

EXHIBIT A

2016 Measures (as of June 2017)

EXHIBIT A: 2016 Outcome Measures										
Baseline Appendix Line #	Consent Decree Paragraph	Consent Decree Section	Topic	Name of Measure	Included in 2015 Baseline? (yes/no)	Source of Data	2015 Data Collected	2016 Data Collected	% Increase or decrease from 2015 through 2016	Comments
1	367 a		Use of Force (UOF)							
2	367 a.1		UOF	UoF Charges	yes	IAPro	see below	see below		
3				# of UoF charges			350	307	-12%	2015/Baseline: Validational data from CPD captured 349 use of force cases (based on timing of data request); 2016: Validational data from CPD captured 318 use of force cases (based on timing of data request).
4				#of non-UoF charges			38,920	31,968	-18%	2015: 39,270 charges; 2016: 32275 charges in 2016
5	367 a.1		UOF	UoF Charges ending in arrests	yes	IAPro	see below	see below		
6				# UoF ending in arrests			285	243	-15%	Validational data from CPD captured 289 Arrests with 609 different charge types for 2016
7				Total # of non-UoF ending in arrests			24,086	19,425	-19%	24,371 total arrests in 2015; 19,668 total arrests in 2016
8	367 a.1		UOF	UoF rates	yes	IAPro	see below	see below		
9				UoF as % of all charges			0.9%	1.0%	7%	
10				UoF arrests as % of all arrests			1.2%	1.2%	6%	
11				% of UoFs ending in arrest			81%	79%	-3%	
12				% of non-UoFs ending in arrest			62%	61%	-2%	
13	367 a.1		UOF	District	yes	IAPro	see below	see below		
14				District 1			36	29	-19%	
15				District 2			64	57	-11%	
16				District 3			100	114	14%	
17				District 4			85	64	-25%	
18				District 5			61	39	-36%	
19				outside city			4	1	-75%	
20				Unknown/NULL			.	3	.	
21	367 a.1		UOF	Force type	yes	IAPro	see below	see below		These data are for all officers that used force. Multiple force types used by officers per citizen. 2015 total =1311; 2016 total=1210
22				Balance Displacement			76	1	-99%	
23				Body Force			463	9	-98%	
24				Control Hold-Restraint			217	323	49%	
25				Control Hold-Takedown			65	124	91%	
26				Joint Manipulation			137	159	16%	
27				Tackling/Takedown			142	63	-56%	
28				Taser			44	36	-18%	
29				Verbal/Physical Gestures			31	0	-100%	
30				Other (1-25 instance each)			106	485	358%	This is a designation created by the Monitoring Team and includes several categories with fewer than 25 instances. These are not classified as "Other" in IAPro or by the CPD
31				Unknown/NULL			30	4	-87%	
32	367 a.1		UOF	Arrest type	yes	IAPro	see below	see below		These data are for all UoF (2015 total UoF=774; 2016 total UoF=1110) not arrests (2015 total arrests=285; 2016 total arrests=244) and not charge types (2015 total charge types=350; 2016 total charge types=308)
33				Violence toward Police Officer			7	105	1400%	
34				Violence toward Others			158	156	-1%	
35				Damage to Property			57	76	33%	
36				Obstructing Justice			207	370	79%	
37				Crisis Intervention			40	69	73%	
38				Drugs/Alcohol			47	31	-34%	
39				Cleveland Codified Ord. - Part 6			84	150	79%	This category was in other in 2015
40				Miscellaneous offense			18	39	117%	This category was in other in 2015
41				NULL			84	23	-73%	This category was in other in 2015
42				Other (1-25 instance each)			72	63	-13%	
43	367 a.1		UOF	Race	yes	IAPro	see below	see below		
44				Black			259	219	-15%	
45				White			77	69	-10%	
46				Hispanic			9	12	33%	
47				Asian			1	1	0%	
48				Other			1	3	200%	
49				Unknown/NULL			3	3	0%	
50	367 a.1		UOF	Ethnicity	yes	IAPro	see below	see below		
51				Hispanic/Latino			9	12	33%	
52				Non-Hispanic/Latino			338	292	-14%	
53				Unknown/NULL			3	3	0%	
54	367 a.1		UOF	Age	yes	IAPro	see below	see below		
55				under 20 years			64	69	8%	
56				21-29 years			134	115	-14%	
57				30-39 years			68	59	-13%	
58				40-49 years			38	26	-32%	
59				50-59 years			18	16	-11%	
60				60+ years			11	10	-9%	
61				Unknown/NULL			17	13	-24%	
62	367 a.1		UOF	Gender	yes	IAPro	see below	see below		
63				Male			265	223	-16%	
64				Female			82	82	0%	
65				Unknown/NULL			3	2	-33%	
66	367 a.1		UOF	Mental State	yes	IAPro	see below	see below		
67				Mental Crisis			42	0	-100%	more granular data collected in 2016
68				Behavioral Crisis Event			13	68	423%	more granular data collected in 2016
69	367 a.1		UOF	Medical Condition	no	IAPro	.	.	.	
70				Drugs / ETOH	yes	IAPro	138	131	-5%	Only drugs and alcohol as noted in IAPro
71				Unimpaired/None Detected	yes (new)		67	102	52%	New item CPD collects that has been added to baseline and 2016 but not specified in Consent Decree
72				Unknown/NULL	yes (new)		90	3	-97%	New item CPD collects that has been added to baseline and 2016 but not specified in Consent Decree
73				Known Medical Condition	yes (new)		.	3	.	New item CPD collects that has been added to baseline and 2016 but not specified in Consent Decree
74	367 a.1		UOF	Disability	yes	IAPro	.	.	.	No data collected currently; Needs to be collected in the future
75										
76	367 a.2		UOF	Injuries	yes	IAPro	see below	see below		

