

EXHIBIT A

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1	Fourth Year Monitoring Plan						
2	<p><u>General Notes:</u> For all deadlines established below, the Monitor and Parties agree that the deadlines might, in some instances, need to be extended by a brief interval to allow or accommodate unforeseen circumstances or unexpected, minor delays. Accordingly, if and only if all of the Monitor, United States, and the City agree that an extension for any of the deadlines outlined below is warranted and acceptable, the deadline may be extended by an interval of fourteen (14) calendar days without receiving formal approval of the Court for an extension of the deadline. No deadline may be extended by more than fourteen (14) calendar days without approval of the Court. If any or all of this 14-day period is used, the Monitor will formally notify the Court of the deadline extension(s). The extension of any specific deadline, or deadlines, will not change or otherwise affect any other deadline. Unless the Monitoring Team identifies problems with a deadline extension or otherwise raises issues with the Court, none of the Parties, the Court, or the public should interpret changes in deadlines to reflect problems in implementation or a lack of progress. Instead, all should understand that, for progress to be comprehensive and enduring, it may be necessary to take more time initially to refine policies, procedures, or training so that progress, ultimately, is faster, more effective, and more efficient.</p>						
3	<p>For purposes of the following deadlines, and unless otherwise expressly noted to the contrary, "semi-annual" means two times per year at a pace of once per six months. "Annual" means once per calendar year. "Bi-weekly" means once every two calendar weeks. "Monthly" means once per calendar month. "Days" means calendar days. If a listed deadline falls on a weekend or federal, state, local, or Court holiday, the deadline may be satisfied by submission or completion of the identified deliverable on the next business and/or non-holiday day.</p>						
4	Decree ¶	Area	Sub-Area	Milestone	Responsible Stakeholder(s)	Deliverable	Deadline
5	27-34	CPOP	General	The City will include the status of the Community and Problem-Oriented Policing Plan's Implementation into the Semiannual Report.	City/CDP	Status Report of CPOP's Implementation	Ongoing
6	27-34	CPOP	Policies	CDP will submit the First Draft of the CPOP policy to the parties and the Monitoring Team.	CDP	Submission of the First Draft CPOP policy	4/5/19
7	27-34	CPOP	Policies	The Parties will review the First Draft to determine whether it adequately addresses the requirements and objectives of the Settlement Agreement. The Parties will provide written feedback, in-person feedback, or both.	Monitoring Team, DOJ	Written and/or in-Person Feedback re: First Draft	5/3/19
8	27-34	CPOP	Policies	CDP revises the First Draft to take into consideration and incorporate the feedback and expectations of the Parties, where appropriate. In consultation with the Parties, CDP submits a Final Draft.	CDP	Submission of Final Draft	6/14/19
9	27-34	CPOP	Policies	The Monitor recommends approval or disapproval of the Final Draft of the CPOP policy to the Court, either in whole or in part. The determination will be based on the extent to which the policy adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	6/28/19
10	27-34	CPOP	Training	CDP will begin training of all CDP officers on Community Engagement and Problem-Oriented Policing	CDP	Community Engagement and Problem-Oriented Policing Training	3/4/19

11	27-34	CPOP	Training	CDP will complete training of all CDP officers on Community Engagement and Problem-Oriented Policing (SARA).	CDP	Community Engagement and Problem-Oriented Policing Training	6/28/19
12	27-34	CPOP	Training	CDP will submit the First Draft curriculum for the District Awareness Training.	CDP	District Awareness Training Curriculum	3/1/19
13	27-34	CPOP	Training	The Parties will review the First Draft curriculum to determine whether it adequately addresses the requirements and objectives of the Settlement Agreement. The Parties will provide written feedback, in-person feedback, or both.	Monitoring Team, DOJ	Written and/or in-Person Feedback re: First Draft	3/15/19
14	27-34	CPOP	Training	CDP revises the First Draft curriculum to take into consideration and incorporate the feedback and expectations of the Parties, where appropriate. In consultation with the Parties, CDP submits a Final Draft curriculum.	CDP	Submission of Final Draft	3/30/19
15	27-34	CPOP	Training	The Monitor recommends approval or disapproval of the Final Draft curriculum for the District Awareness Training to the Court, either in whole or in part. The determination will be based on the extent to which the policy adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	4/12/19
16	27-34	CPOP	Training	CDP will complete training of all CDP officers on District Awareness Training.	CDP	District Awareness Training	10/25/19
17	27-34	CPOP	Training	CDP will begin training of all CDP supervisors on the 20% CPOP module	CDP	Supervisor 20% CPOP Training Sessions Begin	7/1/19
18	27-34	CPOP	Training	CDP will complete training of all CDP supervisors on the 20% CPOP module	CDP	Supervisor 20% CPOP Training Sessions End	7/29/19
19	27-34	CPOP	Training	CDP will complete training of all CDP officers on the CPOP Plan and Data Collection through the Learning Management System.	CDP	CPOP Plan and Data Collection Training	10/25/19
20	27-34	CPOP	General	CDP will transition its Bureau of Community Policing to the Bureau of Community Relations.	CDP	Transition to the Bureau of Community Relations	3/1/19 Ongoing
21	27-34	CPOP	General	CDP will increase advertisement of the DPC, Online Crime Reporting, the Division's community engagement activities and the Division's various social media platforms.	CDP	Increasing advertisement of DPC/CPOP	3/1/19 Ongoing

