

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF OHIO
EASTERN DIVISION

UNITED STATES OF AMERICA,)	CASE NO.: 1:15-CV-01046
)	
Plaintiff,)	
)	JUDGE SOLOMON OLIVER, JR.
vs.)	
)	
CITY OF CLEVELAND,)	
)	<u>CITY OF CLEVELAND'S</u>
Defendant.)	<u>ELEVENTH STATUS REPORT</u>

I. Transition Report

Following the Court's approval on June 12, 2015 of the Settlement Agreement¹ reached between the Department of Justice ("DOJ") and the City of Cleveland ("City"), the City has filed status reports with the Court on a semiannual basis. The Settlement Agreement recognized going forward that the City remained "committed to ensuring that police services in Cleveland are delivered in a manner that is constitutional, effective, and consistent with community values, while preserving officer and public safety." (Dkt., 7-1, p. 1).

Much has been accomplished in the intervening years. This is the City's eleventh status report to the Community and the Court. This most recent report occurs as the City is in the transition period following the November 2 mayoral election. Instead of limiting

¹ With Court's approval, the Settlement Agreement became the Consent Decree that has informed the many agreed upon policing reforms that have been undertaken by the CDP and City over the past six and one-half years.

the focus to a period of the last six months, the City's Eleventh Status Report attaches and incorporates a summary progress review with reference to issues to be addressed as the City prepares to enter 2022. This review is attached hereto as the "City of Cleveland Consent Decree Transition" report ("Transition Report").

The City's Transition Report summarizes the areas of work undertaken from the beginning stages of the Consent Decree to the present to meet the agreed upon reforms addressed in the Consent Decree. Specifically the Transition Report addresses work accomplished to date and identifies matters to be further addressed going forward. The Transition Report is broken down under the following categories: CDP Policies, Crisis Intervention, Training, Finance, Recruitment, Equipment/Resources, Accountability, Community Engagement, and Data. As was noted in the Monitor's recent Tenth Semiannual Report regarding the work of the Monitor team going forward:

In addition to renewed energy, we are entering a different stage of the Consent Decree. As we move into the fourth quarter of 2021 and into 2022, the substantive focus of the work is evolving from technical assistance to assessments. (emphasis added).

(Dkt. 386, at p. 1). Moreover, as further noted, the Monitor's initial compliance assessment reviews have already begun:

The Monitoring Team is in the middle of comprehensive assessments of Use of Force (UOF) and the Office of Professional Standards (OPS). The Use of Force assessment is examining whether force used was objectively reasonable, necessary and proportional, and whether it was appropriately reported and reviewed, through the review of 94 cases based on a statistically valid sample of cases for each level of force: Type I, Type II, and Type III, with Type III being the most severe. Each Type II and III case is reviewed by two reviewers, and escalated to a third if there is material disagreement in reviewers' assessments; Type I cases are reviewed by a single reviewer. For the OPS review, the Monitoring Team is conducting a general performance review based on a review of all cases received by the OPS after June 1, 2019, with sustained findings made by the Police Review Board (PRB) and adjudicated by the Division prior to December

31, 2020, for a total of 25 cases. While this is a smaller sample than UOF, the assessment includes hundreds of detailed data points. These two assessments mark the first in the new phase of assessing the progress to date and testing CDP's compliance with the Consent Decree.

(Dkt. 386, p.2).² The nature and areas of the assessments to be conducted by the Monitor are identified in the Consent Decree as follows:

[T]he Monitor will conduct qualitative and quantitative assessments to measure whether implementing this Agreement has resulted in constitutional policing. The measurements relating to use of force; addressing individuals in crisis; and stop, search, and arrest are not intended to expand the City's data collection requirements set forth elsewhere in the Agreement. These outcome assessments will include collecting and analyzing, at least annually, the following outcome data, trends, and patterns...

(Dkt. 7-1, p. 84, Section 367).

The work accomplished to date that is addressed in the attached Transition Report provides the reader with context of what has been achieved as the City and CDP enter the period of Monitor Team compliance assessment. During this assessment phase, the Monitor will employ "outcome measurements" that are specifically identified in the Consent Decree. (Dkt. 7-1, Section 367, pp. 84-88). The specified outcome assessments involve analysis by the Monitor Team of collected data, trends, and patterns in the following areas: (a) Use of Force, (b) Crisis Intervention, (c) Stops, Searches, and Arrests, (d) Bias Free Policing and Community Engagement, (e) Recruitment, (f) Training, (g) Officer Assistance and Support, (h) Supervision, and (i) Civilian Complaints. (*Id.*, pp. 84-88). The identified outcome measures for each area will be used as one of the primary

² It is significant that the Monitor has recognized: "Based on the outcome measures collected for various use of force indicators, even including the numbers of uses of force related to the May 2020 protest events, force is down, the severity of injuries to officers is down, and de-escalation attempts increased. (Dkt. 386, p. 52).

means of demonstrating whether the City has achieved “substantial and effective compliance”³ with the agreed upon reforms outlined Consent Decree. (Dkt. 7-1, p. 97, Section 401).

II. Conclusion

Most of the critical issue policies, plans, and initial training deemed necessary for complete and successful implementation of the many agreed upon policing reforms has been completed. As demonstrated in the City’s Transition Report the City and CDP have worked hard across a broad spectrum of areas during the most recent reporting period and over the life of the Consent Decree. It is anticipated during the upcoming assessment activities to be undertaken by the Monitor that the collected data, trends, and patterns associated with the various compliance measures will objectively document the success of the CDP’s ongoing efforts to achieve full and ongoing compliance with the Consent Decree.

Respectfully submitted,

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³ “Substantial and Effective Compliance means that the City either has complied with all material requirements of this Agreement, or has achieved sustained and continuing improvement in constitutional policing, as demonstrated pursuant to this Agreement’s outcome measures.” (Dkt. 7-1, p. 103, Section 456.)

CERTIFICATE OF SERVICE

The undersigned certifies that the City of Cleveland's Eleventh Status Report was filed electronically on December 2, 2021. Notice of this filing will be sent to all parties by operation of the Court's electronic filing system. Parties may access this filing through the Court's system. The Monitor and Department of Justice have been electronically delivered a copy of this filing.

/s/ Gary S. Singletary
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Counsel for the City of Cleveland

City of Cleveland Consent Decree Transition



CITY OF CLEVELAND
Mayor Frank G. Jackson



City of Cleveland
12/1/2021

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INTRODUCTION

By the invitation of the City of Cleveland, the U.S. Department of Justice (DOJ) completed an investigation of the Cleveland Division of Police (CDP) which culminated in an agreement between the DOJ and the City of Cleveland known as the Consent Decree in 2015. Key areas of the Consent Decree included incorporating Community and Problem Oriented Policing to build trust with the Cleveland community, establishing systems of Accountability and Transparency including Officer Training and Wellness, and ensuring that modern policies governing Bias-Free Policing, Use of Force, Search and Seizure, and dealing with persons in crisis were adopted and followed.

The City of Cleveland assembled the many disciplines needed to comply with the Consent Decree, led by the Coordinator, Greg White. The Compliance team consisted of CDP leadership, policy writers, and data analysts, members from the Public Safety Department, the Law Department, the Finance Department, Division of Information Technology and Services and other experts to begin the work of long term reforms of policing in Cleveland. In addition, the City also contracted with Case Western University's Begun Center for Violence Prevention Research and Education, to provide technical assistance in data collection, analysis, and required outcome measurements. The Consent Decree compliance team also sought and received assistance from many facets of the Cleveland community through forums, meetings and surveys in the process of developing "best practices" for CDP.

The following sections will outline the Consent Decree compliance team's work with the community, Monitoring Team and DOJ. While much progress towards compliance has been made, there is still much work to be done. The City has reached the point where data collection and analysis will determine whether the CDP is performing as required by the reforms currently in place.

POLICY

The first work toward complying with the Consent Decree began in 2016 with a wholesale review of the Consent Decree and the Cleveland Division of Police (CDP) policies noted therein. Each policy was thoroughly researched, compared with other similar jurisdictions to support “best practices” in the profession before the drafting of policies noted in the Consent Decree began. CDP started with its existing policies and either completed entirely new policies or revised existing policies in key Consent Decree areas such as Use of Force and its investigation, Crisis Intervention, Bias Free Policing, Community and Problem Oriented Policing and Search and Seizure for submission and technical assistance from the Monitoring Team and Department of Justice (DOJ). CDP also elicited feedback on the policies through focus groups with community members and CDP officers and supervisors, as well as surveys of community and Division members. Once completed, the policies were submitted and approved by the Federal Court.

The Office of Compliance conducted training for the Division’s electronic tracking software BlueTeam Next Generation and Use of Force entry training for all recruits in Academy classes and for all supervisors. Policies that are associated but not outlined in the Consent Decree were completed for: Interactions with Transgender, Intersex, Gender Non-Conforming Individuals and Interactions with Youth and Animal Incidents. Policies for the Officer Intervention Program, Employee Assistance and Support, and Performance Management (policy & manual) were drafted and exchanged with the Monitoring Team and the DOJ. The CDP website was improved and made publicly available to include policy and procedures, training plans, community policing initiatives on the website in compliance with paragraph 268 of the Consent Decree. In November, 2020, CPD received final certification by the Ohio Collaborative Law Enforcement Agency Certification for safe policing for safe communities. In October, 2021, CDP received final certification by the Ohio Collaborative Law Enforcement Agency Certification for use of force, recruitment and hiring.

I. Operation/Programs/Activities Accomplished

2016 Policies/Plans/Manuals

Cleveland Division of Police Mission Statement

Use of Force- Definitions

De-Escalation

Use of Force-General

Use of Force- Intermediate Weapons

Use of Force- Reporting

Wearable Camera System

Internal Affairs manual

Crisis Intervention Team Definitions

Crisis Intervention Team Program

Crisis Intervention Team Response
Equipment & Resource Plan
Staffing Plan
Recruitment Plan

2017 Policies/Manuals

Bias-Free Policing
Community and Problem Oriented Policing Plan
Canine Policy and Manual
Force Investigation Team and Manual
Public Complaints of Misconduct
Internal Complaints of Misconduct
Retaliation Prohibited
Force Review Board

2018 Policies

Probable Cause/Warrantless Arrests
Disciplinary Guidance
Investigatory Stops
Search and Seizure
Miranda Warning and Waiver
Strip Searches and Body Cavity Searches
Supervisor Reviews and Investigation
Disciplinary Guidance

2019 Policies

CPOP Policy
Domestic Violence Incidents Involving Cleveland Division of Police Officers
Disciplinary Guidance (revised)

2020 Policies (Policies that were associated but not outlined in the Consent Decree)

Interactions with Youth
Interactions with Transgender, Intersex, and Gender Non-Conforming Individuals
Animal Incidents

All of the above documents with the exception of internal manuals and monitoring plans can be located on the City of Cleveland website, DOJ Police Settlement Agreement Data tab.

<https://www.clevelandohio.gov/CityofCleveland/Home/Government/CityAgencies/PublicSafety/Police/PublicationsInformation>

II. Programs/Activities in Progress/Scheduled

Policies and manuals still in development/ awaiting approval

Officer Intervention Program

Employee Assistance and Support

Performance Management (policy & manual)

Crowd Management policies

Revised Use of Force policies which address force during crowd management situations (Use of Force – General, Use of Force – Reporting, Use of Force – Supervisor Reviews and Investigations).

Manual of Rules and Regulations for the Conduct and Discipline of Employees

Ongoing Policy Annual Review

Each of the policies developed is reviewed on an annual basis (see attached schedule) to ensure the policy remains consistent with the Consent Decree and current law as well as “best practices”, while providing effective direction to the members of CDP. Recommendations are solicited from the Cleveland Police Commission (CPC) as part of the annual review process.

