

Independent Monitoring Report

Training

Compliance Assessments by Paragraph

Specific compliance assessments, by paragraph, for the Training section are available here. This includes paragraphs where the City gained or lost compliance in the eleventh 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 paragraphs in the Training section is available in *Comprehensive Assessment Part I* (which included *Independent Monitoring Report 8*): <https://cpdmonitoring-team.com/imr-8-1/>.

Training: ¶270

270. The TOC, or other similarly-structured oversight entity, will continue to review and oversee the Department’s training program and will be chaired by the First Deputy Superintendent, or other high-ranking member of CPD’s command staff. The TOC will also include, in some capacity, personnel from various units of the Department that are responsible for overseeing patrol field operations; administering training; providing legal advice; coordinating and exercising supervision over disciplinary matters; managing data, technology, and information systems; overseeing and coordinating the community relations strategy; and reviewing reportable use of force incidents. It will meet at least once a month and continue to record meeting minutes.

Compliance Progress

(Reporting Period: July 1, 2024, through December 31, 2024)

Recurring Schedule: Monthly **Met** **Missed**

Preliminary: *In Compliance* (FIFTH REPORTING PERIOD)

Secondary: *In Compliance* (FIFTH REPORTING PERIOD)

Full: *In Compliance* (NEW)

In the eleventh reporting period, the City and the CPD achieved Full compliance with the requirements of ¶270.

Since the fifth reporting period, the City and the CPD produced CPD training records and the Training Oversight Committee (TOC) meeting materials, achieving Preliminary and Secondary compliance. In the subsequent reporting periods, the City and the CPD demonstrated continued compliance through the consistent submission of TOC meeting materials from TOC meetings in which the annual training plans were presented to and voted on by the TOC members. In the eighth reporting period, the City and the CPD substantially enhanced the TOC format to include five subcommittees to more thoroughly address TOC meeting issues and topics.

In this reporting period, the City and the CPD provided TOC monthly meeting materials along with the *2025 Annual Training Plan*.¹ Through the consistent submissions of the monthly TOC meeting minutes and timely review, approval and submission of the annual training plans, the City and the CPD have demonstrated that the Training Oversight Committee is allocating sufficient resources to conduct and implement the annual needs assessment, training planning, and delivery processes *in a timely and sequentially appropriate* fashion. For example, the TOC, with

¹ The City and the CPD provided TOC meeting minutes from March 2024 to November 2024, except for the month of August. Due to the Democratic National Convention (“DNC”) and the City and the CPD’s preparation for and involvement in the DNC, the City and the CPD requested that the IMT and OAG consent to the rescheduling of the August TOC meeting to the next month. Both the IMT and OAG agreed to this request. The August TOC agenda topics were subsequently discussed in the September 2024 TOC meeting.

or through the subcommittees, review and determine proposed curricula, lesson plans, course content, and the sources, development, and development of training. The TOC interviews and questions training staff, and other internal and external subject matter experts. The TOC oversees the Training Needs Assessment process and its multiple components, including surveys and other data or feedback from internal and external sources. The TOC also guides and approves the annual training plans for recruit, field, in-service, and pre-service training as required by the Consent Decree.

Paragraph 270 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 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: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Secondary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Secondary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Secondary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Secondary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Secondary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Secondary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Full	

Training: ¶273

273. With oversight from the TOC, CPD will develop and implement recruit, field, in service, and pre-service promotional training curricula and lesson plans that comport with CPD’s Training Plan and that address the requirements and goals of this Agreement.

Compliance Progress (Reporting Period: July 1, 2024, through December 31, 2024)

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

The City and the CPD achieved Secondary compliance with the requirements of ¶273 during this reporting period.

In addition to the submissions of the monthly Training Oversight Committee meeting materials, the City and the CPD submitted the *2025 Annual Training Plan* and their response to comments from the IMT and the OAG. Through the *2025 Annual Training Plan*, which includes the requisite trainings under ¶273, the CPD has sufficiently developed training in alignment with the requirements of this paragraph and the implementation of that training.

Looking forward, Full compliance requires the CPD to sufficiently develop, implement, and deliver training in alignment with the requirements of this paragraph.