22	27-34	CPOP	General	CDP will actively promote officer wellness initiatives throughout the Division, sending a quarterly email to all officers explaining various wellness options.	CDP	Promote Officer Wellness Initiatives	3/1/19 Ongoing
23	27-34	CPOP	General	CDP will develop the CPOP Review Committee	CDP	Development of CPOP Review Committee	10/25/19
24	27-34	CPOP	General	CDP update and Distribute Asset Maps	CDP	Distribution of Asset Maps	10/25/19
25	27-34	CPOP	General	CDP will determine the feasibility of increasing the incidents that can be reported online and the feasibility of the "Verified Alarm" response.	CDP	Determination of online reporting and "Verified Alarm" response	12/27/19
26	27-34	CPOP	General	CDP will establish a program designed to address the community about the history of CDP, policies and practices, and how the police and community can collaborate to solve problems.	CDP	CDP and Community Collaborative Program	12/27/19
27	27-34	CPOP	General	CDP will ensure that CPOP principles are used during evaluations and promotions.	CDP	CPOP Principles in Evaluations and Promotions	12/27/19
28	27-34	CPOP	General	CDP will publish community engagement activities broken down by district.	CDP	District Community Engagement Activities	1/31/20
29	15-16	CPC	General	The Mayor reconstitutes Selection Panel in consultation with DOJ and participation of City Council	City	Selection Panel appointed	7/1/19
30		CPC	General	City notifies community of CPC application process	City/DOJ	Announcement and 30 day application process begins	7/15/19
31		CPC	General	Applications received for review by selection panel	City	Applicant Pool Identified	8/15/19
32		CPC	General	Applications reviewed by the Selection Panel	City	Review completed	9/14/19
33		CPC	General	Selection panel recommends new CPC commissioners	City	Announcement in Public Forum of recommendations	9/15/19
34		CPC	General	Appointment of new CPC commissioners	City	CPC Commissioners sworn in	10/1/19
35	347	Use of Force	Policies	CDP to review policies UOF policies and make revisions where necessary	CDP	Review and Revision of Use of Force Policies	3/29/19

36	47, 75, 93-123	Use of Force	Investigations	The Monitor recommends approval or disapproval of the Final Draft of the Supervisory Investigations Policy either in whole or in part. The determination will be based on the extent to which the plan adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	3/29/19
37	47, 75, 93-123	Use of Force	Investigations	Upon approval, CDP will complete training of all CDP supervisors on Supervisory Investigations.	CDP	Training Sessions end	6/30/19
38	47, 75, 93-123	Use of Force	Investigations	The Monitor recommends approval or disapproval of the Final Draft of the FIT policy, either in whole or in part. The determination will be based on the extent to which the plan adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	3/29/19
39	47, 75, 93-123	Use of Force	Investigations	The Monitor recommends approval or disapproval of the Final Draft of the FIT manual, either in whole or in part. The determination will be based on the extent to which the plan adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	3/29/19
40	47, 75, 93-123	Use of Force	Investigations	CDP will begin training of the FIT policy and the FIT manual to all appropriate personnel of FIT Investigations.	CDP	Training Sessions begin	6/3/2019
41	47, 75, 93-123	Use of Force	Investigations	CDP will complete training of the FIT policy and the FIT manual to all appropriate personnel on FIT Investigations.	CDP	Training Sessions end	6/30/19
42	124-130	Use of Force	Force Review Board	The Monitor recommends approval or disapproval of the Final Draft of the Force Review Board Policy to the Court, either in whole or in part. The determination will be based on the extent to which the plan adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	3/29/19
43	176-192	Use of Force	Force Review Board	The Parties will review the First Draft to determine whether it adequately addresses the requirements and objectives of the Settlement Agreement. The Parties will provide written feedback, in-person feedback, or both.	Monitoring Team, DOJ	Written and/or in-Person Feedback re: First Draft	4/5/19

44	176-192	Use of Force	Force Review Board	CDP revises the First Draft to take into consideration and incorporate the feedback and expectations of the Parties, where appropriate. In consultation with the Parties, CDP submits a Final Draft.	CDP	Submission of Final Draft	5/3/19
45	176-192	Use of Force	Force Review Board	The Monitor recommends approval or disapproval of the Final Draft of the Force Review Board curriculum to the Court, either in whole or in part. The determination will be based on the extent to which the policy adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	5/17/19
46	176-192	Use of Force	Force Review Board	CDP will begin training of all appropriate personnel on the FRB policy	CDP	Training Sessions begin	6/3/19
47	124-130	Use of Force	Force Review Board	CDP will complete training of all appropriate personnel on the FRB policy.	CDP	Training Sessions end	6/28/19
48	124-130	Use of Force	Force Review Board	The Monitoring Team and Parties will meet with the members of the Force Review Board, outlining expectations, answering questions, and clarifying understandings.	City, CDP, Department of Justice, Monitoring Team	Stakeholder Meeting	7/1/19
49	130	Use of Force	Force Review Board	The FRB will work with DCAC to develop tracking system to ensure that each of its recommendations has been forwarded to the appropriate personnel	FRB, City	Development of tracking system	7/8/19
50	124-130	Use of Force	Force Review Board	Upon certification of the Monitor that the FRB policy is ready to be implemented, the FRB will begin to hold regular quarterly force review meetings. Members of the Monitoring Team and the Parties will regularly attend.	CDP, City, Department of Justice, Monitoring Team	Commencement of Regular Meetings	8/15/19 Ongoing
51	270	Training	Training Review Committee	CDP will provide the names of members of the Training Review Committee and meeting dates for the year	CDP	Training Review Committee selection and meeting dates	3/15/19
52	271	Training	Training Review Committee	The Training Review Committee will submit a First Draft of the 2020 Training plan for CDP's recruit academy, probationary field training, and in service training plan.	CDP	Submission of First Draft	7/1/19
53	271	Training	Training Review Committee	The Parties will review the First Draft to determine whether it adequately addresses the requirements and objectives of the Settlement Agreement. The Parties will provide written feedback, in-person feedback, or both.	Monitoring Team, DOJ	Written and/or In-Person Feedback re: First Draft	8/2/19
54	271	Training	Training Review Committee	The Training Review Committee revises the First Draft to take into consideration and incorporate the feedback and expectations of the Parties, where appropriate. In consultation with the Parties, CDP submits a Final Draft.	CDP	Submission of Final Draft	8/30/19