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77				# officers injured	yes		134	192	43%	
78				# public injuries	yes		77	69	-10%	Public injuries is citizen injuries. This was misreported as 112 in baseline, but corrected here.
79				rate of officer injuries change overall	no			43%		
80				rate of officer injuries change severity	no					injury severity is not collected
81				rate of subject injuries change overall	no			-10%		
82				rate of subject injuries change severity	no					injury severity is not collected
83	367	a. 2	UOF	Force complaints	yes	IA	see below	see below		
84				# of force complaints			43	17	-60%	These data are by officer and not by case; These data are just from IA and does not include complaints through OPS
85				# of non-force complaints			73	93	27%	These data are by officer and not by case; These data are just from IA and does not include complaints through OPS
86	367	a. 2	UOF	disposition of force complaints	yes	IA	see below	see below		
87				Substantiated			0	0	N/A	
88				Substantiated Other			7	8	14%	
89				Administrative Closure			2	0	-100%	
90				Exonerated				1		
91				Open			34	8	-76%	
92	367	a. 2	UOF	source (in/ext.) force complaints	no	IA	see below	see below		
93				Internal (CPD)	no					Incomplete information; no systematic capturing of data through IA or OPS
94				External (non-CPD/Civilian)	no					Incomplete information; no systematic capturing of data through IA or OPS
95	367	a. 2	UOF	force type	yes	IA, IAPro	see below	see below		lots of incomplete data (more than half data not present)
96				Balance Displacement			0	0	N/A	
97				Body Force			8	0	-100%	
98				Control Hold-Restraint			2	8	300%	
99				Control Hold-Takedown			0	3	N/A	
100				Joint Manipulation			1	2	100%	
101				Tackling/Takedown			0	0	N/A	
102				Taser			1	0	-100%	
103				Verbal/Physical Gestures			0	0	N/A	
104				Other (1-25 instance each)			7	10	43%	
105				Unknown/NULL			27	5	-81%	
106	367	a. 2	UOF	geographic area	yes	IA				
107				District 1			2	0	-100%	
108				District 2			0	4	N/A	
109				District 3			4	4	0%	
110				District 4			4	3	-25%	
111				District 5			3	0	-100%	
112				outside city			0	0	N/A	
113				Unknown/NULL			10	6	-40%	
114	367	a. 2	UOF	demographics of complainant	yes	IA, IAPro				
115				Black			11	6	-45%	
116				White			2	2	0%	
117				Hispanic			0	3	N/A	
118				Asian			0	0	N/A	
119				Other			0	0	N/A	
120				Unknown/NULL			10	6	-40%	
121										
122	367	a.3	ECW usage	# ECW and changes over time	yes	IAPro				
123				# of ECW	yes	IAPro	44	36	-18%	
124				# of non-ECW Uof	yes	IAPro	1267	1174	-7%	
125				changes compared to UOF	no			-11%		In 2015 there were 1311 force types used. In 2016 there were 1210. This number therefore represents the change in non-Taser force types between 2015 and 2016 relative to the change in Taser force type
126				changes compared to weapon/force instrument	no					Data are not collected in detail to calculate this value
127										
128	367	a.4	UOF violating policy	# in violation	yes	Case Office	9	16	78%	
129	367	a.4	UOF violating policy	force type	yes	Case Office, IAPro	see below	see below		
130				Balance Displacement			2	0	-100%	
131				Body Force			5	0	-100%	
132				Control Hold-Restraint			0	7	N/A	
133				Control Hold-Takedown			0	0	N/A	
134				Joint Manipulation			2	0	-100%	
135				Tackling/Takedown			0	3	N/A	
136				Taser			0	3	N/A	
137				Verbal/Physical Gestures			1	0	-100%	
138				Other (1-25 instance each)			2	13	550%	
139				Unknown/NULL			2	4	100%	
140	367	a.4	UOF violating policy	geography	yes	Case Office, IAPro	see below	see below		
141				District 1			1	1	0%	
142				District 2			3	4	33%	
143				District 3			3	6	100%	
144				District 4			1	3	200%	
145				District 5			1	2	100%	
146				outside city			0	0	N/A	
147	367	a.4	UOF violating policy	arrest type	yes	Case Office, IAPro	see below	see below		
148				Violence toward Police Officer			0	2	N/A	
149				Violence toward Others			3	2	-33%	
150				Damage to Property			4	0	-100%	
151				Obstructing Justice			3	5	67%	
152				Crisis Intervention			1	1	0%	
153				Drugs/Alcohol			0	2	N/A	
154				Other			4	12	200%	
155	367	a.4	UOF violating policy	race of subject	yes	Case Office, IAPro	see below	see below		2015 data mistakenly reported the race of the officer, not of the subject. This has been corrected in this appendix and in the 2016 report
156				Black			6	6	0%	
157				White			1	2	100%	
158				Hispanic			1	1	0%	
159				Asian			0	0	N/A	
160				Other			0	2	N/A	
161	367	a.4	UOF violating policy	ethnicity of subject	yes	Case Office, IAPro	see below	see below		2015 data mistakenly reported the ethnicity of the officer, not of the subject. This has been corrected in this appendix and in the 2016 report