Paragraph 273 Compliance Progress History

<p>FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024</p> <p>COMPLIANCE PROGRESS: Secondary</p>	

Training: ¶274

274. Under the supervision of the TOC, CPD's Education and Training Division, pursuant to the Training Plan, will develop and approve training curricula, lesson plans, and course materials that are (a) consistent across subjects; (b) of sufficient quality to adequately communicate the intended subject matter to CPD members; and (c) in accordance with the law, CPD policy, best practices, and this Agreement.

Compliance Progress

(Reporting Period: July 1, 2024, through December 31, 2024)

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

In the eleventh reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶274.

In addition to the submissions of the monthly Training Oversight Committee meeting materials, the City and the CPD submitted the *2025 Annual Training Plan* and their response to comments from the IMT and the OAG. Through the *2025 Annual Training Plan*, which includes the requisite trainings under ¶273, we have determined that the CPD Education and Training Division has reviewed and approved all training curricula, lesson plans, and course materials with TOC supervision, which are consistent across subjects, quality, lawful, and within policy and best practices and evaluating the implementation of that training.

Looking forward, Full compliance requires the CPD Education and Training Division to demonstrate a systematic methodology to regularly review and approve training in accordance with ¶274 requirements.

Paragraph 274 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 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: Secondary	

Training: ¶275

275. The TOC will oversee the integration of the concepts of procedural justice, de-escalation, impartial policing, and community policing into CPD training, including, but not limited to use of force, weapons training, and Fourth Amendment subjects, as appropriate.

Compliance Progress

(Reporting Period: July 1, 2024, through December 31, 2024)

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

The City and the CPD achieved Secondary compliance with the requirements of ¶275 during this reporting period.

In this reporting period the City and the CPD provided TOC monthly meeting materials, which reflected guidance on the key concepts of procedural justice, de-escalation, impartial policing, and community policing. The submitted monthly TOC meeting minutes also reflected the submission of lesson plans and curricula (e.g., *LEMART/Wellness Training*; and *De-escalation, Response to Resistance, Use of Force Policy Updates*) for IMT review that consistently integrate these key concepts.

Looking forward, Full compliance requires the CPD to sufficiently develop a method for the Training Oversight Committee to sustain regular review and oversight of required key concepts into CPD trainings.

Paragraph 275 Compliance Progress History

<p>FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024</p> <p>COMPLIANCE PROGRESS: Secondary</p>	

Training: ¶276

276. The TOC will oversee continued development and integration of instructional strategies that incorporate active learning methods such as problem-solving, scenario-based activities, and adult learning techniques—in addition to traditional lecture formats—into training delivery.

Compliance Progress (Reporting Period: July 1, 2024, through December 31, 2024)

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

The City and the CPD has achieved Secondary compliance with the requirements of ¶276 through this reporting period.

In this reporting period, the City and the CPD submitted monthly Training Oversight Committee (TOC) meeting minutes, as well as the *2025 De-Escalation, Response to Resistance and Use of Force* training and the *2025 De-Escalation, Response to Resistance, Use of Force – Unknown/High-Risk Transitional Vehicle Stops* training. The TOC meeting minutes demonstrated not only that the TOC is actively involved in content discussions but also has developed a method for how the TOC reviews, oversees, and ensures integration of instructional strategies.

Looking forward, Full compliance may be demonstrated by fully developing and implementing a systematic method for the Training Oversight Committee to sustain regular instructional strategies review and oversight following ¶276 requirements.

Paragraph 276 Compliance Progress History

<p>FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020</p> <p>COMPLIANCE PROGRESS: Status Update</p>
<p>FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024</p> <p>COMPLIANCE PROGRESS: Secondary</p>	

Training: ¶278

278. The TOC will continue to oversee a process that effectively incorporates material changes in relevant case law, statutes, and the CPD policy into recruit, field, in-service, and preservice promotional training in a timely and effective manner.

Compliance Progress (Reporting Period: July 1, 2024, through December 31, 2024)

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

In the eleventh reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶278.