III. Issues/Projects Requiring Immediate Action/Attention First Quarter 2022

Drafting of 2022 Monitoring Plan

IV. List of Key Contacts

Commander Brian Carney, Bureau of Compliance, bcarney@clevelandohio.gov

Captain Robert Simon, Office of Compliance, rsimon@clevelandohio.gov

CRISIS INTERVENTION TEAM (CIT)

I. Operation/Programs/Activities Accomplished

CIT has evolved tremendously within the Cleveland Division of Police. At the core of any CIT program, is the 40-hour CIT class that provides police officers specialized training in properly identifying someone experiencing a behavior health crisis, which includes a mental health and/ or a substances abuse issue. Officers then learn how to interact with that person, de-escalate them and then get them the medical help they need. The goal is to have a trained CIT Officer be the first officer dispatched to a person in crisis.

The CDP recognized the value of this this program over 15 years ago. Within a few years, the CDP had trained almost 500 officers as CIT Officers. Then the City of Cleveland entered into a Consent Decree with the Department of Justice. All things pertaining to CIT, including the 40-hour CIT class, were stopped. This was done so that CPD's CIT program could be evaluated by subject matter experts and recommendations could be implemented that aligned with best practices and with provisions of the Consent Decree. (Paragraphs 131- 159 of the Consent Decree pertain to the CIT Program)

This evaluation resulted in the creation of the Office of CIT. This Office is tasked with programming, training, and developing relationships with community partners. The Office of CIT is currently staffed with a Captain (CIT Coordinator), a sergeant (CIT Sergeant) and 5 police officers. (Note: the CIT Coordinator must be the rank of captain or above). Organizationally, this office is assigned to Field Operations, currently headed by DC Wayne Drummond. Operationally, the CIT Coordinator reports directly to DC Joellen O'Neill.

Under the consent decree, the CDP also entered into a Memorandum of Understanding with the Alcohol, Drug Addiction & Metal Health Services (ADAMHS) Board of Cuyahoga Count in creating a Metal Health Response Advisory Committee (MHRAC). MHRAC has three Chairs that share the leading of the group. Currently they are Capt. Jim McPike (CIT Coordinator of CDP), Scott Ozeicki (CEO of the ADAMHS Board), and Commissioner Nicole Carlton (Cleveland EMS).

II. Programs/Activities in Progress/Scheduled

The MHRAC solicited the help of multiple behavioral health providers and to this day, they and members of the community make up the membership. They went to work quickly in addressing various needs and ensuring community input. This led to the creation of several subcommittees, which today include Training, Diversion, Quality Improvement and Community Engagement. A major accomplishment was creating 3 CIT General Police Orders (GPOs); Definitions, CIT Team Program and CIT Team Response. To this day,

these policies remain part of a national model for a CIT Program within a police department. Here are links to the 3 policies;

- GPO 5.11.01, Crisis Intervention Team Definitions
<https://www.clevelandohio.gov/sites/default/files/gpo/CHAPTER%205%20FIELD%20INVESTIGATIONS/5.11.01%20Crisis%20Intervention%20Team%20Definitions.pdf>
- GPO 5.11.02, Crisis Intervention Team Program
<https://www.clevelandohio.gov/sites/default/files/gpo/CHAPTER%205%20FIELD%20INVESTIGATIONS/5.11.02%20Crisis%20Intervention%20Team%20Program.pdf>
- GPO 5.11.03, Crisis Intervention Team Response
<https://www.clevelandohio.gov/sites/default/files/gpo/CHAPTER%205%20FIELD%20INVESTIGATIONS/5.11.03%20Crisis%20Intervention%20Team%20Response.pdf>

Additionally, they updated the 40-hour CIT course to ensure it aligned with best practices. Officers that are trained under this program are called Specialized CIT (S-CIT) Officers and CDP currently has over 50 officers trained as S-CIT officers.

Through these various subcommittees, CDP instituted robust data collection, a review process for that data, resource cards for our officers, community engagement events, development of yearly CIT training for all officers, and the development of a CIT icon on the CDP's website. The list is more extensive than this, but the goal is to constantly review the CIT Program and update any part of it that is needed.

A proud moment was the CDP starting a Co-Responder Program last December. This program operates out of the Office of CIT and involves an S-CIT Officer and a Clinician (social worker) working in a car together. There are 5 cars working, one car assigned to each of the 5 police district. The Clinicians are provided to CDP by FrontLine Service and Murtis Taylor. These teams follow up with people who had experienced a behavioral health crisis in previous days. They ensure they are linked to services and hopefully get the professional help they need. These teams also respond to live events and assist our police officers with people in crisis. The CDP just received a grant and anticipate adding 2 more Clinicians and police officers early next year.

III. Issues/Projects Requiring Immediate Action/Attention First Quarter 2022

Currently, the Office of CIT, with the assistance of MHRAC, is involved in multiple projects. Some of which are: the CIT policies are being reviewed and updated, the annual CIT training for our Officers is being developed, with next year's topic being Homelessness. (A 4 hour block of CIT instruction is required every year) Also, we are taking a deep dive into our CIT data, updating our resource cards, giving 3 classes a year of our 40-hour CIT course, exploring non-police responses to people in crisis, creating By-Laws for MHRAC, completing a CIT refresher training for all officers to go into our on-

line Learning Management System, and building the CIT annual report. (Here is the link for our reports, <https://www.adamhsc.org/about-us/current-initiatives/task-forces-and-coalitions/mental-health-response-advisory-committee-mhrac/mhrac-annual-reports>)

IV. List of Key Contacts

Capt. Jim McPike, CIT Coordinator, jmcpike@clevelandohio.gov

Sgt. Brigitte Dorr-Guiser, CIT Sergeant, bdorrguiser@clevelandohio.gov

Scott Osiecki, ADAMHS Board- CEO, osiecki@adamhsc.org

TRAINING AND TRAINING REVIEW COMMITTEE

Prior to the Consent Decree, the Cleveland Division of Police (CDP) training was heavily structured and guided by the Ohio Peace Officer Commission mandates and input from Command and Training Section staff. A formal training plan was not memorialized and did not guide divisional training for multiple years ahead. A significant amount of curriculum development was completed internally by academy members and often did not incorporate feedback or guidance from individuals outside the Division. Additionally, basic recruit training was solely handled within CDP and did not utilize outside training academies.

Critical policing topics, such as use-of-force and search and seizure, were minimal and typically assessed through multiple choice exams. The training did not incorporate scenario-based training, and performance-based assessments were limited to only firearms and TASER requalification. Academy training methodologies relied heavily on instructor-centered lectures and did not incorporate principles of adult learning theory. Participation and group discussions were not often solicited or required of students.

The standard training cycle for members spanned a single week throughout the year and did not utilize a segmented training approach, which affords multiple sessions to reinforce training concepts. It was commonplace for members to attend a single week of training during a calendar year. Further, no online learning management software existed, reducing the capability to deliver asynchronous training. Training availability was limited to specific hours, which presented challenges for members working non-traditional hours.

CDP's Training Section relied mainly on OPOTA Instruction Skills certification as the basis to determine the ability of instructors to facilitate annual training. Instructors were not required to attend curriculum reviews regarding the intended training topic or afforded the opportunity to conduct teach backs. Further, outside instructors, such as mental health professionals or licensed attorneys, did not aid Training Section staff during annual in-service training. Finally, student feedback regarding training was not used to obtain feedback and input regarding the quality, quantity, and scope of training.

I. Operation/Programs/Activities Accomplished

In-Service Training

Annual in-service is directed by Consent Decree and Ohio Peace Officer Training Commission mandates, and the Cleveland Division of Police Training Review Committee and Annual Training Plan.

Annual In-service Training provided:

- 2017 Training Delivered
 - Use of Force In-Class (16 hours)
 - Use of Force LMS (Pre-load Training)

- Firearms Requalification (12 hours)
- Crisis Intervention Training (8 hours)
- TASER recertification (1.5 hours)
- 2018 Training Delivered
 - Firearms Requalification and Training (12 hours)
 - Use of Force (8 hours)
 - TASER recertification (2 hours)
 - ASP Baton requalification (2 hours)
 - AHA First Aid/CPR/AED (8 hours)
 - Community Engagement and Problem Solving (8 hours)
 - Bias-Free Policing (12 hours)
 - Crisis Intervention (4 hours)
- 2019 Training Delivered
 - Firearms Requalification and Training (8 hours)
 - Use of Force (8 hours)
 - Community Problem-Oriented Policing (8 hours)
 - Bias-Free (4 hours)
 - Crisis Intervention Training (4 hours)
 - Search and Seizure In-Class (8 hours)
 - Search and Seizure LMS (Pre-load Training)
- 2020 Training Delivered
 - Firearms Requalification (8 hours)
- 2021 Training Delivered
 - TASER Requalification (2 hours)
 - AHA Heartsaver First Aid Practical Training (2 hours)
 - AHA Heartsaver First Aid Online Training (4 hours)
 - Active Bystandership for Law Enforcement (8 hours)
 - Crisis Intervention Training (4 hours)
 - Firearms Requalification (16 hours)
 - Search and Seizure (8 hours)
- 2021 Training In Progress
 - Firearms Requalification (16 hours)
 - Search and Seizure (8 hours)

Recruit Training

Recruit training is regulated by the Ohio Peace Officer Training Commission, which requires 737 hours of training. In addition to OPOTC mandates, CDP requires basic recruits to attend 441 additional hours of training. Since 2017, the Division has held 12 recruit/lateral entry, along with agency partners, training 480 recruits. Additionally, there are currently 55 recruits in training. As of 2020, the following sheet provides the mandated CDP courses:

1	*Badge Case Ceremony	2	45	LERMS / OHLEG / LEADS security	8
2	Bias Free (Initial)	8	46	Mobile Computer Aided Dispatch (MCAD)	4
3	*Black Shield	1	47	Mindfulness Training (EAU)	8
4	*Blue Coats (Chuck LoBello)	1	48	Missing Person - Adult	4
5	Blue Team	4	49	Missing Person - Juvenile	2
6	Bomb Squad	4	50	Municipal Criminal Codes	2
7	Box Application	2	51	OC Spray Training	8
8	Building Searches	8	52	*Officer Survival (John Thomas)	4
9	Chaplain Program	1	53	OH-1 Crash Reports	8
10	Communications Control Section (CCS) Visit	4	54	OVI Policy & Paperwork	4
11	Community Engagement Day	8	55	Patrol Readiness Training	4
12	Community Engagement Debrief	2	56	Patrol Rifle Training	40
13	Constitutional Law / Use of Force	4	57	Patrol Simulation Day & Review	12
14	County Arrest Procedures	2	58	PIO - Social Media Policy	1
15	Court Room Procedures / Visit	4	59	*Police & Fire Insurance (Viancourt)	1
16	CDP Forms	4	60	Property & Evidence Procedures	2
17	CDP History	4	61	Public Speaking	4
18	*Cleveland Police Historical Society (Mazie)	1	62	Pursuit Policy	2
19	*CPPA	2	63	Radio Procedures	2
20	*Credit Union (Robin Vance)	1	64	RAID / Active Shooter	12
21	Crime Scene Tour	2	65	Report Writing	12
22	Crisis Intervention Training (CIT)	4	66	Roll Call	11
23	De-escalation Training (Dr. Singer & Mike Walker)	4	67	Rules And Regulations (Recruit)	4
24	*Deferred Compensation (Kathy McCully)	1	68	Safe Scenario Training	4
25	Domestic Violence Procedures (DV Unit)	2	69	Search & Seizure 2019	8
26	*Drill & Ceremony - Graduation Practice	4	70	Search & Seizure 2019 Pre-load	4
27	Drug & Alcohol Policy	1	71	Sex Crimes	2
28	Duty Reports / Run Sheet	2	72	Sexual Harassment Policy	1
29	Employee Assistance Unit	2	73	Stops and Approaches	8
30	Ethics	2	74	Strategies For Youth (David Walker)	16
31	Field Based Reporting (FBR)	8	75	Stress Management / Emotional Survival	4
32	Field Force Exercise	8	76	Subject Control (Additional Training)	
33	Field Force Equipment Sizing/Issuance	4	77	Subject Control (Stressful Conditioning / Ethical Decision-making Under Stress Training)	8
34	Firearms	20	78	Surveillance Exercise	8

