



DEPARTMENT OF JUSTICE

Calvin Williams, Chief of Police

Mission Statement

To account for expenses directly related to the Consent Decree in the areas of recruiting, training, independent monitor review, additional personnel and information technology needs.

In addition to the Divisions of Office of Professional Standards, Police Review Board, Community Police Commission, and the Police Inspector General, the Consent Decree also requires additional functions that include: recruiting, training, independent monitor review, additional personnel and information technology needs.

The recruitment plan will include specific strategies for attracting a diverse group of applicants, including officers that are familiar with the different neighborhoods of Cleveland, who possess strategic thinking and problem solving skills, emotional maturity, interpersonal skills, and the ability to collaborate with a diverse cross-section of the community. (Paragraph 304)

The Division of Police will ensure all officers receive adequate training to understand: (a) how to police effectively and safely in accordance with policies; and (b) the requirements of the Consent Decree, Ohio Law, and the Constitution and laws of the United States. (Paragraph 269)

An independent monitor jointly selected by the City of Cleveland and the Department of Justice will serve as an agent of the court to assess and report whether the requirements of the Consent Decree have been implemented, and whether this implementation is resulting in constitutional and effective policing, professional treatment of individuals, and increased community trust of the Division of Police. (Paragraph 350)

Additional Personnel will include:

- ♦ Implementation Coordinator (Paragraph 385) - To facilitate the provision of data, documents, materials, and access to the City's and the Division of Police's personnel to the independent monitor, Department of Justice, and any other necessary parties to ensure compliance with the requirements of the Consent Decree.
- ♦ Civilian Head of Internal Affairs (Paragraph 178) - A qualified citizen will be hired to report directly to the Chief of Police. This position will be someone who is not a current or former employee of the Division of Police, and is not a current or retired law enforcement officer.
- ♦ Crisis Intervention (Paragraph 131) - A Captain and Sergeant of Police will work together to better facilitate communication between the Division of Police and members of the mental health community and to increase the effectiveness of the Crisis Intervention Program.
- ♦ The Division of Police will collect and maintain all data and records necessary to accurately evaluate its use of force, search and seizure practices, facilitate transparency, and, as permitted by law, broad public access to information related to the Division of Police. To fulfill the data analysis requirements of the Consent Decree, four information technology positions will be added and additional software will be purchased. (Paragraph 257)

PROGRAM NAME: **CONSENT DECREE ADDITIONAL PERSONNEL**

OBJECTIVES: To account for the additional positions required by the Consent Decree in the areas of Implementation Coordinator, Civilian Head of Internal Affairs, and Crisis Intervention.



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ACTIVITIES: **Implementation Coordinator-** Ensure that all data, documents and records are maintained as provided in the Consent Agree and assist in assigning implementation and compliance related tasks.

Civilian Head of Internal Affairs- Conduct objective, comprehensive, and timely investigations of all internal allegations of officer misconduct.

Crisis Intervention- Develop and maintain partnerships with program stakeholders, participate in and implement changes recommended by the Advisory Committee, select candidates for designation of specialized CIT officers, and create ways to honor and recognize Crisis Intervention staff when appropriate.

PROGRAM NAME: INFORMATION TECHNOLOGY

OBJECTIVES: To ensure collection, tracking, and reporting of data related specific stops outlined in the Consent Decree.

ACTIVITIES: Routine reporting, an annual assessment to the independent monitor, development of a protocol to accurately analyze data collected, issue reports summarizing data, and ensure transparency.

PROGRAM NAME: MONITOR

OBJECTIVES: To work with Cleveland Division of Police to achieve compliance with the requirements of the Consent Decree.

ACTIVITIES: To fulfill the mandates of the Consent Decree, the independent monitor will perform compliance reviews, conduct biennial surveys, evaluate outcome measurements, develop a monitoring plan, provide recommendations, and file written reports with the court every six months.