The City and the CPD have produced monthly TOC meeting minutes, which demonstrated that the TOC has established an oversight process for incorporations of legal and policy changes and are holding discussions on such material changes. This oversight process includes the addition of subcommittee assignments and report outs, a required composition of the TOC, and meeting minutes reflecting report outs. Looking forward, Full compliance may be demonstrated after the CPD sustains an oversight process that effectively incorporates material changes in case law, statutes, and the CPD policy in recruit, field, in-service, and preservice promotional training in a timely and effective manner.

Paragraph 278 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: Not Applicable</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: Preliminary</p>
<p>TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary</p>	<p>ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Secondary</p>	

Training: ¶285

285. The Education and Training Division will conduct annual instructor performance reviews. Performance reviews will include classroom observations, member feedback, and in-person meetings with instructors to discuss performance and areas of improvement. These performance reviews will be considered in assessing whether instructors may continue to serve in that role.

Compliance Progress

(Reporting Period: July 1, 2024, through December 31, 2024)

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

The City and the CPD maintained Preliminary compliance with the requirements of ¶285 during this reporting period.

The IMT is concerned that the City and the CPD have not made progress on these requirements since 2021 and have not produced any documents or data that support Secondary compliance. As we have discussed with the CPD, Secondary compliance may be achieved by producing policies and procedures, plans, training materials, and communication materials that substantiate the City and the CPD have established and implemented a process to conduct annual instructor performance reviews according to the requirements of ¶285. The CPD has agreed to provide the IMT with a 10 percent sample for annual instructor evaluations for review for assessment with Secondary compliance.

Paragraph 285 Compliance Progress History

<p>FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>
<p>FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	

Training: ¶287

287. Pursuant to its Training Plan, CPD will develop and implement a process that provides for the collection, analysis, and review of course and instructor evaluations to document the effectiveness of existing training and to improve the quality of future instruction and curriculum. This process will include member feedback on the training they have received and analysis of the extent to which such training is reflected in how members perform. The Education and Training Division will consider this information in conducting its annual needs assessment.

Compliance Progress

(Reporting Period: July 1, 2024, through December 31, 2024)

Preliminary: *Not in Compliance*
Secondary: *Not in Compliance*
Full: *Not Yet Assessed*

The City and the CPD did not achieve any level of compliance with the requirements of ¶287 during this reporting period.

The IMT is concerned about the lack of meaningful progress toward compliance with this paragraph since the Consent Decree’s inception in 2019. This paragraph requires the CPD to develop and implement a process for collection, analysis, and review of course and instructor training evaluation, including member feedback and analysis of the extent to which such training is reflected in how members perform and how this information will be used in the *Needs Assessment*. The City and the CPD has not yet submitted any productions that demonstrate Preliminary compliance. The CPD has agreed to provide the IMT with a 10 percent sample for annual instructor evaluations for review for assessment with Preliminary compliance.

Paragraph 287 Compliance Progress History

<p>FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020</p> <p>COMPLIANCE PROGRESS: None</p>
<p>FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021</p> <p>COMPLIANCE PROGRESS: None</p>	<p>FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021</p> <p>COMPLIANCE PROGRESS: None</p>	<p>SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022</p> <p>COMPLIANCE PROGRESS: None</p>
<p>SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022</p> <p>COMPLIANCE PROGRESS: None</p>	<p>EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023</p> <p>COMPLIANCE PROGRESS: None</p>	<p>NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023</p> <p>COMPLIANCE PROGRESS: None</p>
<p>TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024</p> <p>COMPLIANCE PROGRESS: None</p>	<p>ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024</p> <p>COMPLIANCE PROGRESS: None</p>	

Training: ¶295

295. The Parties acknowledge that CPD, through its Recruit Curriculum Working Group, revised and updated the content and delivery of its recruit training curriculum in 2017. CPD will further modify the amount, content, and delivery of its recruit training to comport with its Training Plan and the requirements and goals of this Agreement.

Compliance Progress

(Reporting Period: July 1, 2024, through December 31, 2024)

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

The City and the CPD achieved Secondary compliance with these requirements of ¶295 during this reporting period.

