

Independent Monitoring Report 14

Supervision

Compliance Assessments by Paragraph

Specific compliance assessments, by paragraph, for the Supervision 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, and compliance determinations for each original monitorable paragraph in the Supervision section is available in *Comprehensive Assessment Part I* (which included *Independent Monitoring Report 8*): <https://cpd-monitoringteam.com/imr-8-1/>.

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, 2026, through June 30, 2026)

Preliminary: *In Compliance (FOURTH REPORTING PERIOD)*
Secondary: *In Compliance (TENTH REPORTING PERIOD)*
Full: *In Compliance (THIRTEENTH REPORTING PERIOD)*

The City and the CPD achieved Full compliance with ¶350 in the thirteenth reporting period.

The CPD achieved Preliminary compliance in the fourth reporting period by demonstrating its functioning notification framework—including the 2020 Annual Report, a revised draft of S11-10-01, *Training Notification and Attendance Responsibilities*, and documentation regarding the Performance Evaluation System (PES) Pilot—and by demonstrating that at least 95% of officers received 32 hours of in-service training.

In the tenth reporting period, the CPD achieved Secondary compliance with ¶350, based on the establishment and consistent use of an effective communication channel to inform members and supervisors of training, professional development opportunities, and employee assistance resources. The IMT reviewed newsletters from July 2023 through April 2024, which included required resources and were disseminated via CPD email in accordance with G09-01-03, *Use of the Internet*.

To assess Full compliance with ¶350, the IMT considered whether the CPD had (1) developed an effective channel for communicating training, professional development opportunities, and employee assistance resources to personnel; (2) demonstrated that the notification system is utilized consistently in line with relevant CPD directives; and (3) provided data to capture member engagement with these resources, such as email open rates for training and professional development communications and usage metrics for employee assistance resources accessed through the Cordico Wellness application.

In the thirteenth reporting period, the IMT stated that to maintain Full compliance with ¶350, the CPD must continue providing structured, periodic data on monthly newsletter publications, email engagement, and the Cordico app usage, including trend analyses over time. The CPD would also be required to continue to employ multiple communication channels, such as roll call briefings, intranet posts, and AMC reminders, to ensure personnel repeatedly encounter information about available resources in the monthly newsletters and through the Cordico app. However, in the fourteenth reporting period, the CPD did not include any information

related to training, professional development opportunities, and employee assistance requirements in its monthly newsletter publications provided to the IMT and OAG for review. We look forward to the CPD providing continued updates through data and documentation related to the requirements of ¶350.

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 30, 2024 COMPLIANCE PROGRESS: Secondary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Secondary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Full	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Full	

Supervision: ¶369

369. *A performance evaluation process will enable CPD to identify, support, and recognize members who perform their duties lawfully, safely, and effectively, as well as to identify and respond to members who perform poorly, demonstrate adverse behaviors, or engage in inappropriate conduct or conduct that otherwise undermines member or public safety and community trust.*

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	<i>In Compliance</i> (SIXTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (NEW)
Full:	<i>Not in Compliance</i>

In the fourteenth reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶369.

During the sixth reporting period, the City and the CPD achieved Preliminary compliance by finalizing policy D21-09, *Performance Evaluation System - Pilot Program Policy*. The policy and pilot of the Performance Evaluation System (also known as the PES) allowed for more consistent, thorough, and trackable monitoring of member performance, and it laid the groundwork for the program in place today. To maintain Preliminary compliance, the CPD developed and finalized E05-01, *Performance Evaluation of All Sworn and Civilian Department Members Below the Rank of Superintendent* in the fourteenth reporting period. Section I(A) establishes a performance evaluation process for all sworn and civilian CPD members below the rank of Superintendent that will enable the CPD to identify, support, and recognize members who perform their duties lawfully, safely, and effectively, as well as to identify and respond to members who perform poorly, demonstrate adverse behaviors, or engage in inappropriate conduct or conduct that otherwise undermines member or public safety and community trust.

To assess Secondary compliance, the IMT reviewed the CPD's *Performance Evaluation System* eLearning for all department members and *Performance Evaluation System* eLearning for supervisors in the thirteenth reporting period. The training materials included lesson plans, slide presentations, and pre- and post-assessments that addressed the requirements of ¶369. Specifically, both trainings emphasized that the purpose of performance evaluations is to enable the CPD to identify, support, and recognize members who perform their duties lawfully, safely, and effectively, while also identifying and addressing members who perform poorly, exhibit concerning behaviors, or engage in misconduct that undermines public safety and community trust.