55	271	Training	Training Review Committee	The Monitor recommends approval or disapproval of the Final Draft of the 2020 Training plan for CDP's recruit academy, probationary field training and in-service training plan to the Court, either in whole or in part. The determination will be based on the extent to which the policy adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	CDP	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	9/27/19
56	271	Training	Training Review Committee	The Training Review Committee will annually review and update CDP's Training Plan.	CDP	Annual review of CDP's Training Plan	12/1/19
57	30, 42, 143, 173	Training	In-Service Training	The Monitor recommends approval or disapproval of the Final Training Curricula. The determination will be based on the extent to which the curricula adequately comply with the requirements of the Agreement and incorporate feedback of the Parties.	Monitor	Filing of Memorandum to the Court re: Approval or Disapproval of Final Training Curricula	3/29/19
58	30, 42, 143, 173	Training	In-Service Training	CDP will begin in-service training of all CDP officers on Use of Force and Community Engagement/Problem Oriented Police (SARA)	CDP	Training Sessions Begin	3/4/19
59	30, 42, 143, 173	Training	In-Service Training	CDP will complete in-service training of all CDP officers on Use of Force and Community Engagement/Problem Oriented Police (SARA)	CDP	Training Sessions End	6/28/19
60	30, 42, 143, 173	Training	In-Service Training	CDP will provide the Parties and the Monitor with the numbers and percentage of individual officers who have completed in-service training on Use of Force and CPOP	CDP	Submission of Training Update to Parties, Monitoring Team	7/13/19
61	30, 42, 143, 173	Training	In-Service Training	The City will certify to the Court that all CDP officers who have completed in-service training on Use of Force and Community Engagement/Problem Oriented Police (SARA)	City, CDP	Filing of Certification with Court re: Use of Force and CPOP	7/27/19
62	27-34	Training	CPOP and CIT Data Collection	CDP will complete training of all CDP officers on CPOP and CIT Data Collection	CDP	CPOP and CIT Data Collection Training	10/25/19
63	30, 42, 143, 173	Training	In-Service Training	CDP will submit its First Draft Training Curricula for CIT, Search and Seizure, and Procedural Justice.	CDP	Submission of First Draft Training Curricula	3/8/19
64	30, 42, 143, 173	Training	In-Service Training	The Parties and the Monitoring Team will review the First Draft Training Curricula and provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Submission of Feedback on First Draft Training Curricula	3/29/19

65	30, 42, 143, 173	Training	In-Service Training	CDP will incorporate feedback, as appropriate, and provide the Parties and Monitoring Team with the Final Training Curricula for CIT, Search and Seizure, and Procedural Justice.	CDP	Submission of Final Training Curricula	4/26/19
66	30, 42, 143, 173	Training	In-Service Training	The Monitor recommends approval or disapproval of the Final Training Curricula. The determination will be based on the extent to which the curricula adequately comply with the requirements of the Agreement and incorporate feedback of the Parties.	Monitor	Filing of Memorandum to the Court re: Approval or Disapproval of Final Training Curricula	5/31/19
67	30, 42, 143, 173	Training	In-Service Training	CDP will begin in-service training of all CDP officers on CIT, Search and Seizure, and Procedural Justice.	CDP	Training Sessions begin	7/8/19
68	30, 42, 143, 173	Training	In-Service Training	CDP will complete in-service training of all CDP officers on CIT, Search and Seizure, and Procedural Justice	CDP	Training Sessions end	11/1/19
69	30, 42, 143, 173	Training	In-Service Training	CDP will provide the Parties and the Monitor with the numbers and percentage of individual officers who have completed in-service training on CIT, Search and Seizure, and Procedural Justice.	CDP	Submission of Training Update to Parties, Monitoring Team	11/15/19
70	30, 42, 143, 173	Training	In-Service Training	The City will certify to the Court that all CDP officers have completed in-service training on CIT, Search and Seizure, and Procedural Justice	City, CDP	Filing of Certification with Court re: CIT, Search and Seizure and Procedural Justice Training.	11/29/19
71	61	Training	Search and Seizure Data Collection	CDP will complete training of all CDP officers on Search and Seizure Data Collection	CDP	Search and Seizure Data Collection Training	12/20/19
72	322-325	Training	Supervisor Training	Upon resolution of any outstanding objections by the Monitor, CDP will complete training of all supervisors on Supervisor Training.	CDP	Supervisor Training Sessions end	6/30/19
73	322-325	Training	Supervisor Training	Newly promoted supervisors will receive supervisory training sessions upon promotion.	CDP	Supervisory Training Sessions	Ongoing
74	300-311	Recruitment & Hiring	General	CDP will document suggestions made by the Commission and other partner agencies/stakeholders and highlight those that are implemented through quarterly emails	CDP	Quarterly emails with suggestions of CPC any other agencies/stakeholders	10/4/19 Ongoing
75	300-311	Recruitment & Hiring	General	CDP will submit an annual report of recruiting activities and outcomes	CDP	Submission of annual report of recruiting activities and outcomes	3/6/20