To achieve Secondary compliance the City and the CPD demonstrated a process through which they will meet the requirements of this paragraph. Specifically, the City and the CPD produced S11-10-01, *Recruit Training* this reporting period. In addition to the multiple submissions of the *Recruit Training*, the IMT also considered the CPD’s adoption of a compliant *Needs Assessment* process, the involvement of the TOC in training decisions, and the now timely adoption of an annual *Training Plan*. These processes demonstrate that the CPD has established a verifiable process to modify recruit training. As such, the City and the CPD have demonstrated Secondary compliance with the requirements of ¶295.

Looking forward, Full compliance requires the CPD to have sufficiently modified recruit training to align with the requirements of its *Training Plan* and ¶295.

Paragraph 295 Compliance Progress History

<p>FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>
<p>FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021</p> <p>COMPLIANCE PROGRESS: None</p>	<p>FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024</p> <p>COMPLIANCE PROGRESS: Secondary</p>	

Training: ¶297

297. CPD will require end-of-course training evaluations of recruits that ensure they graduate with the requisite knowledge and skills to engage in policing activities safely, effectively, and lawfully.

Compliance Progress

(Reporting Period: July 1, 2024, through December 31, 2024)

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

The City and the CPD achieved Secondary compliance with these requirements of ¶297 during this reporting period.

In this reporting period, the City and the CPD submitted S11-10-01, *Recruit Training*, the *2025 Annual Training Plan*, and the *Recruit Evaluation*. The CPD’s submission of the *Recruit Evaluation* substantiates Secondary compliance as it demonstrates the end-of-course evaluative instruments that were applied to all recruits and substantiates that those who passed the course had requisite policing knowledge and skills.

Looking forward, the CPD may achieve Full compliance when end-of-course evaluations demonstrate efficacy in identifying recruits with the requisite knowledge and skills to engage in policing activities. As adjustments are constantly being made in recruit training curricula, the CPD must continue to demonstrate that evaluative processes adequately reflect the changing and dynamic recruit training environment.

Paragraph 297 Compliance Progress History

<p>FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020</p> <p>COMPLIANCE PROGRESS: None</p>
<p>FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021</p> <p>COMPLIANCE PROGRESS: None</p>	<p>FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024</p> <p>COMPLIANCE PROGRESS: Secondary</p>	

Training: ¶319

319. CPD will implement the In-Service Training Program to comport with the Training Plan and the requirements and goals of this Agreement.

Compliance Progress (Reporting Period: July 1, 2024 through December 31, 2024)

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

The City and the CPD achieved Secondary compliance with the requirements of ¶319 during this reporting period.

This reporting period, the IMT reviewed the CPD’s *2025 Annual Training Plan*, which includes significant improvements to lay out a standardized, systematic operation plan for the 2025 training cycle as part of a larger five-year training plan. The IMT also reviewed the annual *In-Service Training* materials in relation to the previously submitted *2024 Annual Training Plan*.

Documents and data submitted this reporting period substantiate Secondary compliance with this paragraph. Looking forward, Full compliance may be achieved when all training lesson plans, instructors, resources and curricula across all in-service training demonstrate requirements. Training delivery and evaluations reflect ¶319’s requirements.

Paragraph 319 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 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, 2022 – DECEMBER 31, 2022 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: Secondary	

Training: ¶320

320. The In-Service Training Program will require that all non-probationary police officers who are active duty and available for assignment, including supervisors and command staff, receive, at a minimum, the following amount of in-service training each year: a. 16 hours by the end of 2018; b. 24 hours by the end of 2019; c. 32 hours by the end of 2020; and d. 40 hours by the end of 2021, and in each subsequent year.

Compliance Progress

(Reporting Period: July 1, 2024 through December 31, 2024)

Deadline: March 5, 2023* **Met** **Missed**
 *Extended from December 31, 2022, due to COVID-19²

Preliminary: *In Compliance (THIRD REPORTING PERIOD)*

Secondary: *In Compliance (EIGHTH REPORTING PERIOD)*

Full: *In Compliance (NEW)*

The City and the CPD achieved Full compliance with ¶320 this reporting period.

Full compliance requires that the City and the CPD provide documentation sustaining 95% or greater non-probationary police officers who are active duty and available for assignment, including supervisors and command staff, received at least 40 hours of in-service training for at least two consecutive reporting periods. The CPD provided the 95% 2024 40-Hour In-Service Training documents, which substantiated Full compliance.