During this reporting period, the CPD demonstrated that 95% of the relevant and required personnel received the trainings. As a result, the City and the CPD achieved Secondary compliance with the requirements of ¶369.

The IMT looks forward to the CPD's continued progress towards maintaining Secondary compliance by demonstrating ongoing development, evaluation, and, as applicable, improvement of its training materials and implementation. To achieve Full compliance, the City and the CPD must demonstrate they have fully implemented the performance evaluation process as described by ¶369 department wide. This will require evidence of consistent and effective use of the Performance Evaluation System in practice, including supervisory completion of timely and accurate evaluations and portfolio notes, along with regular feedback from members about the system itself. The IMT will continue to assess the CPD's adherence to policy requirements, the quality and consistency of completed evaluations, and whether performance evaluations are used to identify, address, and document both exemplary performance and performance deficiencies. Finally, the IMT will review materials available to ensure the system is sustained and functioning as intended.

Paragraph 369 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: Not Applicable	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Not Applicable	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: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Supervision: ¶370

370. CPD's performance evaluation process will identify, support, and recognize members' activity, performance, and conduct through an assessment of specific quantitative and qualitative performance dimensions, which will address, among other things, constitutional policing, community policing, problem-solving, and the effective use of de-escalation or specialized training. Although CPD may use quantitative measures in evaluating members to ensure that members are performing their required duties, CPD will not require members to achieve specific numerical thresholds, such as the number of arrests, investigatory stops, or citations. CPD will ensure that its performance evaluation process is consistent with the law and best practices. Within 18 months of the Effective Date, CPD will revise its performance evaluation policies and practices as necessary to meet the requirements of this Agreement.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary: *In Compliance* (FIFTH REPORTING PERIOD)

Secondary: *In Compliance* (NEW)

Full: *Not in Compliance*

In the fourteenth reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶370.

During the fifth reporting period, the City and the CPD achieved Preliminary compliance by finalizing policy D21-09, *Performance Evaluation System - Pilot Program Policy*, and E05-02, *Performance Recognition System*. The policies and pilot of the electronic Performance Evaluation System allowed for more consistent, thorough, and trackable monitoring of member performance, and it laid the groundwork for the versions in place today. To maintain Preliminary compliance, the CPD developed and finalized E05-01, *Performance Evaluation of All Sworn and Civilian Department Members Below the Rank of Superintendent*, in the fourteenth reporting period.

To assess Secondary compliance, the IMT reviewed the CPD's *Performance Evaluation System* eLearning for all department members and *Performance Evaluation System* eLearning for supervisors in the thirteenth reporting period. The training materials included lesson plans, slide presentations, and pre- and post-assessments that addressed the requirements of ¶370. During this reporting period, the CPD demonstrated that 95% of the relevant and required personnel received the trainings. As a result, the City and the CPD achieved Secondary compliance with the requirements of ¶370.

The IMT looks forward to the CPD's continued progress towards maintaining Secondary compliance by demonstrating ongoing development, evaluation, and, as applicable, improvement of its training materials and implementation. This includes providing corresponding training needs assessments, course and trainer evaluations, audits, and updates.

To achieve Full compliance, the City and the CPD must demonstrate they have fully implemented the performance evaluation process as described by ¶370 department wide. In future reporting periods, the CPD must demonstrate consistent and effective use of the Performance Evaluation System in practice, including supervisory completion of timely and accurate evaluations, ongoing documentation in the Portfolio Notes section, and the provision of regular feedback from officers and supervisors, and coaching. The IMT will continue to assess the CPD's adherence to policy requirements, the quality and consistency of completed evaluations, and whether performance evaluations are used to identify, address, and document both exemplary performance and performance deficiencies. Additionally, the IMT will ensure that new and promoted personnel receive the required training. Finally, the IMT will review updated training materials, compliance reports, and audit mechanisms to ensure the system is sustained and functioning as intended.

Paragraph 370 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: None
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: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Supervision: ¶371

371. Annual performance evaluations for members of all ranks, excluding the Superintendent, will be based upon work performance completed during a specific rating period and will include a written description of performance dimension expectations; the member's proficiency in fulfilling the specific duties and responsibilities of the assigned position, unit, or team; any areas of particular growth and achievement; and areas where the member requires further support and/or supervision. The evaluation process will provide for support, feedback, communication of expectations, and, when appropriate, corrective actions.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

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

In the fourteenth reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶371.