76	300-311	Recruitment & Hiring	General	The Department of Public Safety will submit an annual report of the Recruitment Plan and will include any suggestions for changes to the plan and any related policies, practices or procedures.	City	Submission of Annual Report	2/7/20
77	300-311	Recruitment & Hiring	General	CDP submits an annual report related to its recruitment activities and outcomes for 2019.	CDP	Submission of Annual Report	1/1/20
78	145	Crisis Intervention	Specialized CIT Officers	CDP works with MHRAC, the Parties, and the Monitor to revise the 40-Hour Training to incorporate the feedback and expectations of the Monitor, Parties, and MHRAC and members. CDP submits the revised draft curriculum to the Parties and the Monitoring Team.	CDP	Submission of Revised Draft	3/15/19
79	145	Crisis Intervention	Specialized CIT Officers	CDP will select appropriate officers for enhanced specialized training in CIT.	CDP	Selection of CIT officers	Ongoing
80	145	Crisis Intervention	Specialized CIT Officers	CDP works with MHRAC to submit a Final Draft of the 40-Hour Training to the Parties and Monitoring Team.	CDP	Submission of Final Draft	4/5/19
81	145	Crisis Intervention	Specialized CIT Officers	The Monitor recommends approval or disapproval of the Final Draft of the Crisis Intervention Specialized Training to the Court, either in whole or in part. The determination will be based on the extent to which the policy adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	5/3/19
82	145	Crisis Intervention	Specialized CIT Officers	CDP will begin training of Specialized CIT Officers.	CDP	Training Sessions begin	6/3/19
83	143	Crisis Intervention	3rd Year In-Service Training	MHRAC reviews and provides feedback for the Proposed 3 rd Year Final Draft of the Crisis Intervention Training for all Officers: In-Service.	MHRAC	Submission of Feedback	4/30/19
84	143	Crisis Intervention	3rd Year In-Service Training	CDP works with the MHRAC, the Parties, and the Monitor to revise the Proposed 3 rd Year Final Draft of the Crisis Intervention Training for all Officers: In-Service to incorporate the feedback and expectations of the Monitor, Parties, MHRAC and members. In consultation with the Monitor and Parties, CDP submits a Final Draft that adequately incorporates the feedback of the Parties and the Monitor.	CDP, MHRAC	Submission of Final Draft	5/30/19
85	143	Crisis Intervention	3rd Year In-Service Training	The Monitor recommends approval or disapproval of the 3 rd Year Final Draft of the Crisis Intervention In-Service Training for all Officers to the Court, either in whole or in part. The determination will be based on the extent to which the policy adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	6/15/19

86	143	Crisis Intervention	3rd Year In-Service Training	CDP will begin 3 rd Year Crisis Intervention In-Service Training of CDP Officers.	CDP, MHRAC	Training Sessions begin	7/8/19
87	144	Crisis Intervention	Dispatchers and Supervisors	CDP works with the MHRAC, the Parties, and the Monitor to revise the Proposed Final Draft of the Crisis Intervention Training for Dispatchers and Dispatch Supervisors to incorporate the feedback and expectations of the Monitor, Parties, MHRAC and members. In consultation with the Monitor and Parties, CDP submits a Final Draft that adequately incorporates the feedback of the Parties and the Monitor.	CDP, MHRAC, DOJ, Monitoring Team	Submission of Final Draft	8/15/19
88	144	Crisis Intervention	Dispatchers and Supervisors	The Monitor recommends approval or disapproval of the 3 rd Year Final Draft of the Crisis Intervention Training for Dispatchers and their Supervisors to the Court, either in whole or in part. The determination will be based on the extent to which the policy adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	8/30/19
89	144	Crisis Intervention	Dispatchers and Supervisors	CDP will begin Crisis Intervention training of Dispatch and Dispatch Supervisors.	CDP, MHRAC	Training Sessions begin	9/23/19
90	143	Crisis Intervention	Annual Work Plan	The Mental Health Response Advisory Committee will submit an Annual Crisis Intervention Work Plan to reflect stakeholder feedback, where appropriate for the Monitoring Period 2019-20.	Mental Health Response Advisory Committee	Submission of Work Plan to Public, Parties, and Monitor	5/24/19
91	143	Crisis Intervention	Annual Work Plan	MHRAC and CDP will submit an annual report to the Public, Parties, and Monitor for 2019.	CDP	Annual Report	2/14/20
92	312-316	Performance Evaluations	Policy	CDP submits the first draft of the Performance Evaluation Policy.	CDP	Submission of First Draft	4/26/19
93	312-316	Performance Evaluations	Policy	The Parties will review the First Draft to determine whether it adequately addresses the requirements and objectives of the Settlement Agreement. The Parties will provide written feedback, in-person feedback, or both.	Monitoring Team, DOJ	Written and/or In-Person Feedback re: First Draft	5/24/19
94	312-316	Performance Evaluations	Policy	CDP revises the First Draft to take into consideration and incorporate the feedback and expectations of the Parties, where appropriate. In consultation with the Parties, CDP submits a Final Draft including a revised Performance Evaluation.	CDP	Submission of Final Draft	6/28/19
95	312-316	Performance Evaluations	Policy	The Monitor recommends approval or disapproval of the Final Draft of the Performance Evaluation policy, either in whole or in part. The determination will be based on the extent to which the plan adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	7/12/19

