

Independent Monitoring Report 10
Supervision
Compliance Assessments by Paragraph

Supervision: ¶350

350. CPD will regularly inform its members, including supervisors, of available training, professional development opportunities, and employee assistance resources.

Compliance Progress

(Reporting Period: January 1, 2024, through June 30, 2024)

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

The City and the CPD achieved Secondary compliance with ¶350 in the tenth reporting period.

To assess Secondary compliance with ¶350, we considered whether the CPD had (1) developed an effective channel for communicating training, professional development opportunities, and employee assistance resources to personnel; and (2) demonstrated that the notification system is utilized consistently in line with relevant CPD directives. We reviewed productions of the monthly “CPD & Me Newsletters” since their implementation in July 2023 through April 2024. We found that that newsletters have consistently included the resources required by ¶350. Furthermore, CPD personnel receive the CPD newsletter through their CPD email. As stated in General Order G09-01-03, *Use of the Internet*, CPD personnel are required to check their CPD email “at least once per tour of duty.”

We look forward to seeing continued consistency in these newsletters. We also look forward to conducting focus groups with CPD personnel to hear their direct insights about access to resources.

A fuller description of the history of compliance efforts, methodologies, compliance determinations for this paragraph—and each monitorable paragraph in the Supervision section—is available in *Comprehensive Assessment Part I* (which included *Independent Monitoring Report 8*): <https://cpdmonitoringteam.com/wp-content/uploads/2024/06/IMR8-Appendix-7-Supervision-2023.11.01.pdf>.

Paragraph 350 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:
Not Applicable

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 31, 2024

COMPLIANCE PROGRESS:
Secondary

Supervision: ¶368

368. Beginning 365 days after the Effective Date, and annually thereafter, the Monitor will review and assess CPD's progress toward achieving unity of command and a span of control ratio of no more than ten officers to one Sergeant.

Compliance Progress

(Reporting Period: January 1, 2024, through June 30, 2024)

Recurring Schedule: May 3, 2023 **Met** **Missed**

Preliminary: *In Compliance* (SECOND REPORTING PERIOD)

Secondary: *In Compliance* (NEW)

Full: *Not Yet Assessed*

The City and the CPD achieved Secondary compliance with ¶368 in the tenth reporting period.

To assess Secondary compliance with ¶368, we evaluated whether the City and the CPD provided the IMT with sufficient information to review and assess their progress with achieving unity of command and span of control. The City and the CPD produced data relevant to the pilot programs, such as the contents of the Tableau staffing dashboard, assignment sheets, transfer orders, and detail records. The CPD responded to our data requests in a responsive, timely manner.

To evaluate Full compliance, we look forward to receiving direct access to the corresponding Tableau Dashboard and Watch Sheet Application. Additionally, we anticipate receiving data from the upcoming staffing allocation study, which will inform the current staffing model and CPD's plans to expand the Unity of Command and Span of Control Pilot Programs to additional districts over the next several reporting periods. We also look forward to further discussions about the CPD's transfer and assignment procedures, as we believe that tempering movement within the districts is imperative to the success of the of the Unity of Command and Span of Control Pilot Programs. Finally, we look forward to continuing to receive the requested data in a responsive, timely manner.

A fuller description of the history of compliance efforts, methodologies, compliance determinations for this paragraph—and each monitorable paragraph in the Supervision section—is available in *Comprehensive Assessment Part I* (which included *Independent Monitoring Report 8*): <https://cpdmonitoringteam.com/wp-content/uploads/2024/06/IMR8-Appendix-7-Supervision-2023.11.01.pdf>.

Paragraph 368 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:
Preliminary

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 31, 2024

COMPLIANCE PROGRESS:
Secondary