

*Independent Monitoring Report 9*

Appendix 6:

Training

Compliance Assessments

---

## Training: ¶272

272. *Within one year of the Effective Date, and on an annual basis thereafter, the Education and Training Division will develop—and the TOC will review and approve—a written Training Plan for CPD’s recruit, field, in-service, and pre-service promotional training to ensure that CPD members are trained to safely, effectively, and lawfully carry out their duties in accordance with the law, CPD policy, best practices, and this Agreement. CPD will implement the Training Plan in accordance with the specified timeline for implementation. The Training Plan will:*

- a. identify training priorities, principles, and broad goals consistent with this Agreement;*
- b. prioritize the needs identified during the needs assessment and identify those needs that will be addressed by the plan;*
- c. include a plan and schedule for delivering all CPD training as necessary to fulfill the requirements and goals of this Agreement;*
- d. identify subject areas for CPD training;*
- e. determine the mandatory and elective courses, consistent with this Agreement, to be provided as part of the In-Service Training Program;*
- f. develop a plan to inform officers about the In-Service Training Program, its course offerings, and its requirements;*
- g. determine which aspects of the In-Service Training Program can be delivered in a decentralized manner, including e-learning, and which training requires more intensive, centralized delivery, to ensure effective delivery and comprehension of the material;*
- h. address any needed modification of the Field Training and Evaluation Program to fulfill the requirements and goals of this Agreement;*
- i. identify necessary training resources including, but not limited to, instructors, curricula, equipment, and training facilities;*
- j. determine the content, consistent with this Agreement, to be provided as part of pre-service promotional training for Sergeants, Lieutenants, Captains, and command staff;*
- k. develop a plan to implement and utilize a centralized electronic system for scheduling and tracking all CPD training;*
- l. develop a plan to implement and utilize a system for assessing the content and delivery of all CPD training, including training provided by outside instructors or non-CPD entities; and*
- m. identify community-based organizations that represent a broad cross section of the City to participate, as feasible, practical, and appropriate, in the development and delivery of the curriculum regarding subjects including, but not limited to, procedural justice, de-escalation, impartial policing, and community*

*policing, and make efforts to encourage such participation by such organizations.*

**Compliance Progress** (Reporting Period: July 1, 2023, through December 31, 2023)

**Recurring Schedule:** Annually  **Met**  **Missed**

**Preliminary:** *In Compliance* (THIRD REPORTING PERIOD)

**Secondary:** *In Compliance* (NEW)

**Full:** *Not Yet Assessed*

In the ninth reporting period, the City and the CPD maintained Preliminary compliance with the requirements of ¶272 and achieved Secondary compliance.

To evaluate Preliminary compliance with ¶272, we reviewed policy data, including the CPD’s 2024 Training Plan. To evaluate Secondary compliance with this paragraph, we reviewed data sources to determine whether the annual Training Plan required under this paragraph sufficiently met each of the enumerated requirements of this paragraph and was executed pursuant to those requirements, including the timely completion and proper sequencing of the annual Training Plan. During this reporting period, the City and the CPD provided the Training Plan well in advance of the start of the training year. This afforded the opportunity for review and recommendations to the training plan.

Looking forward, Full compliance may be achieved by developing a policy mandate that describes ¶272 requirements.

**Paragraph 272 Compliance Progress History**

<p>FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable</p>	<p>SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: None</p>	<p>THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Preliminary</p>
<p>FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary</p>	<p>FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary</p>	<p>SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary</p>
<p>SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary</p>	<p>EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary</p>	<p>NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Secondary</p>