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162			Hispanic/Latino				1	1	0%	
163			Non-Hispanic/Latino				7	10	43%	
164	367	a.4	UOF violating policy	age of subject	yes	Case Office, IAPro	see below	see below		2015 data mistakenly reported the age of the officer, not of the subject. This has been corrected in this appendix and in the 2016 report
165				under 20 years			3	0	-100%	
166				21-29 years			2	3	50%	
167				30-39 years			0	4	N/A	
168				40-49 years			2	1	-50%	
169				50-59 years			0	1	N/A	
170				60+ years			0	0	N/A	
171				Unknown/NULL			1	2	100%	
172	367	a.4	UOF violating policy	gender of subject	yes	Case Office, IAPro				2015 data mistakenly reported the gender of the officer, not of the subject. This has been corrected in this appendix and in the 2016 report
173				Male			8	11	38%	
174				Female			0	0	N/A	
175	367	a.4	UOF violating policy	condition	no	Case Office, IAPro				
176				mental condition	no					No data collected currently; Needs to be collected in the future
177				medical condition	no					No data collected currently; Needs to be collected in the future
178				drugs/alcohol	no			6		Not collected in baseline, collected in 2016 based on 11 citizens
179				Unimpaired	no			3		Not collected in baseline, collected in 2016 based on 11 citizens
180				Unknown/NULL	no			2		Not collected in baseline, collected in 2016 based on 11 citizens
181				presence of disability	no					No data collected currently; Needs to be collected in the future
182										
183	367	a.5	UOF violating policy	# of officers with > 1 UOF violating policy	yes	Case Office	0	1	N/A	
184										
185	367	a.6	UOF violating policy	force reviews/investigations resulting in	yes	IA	see below	see below		
186				policy deficiency			5	11	120%	Examination of data received shows most of the policy deficiencies were administrative/technical (i.e. late forms) and not substantive or due to tactics
187				training deficiency			2	0	-100%	
188				tactics deficiency			2	5	150%	
189	367	a.7	UOF violating policy	investigation process	yes	IA	see below	see below		
190				quality of investigations	no			in written summary		Random sample selected by Monitoring Team and reviewed to capture the quality of the investigations
191				quality of review	no			in written summary		Random sample selected by Monitoring Team and reviewed to capture the quality of the investigations
192				# of investigations returned because incomplete	no	Chief's Office				Data has not been received as of June 2017
193	367	b	addressing individuals in crisis							
194	367	b.1	addressing individuals in crisis	# calls for service and incidents involving an individual in crisis	no	CI Unit	10480	7890	-25%	baseline and 2016 aren't comparable. 2016: 789 forms completed (which is 10% of total possible mental health calls); data from 10/1/15-10/31/16. 2015 Baseline: 1048 forms completed (which is 10% of total possible mental health calls); data from 1/1/14-9/30/15
195				Responded to by specialized CIT officer	no					No data collected currently; Needs to be collected in the future
196				Responded to by other	no					No data collected currently; Needs to be collected in the future
197	367	b.1	addressing individuals in crisis	Direction of individuals in crisis	no		see below	see below		
198				directed to healthcare system			1009	672	-33%	SUBJECT DISPOSITION (pink slipped or voluntarily to SVCH, private hospital ER, referred to mental health treatment, handled by EMS); 0 referrals to mental health treatment in 2016; 19 referrals in 2015
199				directed to judicial system			12	2	-83%	# arrested
200				direction other			230	7	-97%	other, complaint unfounded requiring no police action, subject stabilized; 0 complaint unfounded requiring no police action, subject stabilized in 2016; 18 in 2015
201				rate - directed to healthcare system			81%	54%	-33%	
202				rate - directed to judicial system			1%	0%	-83%	
203				rate - direction other			18%	1%	-97%	
204										
205	367	b.2	addressing individuals in crisis	# of UOF on individuals in crisis	no	CI Unit			N/A	Incomplete information; no systematic capturing of data
206				type of force used						
207				Balance Displacement						
208				Body Force						
209				Control Hold-Restraint						
210				Control Hold-Takedown						
211				Joint Manipulation						
212				Tackling/Takedown						
213				Taser						
214				Verbal/Physical Gestures						
215				Other (1-25 instance each)						
216				Unknown/NULL						
217	367	b.2	addressing individuals in crisis	reason for interaction	no	CI Unit			N/A	Incomplete information; no systematic capturing of data
218				# subject armed/not armed						
219				weapon type						
220				resistance offered						
221				description of attempts to de-escalate						809 CIT calls had a verbal de-escalation response from officers in 2015; 578 calls had a verbal de-escalation response from officers in 2016
222	367	c	stop, search, arrest							
223	367	c.1	stop, search, arrest	# of investigatory stop, search, arrest	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
224				# of investigatory stops						
225				# of investigatory searches						
226				# of investigatory arrests						