Paragraph 320 Compliance Progress History

<p>FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021</p> <p>COMPLIANCE PROGRESS: Secondary</p>	<p>FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023</p> <p>COMPLIANCE PROGRESS: Secondary</p>	<p>NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023</p> <p>COMPLIANCE PROGRESS: Secondary</p>
<p>TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024</p> <p>COMPLIANCE PROGRESS: Secondary</p>	<p>ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024</p> <p>COMPLIANCE PROGRESS: Full</p>	

² The training year is returning to the calendar year in 2023.

Training: ¶321

321. CPD's In-Service Training Program will include specific courses that will be mandatory for every officer in that training year.

Compliance Progress

(Reporting Period: July 1, 2024 through December 31, 2024)

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

Preliminary: *In Compliance* (THIRD REPORTING PERIOD)

Secondary: *In Compliance* (EIGHTH REPORTING PERIOD)

Full: *In Compliance* (NEW)

The City and the CPD achieved Full compliance with ¶321 during this reporting period.

The CPD has maintained Secondary compliance since the eighth reporting period. The *2024 Annual Training Plan*, which was fully implemented during this reporting period delineated mandatory and elective courses for all offices in 2024. Mandatory 2024 In-Service Training courses included:

- *De-Escalation, Responses to Resistance, and Use of Force/Coordinated Multiple Arrests* (8 hours)
- *Law Enforcement Medical and Rescue Training (LEMART)/Officer Wellness*
- *Active Bystandership for Law Enforcement (ABLE)* (2 hours)
- *Axon Taser T10* (6 hours)
- *Field Force Operations (FFO)* (24 hours) or *Public Order Public Safety (POPS)* (16 hours)

Department members were enrolled in either FFO or POPS as determined by their responsibilities for the 2024 Democratic National Convention. Members designated as Tier 1 members in advance of the DNC were required to take the 24-hour POPS course; all other members completed the 16-hour FFO course.

The CPD also submitted documents demonstrating that 95% of CPD officers attended the required In-Service Training courses as required for at least two consecutive reporting periods, thereby enabling them to achieve Full compliance.

Paragraph 321 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 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: Secondary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Secondary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Secondary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Full	

Training: ¶323

323. As part of the In-Service Training Program, mandatory and elective courses will be apportioned as follows: a. in 2018, CPD will require that each officer receive at least 16 hours of in person mandatory courses; b. in 2019, CPD will require that each officer receive at least 16 hours of in person mandatory courses, with the remaining 8 hours to be provided either as mandatory or elective courses, as determined by the TOC; c. in 2020, CPD will require that each officer receive at least 24 hours of in-person mandatory courses, with the remaining 8 hours to be provided either as mandatory or elective courses, as determined by the TOC; d. starting in 2021, and every year thereafter, CPD will require that each officer receive at least 24 hours of in-person mandatory courses with the remaining 16 hours to be provided either as mandatory or elective courses, as determined by the TOC; and e. this Agreement does not require CPD to provide more than 40 hours of annual department-wide in-service training.

Compliance Progress

(Reporting Period: July 1, 2024 through December 31, 2024)

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

Preliminary: *In Compliance* (THIRD REPORTING PERIOD)

Secondary: *In Compliance* (EIGHTH REPORTING PERIOD)

Full: *In Compliance* (NEW)

The City and the CPD achieved Full compliance with ¶323 during this reporting period.

During this reporting period, the IMT reviewed the CPD’s *Needs Assessment*, its annual *Training Plan*, and reviewed its development of curricula and delivery of training. The requirements of ¶323 specify the types of In-Service training to be delivered in specific timeframes. In the tenth and eleventh reporting periods, the CPD completed the full *Needs Assessment-Annual Training Plan*-course development-implementation process in the correct order and timeline for 2024. The 2024 *Annual Training Plan* was presented the CPD’s Training Oversight Committee (TOC) during the July 2023 TOC meeting, and the TOC Chairperson, First Deputy Superintendent conducted a virtual vote on August 16, 2023, to approve the 2024 *Annual Training Plan*.

