the draft OPS performance review instrument.	Monitoring Team, DOJ	Submission of Feedback on Draft OPS Performance Review Instrument	6/22/22
103	194-196; 200, 218	Accountability	OPS (Performance Reviews)	The OPS will finalize its OPS performance review instrument and submit it to the Monitoring Team and DOJ for approval.	OPS	Submission of Final OPS Performance Review Instrument	7/13/22
104	194-196; 200, 218	Accountability	OPS (Performance Reviews)	The Monitoring Team will indicate approval or disapproval of the final OPS performance review instrument. The determination will be based on the extent to which the instrument adequately complies with the requirements of the Consent Decree, is consistent with the OPS manual, and incorporate feedback of the Parties	Monitoring Team	Indicates approval or disapproval of Final OPS Performance Review Instrument	7/20/22
105	194-196; 200, 218	Accountability	OPS (Performance Reviews)	The OPS completes performance reviews for each OPS investigator using the approved OPS performance review instrument.	OPS	Complete OPS Performance Reviews	9/1/22
106	215 217	Accountability	OPS (Annual Report)	The OPS will draft its annual report on 2021 activities and submit it to the Parties and Monitoring Team for review. The report will include OPS's plans for correcting any identified deficiencies.	OPS	Submission of Draft Annual Report	2/14/22
107	215 217	Accountability	OPS (Annual Report)	The Parties and Monitoring Team will review the draft OPS annual report and provide written feedback, in-person feedback, or both.	DOJ, Monitoring Team	Submission of Feedback on OPS Annual Report	2/21/22
108	215 217	Accountability	OPS (Annual Report)	The OPS will create a final annual report for publication and distribution to the Parties, CDP, Monitoring Team, CPC, and any other stakeholders.	OPS	Final Annual Report	3/5/22
109	230-39, 244	Accountability	Police Review Board (General)	PRB and/or the City will submit to the Monitor PRB's proposed budget for the 2023 budget year.	PRB/City	Submission of Proposed Budget for 2022 to Monitor	11/5/22
110	230-39, 244	Accountability	Police Review Board (General)	The Monitor will analyze the budget and advise the Parties and Court as to whether it is sufficient under the terms of the Consent Decree.	Monitoring Team	Written Submission re: Sufficiency of Budget	11/19/22
111	233	Accountability	Police Review Board (Training)	PRB will provide training for its members that will meet the requirements of the Consent Decree.	PRB	Training Sessions	Ongoing

112	233, 234	Accountability	Police Review Board (Training)	PRB will submit a draft long-term training plan for its members, which will include how the PRB plans to onboard new members with training.	PRB	Submission of Long-Term PRB Training Plan	9/1/22
113	233, 234	Accountability	Police Review Board (Training)	The Parties and Monitoring Team will provide written and/or in-person feedback on the draft long-term PRB training plan.	DOJ, Monitoring Team	Submission of Feedback on Long-Term PRB Training Plan	9/22/22
114	233, 234	Accountability	Police Review Board (Training)	PRB will finalize the long-term training plan for its members.	PRB	Submission of Final Long-Term PRB Training Plan	10/21/22
115	233, 234	Accountability	Police Review Board (Training)	The Monitoring Team will indicate approval or disapproval of the final long-term PRB training plan. The determination will be based on the extent to which the training plan adequately complies with the requirements of the Consent Decree, is consistent with the OPS manual, and incorporate feedback of the Parties	Monitoring Team	Indicates approval or disapproval of Long-Term PRB Training Plan	11/10/22
116	15-22, 193-249	Accountability	General	The City will submit a draft implementation plan to the DOJ and the Monitor which outlines the steps the City will take to implement amended Sec. 115, while ensuring that any potential conflicts with the Consent Decree are resolved through proposed amendments or otherwise settled.	CDP	Submission of Draft Implementation Plan for Section 115	3/28/22
117	194, 219, 253, 320	Accountability	General	CDP (specifically, CDP's Case Preparation Unit, Internal Affairs), OPS and PRB will submit to the DOJ and Monitoring Team draft timeline goals that each entity will instill for each stage of a case investigation and adjudication.	CDP OPS PRB	Submission of draft timeline goals for stages of investigation and adjudication.	4/29/22
118	194, 219, 253, 320	Accountability	General	The DOJ and Monitoring Team will review the draft timeline goals to ensure consistency with the Consent Decree and provide written feedback, in-person feedback, or both.	DOJ, Monitoring Team	Submission of feedback on draft timeline goals for stages of investigation and adjudication.	5/20/22