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227	367	c. 1	stop, search, arrest	% of investigatory stop, search, arrest	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
228				# investigatory stops/# summons or arrest						
229				# investigatory searches/# summons or arrest						
230	367	c. 1	stop, search, arrest	District	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
231				District 1						
232				District 2						
233				District 3						
234				District 4						
235				District 5						
236				outside city						
237	367	c. 1	stop, search, arrest	Arrest type	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
238				Violence toward Police Officer						
239				Violence toward Others						
240				Damage to Property						
241				Obstructing Justice						
242				Crisis Intervention						
243				Drugs/Alcohol						
244				Other						
245	367	c. 1	stop, search, arrest	Actual or perceived age	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
246				under 20 years						
247				21-29 years						
248				30-39 years						
249				40-49 years						
250				50-59 years						
251				60+ years						
252				Unknown/NULL						
253	367	c. 1	stop, search, arrest	race	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
254				Black						
255				White						
256				Hispanic						
257				Asian						
258				Other						
259				Unknown/NULL						
260	367	c. 1	stop, search, arrest	ethnicity	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
261				Hispanic/Latino						
262				Non-Hispanic/Latino						
263				Unknown/NULL						
264	367	c. 1	stop, search, arrest	gender	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
265				Male						
266				Female						
267				Unknown/NULL						
268										
269	367	c. 2	documentable reasonable suspicion to stop and probable cause search	actual or perceived race	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
270				Black						
271				White						
272				Hispanic						
273				Asian						
274				Other						
275				Unknown/NULL						
276	367	c. 2	documentable reasonable suspicion to stop and probable cause search	actual or perceived ethnicity	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
277				Hispanic/Latino						
278				Non-Hispanic/Latino						
279				Unknown/NULL						
280	367	c. 2	documentable reasonable suspicion to stop and probable cause search	actual or perceived gender	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
281				Male						
282				Female						
283				Unknown/NULL						
284	367	c. 2	documentable reasonable suspicion to stop and probable cause search	actual or perceived age	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
285				under 20 years						
286				21-29 years						
287				30-39 years						
288				40-49 years						
289				50-59 years						
290				60+ years						
291				Unknown/NULL						
292										
293	367	c. 3	searches finding contraband	# of searches finding contraband	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
294	367	c. 3	searches finding contraband	# of searches finding contraband by district	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
295				District 1						
296				District 2						
297				District 3						
298				District 4						
299				District 5						
300				outside city						
301	367	c. 3	searches finding contraband	Arrest type	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
302				Violence toward Police Officer						
303				Violence toward Others						
304				Damage to Property						
305				Obstructing Justice						
306				Crisis Intervention						
307				Drugs/Alcohol						
308				Other						
309	367	c. 3	searches finding contraband	actual or perceived race	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
310				Black						
311				White						

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312			Hispanic							
313			Asian							
314			Other							
315			Unknown/NULL							
316	367	c. 3	searches finding contraband	actual or perceived ethnicity	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
317				Hispanic/Latino						
318				Non-Hispanic/Latino						
319				Unknown/NULL						
320	367	c. 3	searches finding contraband	actual or perceived gender	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
321				Male						
322				Female						
323				Unknown/NULL						
324	367	c. 3	searches finding contraband	actual or perceived age	no	Compliance			N/A	No data collected currently; Needs to be collected in the future
325				under 20 years						
326				21-29 years						
327				30-39 years						
328				40-49 years						
329				50-59 years						
330				60+ years						
331				Unknown/NULL						
332	367	d	bias free policing & community engagement							
333	367	d.1	bias free policing & community engagement	# of community partnerships	yes	District Commanders	57	66	16%	
334				District 1				13		baseline data not received for District 1
335				District 2			10	13	30%	
336				District 3			11			2016 data not received for District 3
337				District 4			22	28	27%	
338				District 5			14	12	-14%	
339	367	d. 1	bias free policing & community engagement	# of community partnerships w/youth	yes	District Commanders	14	17		represents partnerships specifically with youth, although youth may be included in other partnerships
340				District 1				3		baseline data not received for District 1
341				District 2			4	4	0%	
342				District 3			2			2016 data not received for District 3
343				District 4			7	9	29%	
344				District 5			1	1	0%	
345	367	d. 1	bias free policing & community engagement	variety of community partnerships	yes	District Commanders			N/A	
346				District 1						Can be calculated once adequate data for all Districts has been received
347				District 2						Can be calculated once adequate data for all Districts has been received
348				District 3						Can be calculated once adequate data for all Districts has been received
349				District 4						Can be calculated once adequate data for all Districts has been received
350				District 5						Can be calculated once adequate data for all Districts has been received
351										
352	367	d.2	bias free policing & community engagement	homicide clearance rate	yes	Homicide Unit	56%	51%	29%	
353	367	d.2	bias free policing & community engagement	# of homicides	yes		127	139	9%	
354				# of homicides solved			71	71	0%	
355				# of homicides unsolved			56	68	21%	
356	367	d.2	bias free policing & community engagement	Type of homicide	yes		see below	see below		
357				# of domestic violence homicides			12	18	50%	
358				# of non-domestic violence homicides			115	121	5%	
359	367	d.2	bias free policing & community engagement	Homicide victims	yes		see below	see below		
360				Adult male victims			95	110	16%	
361				Adult female victims			23	18	-22%	
362				Juvenile male victims			7	7	0%	
363				Juvenile female victims			2	2	0%	
364										
365	367	d.3	bias free policing & community engagement	# civilian complaints for discrimination	no	OPS				
366	367	d.3	bias free policing & community engagement	disposition of discrimination complaints	no	OPS				
367	367	d.3	bias free policing & community engagement	analysis of biennial survey	yes	ISA hired				results are in a separate document from this baseline document
368	367	e	recruitment measures							
369	367	e. 1	recruitment measures	applicants	yes	City Hall Civil Service Commission (CSC)	1410	1459	3%	
370				# of qualified recruit applicants			191	151	-21%	Category captured in data: "Name has been certified. Candidates are being vetted for the next Academy" (category 11) and "hired/currently in the academy" (category 4) or Not Hired; Left on Eligible List (category 15)
371				# of not qualified recruit applicants			1219	1308	7%	These are applicants who failed somewhere in the process
372	367	e. 1	recruitment measures	applicants by race	yes		see below	see below		
373				White (W)			781	693	-11%	
374				Black (B)			409	518	27%	
375				Asian (A)			13	11	-15%	
376				Hispanic (H)			154	148	-4%	
377				Other (O)			44	85	93%	
378				All			3	4	33%	
379				No Data (.)			6	0	-100%	
380	367	e. 1	recruitment measures	applicants by gender	yes		see below	see below		
381				Males			1120	1163	4%	
382				Females			290	296	2%	
383										
384	367	e. 2	recruitment measures	Where applicants heard of job	no	CPD; City Hall Civil Service	see below	see below		No data on recruitment activities in baseline