35	FOP	1	79	Target Solutions	4
36	Form-1	1	80	TASER - Conducted Electrical Weapons (CEW)	12
37	*FTO Program	4	81	Testifying in Court	4
38	Gas Mask Training	4	82	Uniform Traffic Ticket (UTT)	4
39	GPOs / DNs / Manual of Rules Overview	4	83	Use Of Force (Initial & 2017 Video Assessments)	12
40	Internal Affairs	1	84	Use Of Force (2017 Initial Preload)	4
41	Introduction to the DOJ	2	85	Use Of Force (2019 Video Assessments)	4
42	Introduction to Firearms	12	86	Use of Force Policy - Practical Application	4
43	Juvenile Arrests	2	87	*Vest Issuance	1
44	LEADS Testing	4	88	Wearable Camera System (WCS)	4
Hours Sub Total		166	Hours Sub Total		275
		Total		441	

The following sheet provides the OPOTC mandated curriculum for Basic Peace Officer Academy training:

			
DAVE YOST OHIO ATTORNEY GENERAL		Ohio Peace Officer Training Commission Peace Officer Basic Training Audit Sheet Curriculum Code: BAS-040 All Topics & Hours are Mandatory	
1. Administration		8. Patrol	
1. Introduction to Basic Training (1/1/16)	1	1. Patrol Aspects & Overview (7/1/16) *	12
2. Introduction to Policing (7/1/14)	6	2. Companion Animal Encounters (1/1/17)	2
3. Fundamentals of the Criminal Justice System (7/1/14)	3	4. Building Searches (7/1/16) *	12
4. Community Diversity & Procedural Justice (7/1/16)	16	5. Stops & Approaches (7/1/19) *	30
5. Ethics & Professionalism (7/1/19)	5	6. Vehicle Theft & Identification (7/1/18)	2
6. Below 100 (1/1/18)	4	7. Gang Awareness (7/1/19)	4
7. Report Writing (7/1/19)	8	8. LEADS (1/1/18)	2
	<u>43</u>	9. Booking & Handling (7/1/16)	4
		10. Ohio Law Enforcement Gateway (OHLEG) (1/1/18)	1
			<u>65</u>
2. Legal		9. Civil Disorders	
1. Legal Basics (7/1/19)	6	1. Civil Disorders (7/1/19)	8
2. Ohio Revised Code			
A. Crimes Against Persons (3/15/19)	20		
E. Crimes Against Property (3/15/19)	10		
K. Crimes Against the Admin. of Safety & Justice (7/1/17)	12		
O. Other Offenses (3/15/19)	16		
3. Arrest, Search, & Seizure (1/1/18)	36		
6. Civil Liability & Use of Force (1/1/18)	6		
7. Testifying in Court (7/1/19)	5		
	<u>111</u>		
3. Human Relations		10. Traffic	
1. Interacting with the Media (7/1/16)	3	1. Introduction to Traffic (7/1/19)	1
2. Blue Courage: The Heart and Mind of the Guardian (7/1/18)	16	2. Motor Vehicle Offenses (7/1/19)	6
3. Domestic Violence (7/1/18)	12	4. Traffic Crash Investigation (1/1/16)	32
4. Crisis Intervention (7/1/19)	24	5. Uniform Traffic Ticket (7/1/19)	2
5. Child Abuse & Neglect (7/1/16)	8	6. NHTSA Speed Measuring Device (1/1/18) *	40
6. The Missing & Human Trafficking (7/1/15)	12	7. Traffic Direction & Control (7/1/19)	2
7. Juvenile Justice System (7/1/17)	3	8. NHTSA SFST (7/1/19) *	40
8. Responding to Victims' Needs & Rights (7/1/19)	6		<u>125</u>
	<u>84</u>		
4. Firearms		11. Investigation	
1. Handgun (1/1/16) *	N/A	1. Crime Scene (7/1/18)	26
2. Shotgun (1/1/16) *	N/A	2. Digital Evidence (7/1/19)	3
	<u>60</u>	4. Police Photography (7/1/18)	3
		5. Tracing Stolen Property (7/1/18)	1
		7. Drug Awareness (7/1/19)	6
		11. Lineups (1/1/18)	2
		12. Gambling (1/1/18)	1
		14. Surveillance (7/1/18)	3
		15. Interview & Interrogation (1/1/18)	6
			<u>53</u>
5. Driving		12. Physical Conditioning	
1. Driving (1/1/15) *	24	1. Physical Fitness & Conditioning (1/1/18) *	40
		2. Critical Incident Stress Awareness (7/1/18)	4
			<u>44</u>
6. Subject Control Techniques		13. Homeland Security	
1. Subject Control Techniques (7/1/15) *	70	1. HazMat & WMD Awareness for the First Responder (7/1/19) *	8
2. Impact Weapons (7/1/19) *	8	2. Bombs & Explosives (7/1/14)	2
	<u>78</u>	3. Terrorism Awareness (7/1/15)	4
		4. Incident Command System (ICS) (7/23/18) *	4
		5. National Incident Management System (NIMS) (7/23/18) *	4
			<u>22</u>
7. First Aid/CPR/AED		TOTAL HOURS	
1. First Aid/CPR/AED (7/1/18) *	8		<u>737</u>
2. Critical Injury First Aid (7/1/18) *	8		
	<u>16</u>		

SF515bas

*Mandatory Skill

Effective: 07/01/2019

NOTICE: Topic numbers within some Units have been deleted and are currently not being used

Supervisor Training

Following promotion, supervisors complete seven days of training at the Training Academy. Additionally, they are mentored for six days by an experienced supervisor at their assignment.

Supervisory Promotional Training includes:

- Foundations of Leadership (4 hours)
- Supervisory Use of Force Investigations (8 hours)
- CPOP (4 hours)
- Supervisor Expectations and Accountability (2 hours)
- Supervisors Transition (1.5 hours)
- Stress Management (2 hours)
- FBR/LERMS/BlueTeam (2 hours)
- MCAD/INetViewer (1.5 hours)
- Sex Crimes (0.5 hours)
- Pursuits (1 hour)
- Awards/Evaluations/Recognition (1.5 hours)
- Sexual Harassment and Workplace Violence (0.5 hours)
- Discipline and Charging (1.5 hours)
- IA Investigations (1.5 hours)
- Leadership (6 hours)
- Injury Investigations (1 hour)
- OIC/Sector Supervisor Duties (3 hours)
- Critical Incidents (1 hours)
- Beanbag Shotgun (2 hours)

In addition to promotional training, supervisors attend annual in-service training in accordance with Consent Decree mandates. Consent Decree mandated supervisor annual training began in 2020.

Supervisory In-Service Training included:

- Use of Force Investigations (8 hours)
- Inspector General Introduction (0.5 hour)
- CPOP (2 hours)
- Misconduct (1 hour)
- BlueTeam (1 hour)
- Foundation of Leadership (3.5 hours)

Field Training Officer and Supervisor Training Officer Training

Since 2017, the Division has held seven FTO/STO classes resulting in 148 certified FTOs and 24 certified STOs. However, the current number varies due to separations and promotions. Field Training Officers and Supervisor Training Officers complete seven days of training following selection by the Field Training Committee and review process.

FTO/STO Training included:

- Introduction to Field Training (1 hour)
- Field Training Overview/GPO review (3 hours)
- Mentorship (1 hour)
- FTO Paperwork (2 hours)
- Sexual Harassment and Workplace Violence (1 hour)
- Standardized Evaluation (4 hours)
- Adult Learning Theory (2 hours)
- Ethics (1 hour)
- Report Writing (1 hour)
- Uniforms (1 hour)
- Search and Seizure (1 hour)
- Accountability (2 hours)
- Drug/Alcohol Awareness (1 hour)
- Leadership (3 hours)
- Constitutional Arrest (2 hours)
- Police Academy and Range Updates (2 hours)
- Course Testing (2 hours)

II. Programs/Activities in Progress/Scheduled

The Cleveland Division of Police (CDP) has made significant progress towards Consent Decree training deliverables. While this progress may be a bit slower than anticipated, it is clear that there have been significant improvements in the quality, quantity, and scope of training; especially in critical training areas such as the use of force, search and seizure, bias-free policing, crisis intervention training, and community policing principles. The Cleveland Division of Police's progress began by implementing a comprehensive use-of-force training program in 2017 and has continued on an annual basis. The Division's training curriculum incorporates principles of adult learning theory and allows for interactive scenarios and group discussion. Further, student feedback is solicited, collected, and analyzed to develop curriculum and training to meet division members' interests and needs. Despite unanticipated hardships and delays stemming from the COVID-19 pandemic, CDP continues to provide training towards required deliverables and has made significant progress instructing critical policing topics.

The Training Review Committee's (TRC) vision and purpose have been clearly defined and plays an intricate role in curriculum review. This revitalization was recognized in the Cleveland Police Monitoring Team's Tenth Semiannual Report. The TRC took an active role in reviewing CDP's curriculum and utilized an online file-sharing platform to improve availability to committee members. Further, the TRC is expected to play an intricate role in establishing CDP's training topics and learning objectives through a multiyear perspective, which seeks to incorporate a holistic approach to instilling organizational transformation. Further, prosecutors and mental health professionals have assisted in developing and instructing annual training. Utilizing subject matter experts, especially in critical law enforcement topics, plays an essential role in offering a perspective outside law enforcement and has greatly improved the quality of CDPs training.

Training cycles now incorporate multiple sessions to ensure members are afforded continually training through the calendar year. This structure allows CDP to reinforce and assess important policing areas and provide updated training to its members. Further, an online learning management system has allowed the Division to provide additional asynchronous training to make it available to members working all hours. The adoption of eLearning development software has dramatically improved the quality of online training courses and now allows for training that can assess knowledge retention as the student progresses and incorporate various forms of interaction.

Finally, CDP's in-service instructors are required to attend curriculum review sessions to ensure they are familiar with the curriculum. Further, instructors teach-back topics with a Training Section Supervisor to ensure they adhere to the established curriculum and allow an opportunity to practice facilitating the training. This process has greatly improved the instructor's familiarity and ability to deliver CDP's training successfully. Additionally, utilizing this practice supports consistency between instructors. In fact, positive feedback has been provided by both the Cleveland Police Monitoring Team and the United States Department of Justice regarding the academy instructor's ability and knowledge to facilitate Consent Decree related training.

III. Issues/Projects Requiring Immediate Action/Attention First Quarter 2022

There continues to be work needed to gain operational compliance with Consent Decree deliverables. However, significant progress has been and continues to be made. The TRC must continue to play an active role in reviewing the curriculum. The intent is to establish a review process similar to the one between CDP and the Cleveland Police Monitoring Team, and the Department of Justice. The intent is to ensure a collaborative review process exists for the Division after the Consent Decree.

Further, the TRC is planning to conduct a thorough needs assessment to drive a multi-year training plan, which seeks to build annually delivered training. This training plan will incorporate divisional data and solicit member and community feedback. Further, the training curriculum should utilize a holistic approach and provide reality-based training

which assesses multiple critical policing areas from student officer performance, similar to circumstances faced by officers in the field.