The 2024 *Annual Training Plan*, which was fully implemented during this reporting period delineated mandatory and elective courses for all offices in 2024. Mandatory 2024 In-Service Training courses included:

- *De-Escalation, Responses to Resistance, and Use of Force/Coordinated Multiple Arrests* (8 hours)
- *Law Enforcement Medical and Rescue Training (LEMART)/Officer Wellness*

- *Active Bystandership for Law Enforcement (ABLE)* (2 hours)
- *Axon Taser T10* (6 hours)
- *Field Force Operations (FFO)* (24 hours) or *Public Order Public Safety (POPS)* (16 hours)

Department members were enrolled in either FFO or POPS as determined by their responsibilities for the 2024 Democratic National Convention. Members designated as Tier 1 members in advance of the DNC were required to take the 24-hour POPS course; all other members completed the 16-hour FFO course.

The *2024 Needs Assessment and the 2025 Annual Training Plan* were presented to the TOC during the June 2024 TOC meeting, and the TOC approved the *2025 Annual Training Plan* via a virtual vote on June 21, 2024. The training plan was published for public comment on June 2024, and the IMT provided a no-objection notice for the final *2025 Annual Training Plan on December 30, 2024*.

As such, the City and the CPD have achieved Full compliance with the requirements of ¶323.

Paragraph 323 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: None	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: None	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: Secondary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Secondary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Secondary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Full	

Training: ¶335

335. *The pre-service promotional training for new Sergeants and Lieutenants will include a field training component to provide newly promoted supervisors with a better understanding of the requirements of the position to which they have been promoted. a. The field training component for new Sergeants will consist of two days of shadowing current Sergeants in districts: one day observing the activities of a District Station Supervisor and one day observing the activities of a Field Sergeant. b. The field training component for new Lieutenants will consist of one day of shadowing a current Lieutenant in a district and observing the activities of a Watch Operations Lieutenant.*

Compliance Progress

(Reporting Period: July 1, 2024 through December 31, 2024)

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

The City and the CPD achieved Secondary compliance with the requirements of ¶335 during this reporting period.

The City and the CPD submitted documentation of pre-service shadow day assignments for pre-service Sergeants and Lieutenants, meeting ¶335's requirements. The IMT also reviewed the CPD's *2025 Annual Training Plan*, which includes the requirements of ¶335, in conjunction with previously reviewed S11-10-02 *Pre-Service Training*. Specifically, section A.6. of S11-10-02 continues to support Preliminary compliance, and the additional pre-service training schedules, job shadow assignments, and attendance records reflect the achievement of Secondary compliance.

Looking forward, Full compliance may be achieved when CPD demonstrates it has established a continual, self-sustaining process aligned with the requirements of this paragraph.

Paragraph 335 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: None	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Under Assessment
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	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: Secondary	

Training: ¶336

336. Within 30 days of the Effective Date, CPD will develop a formalized structure for the field training component to ensure consistency across districts. This structure will include a process for selecting which supervisors will be shadowed and guidance materials to ensure that the topics and information regarding supervisor responsibilities covered during the field training component are consistent with CPD policy and this Agreement.

Compliance Progress

(Reporting Period: July 1, 2024 through December 31, 2024)

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

The City and the CPD achieved Secondary compliance with the requirements of ¶336 during this reporting period.

To determine Secondary compliance, the IMT reviewed CPD documentation of pre-service shadow day assignments for pre-service Sergeants and Lieutenants, the *2025 Annual Training Plan* and *S11-10-02 Pre-Service Training*. The Pre-Service Sergeant field training involved two full 8.5-hour tour of duty, one day for district station supervisors and district field sergeant duties. The CPD provided guidance to District Commanders regarding eligible sergeants to provide training and observation and training expectations for pre-service Sergeants, including a detailed training checklist and matrix.

The Pre-Service Lieutenant conducted two days of field observation in October 2024. Guidance provided to District Commanders included expectations for observations activities and training objectives. These pre-service field training opportunities ensure that supervisory responsibilities, information, and skills are covered prior to full supervisory assignments.

Looking forward, the CPD may achieve Full compliance by demonstrating it has established a continual, self-sustaining process aligned with the requirements of this paragraph.

Paragraph 336 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: None	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: None	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: None
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: None	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: None	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: None
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Secondary	