2016 Measures (as of June 2017)

385				City Website				40%		
386				Friend				26%		
387				Google or other search				19%		
388				Other				14%		
389				Bulletin				2%		
390				Word of mouth				0%		
391				Social media				0%		
392				Article or blog post				0%		
393				Advertisement				0%		
394	367 e. 2	recruitment measures	Recruitment Activity	no	CPD; City Hall Civil Service	see below	see below			No data on recruitment activities in baseline
395				Billboards				9		
396				Billboard Impressions				538043		
397				Regional Transit Bus Posters				20		
398				Regional Transit Stations Posters				24		
399				Mobile/digital video banner Ads				50000		
400				Facebook, Twitter, Instagram Posts				8		
401				Blog posts/Websites				60		
402				Radio Station Spots				4		
403				Television				0		
404	367 e. 2	recruitment measures	# of Recruitment Partnerships	no	CPD; City Hall Civil Service			17		No data on recruitment activities in baseline
405				All Races				8		
406				Black				7		
407				Hispanic				2		
408										
409	367 e. 3	recruitment measures	# of applicants who failed initial screening	yes	City Hall Civil Service Commission		1219	1294	6%	Same number as above (# of non-qualified applicants); considered anyone who is NOT hired (category 4) and anyone whose name has NOT been certified (category 11)
410	367 e. 3	recruitment measures	reason for failures	yes	City Hall Civil Service Commission	see below	see below			
411				1- Application Rejected				339		Application rejected - Not collected in 2015
412				2-Failed agility test			166	119	-28%	
413				3-No show for the Agility test			85	113	-33%	
414				4-Hired / Currently in the Academy			N/A to reason for failures	N/A to reason for failures		
415				5-No response to certification			183	58	-68%	
416				6-Passed over			13	8	-38%	
417				7-Removed for background reason(s)			66	39	-41%	
418				8-No show for the Psychological Exam			1			8 (no show for psych) and 13 (no PHS) are merged in 2016 data
419				9-No longer interested			19	26	37%	
420				10-Waived			17	102	500%	
421				11-Name has been certified. Candidates are being vetted for the next Academy			N/A to reason for failures	N/A to reason for failures		
422				12-No show for the test			394	263	-33%	
423				13-Did not submit their Personal History Statement			240	4	-98%	
424				14-Failed the test			35	223	537%	
425	367 e. 3	recruitment measures	recruit failures by race	yes	City Hall Civil Service Commission	see below	see below			
426				White (W) Failures			658	594	-10%	
427				Black (B) Failures			375	492	31%	
428				Asian (A) Failures			12	9	-25%	
429				Hispanic (H) Failures			128	133	4%	
430				Other (O) Failures			41	76	85%	
431				All Failures			1	4	300%	
432				No Data (.) Failures			4	0	-100%	
433	367 e. 3	recruitment measures	recruit failures by ethnicity	yes	City Hall Civil Service Commission	see below	see below			
434				Hispanic/Latino (H)			128	133	4%	
435				Non-Hispanic/Latino			1091	1161	6%	
436	367 e. 3	recruitment measures	recruit failures by gender	yes	City Hall Civil Service Commission	see below	see below			
437				Male Failures			971	1032	6%	
438				Female Failures			248	277	12%	
439				recruit failures by self identified disability	no	City Hall Civil Service Commission				Only have data on veterans; No data collected currently; Needs to be collected in the future
440										
441	367 e. 4	recruitment measures	# of applicants with fluency in other language	no	City Hall Civil Service Commission					No data collected currently; Needs to be collected in the future
442				list of languages spoken by recruits	no					No data collected currently; Needs to be collected in the future
443										
444	367 e. 5	recruitment measures	# of lateral candidates	yes	City Hall Civil Service Commission		0	210	N/A	The Division did not recruit laterals in 2015
445	367 e. 5	recruitment measures	laterals by race	yes		see below	see below			The Division did not recruit laterals in 2015
446				White (W)			0	116	N/A	
447				Black (B)			0	57	N/A	
448				Asian (A)			0	1	N/A	
449				Hispanic (H)			0	18	N/A	
450				Other (O)			0	17	N/A	
451				All			0	0	N/A	
452				No Data (.)			0	1	N/A	
453	367 e. 5	recruitment measures	ethnicity	yes		see below	see below			The Division does not recruit laterals
454				Hispanic/Latino			0	18	N/A	
455				Non-Hispanic/Latino			0	192	N/A	
456	367 e. 5	recruitment measures	laterals by gender	yes		see below	see below			The Division does not recruit laterals
457				Male			0	174	N/A	
458				Female			0	35	N/A	
459	367 e. 5	recruitment measures	Other information on laterals	yes		see below	see below			The Division does not recruit laterals
460				laterals with self identified disability			0	0	N/A	
461				list of laterals former agencies			0	39	N/A	2016 data represents the number of PDs laterals worked for
462				list of laterals years of service			0	166	N/A	2016 data represents the number of years in which laterals worked for other PDs