CDP's Field Training Program made significant improvements prior to the Consent Decree, such as adopting a formal review process for Field Training Officer candidates and providing a structured training program. However, there has been little advancement towards reevaluating the current process and improving the current process. As CDP will be looking to onboard a significant number of personnel in the coming year, it is essential to evaluate the current practice and incorporate best practices founded on many of the Consent Decree principles. While this may seem like a significant task, the current program provides an excellent foundation to build off of and incorporate best practices that adhere to CDP's expectations and vision.

Since the Consent Decree, basic recruit training has been collaborative between CDP and outside agencies, such as Ohio State Highway Patrol and Cuyahoga Community College. These partnerships serve to assist with providing resources to the training Section and foster an additional perspective into recruit training. The partnership between Cuyahoga Community College has helped instill a collegiate perspective into basic recruit training. Additionally, as the need for personnel and the demand for basic recruit academies increases, it will be essential to supplement CDP's Training Academy with Cuyahoga Community College's basic recruit training to meet this demand.

Finally, there is a continued need to improve the current supervisory training program to match delivered supervisory training related to the Consent Decree. As progress continues to be made in supervisor training for CDP, the initial promotional training will have to be amended to include this training. Additionally, supervisors' investigations of bias-based policing incidents is planned for 2022. This training curriculum is an important step to meeting Consent Decree deliverables and ensuring supervisors are provided relevant training to guide them in reviewing these significant incidents.

IV. List of Key Contacts

Cmd. Mark Maguth, Bureau of Support Services, mmaguth@clevelandohio.gov

Lt. Shawn Smith, Training Section OIC, ssmith22@clevelandohio.gov

Sgt. Kenneth Ryan, Bureau of Support Services, kryan1@clevelandohio.gov

FINANCE

I. Department of Finance -- Summary of Consent Decree Involvement

The Finance Team, in conjunction with Division management, creates and monitors the annual budgets for the following areas:

- Office of Professional Standards
- Police Review Board
- Community Police Commission
- Inspector General
- Department of Justice – Budgets were set up to track DOJ expenses in addition to the above areas. This tracking is not required by the Consent Decree.
 - Recruitment Team
 - Police Training
 - Monitoring Team
 - Related Personnel including:
 - Crisis Intervention (CIT)
 - Head of Internal Affairs
 - Implementation Coordinator
 - Information Technology

The Finance Team approves all payment and encumbering requests in the City's financial system for the above areas.

Community Police Commission – The budget falls under the Department of Public Safety but the Director of Finance serves as the Appointing Authority. The Finance Team enters all payments, encumbrances, and budget adjustments into the City's accounting system. The team also places all office supplies orders, and act as the liaison between the Commission and other City Departments.

II. Operation/Programs/Activities Accomplished

See above

III. Programs/Activities in Progress/Scheduled

See above

IV. List/Status of Reporting Requirements (with deadlines)

- Annual Budgets need to be submitted to the Monitoring team (sent by the Finance Team) by early October each year for the following areas:
 - Office of Professional Standards
 - Police Review Board
 - Community Police Commission
 - Inspector General

- Monthly – The Finance Team receives monthly invoices for the Monitoring Team around the 15th – 18th of the month. They are reviewed by the team, questions are asked to the monitor’s representative who prepares the bill as needed. Once reviewed, the team submits the payment requests into the financial system and approves the invoices via email. All payments are wired to the Court.

V. Issues/Projects Requiring Immediate Action/Attention First Quarter 2022

- None – Budgets are set up and available for operations as normal.

VI. List of Key Contacts

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Monica Madej, Administrative Manager, monica_madej@clevelandwater.com

Anthony Houston, Project Coordinator, anthony_houston@clevelandwater.com

RECRUITMENT/HIRING

The Consent Decree emphasizes the importance of recruiting as part of meeting the reform goals that were agreed to by the City in recognizing that “[t]o maintain high-level, quality service, ensure officer safety and accountability, and promote constitutional, effective policing CDP will review and revise as necessary its recruitment and hiring program to ensure that CDP successfully attracts and hires a diverse group qualified individuals. (Paragraph 300).

I. Operation/Programs/Activities Accomplished

Public Safety Recruitment Team

An immediate focus with the new Consent Decree involved the development of a new recruiting plan that was intended to maximize the efficiency of recruitment for all safety forces. A consolidated full-time Public Safety Recruitment Team was developed in February 2017 to more effectively coordinate efforts to identify and recruit qualified individuals that reflect the diverse population of Cleveland’s many neighborhoods through identifying and attracting potential safety recruits for Police, Fire, and EMS. As a result of the recruiting team consolidation, the PSRT is to include a CDP Sergeant, who serves as the Officer in Charge (OIC), two (2) Police Officers, two (2) Firefighters, one (1) Emergency Medical Technician, and one (1) Administrative Assistant.

Recruiting Plan

The new PSRT collaborated with the Monitoring Team and DOJ in 2017 into 2018 to effectuate a revitalized recruitment plan that would meet the goals established with the Consent Decree. A new proposed Recruitment and Hiring Plan was formulated and released for public review and comment in May 2018. After taking into account community comment and feedback, the final version of the Plan was submitted for approval by the Monitor on February 14, 2019.

The Public Safety Recruitment Team focuses on three (3) Programmatic Goals designed to attract qualified applicants for the City’s safety forces:

- Attract and hire a diverse group of qualified individuals that more closely align with the makeup of the Cleveland communities.
- Create and maintain sustained relationships with community stakeholders to support and enhance recruitment efforts.
- Employ the best hiring practices to identify applicants who: are familiar with the different neighborhoods of Cleveland, possess strategic thinking and problem-solving skills, have emotional maturity and interpersonal skills, and have the ability to collaborate with a diverse cross-section of the community.

[PublicRecruitmentPlan.pdf \(clevelandohio.gov\)](#)

II. Programs/Activities in Progress/Scheduled

Ongoing Recruiting Efforts

The City's recruitment plan is directed at attracting and hiring a diverse group of qualified applicants from a broad section of the entire community. In this regard the PSRT includes a Hiring Process Review Committee which reviews all aspects of the City's Public Safety hiring practices on an ongoing basis. The PSRT conducts wide ranging recruitment activities, to include actively recruiting applicants from a variety of disciplines at colleges and universities along with recruiting efforts directed to individuals from communities that have been historically under-represented in the City's safety forces. The PSRT will continue to consult with the Community Police Commission (CPC) and other community stakeholders from the academic, religious, non-profit and business community on strategies to attract a diverse pool of applicants and actively partners with Cleveland area groups such as the NAACP, Urban League, Esperanza, and other community organizations.

Prior to the COVID 19 pandemic, the PSRT conducted numerous directly interactive informational sessions, barbershop talks, school visits, and presentations throughout Cleveland as part of its recruiting efforts. The lessened ability to interact physically with individuals during the pandemic limited PSRT's ability to directly interact face to face with individuals since early 2020. Face to face interactions are more relaxed and allow for an open and honest interchange between the recruiters and community members concerning their experiences and their expectations concerning the role of the police in the community. On the plus side the PSRT has more than doubled its presence on social media during the pandemic period. Going forward as the pandemic limitations and social distancing concerns recede, the PSRT will look to maintain the many successful partnerships created in 2017.

Administrative Changes

Paragraph 301 of the Consent Decree identified that the Mayor was to "work with the City Council to develop an ordinance to place a Charter Amendment on the ballot that would give the appointing authority greater flexibility in the selection of candidates from the certified eligibility list for the CDP." The required Charter amendment was placed before the voters and passed in November 2015. The amendment to Charter Section 131 provided the appointing authority for Public Safety, and other City departments, to make appointment selection decisions based on "the ten candidates standing highest on the eligible list for the class or grade to which that position belongs. The appointing authority shall appoint to that position one of the ten persons whose names are certified." The prior charter language had limited the appointing authority to selecting from the three highest eligible candidates in making such hiring appointments.

The City remains committed to its ongoing establishment of an on-line application process that will make applying to join Cleveland's safety forces an easier process for all involved.

The CDP recruitment and exam process changed in 2016 when the City switched to an online registration, application, and testing system called NeoGov, an online software platform for the government and public sector that offers automated screening of candidates to facilitate the hiring process. Entry level applicants have been provided an electronic link to a website that assisted candidates preparing for the physical agility test with information and demonstrations of the correct form needed to pass the agility test. Candidates were no longer required to pay a \$25 examination fee to take the written police officer hiring test. During the period of the Consent Decree the pay for police recruits was raised from \$10 to \$15 per hour while in the Academy, with the recruits receiving full medical benefits on the first day of training.

Hiring of Patrol Officers 2015-Present

The Division of Police conducts background investigations for applicants to become patrol officers. Traditionally, eligibility lists of applicants are created by the Civil Service Commission. Since the inception of the Consent Decree, the Division of Police has held 14 Police Academy classes with approximately 563 recruits graduating. Recent Academy Classes include: The 146th Academy Class graduated on October 30, 2020; the 147th Academy Class graduated on July 30, 2021, with the 148th Academy Class being scheduled to graduate on March 4, 2022.

Applicants for the next two Academy Classes have received conditional letters of hire. Academy Class 149 is scheduled to begin in December and will consist of lateral transfers. Lateral transfers involve individuals who have already received their Ohio Peace Officers certification and who may be working for other law enforcement agencies. New Academy Class 150 is also scheduled to beginning in December and will be made up of new recruits.

Recruiting Annual Report

Paragraph 307 of the Consent Decree requires that an annual report be provided to the public on CDP's recruiting activities and outcomes "including the number of applicants, interviewees, and selectees, broken down by gender, race, ethnicity and national origin" and the extent to which CDP has been able to recruit qualified applicants" along with a "discussion for any challenges to recruiting high-quality applicants." The PSRT has released annual reports beginning with the 2017-2018 recruiting period. The most recent report for 2020 can be reviewed at the Division of Police website.

[Microsoft Word - Year End 2020 PSRT Report 8.9.21 \(clevelandohio.gov\)](#)

III. Issues/Projects Requiring Immediate Action/Attention First Quarter 2022

Vetting and hiring of police officers is one of the most important missions of the Division of Police. Due to a number of factors, law enforcement agencies in the United States are presently experiencing hiring challenges. Cleveland faces the same challenges.

Ensuring a continuing and effective working relationship between the CDP and the Civil Service Commission in order to process the best possible applicants and ensure the City reaches its budgeted staffing levels.

Personnel turnover has resulted in vacancies on the PSRT that need to be addressed to ensure continuing progress and momentum in recruiting qualified candidates.

IV. List of Key Contacts

Karrie Howard, Safety Director, khoward@clevelandohio.gov

Deputy Chief Daniel Fay, Administrative Operations, dfay@clevelandohio.gov

Commander Mark Maguth, Bureau of Support Services, mmaguth@clevelandohio.gov

Det. Felton Collier, Acting OIC PSRT, fcollier@clevelandohio.gov

Janet Nevels, PSRT, jnevels@clevelandohio.gov

EQUIPMENT/RESOURCES

The First Semiannual Report – June 2, 2016 from the Cleveland Monitoring Team provided the initial assessment of the Division of Police’s Equipment and Resources and painted bleak picture in which the City and CDP would have to make significant progress along a host of areas to fulfill their commitments related to equipment and officer resources under the Consent Decree. *Areas that must be addressed included the records management system, computer aided dispatch, and ensuring sufficient number of computers in Police Districts and in cars.*

- The Division of Police and Division of Information Technology Services developed the Equipment and Resource Plan in accordance with the Consent Decree
 - **This plan was formally filed with the Court May 3, 2017 – Exhibit A**
 - **[Cleveland Division of Police Equipment and Resource Plan Exhibit A](#)**

- The Division of Police and Division of Information Technology Services revised the Equipment and Resource Plan and developed an IT Strategic Plan in accordance with the Consent Decree
 - **This plan was formally accepted by a Monitor filed Court Motion on November 2, 2018**
 - **[Division of Police IT Strategic Plan](#)**
 - **[Motion to Approve Cleveland Division of Police Equipment & Resource Plan](#)**

- The Division of Police and Division of Information Technology Services continues to review technology and make investments to ensure continued compliance

I. Operation/Programs/Activities Accomplished

In order to address the Monitoring Team’s Equipment and Resource Plan Assessment, the City focused on three different Investments:

- Application & Data Modernization - \$4,879,253 Investment
 - Included the upgrade of the Division of Police Records Management System, Computer Aided Dispatch, Kronos Time Keeping System, Automatic Vehicle Location System as well as implementations of a Learning Management System, Use of Force and Job Hiring automation

- Operational Equipment - \$9,225,327 Investment
 - Included upgrades to the Division of Police Infrastructure Network and Computer Hardware. This investment refreshed PCs across the Police Districts and Specialty Units, refreshed In-Car Computers, Created the 5 Year 225 Front

Line Marked Vehicle refresh program as well as updated the IT helpdesk to better serve the Division of Police.