96	326-336	Officer Intervention Program	Policy	CDP submits the first draft of the Officer Intervention Program.	CDP	Submission of First Draft	4/26/19
97	326-336	Officer Intervention Program	Policy	The Parties will review the First Draft to determine whether it adequately addresses the requirements and objectives of the Settlement Agreement. The Parties will provide written feedback, in-person feedback or both	Monitoring Team, DOJ	Written and/or in-Person Feedback re: First Draft	5/24/19
98	326-336	Officer Intervention Program	Policy	CDP revises the First Draft to take into consideration and incorporate the feedback and expectations of the Parties, where appropriate. In consultation with the Parties, CDP submits a Final Draft	CDP	Submission of Final Draft	6/28/19
99	326-336	Officer Intervention Program	Policy	The Monitor recommends approval or disapproval of the Final Draft of the Officer Intervention policy, either in whole or in part. The determination will be based on the extent to which the plan adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	7/12/19
100	317-318	Promotions	General	The Monitor, DOJ, and the City will begin collaboration on the process of developing and implementing fair and consistent promotion practices that comport with the requirements of the Settlement Agreement.	Monitoring Team, DOJ, City	Collaboration of Promotion Process	8/2/19
101	347	Policies	Policy Review	CDP will review and revise approved policies related to the Settlement Agreement to ensure that the policies provide effective direction to CDP personnel and remain consistent with the Agreement, and current law. CDP submits a First Draft of these policies.	CDP	Review and Revision of approved policies	10/4/19
102	347	Policies	Policy Review	The Parties will review the revised policies to determine whether they adequately address the requirements and objectives of the Settlement Agreement. The Parties will provide written feedback, in-person feedback, or both.	Monitoring Team, DOJ	Written and/or in-Person Feedback re: First Draft	11/1/19
103	347	Policies	Policy Review	CDP revises the policies to take into consideration and incorporate the feedback and expectations of the Parties, where appropriate. In consultation with the Parties, CDP submits Final Drafts of the policies	CDP	Submission of Final Drafts	12/6/19
104	347	Policies	Policy Review	The Monitor recommends approval or disapproval of the Final Drafts of the policies, either in whole or in part. The determination will be based on the extent to which the policies adequately comply with the requirements of the Agreement, incorporate feedback of the Parties, and reflect the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Drafts	12/13/19

105	93-100, 160-175, 176-249, 322-325	Accountability	Administrative Review Processes	The Parties, Monitor, CDP and City will convene monthly Administrative meetings to review data and information about the status of CDP's administrative investigations and internal review processes, including but not limited to use of force investigations, officer misconduct investigations, the imposition of officer discipline, the resolution of civilian complaints, and other administrative reviews of officer performance captured in Blue Team/IAPro.	City (including OPS and PRB), CDP, Department of Justice, Monitoring Team	Monthly Administrative Meetings	Ongoing
106	243	Accountability	Administrative Review Process	CDP will track the number of instances in which the Chief or the Director of Public Safety, rejects, in whole or in part, PRB's recommended disposition.	CDP	Track data	Ongoing
107	244	Accountability	Administrative Review Process	The monitor will review data and assess whether the PRB is achieving its mission	Monitoring Team	Annual review of PRB data	1/13/20
108	176-192	Accountability	Internal Affairs Policy Manual	The Monitor recommends approval or disapproval of the Final Draft of the Internal Affairs Policy Manual, and policies related to anti-retaliation and reporting misconduct, to the Court, either in whole or in part. The determination will be based on the extent to which the manual adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	3/29/19
109	176-192	Accountability	Internal Affairs Manual	The CDP will implement the new manual upon approval.	CDP	Implementation of IA Manual	3/29/19
110	176-192	Accountability	Internal Affairs Related Policies	CDP will submit the First Draft curriculum for IA related policies	CDP	Submission of First Draft curriculum for IA related policies	3/29/19
111	176-192	Accountability	Internal Affairs Related Policies	The Parties will review the First Draft to determine whether it adequately addresses the requirements and objectives of the Settlement Agreement. The Parties will provide written feedback, in-person feedback, or both.	Monitoring Team, DOJ	Written and/or in-Person Feedback re: First Draft	4/12/19
112	176-192	Accountability	Internal Affairs Related Policies	CDP revises the First Draft to take into consideration and incorporate the feedback and expectations of the Parties, where appropriate. In consultation with the Parties, CDP submits a Final Draft.	CDP	Submission of Final Draft	5/3/19
113	176-192	Accountability	Internal Affairs Related Policies	The Monitor recommends approval or disapproval of the Final Draft curriculum for IA related policies to the Court, either in whole or in part. The determination will be based on the extent to which the policy adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	5/17/19