During the fifth reporting period, the City and the CPD achieved Preliminary compliance by finalizing policy D21-09, *Performance Evaluation System - Pilot Program Policy*. This policy and pilot of the electronic Performance Evaluation System allowed for more consistent, thorough, and trackable monitoring of member performance, and it laid the groundwork for the versions in place today. To maintain Preliminary compliance, the CPD developed and finalized E05-01, *Performance Evaluation of All Sworn and Civilian Department Members Below the Rank of Superintendent* in the fourteenth reporting period. The policy specifies the rating periods for both sworn and civilian members, includes definitions of performance dimension expectations, provides rating criteria, and directs supervisors to identify both areas of growth and further support.

To assess Secondary compliance, the IMT reviewed the CPD's *Performance Evaluation System* eLearning for all department members and *Performance Evaluation System* eLearning for supervisors in the thirteenth reporting period. The training materials included lesson plans, slide presentations, and pre- and post-assessments that address the requirements of ¶371. Similar to the relevant policies, the eLearnings specify the rating periods for both sworn and civilian members, provide detail surrounding definitions of performance dimension expectations, explain the four rating bands, and direct supervisors to identify both areas of growth and further support. The supervisor training also includes scenarios to prepare supervisors for difficult conversations they may need to conduct with members under their command related to the members' performance.

During this reporting period, the CPD demonstrated that 95% of the relevant and required personnel received the trainings. As a result, the City and the CPD achieved Secondary compliance with the requirements of ¶371.

The IMT looks forward to the CPD’s continued progress towards maintaining Secondary compliance by demonstrating ongoing development, evaluation, and, as applicable, improvement of its training materials and implementation. To achieve Full compliance, the City and the CPD must demonstrate they have fully implemented the performance evaluation process as described by ¶371 department wide. This will require evidence of consistent and effective use of the Performance Evaluation System in practice, including supervisory completion of timely and accurate evaluations and portfolio notes, along with regular feedback from members about the system itself. The IMT will continue to assess the CPD’s adherence to policy requirements, the quality and consistency of completed evaluations, and whether performance evaluations are used to identify, address, and document both exemplary performance and performance deficiencies. Finally, the IMT will review materials available to ensure the system is sustained and functioning as intended.

Paragraph 371 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: None
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: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Supervision: ¶372

372. CPD will require supervisors of all ranks to conduct timely, accurate, and complete performance evaluations.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	<i>In Compliance</i> (FIFTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (NEW)
Full:	<i>Not in Compliance</i>

In the fourteenth reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶372.

During the fifth reporting period, the City and the CPD achieved Preliminary compliance by finalizing policy D21-09, *Performance Evaluation System - Pilot Program Policy*. This policy and pilot of the electronic Performance Evaluation System allowed for more consistent, thorough, and trackable monitoring of member performance, and it laid the groundwork for the versions in place today. To maintain Preliminary compliance, the CPD developed and finalized E05-01, *Performance Evaluation of All Sworn and Civilian Department Members Below the Rank of Superintendent*. The policy outlines time parameters and deadlines for evaluations and sets standards for the information supervisors must include to ensure evaluations are accurate and complete.

To assess Secondary compliance, the IMT reviewed the CPD's *Performance Evaluation System* eLearning for all department members and *Performance Evaluation System* eLearning for supervisors in the thirteenth reporting period. The training materials included lesson plans, slide presentations, and pre- and post-assessments that address the requirements of ¶372. The training informed supervisors that an internal Administrative Message Center notification will prompt them to begin goal-setting conversations, enter portfolio notes, conduct mid-year check-in conversations, and submit final annual evaluations for all CPD personnel. Additionally, the training provided guidance for how supervisors can ensure their evaluations are accurate and complete. For example, a section outlining expectations for quarterly portfolio notes explains how consistent, transparent documentation with specific examples justifies annual evaluation ratings.

During this reporting period, the CPD demonstrated that 95% of the relevant and required personnel received the trainings. As a result, the City and the CPD achieved Secondary compliance with the requirements of ¶372.

The IMT looks forward to the CPD's continued progress towards maintaining Secondary compliance by demonstrating ongoing development, evaluation, and, as applicable, improvement of its training materials and implementation. This includes providing corresponding training needs assessments, course and trainer

evaluations, audits, and updates. This also includes providing opportunities for scheduled and unscheduled training observations for IMT personnel. To achieve Full compliance, the City and the CPD must first demonstrate sustained compliance with the requirements for sustaining Preliminary and Secondary compliance and must demonstrate that supervisors of all ranks are consistently conducting performance evaluations as required by ¶372.