PROGRAM NAME: RECRUITMENT PLAN

OBJECTIVES: To revise the recruitment procedures and hiring to ensure that the Division of Police attracts and hires a diverse group of qualified personnel.

ACTIVITIES: Develop and implement a recruitment policy and a strategic recruitment plan that includes clear goals, objectives, and action steps for attracting qualified applicants from a broad cross-section of the community.

PROGRAM NAME: TRAINING

OBJECTIVES: To train the Division of Police to reflect their commitment to procedural justice, bias-free policing, community policing, and will install agency expectations that officers police diligently, and have an understanding of commitment to the constitutional rights they encounter.

ACTIVITIES: Develop and implement a written training plan for the Division of Police's recruit academy, probationary field training, and in-service training to ensure that recruits, and officers are trained to effectively and lawfully carry out their duties in accordance with the policies of the Division of Police, the requirements and goals of the Consent Decree, Ohio law, and the Constitution and laws of the United States.



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Expenditures

	2018 Actual	2019 Actual	2020 Unaudited	2021 Budget
Salaries and Wages				
Full Time Permanent	\$ 297,251	\$ 405,261	\$ 409,443	\$ 466,830
Part-Time Permanent	107,044	90,941	73,915	100,000
Uniformed Personnel	306,140	322,317	363,236	395,713
Uniformed Overtime	540,836	328,442	18,592	237,000
Longevity	2,225	2,225	3,625	5,125
Wage Settlements	—	—	225	—
Vacation Conversion	—	1,081	—	—
Separation Payments	—	—	244,631	—
Bonus Incentive	2,500	—	—	—
Overtime	5,311	2,704	2,084	4,000
Deferred Overtime Payments	1,241	4,737	2,172	—
	\$ 1,262,547	\$ 1,157,709	\$ 1,117,923	\$ 1,208,668
Benefits				
Hospitalization	\$ 74,696	\$ 89,404	\$ 89,493	\$ 138,027
Prescription	11,265	15,511	18,870	28,557
Dental	3,101	3,518	4,003	8,039
Vision Care	296	390	636	1,059
Public Employees Retire System	55,923	69,928	67,126	79,955
Police & Firemens Disab & Pens	163,118	124,045	78,588	133,825
Fica-Medicare	18,144	16,620	15,981	17,527
Workers' Compensation	7,171	8,445	7,397	11,131
Life Insurance	256	326	429	600
Clothing Allowance	1,600	1,600	1,333	2,800
Clothing Maintenance	3,000	3,000	3,200	5,600
	\$ 338,570	\$ 332,786	\$ 287,056	\$ 427,120
Other Training & Professional Dues				
Travel	\$ 10,418	\$ 31,697	\$ 640	\$ 30,925
Tuition & Registration Fees	5,750	8,892	8,065	15,050
Professional Dues & Subscript	—	—	—	500
	\$ 16,168	\$ 40,590	\$ 8,705	\$ 46,475
Contractual Services				
Professional Services	\$ 74,433	\$ 370,699	\$ 577	\$ 142,000
Mileage (Private Auto)	—	—	—	500
Program Promotion	—	16,771	1,870	5,000
Parking In City Facilities	660	715	660	—
Property Rental	226	—	—	—
Other Contractual	1,353,577	964,547	814,820	1,062,000
	\$ 1,428,896	\$ 1,352,731	\$ 817,927	\$ 1,209,500