119	194, 219, 253, 320	Accountability	General	CDP Case Preparation, IA, OPS and PRB will apply feedback as appropriate and finalize the timeline goals for the various stages of case investigation and adjudication.	CDP OPS PRB	Submission of final timeline goals for stages of investigation and adjudication	6/3/22
120	194, 219, 253, 320	Accountability	General	CDP, OPS and PRB will begin implementing the timeline goals it established for the various stages of case investigation and adjudication.	CDP OPS PRB	Implementation of final timeline goals for stages of investigation and adjudication	Begins 7/1/22

121	268	Transparency	General	CDP's identified personnel will post its current policies and procedures, training plans, community policing initiatives, community meeting schedules, budgets, internal audit reports, revisions, changes, updates, or new information and documents as they are approved to take effect. This includes all materials submitted to the Court by the Monitor as part of this Monitoring Plan. The manner of posting on the website will seek to make all information and documentation accessible, clear, and readily identifiable. All materials will be posted within 10 business days of their completion or filing.	CDP	Posting of Current Information and Documents on Website	Ongoing
122	250	Transparency	Police Inspector General	The City will work diligently to hire a Police Inspector General with significant experience in law enforcement practices and civil rights law, who possesses the skills, expertise and experience required by the Consent Decree.	City	Hiring of Police Inspector General	Ongoing
123	250-256	Transparency	Police Inspector General	The City will submit to the Monitor and Department of Justice the Police Inspector General's proposed budget for the 2023 budget year.	IG/City	Submission of Proposed Budget for 2023 to Monitor	11/4/22
124	250-256	Transparency	Police Inspector General	The Monitor and Department of Justice will analyze the budget and advise the Parties and Court as to whether it is sufficient under the terms of the Consent Decree.	Monitoring Team, Department of Justice	Written Submission re: Sufficiency of Budget	11/18/22
125	22	Transparency	CPC	The CPC and/or the City will submit to the Monitor CPC's proposed budget for the 2023 budget year.	CPC/City	Submission of Proposed Budget for 2023	11/4/22
126	22	Transparency	CPC	The Monitor and Department of Justice will analyze the budget and advise the Parties and Court as to whether it is sufficient under the terms of the Consent Decree.	Monitoring Team, Department of Justice	Written Submission re: Sufficiency of Budget	11/18/22
127	259	Data Collection & Analysis	General	The DACC ensures maintenance of a reliable and accurate electronic system to track data from force related documents, vehicle stops, investigatory stops, and searches.	DACC	Track data	Ongoing
128	264	Data Collection & Analysis	General	CDP will conduct an assessment and submit to the DOJ and Monitoring Team an outline of the elements that it will include in its data report which summarizes its 2021 investigatory stop, search, and arrest data.	DACC	Outline of Data Report	3/4/22
129	264	Data Collection & Analysis	General	The DOJ and Monitoring Team will provide feedback, in-person and/or in writing, to CDP on the outline detailing the information it will include in its 2021 investigatory stop, search and arrest data.	DOJ Monitoring Team	Submission of Feedback on Outline of Data Report	3/18/22

130	264	Data Collection & Analysis	General	CDP will issue a report summarizing its 2021 investigatory stop, search, and arrest data. The report will identify significant trends in compliance with the Fourth Amendment of the Constitution, identify which practices are most effective and efficient in increasing public safety and community confidence in CDP, and the steps taken to correct problems and build on successes.	DACC	Issuance of Data Report	7/1/22
131	367	Data Collection & Analysis	General	CDP will collect all of the data required by paragraph 367, which includes the following: use of force, addressing persons in crisis, stops/searches/arrest, bias-free policing and community engagement, recruitment, training, officer assistance and support, supervision, civilian complaints, internal complaints and discipline.	DACC	Collection of Data Required by Paragraph 367.	5/30/22
132	367	Data Collection & Analysis	General	The Monitoring Team will review and analyze the data collected by CDP that satisfy the requirements of paragraph 367 and will identify outcomes, trends and patterns. This analysis will be summarized in the Monitor's Semiannual Report	Monitoring Team	Review and analysis of Data Required by Paragraph 367	7/1/22