- IT Strategic Plan & Beyond –
 - The annual City of Cleveland Department of Public Safety Division of Police Consent Decree – 2021 Equipment Plan Review (see below). This report is developed by the Division of Information Technology Services and sent to the Monitoring Team for Equipment and Resource plan compliance and updates.

II. Programs/Activities in Progress/Scheduled

The City and the Division of Police have committed to a 5 year 225 Front Line Marked Vehicle Refresh plan which addresses the Division's aging vehicle fleet. This plan started in 2017 and will run through the 2021 capital vehicle purchases which are slated to arrive in 2022.

- To date 180 New Marked Front Line Vehicles have been purchased and distributed to the various Districts. The 2017 – 2020 purchases represent a \$7,546,000 investment in Front Line vehicles for the Division of Police.
 - 2021 Capital Vehicle funds will purchase the remaining 45 Marked Front Line Vehicles

The City and the Division of Police committed to Body Worn Cameras for all Division of Police Members in 2015. In 2015 the Division rolled out the Axon Body Worn Camera and the Axon Flex Camera to all members. In 2018 the Division of Police completed a technology refresh and rolled out the Axon Body Worn Camera 2 to all members.

- Continuing with the 3 year refresh of Body Worn Cameras, the Division of Police started the technology refresh to the Body Worn Camera 3 in June 2021
 - To date all 5 Police District Officers have been upgrade to the Axon Body Camera 3 and the Division is now focusing on refreshing the cameras of the Specialty Units

The City and the Division of Police are in the process of finalizing the Axon Taser contract which will replace the less lethal force Taser devices for all Division of Police members. This project will provide members with the last Axon Taser 7 Devices, cartridges and training. Once the contract is finalized the Division of Police will develop a project plan for training and deployment.

2021 Equipment Plan Review

Application & Data Modernization Investment - \$4,879,253.15

Law Enforcement Records Management System (LERMS) & Field Based Reporting(FBR) System Upgrade – Completed \$2,089,340.00

Field Based Reporting provides field personnel with real-time access to LERMS and enables fast and convenient data entry and report submission, reducing the need for paper-based reporting which increases productivity and ensures better, more timely reports.

- August 2016 the City implemented LERMS version 11.4
- January 2018 Field Based Report implemented
- Upgrade to version 18.4 October 22, 2019
- Upgraded to version 20.1 in February 2021
- Jan 1, 2020 – Dec 31, 2020 – 62,703 Field Based Reports were completed

Computer Aided Dispatch – Completed \$1,250,737.65

Computer Aided Dispatch provides incident management for Police, Fire & EMS for call handling and dispatching, GIS based mapping, field communications, data reporting and analysis. Go Live date was May 15, 2018

- 427,329 9-1-1 calls
- 276,652 tradition landline 1234
- Total of 703,981 calls for the year
 - Approximately 250K of the 704K calls turn into Police Calls for Service for Dispatching

Inventory Management System – Completed \$48,229.00

Cloud-hosted/web-based Inventory Tracking System for the Division of Police – Operative IQ. Allows the Division to track inventory and equipment electronically instead of using paper-based logbooks. Can also check in and check out duty related equipment. Completed in June 2018

Learning Management System – Completed \$94,400.00

Cloud-hosted/web-based Learning Management System for the Division. The system electronically tracks all training records, as well as the ability to create training courses that can be delivered via the web. The system can track driver license, firearm qualification, rifle training, first aid, use of force. Completed in June 2018.

Time Keeping System – Completed \$280,000.00

Upgrade of the Division of Police legacy Time Keeping System from a standalone instance into the Citywide Cloud hosted Kronos system. Completed in July 2018

Automated Vehicle Location System – Completed \$534,140.00

This project replaced the Division of Police legacy AVL system and migrated them to the Citywide Webtech AVL. This project also replaced the Division of Police Modems. In June of 2020, the City migrated to a new AVL platform Precise MRM that incorporates all City vehicles.

IA Pro & Blueteam – Completed \$63,800.00

This project implemented an electronic based system for the tracking of Use of Force and Case Management via the web application BlueTeam and IA Pro. Officers and Supervisors can complete Use of Force documents in the field in real time when the incident occurs. IA Pro is used for case management.

NEOGov – Completed \$221,572.50

IT implemented NEOGov for the City of Cleveland to automate the job posting, candidate evaluation and onboarding process. NEOGov has enhanced the Division's ability to fill academy classes. The goal is to fill 4 each year going forward.

Data Collection Forms – Consent Decree – Completed \$297,034

The Consent Decree consisted of over 400 data points that needed to be collected and analyzed. After completing a requirements assessment of the current systems and their capabilities it was determined that a new application would need to be implemented to handle data collection for some of the key data points. The Brazos Data Collection forms were completed and will collect data for Stops, Community Engagement, Crisis Intervention and Community and Problem Oriented Policing.

Operational Equipment Investment - \$9,225,327.20

Mobile Data Computers - \$795,176.91

The Division of Police completed a vehicle assessment of its vehicles which resulted in a ranking of Good, Fair and Poor. Any vehicle that was rated in Good and Fair condition was equipped with a Mobile Data Computer. IT continues to allocate funding to refresh the Mobile Data Computer fleet and cycle out older MDC models.

PC Deployment for In-Station Field Based Reporting – Completed \$49,731.15

PCs were deployed to the Report writing rooms and Roll Calls rooms that would allow Officers to complete and update Field Based Reports.

PC Refresh - \$419,075.49

Assessment completed of the Division of Police desktop PCs. Determined that 240 PCs needed to be refreshed. 120 PCs refreshed in 2018; 120 PCs refreshed in 2019; 120 PCs refreshed in 2020. Police is now on a 5-year refresh cycle just like the rest of the City.

Public Safety Network Remediation – Completed \$199,457.00

IT initiated the Public Safety Network Infrastructure project to increase bandwidth, redundancy, and upgrade switches/routers/firewalls. Network improvements ensure that the infrastructure can support new applications and cloud hosted solutions.

Patrol Cars – Ongoing - \$7,546,000 – 180 New Marked Front Line Vehicles have been distributed to the Division of Police to date.

- 2017
 - 45 New Marked Cars
- 2018
 - 45 New Marked Cars
 - 13 Unmarked Cars
 - 1 SUV Marked
 - 2 Motorcycles
 - 2 SUV unmarked
- 2019
 - 20 New Marked Cars
 - 25 Marked SUV
 - 10 Unmarked Cars
 - 2 Unmarked SUV
- 2020
 - 20 New Marked Cars
 - 25 Marked SUV
 - 4 Unmarked Cars
 - 2 Unmarked SUV

Roll Call Room Video Conferencing – Completed \$15,000

WebEx video conferencing allows the Chief of Police to conduct Video Conference with the District Commanders, Roll Call Rooms and Training Academy and other Conference rooms.

IT Helpdesk – Completed \$200,886.65

Public Safety IT had its own IT helpdesk ticket system that was not always reliable. Public Safety IT migrated to the Citywide KACE system which allows users to submit helpdesk tickets and automatically be assigned a tracking number and can send out a link for a survey concerning the service provided.

IT Strategic Plan Consent Decree & Beyond Investment - \$17,353,930.93

Body Worn Camera Refresh - \$4,923,452.92

This project is already in process and will provide the Division of Police with a Body Worn Camera Refresh of 1750 cameras. All 5 Police District Officers have been equipped with Body Worn Cameras. The Division is now working on deploying the camera refresh to Specialty Units.

Taser 7 refresh - \$4,511,000.00

The Division of Police is in the process of refreshing their Tasers fleet for Officers. This project includes the purchasing of 1300 Tasers for the Division and the associated cartridges. As well as ~~the~~ refreshes throughout the 5-year program.

Smartphone deployment for Officers – Completed

Smartphones were deployed to the Detective Bureaus and Specialty Teams. The City completed the Smartphone deployment to 295 front line zone cars which was a mission critical item from the IT Strategic Plan to provide Officers with City issued devices to alleviate the need for Officers to use their personal devices for work.

Personnel – Ongoing \$489,000.17

To properly support the Consent Decree, the City moved forward with hiring 8 additional staff members (System Admin – Police Records; System Admin CAD; Project Manager, Data Analyst; Data Coordinator; Network Analyst; PC Tech and Data Base Administrator). Public Safety IT was also reorganized with a Program Manager to oversee the day-to-day operations and coordinate the Public Safety Divisions. The reorganization allowed for the focus on Applications and Infrastructure.

Real Time Crime Center – Completed - \$430,477.84

Real Time Crime Center integrates real time intelligence remotely to assist Officers in the field as well as providing Case Support for Detectives and Specialty Units.

- Phase 1 included video display screens, workstations, desks and chairs, electrical, wifi, LERMS, Evidence.com/Body Worn Cameras, CAD, Command Analytics, Snagit, License Plate Reader, Video Surveillance cameras and investigative tools such as Briefcam, Accurint and CLEAR public records searching tools and Command Aware

Public Safety Data Warehouse – Ongoing

IT created a Public Safety Data Warehouse that would allow for all Public Safety Divisions (Division of Police, Division of Fire, Division of EMS) to start focusing Data Driven/ Data Analytics and Business Intelligence tools and software for improvements in operations and efficiencies in the respective Divisions.

The Consent Decree Data Warehouse is completed and contains the following data sets for Personnel, Training, Use of Force, Computer Aided Dispatch, Police Records, CPOP – Community and Problem Oriented Policing, Stops, Community Engagement and Crisis Intervention.

Safe Smart CLE Video Surveillance Project - \$7,000,000 - Completed

Phase 1 Investment of over 1200 video surveillance cameras throughout the City of Cleveland focusing on Recreation Centers, major intersections, Business Districts, Parks and Division of Police defined Hot Spots.

- Cameras have acted as a force multiplier for the Division of Police and have aided in the identification of persons/vehicles of interest relating to Law Enforcement Investigations.

Phase 2 Investment in Video Sharing Initiative that allows for public/private entities to share video feeds with the Department of Public Safety.

AT&T FirstNet - Ongoing

FirstNet is a dedicated Public Safety Network that provides 24x7 priority access through cellular and data networks. Safety IT partnered with AT&T FirstNet to build out the infrastructure that allows the Department of Public Safety vehicles, data devices and smartphones to receive this priority service.

E-Citations – Ongoing

Project will migrate the Division of Police from paper-based traffic tickets to electronic citations. Pilot project will start in the Traffic Unit.