114	176-192	Accountability	Internal Affair Related Policies	CDP will begin training of all CDP officers on Internal Affairs related policies	CDP	Training Sessions begin	5/31/19
115	176-192	Accountability	Internal Affair Relates Policies	CDP will complete training of all CDP officers on Internal Affairs related policies	CDP	Training Sessions end	6/28/19
116	176-192	Accountability	Internal Affairs Related Policies	CDP will implement the IA related policies upon completion of LMS training of the policies.	CDP	Implementation of IA Related Policies	6/30/19
117	193-229	Accountability	OPS (General)	The City will submit a quarterly update to the Court on the status of OPS.	City	Monthly Update	Ongoing
118	199	Accountability	OPS (Budget)	OPS and/or the City will submit to the Monitor OPS' proposed budget for the 2020 budget year.	OPS/City	Submission of Proposed Budget for Remainder of 2018 to Monitor	11/1/19
119	199	Accountability	OPS (Budget)	The Monitor will analyze the budget and advise the Parties and Court as to whether it is sufficient under the terms of the Consent Decree.	Monitoring Team	Written Submission re: Sufficiency of Budget	11/15/19
120	193-229	Accountability	OPS (Backlog)	The City, working with Hillard Heintze, will complete the Final Phase of the Backlog Elimination Plan	OPS/City, Department of Justice, Monitoring Team	Completion of Backlog Elimination Plan	2/7/20
121	201, 203, 205, 209	Accountability	OPS (Awareness)	The City will submit a Draft plan for a program to promote awareness of the OPS process and comply with paragraph 201 of the Agreement (the "OPS Awareness Plan") for review by the DOJ, Monitoring Team, CDP, and the CPC.	City	Submission of Draft OPS Awareness Plan	Within 60 days after starting date of Community Relations Coordinator
122	201, 203, 205, 209	Accountability	OPS (Awareness)	The Parties, Monitor, and CPC will review the Draft to determine whether it adequately addresses the requirements and objectives of the Settlement Agreement and whether CPC, OPS, and other recommendations have been taken into consideration and incorporated where appropriate. The Parties, CPC, OPS, and Monitor will provide written feedback, in-person feedback, or both.	Parties, Monitoring Team	Written Feedback re: First Draft	30 days after submission
123	201, 203, 205, 209	Accountability	OPS (Awareness)	The City revises the Draft to incorporate the feedback and expectations of the Monitor, Parties, and CPC. In consultation with the Monitor and Parties, the City submits a Final Draft plan that incorporates the feedback of the Parties, CPC, and the Monitor where appropriate.	City	Submission of Final Draft	30 days after written comment from MT, DOJ, and CPC

124	201, 203, 205, 209	Accountability	OPS (Awareness)	The City, CDP, OPS and any other involved stakeholders will implement the OPS Awareness Plan according to the deadlines set forth in the Plan. The deadlines outlined there will be incorporated into this Monitoring Plan by reference and subsequent Monitoring Plans expressly.	City, CDP, OPS	Implementation of Plan Begins	Ongoing
125	195-96	Accountability	OPS (Training)	OPS will provide training for its members that will meet the requirements of the Settlement Agreement.	OPS	Training Sessions	Ongoing
126	215	Accountability	OPS (Annual Report)	The OPS will provide a draft annual report that will describe its progress in the 2018 calendar year, to include complaint statistics, and patterns in complaints and the handling of complaints against CDP employees, for review and comment by the Monitor and the Parties.	OPS	Draft Annual Report	3/29/19
127	215	Accountability	OPS (Annual Report)	The Parties and Monitor will review the draft and provide written comment to OPS Administration relating to the quality and the content of the report.	Department of Justice, City, Monitoring Team	Written feedback re: Draft Annual Report	4/15/19
128	215	Accountability	OPS (Annual Report)	The OPS will create a final annual report for publication and distribution to the Parties, CDP, Monitoring Team, CPC, and any other stakeholders.	OPS	Final Annual Report	5/1/19
129	194	Accountability	OPS (Hiring)	The Department of Public Safety will hire a Community Relations Coordinator with the skills, expertise and experience to create a public awareness plan and effectively manage OPS communications and relations with the public, the police and other government agencies.	City	Hiring of Community Relations Coordinator	4/15/19
130	194	Accountability	OPS (Hiring)	The Department of Public Safety will hire a General Manager with the skills, expertise and experience to effectively manage OPS	City	Hiring of General Manager	4/15/19
131	194	Accountability	OPS (Hiring)	The Department of Public Safety will hire a Research Analyst	City	Hiring of Research Analyst	4/15/19
132	230-39, 244	Accountability	Police Review Board (General)	PRB and/or the City will submit to the Monitor PRB's proposed budget for the 2020 budget year.	PRB/City	Submission of Proposed Budget for 2020 to Monitor	11/1/19
133	230-39, 244	Accountability	Police Review Board (General)	The Monitor will analyze the budget and advise the Parties and Court as to whether it is sufficient under the terms of the Consent Decree.	Monitoring Team	Written Submission re: Sufficiency of Budget	11/15/19
134	233	Accountability	Police Review Board (Training)	PRB will provide training for its members that will meet the requirements of the Settlement Agreement.	PRB	Training Sessions	Ongoing