133	265	Data Collection & Analysis	General	CDP will conduct an assessment and issue a report of all 2021 activities, including use of force, arrests, motor vehicle and investigatory stops, and misconduct complaints alleging discrimination, to determine whether CDP's activities are applied or administered in a way that discriminates against individuals on the basis of race, ethnicity, gender, disability, sexual orientation, or gender identity. This report will be based on data the City is obligated to collect, and is not an independent data collection requirement. CDP's report will identify which practices are most effective and efficient in increasing public safety and community confidence in CDP, and identify steps taken to correct problems and build on successes.	DACC	Report	7/1/22
134	266	Data Collection & Analysis	General	CDP, working with the FRB, will analyze the prior year's force data, including the force-related data listed above, to determine trends; identify and correct deficiencies revealed by this analysis; and document its findings in a public report.	DACC	Report	3/31/22
135	n/a	Compliance & Outcome Assessments	Monthly Parties / Monitoring Team Compliance Status Meeting	The Parties, CDP, and Monitoring Team will continue to meet not less than once a month, to discuss the current status of Consent Decree progress and compliance and discuss any issues related to the full and effective implementation of the Decree's requirements.	City, CDP, Department of Justice, Monitoring Team	Ongoing Monthly Compliance Status Meetings	Ongoing

136	361	Compliance & Outcome Assessments	Community Survey	The Monitoring Team will conduct a survey of members of the Cleveland community regarding their experiences with and perceptions of CDP and of public safety.	Monitoring Team	Conducting community survey	TBD 2023
137	375-376	Compliance & Outcome Assessments	Semiannual Monitoring Reports	The Monitoring Team will provide a copy of the Eleventh Semiannual Report to the Parties in draft form.	Monitoring Team	Submission of Draft Report to Parties	8/15/22
138	375-376	Compliance & Outcome Assessments	Semiannual Monitoring Reports	The Parties will informally comment on the Draft Report.	City, Department of Justice	Submission of Informal Comments on Draft Report	9/1/22
139	375-376	Compliance & Outcome Assessments	Semiannual Monitoring Reports	The Monitor will consider the Parties' responses and make appropriate changes, if any, before filing the report with the Court and issuing and report publicly.	Monitoring Team	Filing of Final Report with Court	9/22/22
140	387	Compliance & Outcome Assessments	City Status Reports	The City will file its twelfth status report with the Court, providing a copy to the Department of Justice and the Monitor.	City	Submission of Twelfth Status Report	3/4/22
141	375-376	Compliance & Outcome Assessments	Semiannual Monitoring Reports	The Monitor will consider the Parties' responses and make appropriate changes, if any, before filing the report with the Court and issuing and report publicly.	Monitoring Team	Filing of Final Report with Court	10/1/22
142	387	Compliance & Outcome Assessments	City Status Reports	The City will file its thirteenth status report with the Court, providing a copy to the Department of Justice and the Monitor.	City	Submission of Thirteenth Status Report	11/1/22
143	45-109	Compliance & Outcome Assessments	Systemic Assessments	The Monitoring Team will identify and share any cases that cause concern and discuss with CDP at regular monthly meeting.	Monitoring Team	Debrief with Parties	Ongoing
144	45-109	Compliance & Outcome Assessment	Systemic Assessments	The Monitor will file the 2021 Use of Force Report with the Court and issuing the report publicly.	Monitoring Team	Filing of Final Report with Court	3/15/22
145	45-109	Compliance & Outcome Assessment	Systemic Assessments	The Monitoring Team will conduct ongoing reviews of uses of force by CDP officers.	Monitoring Team	Review Conducted	Ongoing
146	193-239, 240-243, 245-247	Compliance & Outcome Assessment	Systemic Assessments	The Monitoring Team will conduct a review of OPS/PRB case investigations.	Monitoring Team	Review Conducted	Complete
147	193-239, 240-243, 245-247	Compliance & Outcome Assessment	Systemic Assessments	The Monitoring Team will provide a copy of the OPS/PRB Case Report in draft form.	Monitoring Team	Submission of Draft Report to Parties	Complete

148	193-239, 240-243, 245-247	Compliance & Outcome Assessment	Systemic Assessments	The Parties will informally comment on the OPS/PRB Case Draft Report.	City, Department of Justice	Submission of Informal Comments on Draft Report	Complete
149	193-239, 240-243, 245-247	Compliance & Outcome Assessment	Systemic Assessments	The Monitor will consider the Parties' responses and make appropriate changes, if any, before filing the OPS/PRB Case Report with the Court and issuing the report publicly.	Monitoring Team	Filing of Final Report with Court	Complete