2016 Measures (as of June 2017)

463					City Hall Civil Service Commission				
464	367 e. 6	recruitment measures	applicant qualifications	yes		see below	see below		
465			# applicants with 2+ years college	yes		455	802	76%	This category captures those who attended college for 2+ years, but did not obtain a BA degree (includes those with associates degrees)
466			# applicants with college degree	yes		240	247	3%	
467			# applicants with 2+ years military	no					No data collected currently; only have 180+ days; Needs to be collected in the future
468			# applicants with 180+ days military	yes (new)		161	89	-45%	New item CPD collects that has been added to baseline but not specified in Consent Decree
469			disabled veterans	yes (new)		14	2	-86%	New item CPD collects that has been added to baseline but not specified in Consent Decree; misreported in 2015 (was reported as 1235)
470									
471	367 e. 7	recruitment measures	pass/fail rate in each phase of pre-employment process	yes	City Hall Civil Service Commission	see below	see below		pass calculated
472			2-Failed agility test			86.38%	90.24%	4%	pass rate calculated
473			3-No show for the Agility test			93.03%	90.73%	-2%	pass rate calculated
474			4-Hired / Currently in the Academy			N/A	N/A	N/A	pass rate calculated
475			5-No response to certification			84.99%	95.24%	12%	pass rate calculated
476			6-Passed over			98.93%	99.34%	0%	pass rate calculated
477			7-Removed for background reason(s)			94.59%	96.80%	2%	pass rate calculated
478			8-No show for the Psychological Exam			99.92%	N/A	N/A	pass rate calculated; merged with no PHS
479			9-No longer interested			98.44%	97.87%	-1%	pass rate calculated
480			10-Waived			98.61%	91.63%	-7%	pass rate calculated
481			11-Name has been certified. Candidates are being vetted for the next Academy			N/A	N/A	N/A	pass rate calculated
482			12-No show for the test			67.68%	78.42%	16%	pass rate calculated
483			13-Did not submit their Personal History Statement			80.31%	99.67%	24%	pass rate calculated
484			14-Failed the test			97.13%	81.71%	-16%	pass rate calculated
485	367 e. 7	recruitment measures	pass/fail rate by race	yes	City Hall Civil Service Commission	see below	see below		
486			White (W) pass rate			46.02%	51.27%	11%	pass rate calculated
487			Black (B) pass rate			69.24%	59.64%	-14%	pass rate calculated
488			Asian (A) pass rate			99.02%	99.26%	0%	pass rate calculated
489			Hispanic (H) pass rate			89.50%	89.09%	0%	pass rate calculated
490			Other (O) pass rate			96.64%	93.77%	-3%	pass rate calculated
491			All pass rate			99.92%	99.67%	0%	pass rate calculated
492			No Data (.) pass rate			99.67%	100.00%	0%	pass rate calculated
493	367 e. 7	recruitment measures	pass/fail rate by ethnicity	yes	City Hall Civil Service Commission	see below	see below		
494			Hispanic/Latino (H) pass rate			89.50%	89.09%	0%	pass rate calculated
495			Non-Hispanic/Latino pass rate			85.08%	83.93%	-1%	pass rate calculated
496	367 e. 7	recruitment measures	pass/fail rate by gender	yes	City Hall Civil Service Commission	see below	see below		
497			Male Pass Rate			20.34%	15.34%	-25%	pass rate calculated
498			Female Pass Rate			79.66%	77.28%	-3%	pass rate calculated
499	367 e. 7	recruitment measures	pass/fail rate by self identified disability	no	City Hall Civil Service Commission				No data collected currently; Needs to be collected in the future
500									
501	367 e. 8	recruitment measures	avg length of time to move through each phase of preemployment	no					No data collected currently; Needs to be collected in the future
502			avg length of time to process applicants						No data collected currently; Needs to be collected in the future
503									
504	367 e. 9	recruitment measures	composition of recruit class	yes		see below	see below		
505	367 e. 9	recruitment measures	Initial Size of recruit class	yes		52	62	19%	
506			Remained	yes (new)		44	51	16%	New item CPD collects that has been added to baseline but not specified in Consent Decree
507			Separated	yes (new)		8	11	38%	New item CPD collects that has been added to baseline but not specified in Consent Decree
508	367 e. 9	recruitment measures	Separated by Race	yes		see below	see below		
509			Black	yes (new)		2	3	50%	New item CPD collects that has been added to baseline but not specified in Consent Decree
510			White	yes (new)		4	8	100%	New item CPD collects that has been added to baseline but not specified in Consent Decree
511			Hispanic	yes (new)		2	0	-100%	New item CPD collects that has been added to baseline but not specified in Consent Decree
512			Asian	yes (new)		0	0	N/A	New item CPD collects that has been added to baseline but not specified in Consent Decree
513			Other	yes (new)		0	0	N/A	New item CPD collects that has been added to baseline but not specified in Consent Decree
514	367 e. 9	recruitment measures	Separated by Gender	yes		see below	see below		
515			Male	yes (new)		7	8	14%	New item CPD collects that has been added to baseline but not specified in Consent Decree
516			Female	yes (new)		1	3	200%	New item CPD collects that has been added to baseline but not specified in Consent Decree
517	367 e. 9	recruitment measures	composition of recruit classes by race		Command Staff/ Academy	see below	see below		
518			Black			8	10	25%	
519			White			29	38	31%	
520			Hispanic			12	2	-83%	
521			Asian			0	1	N/A	
522			Other			3	0	-100%	
523	367 e. 9	recruitment measures	composition of recruit classes by ethnicity		Command Staff/ Academy	see below	see below		
524			Hispanic/Latino			12	2	-83%	
525			Non-Hispanic/Latino			40	60	50%	
526	367 e. 9	recruitment measures	composition of recruit classes by gender		Command Staff/ Academy	see below	see below		
527			Male			44	43	-2%	
528			Female			8	19	138%	
529	367 e. 9	recruitment measures	composition of recruit classes by self identified disability	no					No data collected currently; Needs to be collected in the future
530	367 f. 1	training measures							