135	268	Transparency	General	CDP's identified personnel will post its current policies and procedures, training plans, community policing initiatives, community meeting schedules, budgets, and internal audit reports on its website. This includes all materials submitted to the Court by the Monitor as part of this Monitoring Plan. The manner of posting on the website will seek to make all information and documentation accessible, clear, and readily identifiable. All materials will be posted within 10 business days of their completion or filing.	CDP	Initial Posting of Current Information and Documents on Website	Ongoing
136	268	Transparency	General	CDP's identified personnel will post revisions, changes, updates, or new information and documents as they are approved to take effect. This includes all materials submitted to the Court by the Monitor as part of this Monitoring Plan. The manner of posting on the website will seek to make all information and documentation accessible, clear, and readily identifiable. All materials will be posted within 10 business days of their completion or filing.	CDP	Maintenance of Current Information and Documents on Website	Ongoing
137	250-56	Transparency	Police Inspector General	After candidate review and in the event that a suitable candidate is selected, a Police Inspector General will be hired.	City	Hiring of Police Inspector General	6/30/19
138	250-56	Transparency	Police Inspector General	The City will submit to the Monitor and Department of Justice the Police Inspector General's proposed budget for the 2020 budget year.	IG/City	Submission of Proposed Budget for 2020 to Monitor	11/1/19
139	250-56	Transparency	Police Inspector General	The Monitor and Department of Justice will analyze the budget and advise the Parties and Court as to whether it is sufficient under the terms of the Consent Decree.	Monitoring Team, Department of Justice	Written Submission re: Sufficiency of Budget	11/15/19
140	22	Transparency	CPC	The CPC and/or the City will submit to the Monitor PRB's proposed budget for the 2020 budget year.	CPC/City	Submission of Proposed Budget for 2020	11/1/19
141	22	Transparency	CPC	The Monitor and Department of Justice will analyze the budget and advise the Parties and Court as to whether it is sufficient under the terms of the Consent Decree.	Monitoring Team, Department of Justice	Written Submission re: Sufficiency of Budget	11/15/19
142	160-75	Search & Seizure	General	The Monitor recommends approval or disapproval of the Searches and Seizures Policies to the Court, either in whole or in part. The determination will be based on the extent to which the policy adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	3/29/19

143		Interaction with Youth	Policy	CDP will submit the First Draft of the Interaction with Youth policy to the parties and the Monitoring Team.	CDP	Submission of First Draft of the Interaction with Youth Policy	9/6/19
144		Interaction with Youth	Policy	The Parties will review the First Draft. The Parties will provide written feedback, in-person feedback, or both.	Monitoring Team, DOJ	Written and/or in-Person Feedback re: First Draft	10/4/19
145		Interaction with Youth	Policy	CDP revises the First Draft to take into consideration and incorporate the feedback and expectations of the Parties, where appropriate. In consultation with the Parties, CDP submits a Final Draft.	CDP	Submission of Final Draft	11/1/19
146		Interaction with Transgender and Gender Nonconforming	Policy	CDP will submit the First Draft of the Interaction with Transgender and Gender Nonconforming policy to the parties and the Monitoring Team.	CDP	Submission of First Draft of the Interaction with Policy	9/6/19
147		Interaction with Transgender and Gender Nonconforming	Policy	The Parties will review the First Draft. The Parties will provide written feedback, in-person feedback, or both.	Monitoring Team, DOJ	Written and/or in-Person Feedback re: First Draft	10/4/19
148		Interaction with Gender Nonconforming	Policy	CDP revises the First Draft to take into consideration and incorporate the feedback and expectations of the Parties, where appropriate. In consultation with the Parties, CDP submits a Final Draft.	CDP	Submission of Final Draft	11/1/19
149	259	Data Collection & Analysis	General	The DACC ensures maintenance of a reliable and accurate electronic system to track data from force related documents.	DACC	Track data	Ongoing
150	260	Data Collection & Analysis	General	DACC to ensure creation and maintenance of electronic system to track data on vehicle stops, investigatory stops, and searches.	DACC	Track data (upon implementation of CAD system)	Ongoing
151	261	Data Collection & Analysis	General	The Data Analysis and Collection Coordinator will be responsible for the routine reporting of relevant data at least once a month.	DACC	CompStat Meetings	Ongoing
152	265-66	Data Collection & Analysis	General	The Parties and Monitor will review the First Draft Assessment Report to determine whether it adequately addresses the requirements and objectives of the Settlement Agreement. The Parties and Monitor will provide written feedback, in-person feedback, or both.	Department of Justice, City, Monitoring Team	Written Feedback re: Draft	3/29/19