150	239-249	Compliance & Outcome Assessment	Systemic Assessments	The Monitoring Team will conduct an audit of the Chief of Police's disciplinary decisions to ensure fair and consistent application of discipline.	Monitoring Team	Conduct Audit of Chief of Police Disciplinary Decisions	2/1/22-5/30/22
151	124-130	Compliance & Outcome Assessment	Systemic Assessments	The Monitoring Team will observe each Force Review Board meeting and will assess whether the FRB has fulfilled its obligations as outlined in CDP policy. The Monitor will provide feedback to CDP regarding any concerns or suggested improvements to ensure FRB meetings are accomplishing their stated goals.	Monitoring Team	Observe and assess FRB meetings	Ongoing
152	308, 367	Compliance & Outcome Assessment	Systemic Assessments	The Monitoring Team will conduct an assessment of CDP's hiring practices pertaining to the 148 th recruit class to ensure consistency with the mandates of the Consent Decree.	Monitoring Team	Conduct Assessment of CDP Hiring Practices (148 th class)	1/4/22-4/30/22
153	308, 367	Compliance & Outcome Assessment	Systemic Assessments	The Monitoring Team will conduct an assessment of CDP's hiring practices pertaining to the 150 th recruit class to ensure consistency with the mandates of the Consent Decree.	Monitoring Team	Conduct Assessment of CDP Hiring Practices (150 th class)	8/1/22-8/31/22
154	160-175, 260	Compliance & Outcome Assessment	Systemic Assessments	The Monitoring Team will conduct an assessment of CDP's data, practices and implementation regarding stops, searches and seizures to ensure compliance with the mandates of the Consent Decree.	Monitoring Team	Conduct Stop, Search & Seizure Assessment	6/1/22-8/31/22
155	105, 110-123	Compliance & Outcome Assessment	Systemic Assessments	The Monitoring Team will conduct an assessment of FIT Investigations to ensure compliance with mandates of the Consent Decree.	Monitoring Team	Conduct Assessment of FIT Investigations	7/1/22-9/30/22
156	119	Compliance & Outcome Assessment	Systemic Assessments	Review of criminal investigations conducted by the outside entity. Upon notice from CDP that such an investigation has been completed, the Monitoring Team will review the investigation in its entirety per the requirements of the Consent Decree.	Monitoring Team	Conduct Review of Criminal Investigations by Outside Entity.	Ongoing

157	240-244	Compliance & Outcome Assessment	Systemic Assessments	The Monitoring Team will conduct an audit of the Director of Public Safety's disciplinary decisions to ensure fair and consistent application of discipline.	Monitoring Team	Conduct Audit of Director of Public Safety's Disciplinary Decisions	10/1/22-1/31/23
158	157-159	Compliance & Outcome Assessment	Systemic Assessments	The Monitoring Team will conduct a preliminary Crisis Intervention assessment to review whether CDP is compliant with requirements of the Consent Decree and to make recommendations for how CDP can come into compliance with requirements.	Monitoring Team	Conduct Preliminary Crisis Intervention Assessment	TBD
159	27-28, 31-33	Compliance & Outcome Assessment	Systemic Assessments	The Monitoring Team will conduct an assessment of CDP's Community and Problem-Oriented Policing efforts and practices to ensure compliance with mandates of the Consent Decree.	Monitoring Team	Conduct Assessment of CPOP efforts	TBD
160	244	Compliance & Outcome Assessment	Systemic Assessments	The Monitoring Team will conduct an ongoing review of all instances where the Chief of Police or Director of Public Safety reject PRB's recommended discipline.	Monitoring Team	Ongoing review of Chief and Director's Departures from PRB recommendations.	Ongoing
161	45-130, 157-175, 193-249, 260, 308, 367	Compliance & Outcome Assessment	Systemic Assessments	The Monitoring Team will create a report which presents its findings from the various assessments it has conducted over 2022.	Monitoring Team	Submission of Report on Findings from Various Assessments	TBD 2023
161	n/a	Compliance & Outcome Assessments	Updated 2022 Monitoring Plan	The City will submit to the Court the Updated 2022 Monitoring Plan upon approval of the Plan by the United States and the Monitoring Team.	City	Filing of Updated 2022 Monitoring Plan with the Court	8/26/22
162	n/a	Compliance & Outcome Assessments	2023 Monitoring Plan	CDP and the City will provide a Draft 2023 Monitoring Plan to the Monitor, DOJ, and the CPC.	City	Submission of the Draft 2023 Monitoring Plan	11/14/22
163	n/a	Compliance & Outcome Assessments	2023 Monitoring Plan	The Monitor, DOJ, and CPC will provide comments and feedback on the Draft 2023 Monitoring Plan.	Monitoring Team, Department of Justice, CPC	Submission of Feedback on the Draft 2023 Monitoring Plan	12/9/22
164	n/a	Compliance & Outcome Assessments	2023 Monitoring Plan	The City will submit to the Court the Final Monitoring Plan for 2023.	City	Filing of the 2023 Monitoring Plan with the Court	12/22/22