2016 Measures (as of June 2017)

531	367 f. 1	training measures	# of officers provided training pursuant to this agreement	no						future comparisons
532	367 f. 1	training measures	% of officers provided training pursuant to this agreement	no						future comparisons
533										
534	367 f. 2	training measures	students' evaluations of the adequacy of training in type and frequency	no						future comparisons
535										
536	367 f. 3	training measures	modifications or improvements to training resulting from the review and analysis required by this agreement	no						future comparisons
537										
538	367 f. 4	training measures	prevalence of training deficiencies as reflected by problematic incidents or performance trends	no						future comparisons
539	367 g.	officer assistance & support efforts								
540	367 g. 1	officer assistance & support efforts	availability of officer assistance & support services	yes	EAP	see below	see below			
541	367 g. 1	officer assistance & support efforts	use of officer assistance & support services	yes	EAP		11	209	1800%	2015 baseline data is underreported as the use of service was not tracked.
542										
543	367 g. 2	officer assistance & support efforts	officer reports of adequacy of officer assistance & support services	no	EAP					No data collected currently; Needs to be collected in the future; Started collecting in late 2016
544	367 g. 2	officer assistance & support efforts	survey analysis of adequacy of officer assistance & support services	no	EAP					No data collected currently; Needs to be collected in the future; Started collecting in late 2016
545	367 h.	supervision measures								
546	367 h.	supervision measures	supervisors initial identification of officer violations	no						No data collected currently; Needs to be collected in the future
547	367 h.	supervision measures	supervisors initial identification of officer performance problems	no						No data collected currently; Needs to be collected in the future
548	367 h.	supervision measures	supervisors response to officer violations	no						No data collected currently; Needs to be collected in the future
549	367 h.	supervision measures	supervisors response to performance problems	no						No data collected currently; Needs to be collected in the future
550	367 i.	civilian complaints & investigations & discipline								
551	367 i. 1	civilian complaints & investigations & discipline	# of complaints	yes	IA, Inspections, OPS		294	263	-11%	Of the 294 cases in 2015, only 45 have been completed and only 4 have gone through the PRB
552	367 i. 1	civilian complaints & investigations & discipline	increases/decreases related to access	no	IA, Inspections, OPS					No data collected currently; Needs to be collected in the future
553										
554	367 i. 2	civilian complaints & investigations & discipline	# sustained by complaint type	no	IA, Inspections, OPS		2	7	250%	PRB looked at 4 cases in 2015
555			False Report				0	0	N/A	
556			Harassment				0	0	N/A	
557			Improper Procedure				1	2	100%	
558			Infraction Notice (UTT/PIN)				0	0	N/A	
559			Lack of Service				0	1	N/A	
560			Not Provided by Complainant				0	0	N/A	
561			Other				0	0	N/A	
562			Physical Abuse/Excessive Force				0	1	N/A	
563			Unprofessional				1	3	200%	
564	367 i. 2	civilian complaints & investigations & discipline	# exonerated by complaint type	no	IA, Inspections, OPS		0	8	N/A	
565			False Report				0	0	N/A	
566			Harassment				0	1	N/A	
567			Improper Procedure				0	3	N/A	
568			Infraction Notice (UTT/PIN)				0	0	N/A	
569			Lack of Service				0	2	N/A	
570			Not Provided by Complainant				0	0	N/A	
571			Other				0	0	N/A	
572			Physical Abuse/Excessive Force				0	2	N/A	
573			Unprofessional				0	0	N/A	
574	367 i. 2	civilian complaints & investigations & discipline	# unfounded by complaint type	no	IA, Inspections, OPS		2	13	550%	
575			False Report				0	0	N/A	
576			Harassment				0	1	N/A	
577			Improper Procedure				1	3	200%	
578			Infraction Notice (UTT/PIN)				0	0	N/A	
579			Lack of Service				0	2	N/A	
580			Not Provided by Complainant				0	0	N/A	
581			Other				0	0	N/A	
582			Physical Abuse/Excessive Force				0	3	N/A	
583			Unprofessional				1	4	300%	
584	367 i. 2	civilian complaints & investigations & discipline	# not sustained by complaint type	no	OPS					No data collected currently; Needs to be collected in the future
585			False Report							No data collected currently; Needs to be collected in the future
586			Harassment							No data collected currently; Needs to be collected in the future
587			Improper Procedure							No data collected currently; Needs to be collected in the future
588			Infraction Notice (UTT/PIN)							No data collected currently; Needs to be collected in the future
589			Lack of Service							No data collected currently; Needs to be collected in the future
590			Not Provided by Complainant							No data collected currently; Needs to be collected in the future
591			Other							No data collected currently; Needs to be collected in the future
592			Physical Abuse/Excessive Force							No data collected currently; Needs to be collected in the future
593			Unprofessional							No data collected currently; Needs to be collected in the future
594	367 i. 2	civilian complaints & investigations & discipline	# of administratively dismissed	no	OPS		39	90	131%	
595			False Report				1	0	-100%	
596			Harassment				4	14	250%	
597			Improper Procedure				9	28	211%	
598			Infraction Notice (UTT/PIN)				2	4	100%	
599			Lack of Service				2	13	550%	
600			Not Provided by Complainant				1	0	-100%	
601			Other				2	1	-50%	
602			Physical Abuse/Excessive Force				2	4	100%	
603			Unprofessional				16	23	44%	