III. List of Key Contacts

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Kim Roy Wilson, Commissioner of ITS, kroywilson@clevelandohio.gov

ACCOUNTABILITY

DISCIPLINE / OPS/ FRB

Since, January 1, 2018, the Division has been operating according to the revised, Court-approved Disciplinary Matrix that establishes presumptive ranges of discipline and mitigating and aggravating factors. The disciplinary guidance policy has received an operational compliance rating pursuant to paragraph 246 of the Consent Decree. However, it is scheduled for revisions beginning December, 2021 and the Case Preparation Unit has been actively working with Cleveland Community Police Commission (CPC) Executive Director Goodrick throughout the year to incorporate CPC recommended revisions. A revised Manual of Rules and Regulations will be sent to the Monitoring Team/DOJ for review in 2022.

In order to improve transparency, pre-disciplinary hearing disposition letters were revised to include aggravating and mitigating factors and an explanation and rationale for disciplinary decisions. The 10th semi-annual Monitoring Report indicates an operational compliance rating, pursuant to paragraph 247 of the Consent Decree. The Case Preparation Unit provided in-class training to all Division supervisors for management of internal and external complaints of misconduct and in-class training for newly promoted members in management of disciplinary process and the disciplinary matrix.

OPS had a significant backlog of 280+ cases that was contracted to Hillard-Heintze Investigation Services out of Chicago. Of those cases, the Case Preparation Unit completed 85 sustained findings Office of Professional Standards (OPS) pre-disciplinary hearings in 2020, effectively bringing the OPS backlog to a close. A total of approximately 246 pre-disciplinary hearings were completed in 2020 (44 Director level and 202 Chief's level). It is anticipated that approximately 200 Chief's level and 75 Director level pre-disciplinary hearings will be completed by the end of 2021.

To ensure that investigations of the use of force incidents are thorough, comprehensive and of the highest quality, CDP established the Force Review Board (FRB) which serves as a quality control mechanism for uses of force and force investigations and to assess use of force incidents and issues involving tactics, training and policy. The first Force Review Board occurred on February 8, 2021, followed by board meetings for the second, third and fourth quarter. All level III uses of force, including deadly force or uses of force resulting in death or serious physical harm, level II's involving misconduct and random sampling of level II uses of force were reviewed by the Force Review Board every quarter. The Force Review Board policy was approved in Court in 2017 and Court approved training for the board was completed in 2020.

I. Operation/Programs/Activities Accomplished

- Disciplinary Guidance approval
- Internal Complaints of Misconduct approval
- Public Complaints of Misconduct approval
- Increased staffing levels in Case Preparation Unit
- Established process for the timely review and adjudication of pre-disciplinary hearings
- Completed Case Preparation Unit and Inspection Unit manuals
- Implemented case tracking system (IA Pro)
- Completed the approved Force Review Board training for Command Staff members and supervisors
- Final certification received by the Ohio Collaborative Law Enforcement Agency Certification for use of force
- Created and implemented supervisor training in disciplinary guidance and reporting of internal and external complaints of misconduct
- Completed FBI Law Enforcement Executive Development Training for the Inspection Unit
- Completed Standard Field Sobriety training for the Inspection Unit
- Completed training for the Inspection Unit on interviewing witnesses/leading questions
- Completed training for the Inspection Unit for Force Investigation Team (FIT) manual
- Inspection Unit trained supervisors and detectives in the use of LERMS, creating an efficient case management system

II. Programs/Activities in Progress/Scheduled

- Force Review Board quarterly meetings
- Annual training for Force Review Board members
- Force Review Board training for all supervisory members of CDP
- Collaboration with the Data Analysis Coordinator for the updating and tracking of the Force Review Board cases and checklists
- Bi-weekly case status reports for pre-disciplinary hearings forwarded to the Monitoring Team
- Collaboration with the Community Police Commission for revisions to the disciplinary guidance policy

III. Issues/Projects Requiring Immediate Action/Attention First Quarter 2022

- Completion of the disciplinary guidance policy annual revisions and manual of rules and regulations
- Continuous improvement and compliance of mandates of the Consent Decree

IV. List of Key Contacts

Commander Brian Carney, Bureau of Compliance, bcarney@clevelandohio.gov

INTERNAL AFFAIRS

The Consent Decree entered into by the City of Cleveland and the United States of America (DOJ) required the hiring of a civilian Internal Affairs Superintendent (IAS) who reports directly to the Chief. The IAS position oversees the Internal Affairs Unit which investigates all criminal complaints against officers, use of deadly force incidents (non-fatal), and handles the administrative review of these investigations. The IAS is responsible to ensure all investigations fully, fairly, and efficiently investigated and that all investigations are supported by a preponderance of evidence. The IA Superintendent resigned and CDP immediately started the process to hire a new Superintendent.

Initial steps were taken to find a new IAS in 2021 but it proved improbable to find a qualified candidate for such a key position due to the fact the position enjoys no civil service protection. Because the hiring was so close to the change in administrations, the decision was made to postpone the search.

- 2017 Hired Superintendent of Internal Affairs
- Increased Internal Affairs staffing from 6 to 9 investigating Sergeants
- Completed Internal Affairs Manual
- Completed Force Investigation Team (F.I.T.) Manual: defining process and procedures for conducting investigations
- Implemented Case Tracking system (I.A. Pro)
- Implemented review of all allegations of misconduct and use of force by I.A. Superintendent
- Created and implemented preliminary 17 public safety (Garrity) questions for FIT investigations
- Created and Implemented Supervisors Public Safety Statement for FIT

I. Operation/Programs/Activities Accomplished

- Training on Force Review Board Presentations
- Completed training on I.A. F.I.T. manual
- Completed Training on Interviewing Witnesses / Leading Questions
- Completed Daigle Basic and Advanced I.A. Training
- Consistent collaboration with Homicide, Inspections, Policy Unit and Training Section
- Completed Law Enforcement Executive Development Association (LEEDA) Training.

- Established process for review of ALL Internal Affairs misconduct / criminal investigations with City of Cleveland Chief Assistant Prosecutor
- Created checklist for FIT response assignments and tasks

II. Programs/Activities in Progress/Scheduled

- Identifying and scheduling Interview and Interrogation Training for 2022
- Identifying and submitting additional completed I. A. case investigations to Monitoring Team for assessment
- Creating curriculum for I.A. Manual Training
- Creating and implementing a new indexed format for all I.A. and F.I.T. investigations

III. Issues/Projects Requiring Immediate Action/Attention First Quarter 2022

- Hiring of a New I.A. Superintendent
- Interview and Interrogation training for I.A. personnel
- Partnering with Community Relations and District Community Engagement Officers to increase interactions with citizens. The goal is to explain reporting options and the investigatory processes. This can be accomplished through attending established community meetings and events.
- Developing a plan for recruiting and selecting Sergeants for assignment to I.A.
- Training on I.A. manual
- Continually working towards compliance of mandates in consent decree

IV. List of Key Contacts

Deputy Chief Joellen O’Neill, Executive Officer, joneill@clevelandohio.gov

INSPECTOR GENERAL

The Consent Decree entered into by the City of Cleveland and the United States of America (DOJ) required the hiring of an Inspector General (IG) to review and audit policies and practices of the Division to determine compliance with state and federal law, effectiveness, consistency with principles of bias-free and community policing and procedural justice along with analyzing trends and developing recommendations. These reviews and audits were reported and made publicly available on the City’s website. Unfortunately, the IG resigned and moved to employment as the Sheriff of Cuyahoga County.

Initial steps were taken to find a new IG in 2021 and because it proved improbable to find a qualified candidate for such a key position so close to the change in administrations, the decision was made to postpone the search.

I. Operation/Programs/Activities Accomplished

During his tenure, the IG completed many audit reports while working with CDP.

2019 Reports

- Recommendations for IA Pro Software
- Recommendation for Division's Disciplinary Process
- Review of CDP's three year training plan
- Recommendations of Division's Data Collection
- 2020 IG Work Plan

2020 Reports

- Review of Officer State Certification status
- Review and Analysis of Division Use of Force Policy for Compliance with Ohio Collaborative Community-Police Advisory Board
- Review and Analysis of Current Division Bias-free Policing Policy for Compliance with Ohio Collaborative Community-Police Advisory Board
- Review and Analysis of Current Division Wearable-Camera System Policy for Compliance with Ohio Collaborative Community-Police Advisory Board
- Review and Analysis of Current Division Employee Misconduct Investigation Policies for Compliance with Ohio Collaborative Community-Police Advisory Board
- Review and Analysis of Current Division Community and Problem Oriented Policing Policy for Compliance with Ohio Collaborative Community-Police Advisory Board
- Review and Analysis of Current Division Bias-free Policing Policy for Compliance with Ohio Collaborative Community-Police Advisory Board
- Review and Analysis of Current Division Communications Control Section Policy for Compliance with Ohio Collaborative Community-Police Advisory Board
- Review and Analysis of Current Division Vehicle Pursuit Policy
- Recommendations Regarding Compliance with Presidential Executive Order 13929, Safe Policing for Safe Communities
- 2021 IG Work Plan

Reports available on the website:

<https://clevelandohio.gov/CityofCleveland/Home/Government/CityAgencies/PublicSafety/Police/OIG>

II. Issues/Projects Requiring Immediate Action/Attention First Quarter 2022

- Hire a new Inspector General.

III. List of Key Contacts

Deputy Chief Joellen O'Neill, Executive Officer, joneill@clevelandohio.gov

COMMUNITY ENGAGEMENT

COMMUNITY AND PROBLEM ORIENTED POLICING (CPOP)/DISTRICT POLICING COMMITTEE (DPC)

This section includes the Divisions practices and expectations for Community Engagement and Problem-Oriented Policing (CPOP), and the District Policing Committees (DPC).

I. Operation/Programs/Activities Accomplished

CPOP Plan: [CPOP Ex A.PDF \(clevelandohio.gov\)](#)

The CPOP plan is an organizational policy that promotes community partnerships and problem-solving techniques to proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder, and fear of crime. CPOP is the responsibility of all Cleveland Division of Police (CDP) members beginning with the Chief thru the chain of command to every officer.

To create the plan, the Division incorporated input and feedback from community stakeholders and is a part of how the Division recruits and hires, allocate resources, trains, promote, and evaluate officers and the Division, and collects data.

CPOP Expectation

The Division expects officers assigned to the neighborhood districts to spend at least 20% of their time engaging the community and collaboratively problem-solving. To ensure that the officers can meet the 20% expectation, CDP created an aggressive recruitment plan and a Staffing Study to address efficiency and gaps in deployment. The CPOP and Recruitment Plans ([PublicRecruitmentPlan.pdf \(clevelandohio.gov\)](#)) and the Staffing Study ([Cleveland Division of police staffing Report 2017 \(clevelandohio.gov\)](#)) are commingled and equally essential to ensure that officers meet their expectations.

It is important to note that the events in 2020, and the COVID-19 pandemic, in particular, presented unique challenges to our City, the Division, and the community. The COVID mandates halted face-to-face engagement for some time. Once the mandates were reduced, community engagement opportunities resumed, but at a reduced rate. Additionally, the Division, in consort with departments across the country, saw a significant reduction in hiring officers and an increasing number of retirements and separations.

Rebranding the Bureau of Community Policing to Community Relations

While the Bureau of Community Policing (BCP) historically took the lead for many community engagement activities, under CDP's new CPOP model, community policing is the responsibility of all officers. Therefore, officers assigned to neighborhood districts are

the primary drivers of CPOP, not specialized units or bureaus. In 2019, we renamed the Bureau of Community Policing to the Bureau of Community Relations (BCR) to reflect the Division's overall mission and drive home that all CDP officers are community policing officers.