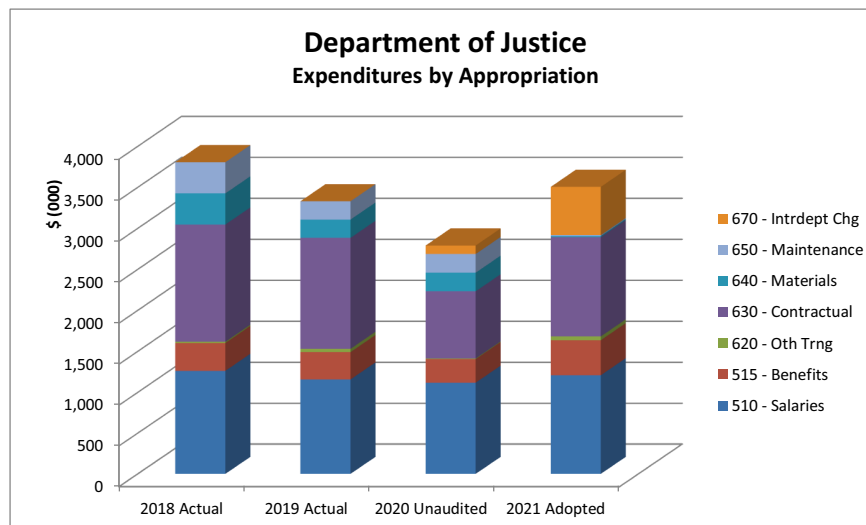
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Expenditures (Continued)

	2018 Actual	2019 Actual	2020 Unaudited	2021 Budget
Materials & Supplies				
Office Supplies	\$ —	\$ 27	\$ —	\$ —
Computer Software	374,554	215,929	224,739	—
Office Furniture & Equipment	—	1,302	—	—
Special Events Supplies	4,906	5,478	2,673	8,400
Just In Time Office Supplies	834	528	—	5,000
	\$ 380,294	\$ 223,264	\$ 227,412	\$ 13,400
Maintenance				
Maintenance Contracts	\$ —	\$ —	\$ 104,184	\$ 587,000
	\$ —	\$ —	\$ 104,184	\$ 587,000
Interdepart Service Charges				
Charges From Telephone Exch	\$ 10,559	\$ 7,770	\$ 5,007	\$ 5,100
Charges From Print & Repro	8,720	15,605	523	12,000
	\$ 19,279	\$ 23,375	\$ 5,529	\$ 17,100
	\$ 3,445,754	\$ 3,130,455	\$ 2,568,736	\$ 3,509,263

Revenues

	2018 Actual	2019 Actual	2020 Unaudited	2021 Budget
Miscellaneous	\$ 2,660	\$ 2,791	\$ 8,122	\$ —
	\$ 2,660	\$ 2,791	\$ 8,122	\$ —





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COMPARISON OF STAFFING LEVEL

Budget 2020	No. of Employees		Position	Salary Schedule	
	December 2020	Budget 2021		Minimum	Maximum
<u>ADMINISTRATORS & OFFICIALS</u>					
1	1	1	Special Assistant to the Mayor	31,200.00	125,470.58
1	1	1	Captain of Police	105,046.98	105,546.98
2	1	2	Sergeant of Police	77,938.60	78,438.60
<u>4</u>	<u>3</u>	<u>4</u>			
<u>PROFESSIONALS</u>					
1	0	0	Administrative Assistant	31,200.00	79,512.34
1	1	1	Data Base Administrator	39,937.34	118,853.53
1	1	1	Data Base Analyst	31,200.00	98,444.95
1	1	1	Project Manager II	31,200.00	86,455.17
<u>4</u>	<u>3</u>	<u>3</u>			
<u>PROTECTIVE SERVICES</u>					
2	1	2	Patrol Officer I	65,815.43	67,619.48
<u>2</u>	<u>1</u>	<u>2</u>			
<u>NON EEO REPORTING</u>					
2	1	2	Data Analysis Coordinator	31,200.00	93,000.00
<u>2</u>	<u>1</u>	<u>2</u>			
<u>12</u>	<u>8</u>	<u>11</u>	TOTAL FULL TIME		
<u>PART TIME</u>					
1	1	1	Executive Assist To The Mayor	50,795.81	191,316.74
<u>1</u>	<u>1</u>	<u>1</u>	TOTAL PART TIME		
<u>13</u>	<u>9</u>	<u>12</u>	TOTAL DIVISION		