2016 Measures (as of June 2017)

604			civilian complaints & investigations & discipline	Unknown			0	3	N/A	
605	367	i. 2	civilian complaints & investigations & discipline	# of insufficient evidence	no	OPS	2	33	1550%	
606				False Report			0	0	N/A	
607				Harassment			0	7	N/A	
608				Improper Procedure			0	7	N/A	
609				Infraction Notice (UTT/PIN)			0	0	N/A	
610				Lack of Service			1	5	400%	
611				Not Provided by Complainant			0	0	N/A	
612				Other			0	0	N/A	
613				Physical Abuse/Excessive Force			0	5	N/A	
614				Unprofessional			1	9	800%	
615										
616	367	i. 3	civilian complaints & investigations & discipline	# of complaint allegations supported by a preponderance of the evidence	no	OPS	.	.		No data collected currently; Needs to be collected in the future
617										
618	367	i. 4	civilian complaints & investigations & discipline	average length of time to complete by complaint type	yes	OPS	137	409	198%	Average number of days, but this is only based on 45 completed cases
619				False Report			293	.	.	
620				Harassment			158	383	142%	
621				Improper Procedure			134	354	164%	
622				Infraction Notice (UTT/PIN)			84	303	261%	
623				Lack of Service			179	352	97%	
624				Not Provided by Complainant			105	.	.	
625				Other			35	.	.	
626				Physical Abuse/Excessive Force			130	730	462%	
627				Unprofessional			117	329	181%	
628										
629	367	i. 5	civilian complaints & investigations & discipline	# of officers w/multiple complaints	yes	OPS	34	38	12%	
630				District 1			1	1	0%	
631				District 2			4	4	0%	
632				District 3			4	4	0%	
633				District 4			1	9	800%	
634				District 5			5	2	-60%	
635				outside city/other units			4	5	25%	
636				# of officers w/repeated sustained complaints	yes	IA, Inspections, OPS	0	0	N/A	
637										
638	367	i. 6	civilian complaints & investigations & discipline	arrests of officers for conduct	yes	IA	see below	see below		
639				on duty			1	2	100%	
640				off duty			14	11	-21%	
641										
642	367	i. 7	civilian complaints & investigations & discipline	criminal prosecutions for conduct	yes	IA	see below	see below		
643				on duty			1	2	100%	
644				off duty			11	10	-9%	
645				not prosecuted			2	1	-50%	
646				open			1	0	-100%	
647										
648	367	i. 8	civilian complaints & investigations & discipline	# of civil suits against the City or CDP for work related conduct	yes	City Law Department	8	12	50%	
649				settled			3	3	0%	As of June 2017
650				not yet settled			5	9	80%	As of June 2017
651	367	i. 8	civilian complaints & investigations & discipline	nature of the suits	yes	City Law Department	see below	see below		There can be multiple natures of suits for each suit
652				excessive force (including deadly force)			5	6	20%	
653				unlawful search & seizure			1	1	0%	
654				false arrest			1	2	100%	
655				discrimination/bias			0	3	N/A	
656				other violation of constitutional rights (e.g., 1st amendment)			1	1	0%	
657				Harassment			0	0	N/A	
658				improper handling/disposition of property			1	0	-100%	
659				contempt of cop			1	0	-100%	
660				failure to provide medical assistance			1	1	0%	
661				other			0	3	N/A	
662	367	i. 8	civilian complaints & investigations & discipline	amount of judgments against number of judgments	yes	City Law Department	see below			
663							23	29	26%	As of June 2017
664	367	i. 8	civilian complaints & investigations & discipline	number of judgments (closed)	yes	City Law Department	see below			
665							22	21	-5%	As of June 2017
666				number of judgments (active)			1	8	700%	As of June 2017
667	367	i. 8	civilian complaints & investigations & discipline	amount of judgments (closed)	yes	City Law Department	see below			2015 number have been updated as of June 2017
668							\$ 20,136.82	\$ 1,822.16	-91%	As of June 2017
669				amount of judgments (active)			TBD	TBD		As of June 2017
670	367	i. 8	civilian complaints & investigations & discipline	amount of settlements	yes	City Law Department	see below			2015 number have been updated as of June 2017
671				settled			\$ 20,136.82	\$ 1,822.16	-91%	As of June 2017
672				not yet settled			TBD	TBD		As of June 2017