Data Collection

Measuring the successful implementation of CPOP requires data collection and analysis. In February 2019, the Division began collecting community engagement data. The data includes outreach, bike and foot patrols, planned/unplanned events broken down by an officer, and assignment. Additionally, the Division created a CPOP Review Committee comprised of the Data Coordinator, the Compliance Team, and the Commander of the BCR. The committee meets quarterly and reviews all community engagement data, identifies gaps in the 20% expectation, documents the results, and makes recommendations for improvement.

The Problem-Oriented Policing component of the software system is in the final stages of approval along with the CPOP General Police Order.

DPC Strategy: [DPC Approval Ex A.PDF \(clevelandohio.gov\)](#)

District Policing Committees were formerly called District Community Relations Committees. They are used as a method of establishing and maintaining relationships with community members. There is one DPC per Police District, and each DPC is co-chaired by the District Commander and a civilian resident. The Co-Chairs are assisted by a representative from the Community Relations Board (CRB). DPCs meet monthly to converse and collaborate on public safety issues in their neighborhoods.

A component of the Consent Decree requires the Division to grow the DPCs beyond its current iteration. The goal is to work with the Cleveland Community Police Commission (CPC) to facilitate regular communication between the Division and local leaders and recruit and expand membership to include a representative cross-section of community members. Additionally, the DPCs and the Division will identify crime and safety issues, develop strategies to overcome them, and report the findings in an annual report to the CPC. Therefore, the Division created the DPC Enhancement Strategy to address those mandates.

In June 2021, the DPC Workgroup was created and convened its first meeting. The group is comprised of members from the CRB, CPC, Division, and each DPC. The group will meet quarterly to develop strategies and priorities to help grow the DPCs.

In addition to the DPC Workgroup, the DPCs will take internal steps to grow participation. They will increase advertisement of the meetings and purpose using traditional correspondence (face-to-face interactions, email, flyers, etc.) and social media platforms.

They will also be more intentional to recruit using the City of Cleveland's and various community stakeholders' social media platforms.

Finding ways to increase participation in any meeting is challenging. The challenges were amplified due to the COVID mandates. Meetings were canceled for quite some time, and upon restarting, technological challenges emerged.

Training

Community Engagement and Problem-Solving (CEPs) Training

The Division conducted sixteen hours of CEPS training in consecutive annual in-service training. The purpose of the training was to ensure that all officers understood the Division's CPOP goals and expectations. Topics included:

Overview of CPOP	Community Engagement Expectations
What Community Policing is and isn't	Community Engagement to Improve Safety and Prevent Crime
Overview of the new Mission Statement	Collaborative Problem-Solving
Establishing and Creating Community Partnerships	Cultural Competency and Sensitivity
Improving Verbal and Nonverbal Communication	Procedural Justice
Avoiding Pitfalls	

Managing CPOP for Supervisors Training

The training enhanced supervisory skills by showing how to develop, manage, assess, and support the CPOP activities of officers under their command. Topics included:

- Data Collection
- Managing the Workday
- Providing Support, Guidance, and Education
- Recognition and Remediation
- Active Participation
 - We established a program designed to address the community about the history of CDP, policies and practices, and how the community and police can collaborate to solve problems. The BCR incorporated the topics in the Mobile Citizens Academy. There is one Academy per District, per year.

I. Programs/Activities in Progress/Scheduled

- CPOP Plan and the DPC Strategy will be updated as appropriate.

- CPOP Review Committee and DPC Workgroup will continue to meet at least quarterly

List/Status of Reporting Requirements (with deadlines)

Action Step	Deadline
Finalize CPOP GPO	Jan 2022
Complete District Awareness training	Jul 2022
Update and distribute Asset Maps	Jan 2022
Determine the feasibility of the "Verified Alarm" response (a process to confirm that an alarm is not accidental before dispatching officers)	Ongoing
Ensure CPOP principles are used during evaluations and promotions	Ongoing
Publish community engagement activities broken down by District	Jul 2022
Increase advertisement of District Policing Committees, Online Crime Reporting, the Division's community engagement activities, and various social media platforms.	Ongoing
Promote officer wellness initiatives	Ongoing
The Commission, CDP, and Community Relations Board ("CRB") will work with the District Policing Committees to facilitate regular communication and cooperation between CDP and community leaders at the local level.	Ongoing
Working jointly, the Commission, CDP, and CRB will develop a mechanism to recruit and expand the membership of the District Policing Committees, each of which should include a representative cross-section of community members from that District.	Ongoing
CDP will work closely with the DPC to identify strategies to address crime and safety issues in their District.	Ongoing
At least annually, each District Policing Committee will present its identified strategies, concerns, and recommendations to the Commission.	3 rd Quarter 2022

III. List of Key Contacts

Commander Johnny Johnson, Bureau of Community R - jjohnson3@clevelandohio.gov

Captain Robert Simon, Office of Compliance, rsimon@clevelandohio.gov

Sergeant Jennifer Hernandez, Office of Compliance, jhernandez@clevelandohio.gov

Dr. Rania Issa, Data Coordinator, rissa@clevelandohio.gov

COMMUNITY POLICE COMMISSION (CPC)

To assist in promoting public trust and confidence, constitutional and effective policing, officer and public safety, and the sustainability of reforms, the Consent Decree provides that a Community Police Commission (“CPC”) consisting of 13 members be established. The Consent Decree recognizes that community input into the way police services are delivered is an important consideration in ensuring public trust and confidence in the agreed upon reforms. (Para. 14). The CPC was created to leverage the experience and expertise of the people of Cleveland and to ensure a formal mechanism that facilitates ongoing communication between CDP and the many Cleveland communities being served. (Para. 15). Mayor Jackson appointed and swore in the 13 members to the initial CPC on September 8, 2015.

I. Operation/Programs/Activities Accomplished

The Consent Decree (Para. 15) identifies the CPC’s mandate to include:

- Making recommendations on policies and practices related to CPOP, bias free policing, and police transparency,
- Working with Cleveland communities to develop recommendations for police practices that reflect the values and priorities of residents, and
- Reporting to the City and community and to provide transparency on police reforms.

The CPC is specifically tasked to hold public meetings, to assess Cleveland Division of Police (“CDP”) bias free policies, practices, and training, and to make recommendations; to assist as appropriate in CDP’s development of training related to bias free policing and cultural competency; to make an ongoing assessment of CDP’s community activities and recommendations for additional strategies concerning community engagement and community confidence in CDP; to review and make recommendations concerning CDP’s civilian oversight structure, and to perform other functions set out in the Consent Decree. (Para. 17).

Additionally, the CPC is provided authority in the Consent Decree to review and comment on CDP policy and practices related to use of force, search and seizure, data collection and retention; CDP’s implementation of initiatives, programs, and activities intended to support reform; and to hold public meetings to discuss Monitor reports and to receive public feedback concerning CDP compliance with the Consent Decree.

II. Programs/Activities in Progress/Scheduled Commission Appointments

The CPC membership includes 10 public members appointed for four year terms representing various community interests identified in the Consent Decree, with the remaining three members representing the CDP's Patrolmen's Association, the Fraternal Order of Police, and the Black Shield organization. The public member appointments to the CPC have involved an open application process with review of the applications undertaken by an independent Selection Committee appointed by the Mayor in consultation with DOJ and with participation of the City Council President.

Multiple vacancies that have occurred as commissioners departed during the period of the Consent Decree have been filled in the same manner as the original appointments per the Consent Decree. (Para. 16).

The current Commissioners were appointed in the manner required by paragraph 16 of the Consent Decree and were sworn in for a four year term period that runs from September 9, 2019 through September 9, 2023. The Selection Panel was reconstituted in 2021 to fill three commissioner vacancies that have occurred following their appointment in 2019. To ensure a more timely response in addressing vacancies, the parties and the Monitor agreed that the Selection Panel following review of applications received for the three vacant positions in 2021 could also recommend individuals from the applicant pool for immediate consideration and future appointment should additional vacancies occur during the Commission's current term.

Scheduled Activities

From 2015 to 2018 the full CPC held public meetings on a scheduled monthly basis. Beginning in 2019 public meetings of the full CPC shifted to a quarterly meeting schedule. The CPC currently includes six active work groups chaired by individual Commissioners. These work groups include: Leaders of Tomorrow, Accountability, CPOP, Homicide Staffing, Officer Wellness, and Outside Law Enforcement Affiliates. The CPC maintains an ongoing calendar of events, with the work groups generally meeting in the third week of each month. The CPC's meetings are open to the public.

The Leaders of Tomorrow ("LoT") program is a recent program that came into being in January 2021 that engages young adult residents of the City of Cleveland between the ages of 18 and 26. LoT members are selected by the CPC following an application process with each selectee agreeing to serve a two-year term. The LoT members are mentored by CPC members and the group meets monthly to address policing related issues that impact young people in Cleveland. While not employed by the City, the LoT participants receive a monthly stipend of \$150 pursuant to a contract that also establishes the terms of participation.

List/Status of Reporting Requirements

The CPC issues annual reports that address the various activities it undertakes. The most recent 2020 annual report issued by the CPC covers the period January – December 2020. The CPC 2020 Annual Report and other CPC reports identified in this document can be accessed on the CPC’s website.¹ The following provides a general overview of substantive reports released by the CPC during the period of the Consent Decree.

General Police Orders

The CPC has reviewed and released reports and recommendations for consideration by the CDP with regard to General Police Orders (“GPO”) being reworked or newly implemented as directed in the Consent Decree. The CPC’s reports are generally received in advance of certain identified GPO’s being finalized and submitted by the City for approval to the Court by the Monitor. Under the terms of the Consent Decree the CDP reviews and discusses the CPC’s recommendations prior to the GPO under consideration being finalized. The CPC’s comments, reports and recommendations for areas of specific GPO’s have included the following topics:

- | | |
|---|------------------------------|
| • Use of Force | March, May 2016 |
| • Bias Free Policing | March/May 2016, October 2017 |
| • Discipline/Matrix | May 2017, June 2020 |
| • Search & Seizure | November 2018, February 2019 |
| • CPOP | May 2019 |
| • Vehicle Pursuit | August 2020 |
| • Transgender, Inter-Sex, &
Gender Non-Conforming
Individuals | December 2020 |
| • Interactions w/Youth | December 2020 |

Other Reports

The CPC has also released a variety of other reports, statements, and recommendations during the period of its existence for consideration on a variety of CDP and accountability subjects, to include:

- | | |
|------------------------------|---------------|
| • Inspector General | March 2016 |
| • CDP Mission Statement | May 2016 |
| • OPS/PRB Charter Amendments | August 2016 |
| • OPS/PRB Procedural Manuals | November 2016 |
| • CDP Equipment/Resources | December 2016 |

¹ <https://clecpc.org/our-work/>

- Body Worn cameras May 2017
- Community Engagement Plan September 2017
- CPOP Plan August-October 2018
- CDP Mini-stations May 2019
- CDP Civilian Oversight September 2019
- CDP Training Curricula March 2020

The CPC also provides an analysis on its website of the Semi-annual reports released by the Monitor.

Miscellaneous

In October 2021 the CPC presented a public lecture that focused on police reform efforts as had been undertaken in Cleveland over a period of 100 years.

III. Issues/Projects Requiring Immediate Action/Attention First Quarter 2022

As noted above, the Consent Decree requires the City to provide the CPC with access to information. There have been disputes between the City/CDP and the CPC with regard to whether certain requests are related to the CPC's "mandate, authority and duties." United States District Court Solomon Oliver considered this ongoing issue in response to a DOJ motion. The Court has established a framework and the timing for addressing any such future disputes as they may arise going forward.

The Consent Decree identifies expectations related to the District Policing Committees which are established in each of the CDP's five Districts. The Consent Decree envisions a joint working relationship between the CPC, CDP, and the City's Community Relations Board to facilitate communications and cooperation between the CDP and local community leaders. While the DPC's have a long history and were previously known as the District Community Relations Committees, meeting the agreed upon terms and expanded role envisioned for the DPC's in the Consent Decree will necessitate reappraisal and improvement of the necessary joint relationship.