153	265-266	Data Collection & Analysis	General	The Data Analysis and Collection Coordinator will revise the First Draft of the Assessment Report to take into consideration and incorporate the feedback and expectations of the Parties, where appropriate. In consultation with the Parties, CDP submits a Final Draft Assessment Report.	DACC	Submission of Final Draft	4/26/19
154	265-266	Data Collection & Analysis	General	The Monitor recommends approval or disapproval of the Assessment Report to the Court, either in whole or in part. The determination will be based on the extent to which the Assessment Report adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Draft	5/5/19
155	n/a	Compliance & Outcome Assessments	Monthly Parties / Monitoring Team Compliance Status Meeting	The Parties, CDP, and Monitoring Team will continue to meet not less than once a month, to discuss the current status of Consent Decree progress and compliance and discuss any issues related to the full and effective implementation of the Decree's requirements.	City, CDP, Department of Justice, Monitoring Team	Ongoing Monthly Compliance Status Meetings	Ongoing
156	n/a	Compliance & Outcome Assessments	Monthly Parties / Monitoring Team Compliance Status Meeting	The Parties, CDP, and Monitoring Team will meet once a month, to discuss the current status of specific topics of the Consent Decree and discuss any issues related to the full and effective implementation of the Decree's requirements.	City, CDP, Department of Justice, Monitoring Team	Ongoing Monthly Compliance Status Meetings/Specific Topics	Ongoing
157	n/a	Compliance & Outcome Assessments	Monthly Stakeholder Compliance Status Meetings	The Parties, CPC, CDP, and Monitoring Team will continue to meet once a month to discuss current Consent Decree implementation progress and issues and to discuss the current state of compliance.	City, CPC, CDP, Department of Justice, Monitoring Team	Ongoing Monthly Compliance Status Meetings	Ongoing
158	387	Compliance & Outcome Assessments	City Status Reports	The City will file its seventh status report with the Court, providing a copy to the Department of Justice and the Monitor.	City	Submission of Seventh Status Report	Four weeks after the submission of the MT semi-annual report
159	387	Compliance & Outcome Assessments	City Status Reports	The City will file its eighth status report with the Court, providing a copy to the Department of Justice and the Monitor.	City	Submission of Eighth Status Report	Four weeks after the submission of the MT semi-annual report

160	387	Compliance & Outcome Assessments	City Status Reports	The City will file its ninth status report with the Court, providing a copy to the Department of Justice and the Monitor.	City	Submission of Ninth Status Report	Four weeks after the submission of the MT semi-annual report
161	375-76	Compliance & Outcome Assessments	Semiannual Monitoring Reports	The Monitoring Team will provide a copy of the Sixth Semiannual Report to the Parties in draft form.	Monitoring Team	Submission of Draft Report to Parties	8/5/2019
162	375-76	Compliance & Outcome Assessments	Semiannual Monitoring Reports	The Parties will informally comment on the Draft Report.	City, Department of Justice	Submission of Informal Comments on Draft Report	8/19/2019
163	375-76	Compliance & Outcome Assessments	Semiannual Monitoring Reports	The Monitor will consider the Parties' responses and make appropriate changes, if any, before filing the report with the Court and issuing and report publicly.	Monitoring Team	Filing of Final Report with Court	9/5/19
164	375-76	Compliance & Outcome Assessments	Semiannual Monitoring Reports	The Monitoring Team will provide a copy of the Seventh Semiannual Report to the Parties in draft form.	Monitoring Team	Submission of Draft Report to Parties	2/5/2020
165	375-76	Compliance & Outcome Assessments	Semiannual Monitoring Reports	The Parties will informally comment on the Draft Report.	City, Department of Justice	Submission of Informal Comments on Draft Report	2/19/2020
166	375-76	Compliance & Outcome Assessments	Semiannual Monitoring Reports	The Monitor will consider the Parties' responses and make appropriate changes, if any, before filing the report with the Court and issuing and report publicly.	Monitoring Team	Filing of Final Report with Court	3/5/2020
167	245-49	Compliance & Outcome Assessments	Systemic Assessments	The Monitoring Team will conduct an in-depth review of a random, statistically-significant sample of applications of force by CDP officers.	Monitoring Team	Review Conducted	Ongoing
168	245-49	Compliance & Outcome Assessments	Systemic Assessments	The Monitoring Team will provide a presentation summarizing the results in its Systemic Assessment of CDP's Discipline System and Process.	Monitoring Team	Presentation	Ongoing
169	n/a	Compliance & Outcome Assessments	Updated Fourth Year Monitoring Plan	The City will submit to the Court the Updated Fourth Year Monitoring Plan upon approval of the Plan by the United States and the Monitoring Team.	City	Filing of Updated Fourth-Year Monitoring Plan with the Court	8/30/19
170	n/a	Compliance & Outcome Assessments	Fifth Year Monitoring Plan	CDP and the City will provide a Draft Fifth Year Monitoring Plan to the Monitor, DOJ, and the CPC.	City	Submission of the Draft Fifth Year Monitoring Plan	1/6/20
171	n/a	Compliance & Outcome Assessments	Fifth Year Monitoring Plan	The Monitor, DOJ, and CPC will provide comments and feedback on the Draft Fifth Year Monitoring Plan.	Monitoring Team, Department of Justice, CPC	Submission of Feedback on the Draft Fifth Year Monitoring Plan	1/17/20
172	n/a	Compliance & Outcome Assessments	Fifth Year Monitoring Plan	The City will submit to the Court the Final Monitoring Plan for the Fifth Year.	City	Filing of the Fifth Year Monitoring Plan with the Court	2/3/20