

# *Independent Monitoring Report 13*

## Recruitment, Hiring & Promotions

### Compliance Assessments by Paragraph

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Specific compliance assessments, by paragraph, for the Recruitment, Hiring, and Promotions section are available here. This includes paragraphs where the City gained or lost compliance in the thirteenth reporting period, as well as paragraphs with significant developments toward or away from compliance. A fuller description of the history of compliance efforts, methodologies, compliance determinations for each original monitorable paragraph in the Recruitment, Hiring, and Promotions section is available in *Comprehensive Assessment Part I* (which included *Independent Monitoring Report 8*): <https://cpdmonitoringteam.com/imr-8-1/>.

## Recruitment, Hiring, and Promotions: ¶264

**264.** *Within 365 days of the Effective Date, CPD will develop strategies to increase transparency and awareness about the promotions process for the ranks of Captain and Commander, including, but not limited to, criteria for promotions and promotion decisions.*

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### Compliance Progress

(Reporting Period: July 1, 2025, through December 31, 2025)

**Preliminary:** *In Compliance (THIRD REPORTING PERIOD)*  
**Secondary:** *In Compliance (NEW)*  
**Full:** *Not Yet Assessed*

In the thirteenth reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶264.

To assess Secondary compliance, the IMT reviewed the 2024 Commander Promotional Process Packet, which included policies (IAP 07-02, *CPD Sworn Member Promotions* and IAP 07-03, *Promotions Process and Timeline*) addressing sworn member promotions at all levels. This demonstrates that the City has incorporated the required promotions criteria into policy, as to the rank of Commander, as required under this paragraph. The packet includes the 2024 Commander Report, the post showing the department-wide distribution of the 2024 Commander Report, IAP 07-02, IAP 07-03, Employee Resource E05-36, *Promotional Process for Commander*, the Commander job description, and PAX 501 messages from the Superintendent regarding command staff promotions and changes. This packet demonstrates that the City and the CPD have developed and implemented strategic plans to improve internal communications among the CPD officers to increase transparency and officer awareness about the promotions process for the rank of Commander.

To demonstrate Full compliance, the City and the CPD must provide similar information demonstrating the application of this process, including policies and strategies to increase transparency to the Captain rank promotions process.

## Paragraph 264 Compliance Progress History

FIRST REPORTING PERIOD  
MARCH 1, 2019 – AUGUST 31, 2019

COMPLIANCE PROGRESS:  
Not Applicable

SECOND REPORTING PERIOD  
SEPTEMBER 1, 2019 – FEBRUARY 29, 2020

COMPLIANCE PROGRESS:  
Not Applicable

THIRD REPORTING PERIOD  
MARCH 1, 2020 – DECEMBER 31, 2020

COMPLIANCE PROGRESS:  
Preliminary

FOURTH REPORTING PERIOD  
JANUARY 1, 2021 – JUNE 30, 2021

COMPLIANCE PROGRESS:  
Preliminary

FIFTH REPORTING PERIOD  
JULY 1, 2021 – DECEMBER 31, 2021

COMPLIANCE PROGRESS:  
Preliminary

SIXTH REPORTING PERIOD  
JANUARY 1, 2022 – JUNE 30, 2022

COMPLIANCE PROGRESS:  
Preliminary

SEVENTH REPORTING PERIOD  
JULY 1, 2022 – DECEMBER 31, 2022

COMPLIANCE PROGRESS:  
Preliminary

EIGHTH REPORTING PERIOD  
JANUARY 1, 2023 – JUNE 30, 2023

COMPLIANCE PROGRESS:  
Preliminary

NINTH REPORTING PERIOD  
JULY 1, 2023 – DECEMBER 31, 2023

COMPLIANCE PROGRESS:  
Preliminary

TENTH REPORTING PERIOD  
JANUARY 1, 2024 – JUNE 30, 2024

COMPLIANCE PROGRESS:  
Preliminary

ELEVENTH REPORTING PERIOD  
JULY 1, 2024 – DECEMBER 31, 2024

COMPLIANCE PROGRESS:  
Preliminary

TWELFTH REPORTING PERIOD  
JANUARY 1, 2025 – JUNE 30, 2025

COMPLIANCE PROGRESS:  
Preliminary

THIRTEENTH REPORTING PERIOD  
JULY 1, 2025 – DECEMBER 31, 2025

COMPLIANCE PROGRESS:  
Secondary