IV. List of Key Contacts

The CPC office is located at 3631 Perkins Avenue, 3rd floor in downtown Cleveland. The direct office telephone number is (216) 505-5920. Office hours are 7:30AM to 4:30PM. Office email contact: info@clecpc.org. CPC Executive Director - Jason Goodrick – (216) 857-7205, jgoodrick@clecpc.org.

Current Commissioners: Lewis Katz (Co-Chair), Harriet Hadley (Co-Chair), LaToya Logan, Gordon Friedman, Dr. Megan Testa, Dr. Terry Echols, Mayele Ngemba, Marquesa Stephens, Pastor Edwin Moore, Luis Reyes, Gail Maxwell, Charmin Leon, Detective Jeff Follmer.

DATA COLLECTION AND ANALYSIS

The Data Team is comprised of two full-time Cleveland Division of Police (CDP) employees; one Data Collection & Analysis Coordinator and one Data Collection & Analysis Coordinator Assistant as well as three researchers from Case Western Reserve

University's Begun Center for Violence Prevention Research and Education (two part-time and one full-time). CDP intends on expanding the Data Team by hiring 2 additional analyst positions. The Data Team is primarily responsible for the data requirements outlined throughout the Consent Decree between the City of Cleveland and the Department of Justice (DOJ). The Data Team works closely with numerous units across the Division of Police, specifically the Bureau of Compliance, Information Technology Services (ITS), and the Monitoring Team. Over the years, the Division of Police has made significant advancements in the areas of Data Collection and Analysis. The Division of Police implemented the use of IPro/BlueTeam² in 2015 and Brazos³ in 2020 to fulfill the reporting requirements of the Consent Decree. During Brazos implementation, the Data Team along with ITS and the Bureau of Compliance was heavily involved in form development and testing, user training, technical assistance, and quality assurance. Currently, the Data Team is primarily focused on comprehensive data management and quality assurance. Also at this time, the Data Team is working with ITS on selecting an automated reporting tool, which will streamline the process of disseminating data both internally and externally.

The next section is a brief overview of the progress, current efforts, and next steps of the Data Team's responsibilities.

I. Operations/Programs/Activities Accomplished and Activities in Progress/Scheduled

Use of Force (Paragraphs 258-259)

In 2018, the Cleveland Division of Police updated the Use of Force policy to track incidents by force level (defined in paragraph 87 of the Consent Decree). The Division currently has almost four years of use of force data disaggregated by force levels. Annually, the Data Team generates a Use of Force report detailing the data points outlined in paragraph 259 of the Consent Decree.

- From 2018 to 2019, the total number of use of force incidents increased by 2% and from 2019 to 2020 the number of incidents decreased by 24%.

Crisis Intervention Team (CIT) (Paragraph 157)

Prior to February 2020, the Division collected CIT data on paper and the data were analyzed by members of the Alcohol, Drug addiction, and Mental Health Services of Cuyahoga County (ADAMHS Board). Once the Division began tracking CIT data electronically, the Data Team assumed responsibility for quality assurance and reporting. The Data Team began generating the annual CIT report (requirement of paragraph 158) in 2020 and intends to continue doing so moving forward.

- From February to December 2020, there were nearly 4,000 CIT Brazos Forms completed.

² Data Collection System implemented by the Division to track a number of areas including but not limited to: Use of Force, Injury, Vehicle Accident, and Vehicle Pursuit.

³ Data Collection System implemented by the Division to track Crisis Intervention, Community Engagement, Search & Seizure and Community Problem-Oriented Policing.

Community Engagement (CE) (Paragraphs 27-34)

The Division began collecting CE data in February 2020. The Data Team meets with the Bureau of Compliance and the Commander of the Bureau of Community Relations on a quarterly basis. The team is focusing on the management and quality assurance of community engagement data. The next step for the Data Team is to analyze and disseminate community engagement data to both internal and external audiences.

- CE Data will be published in 2022.

Search and Seizure (Paragraph 260)

The Data Team is working closely with the Bureau of Compliance on the Search and Seizure data collection forms and providing officers technical assistance. The next steps for the Data Team are to continue conducting quality assurance and trends analyses on the data and to begin generating automated reports for internal and external audiences. Search and Seizure data collection began in July 2021; the first annual report will be released the latter half of 2022.

- Search and Seizure Data will be published in 2022.

Community and Problem-Oriented Policing (CPOP) (Paragraphs 27-34)

The Division expects to begin collecting Community and Problem Oriented Policing (CPOP) data by the close of 2021. The Data Team is currently working with the Bureau of Compliance on finalizing the CPOP data collection policy. Once finalized, officers will be properly trained on the use of CPOP forms. Once training is completed, the Data Team will implement measures similar to the other areas of data collection, including data reliability and validity testing, technical assistance, data analysis, and internal and external dissemination.

- CPOP data

CompStat Meeting

On a monthly basis, the Data Team holds a CompStat meeting with numerous members of the Division including but not limited to District Captains and the Bureau of Compliance, the Monitoring Team, and DOJ. These meetings have taken place since 2017 and the content has remain unchanged for some time. The Data Team along with the District Captains are currently working on generating a calendar of topics to be covered in 2022. Specifically, the goals are to expand the topics of discussion and utilize the data being collected by officers to inform data driven decision making in the Division. In November 2021, the CompStat meeting was renamed to CDP Stat.

Early Officer Intervention Program (EIP)

The Data Team presents summary EIP data during the monthly meeting with Division staff members, the Monitoring Team and DOJ personnel. The Team also provides assistance to the unit on an ongoing basis.

Force Review Board (FRB)

The Data Team works closely with the Bureau of Compliance Commander in case selection for every meeting. Additionally, the Team assists in tracking the outcome information from the FRB meetings.

Internal Affairs Unit

The Data Team provides Internal Affairs with unit statistics on a regular basis. The Team continues to work with unit supervisors to ensure data needs are met.

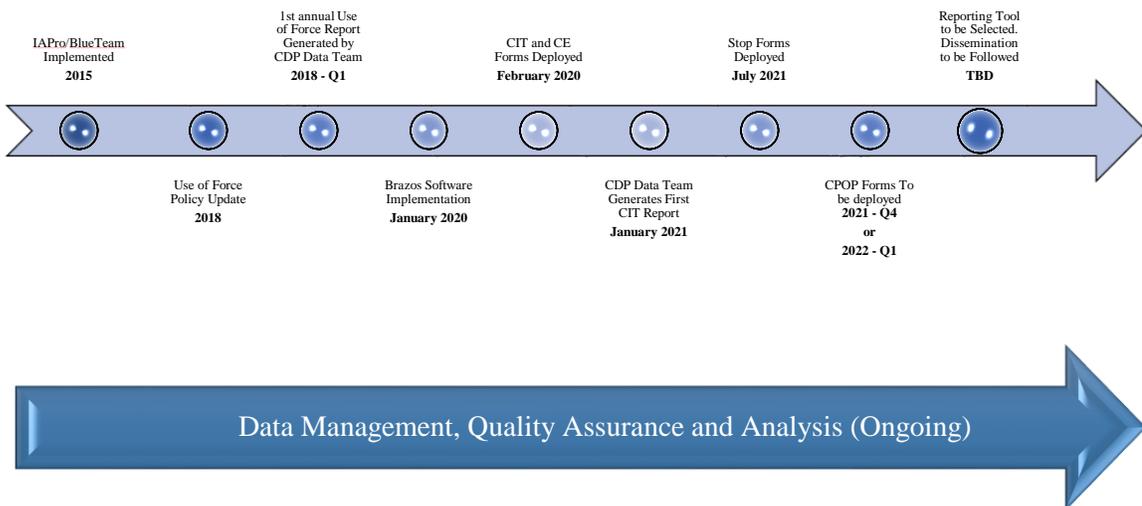
Recruitment Unit

The Data Team works closely with the Recruitment Unit. The Team assists the Recruitment Unit in generating and analyzing departure data for the Division. In addition, the Team assists in survey questionnaire development.

Training Section

The Data Team regularly assists the Training Section with generating and/or refining survey questions for Field Training Officers and Probationary Patrol Officers.

Data Collection Systems & Reporting Timeline



II. Issues/Projects Requiring Immediate Action/Attention 2022

Reporting Tool

Once the reporting tool is implemented, the Data Team will generate automated reports in the following areas:

- CIT
- Community Engagement
- Search and Seizure
- Use of Force

Data Analysis

- Descriptive statistics
- Long-term trends
- Ad-hoc requests

Data Dissemination

- Once the automated reports are created, the Data Team can begin disseminating data to the following groups:
- Cleveland Division of Police Personnel
- Department of Justice
- Monitoring Team
- Public
- Various Stakeholders

Generate New Annual Reports (area and quarter to be released)

- Community Engagement-1st Quarter
- Search and Seizure-3rd to 4th Quarter

Continue to Generate Existing Annual Reports (area and quarter to be released)

- Crisis Intervention-1st Quarter
- Use of Force-1st Quarter

Focus on Tracking and Analyzing Data Over Time for Achieving Compliance Within the Consent Decree

Revise CDP Stat Meetings (formerly known as CompStat)

- Generate a calendar of topics
- Expand topics to include Brazos Data Collection Forms

III. List of Key Contacts

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Djf6@case.edu

CONSENT DECREE PATH TOWARD COMPLIANCE

The Monitor's most recent Semiannual Report stated, *"As we appear to be coming out of a tumultuous period— a long, hard slog through COVID punctuated with an ongoing national crisis in public safety – the Monitor Team is looking forward to our increasing on-ground presence and moving forward at a faster pace. While progress has been made by CDP this reporting period, the momentum has predictably slowed as both CDP and the Monitor Team adjusted to virtual interactions."*

Nonetheless, progress in meeting the requirements of the Consent Decree has reached the point where, rather than focusing on development of policies, manuals, initial training, and the foundations for CDP critical self-analysis systems, including monthly data management meetings and quarterly Force Review Board meetings, we will begin a new compliance review phase where data collection and analysis will determine whether the CDP is performing as required by the reforms in place. Much has been accomplished in creating a structure to collect data in critical areas, including Use of Force, Crisis Intervention, Community Engagement, Search and Seizure, and Community and Problem Oriented Policing. The Monitor will use this data to conduct in-depth quantitative and qualitative assessments required to demonstrate compliance with the Consent Decree over time.

In 2021 the Monitoring Team worked on some preliminary assessments including the review of investigations conducted by the Office of Professional Standards which resulted in sustained findings against officers by the Civilian Police Review Board and a sampling of 154 CDP use of force incidents. Preliminary results, while not perfect, were encouraging. Regarding the use of force, for instance, the Monitor's recent Draft Executive Summary of Use of Force Reviews stated, *"Overall we found the cases to be well reviewed and found that patrol supervisors were engaged and responding appropriately to use of force calls. In the vast majority of the sample cases, the officer appropriately exercised force consistently with the policy."*

In 2022, the Monitor has planned several extensive outcome and compliance assessments including: additional use of force reviews, internal investigations conducted in serious force incidents by the Force Investigation Team, internal force evaluations conducted by the Force Review Board, investigations conducted by Internal Affairs, review of Chief and Safety Director discipline hearings and findings, and the level of officer compliance with the stops, search, and seizure policies. This is an ambitious undertaking that will test the capacity of the Monitors, the Department of Justice, and the City. On the City's part, it is essential that, across all Consent Decree areas, accurate and timely data be collected, analyzed, and shared with internal and external stakeholders. In the end, it is critical to provide the Court with the necessary information in order to determine whether effective compliance with the Consent Decree has been met in these critical areas.

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