Paragraph 372 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: None
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: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Supervision: ¶373

373. Supervisors may only conduct a performance evaluation of members they have directly supervised and observed during the specific rating period.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	<i>In Compliance</i> (FIFTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (NEW)
Full:	<i>Not in Compliance</i>

In the fourteenth reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶373.

During the fifth reporting period, the City and the CPD achieved Preliminary compliance by finalizing policy D21-09, *Performance Evaluation System - Pilot Program Policy*. This policy and pilot of the electronic Performance Evaluation System allowed for more consistent, thorough, and trackable monitoring of member performance, and it laid the groundwork for the versions in place today. To maintain Preliminary compliance, the CPD developed and finalized E05-01, *Performance Evaluation of All Sworn and Civilian Department Members Below the Rank of Superintendent* in the fourteenth reporting period. The policy specifies that supervisors can only conduct performance evaluations for CPD members who have been under their command for at least thirty days. Those who have worked for a supervisor for less than thirty days will be evaluated by their previously assigned supervisor.

To assess Secondary compliance, the IMT reviewed the CPD's *Performance Evaluation System* eLearning for all department members and *Performance Evaluation System* eLearning for supervisors in the thirteenth reporting period. The training materials included lesson plans, slide presentations, and pre- and post-assessments that address the requirements of ¶373. The training also informed supervisors that they can only conduct performance evaluations for CPD members who have been under their command for at least thirty days and that those who have worked for a supervisor for less than thirty days will be evaluated by their previously assigned supervisor.

During this reporting period, the CPD demonstrated that 95% of the relevant and required personnel received the trainings. As a result, the City and the CPD achieved Secondary compliance with the requirements of ¶373. The IMT looks forward to the CPD's continued progress towards maintaining Secondary compliance by demonstrating ongoing development, evaluation, and, as applicable, improvement of its training materials and implementation.

To achieve Full compliance, the City and the CPD must demonstrate they have fully implemented the performance evaluation process as described by ¶369 depart-

ment wide. The CPD must also demonstrate that supervisors are consistently conducting performance evaluations only of members whom they have directly supervised and observed during the specific rating period, and that supervisors are not conducting performance evaluations of members they have not directly supervised and observed during that period, consistent with the requirements of ¶373. The IMT will continue to assess the CPD’s adherence to policy requirements, the quality and consistency of completed evaluations, and whether performance evaluations are used to identify, address, and document both exemplary performance and performance deficiencies. Finally, the IMT will review materials available to ensure the system is sustained and functioning as intended.

Paragraph 373 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: None
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: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Supervision: ¶374

374. In addition to the formal annual performance evaluation, supervisors will meet with members under their direct command on an ongoing basis as necessary to provide guidance, mentoring, direction, and support to the members regarding their performance and to identify opportunities for improvement.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	<i>In Compliance</i> (FIFTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (NEW)
Full:	<i>Not in Compliance</i>

In the fourteenth reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶374.

During the fifth reporting period, the City and the CPD achieved Preliminary compliance by finalizing policy D21-09, *Performance Evaluation System - Pilot Program Policy*. This policy and pilot of the electronic Performance Evaluation System allowed for more consistent, thorough, and trackable monitoring of member performance, and it laid the groundwork for the versions in place today. To maintain Preliminary compliance, the CPD developed and finalized E05-01, *Performance Evaluation of All Sworn and Civilian Department Members Below the Rank of Superintendent* in the fourteenth reporting period. The policy requires a goal-setting session, along with ongoing coaching and feedback to be documented within the Performance Evaluation System by supervisors throughout the year. It explains that frequent feedback helps members focus on performance and improvement needs, enables supervisors to identify and address significant issues early, and provides guidance to correct those challenges.

To assess Secondary compliance, the IMT reviewed the CPD's *Performance Evaluation System* eLearning for all department members and *Performance Evaluation System* eLearning for supervisors in the thirteenth reporting period. The training materials included lesson plans, slide presentations, and pre- and post-assessments that address the requirements of ¶374. The training directed supervisors to meet with members under their direct command on an ongoing basis, explaining that communicating and documenting a member's job performance is continuous and should not wait for annual performance evaluations. The training also requires supervisors to document both positive and negative behavior, provide coaching, and identify opportunities for improvement.

During this reporting period, the CPD demonstrated that 95% of the relevant and required personnel received the trainings. As a result, the City and the CPD achieved Secondary compliance with the requirements of ¶374.

The IMT looks forward to the CPD's continued progress towards maintaining Secondary compliance by demonstrating ongoing development, evaluation, and, as applicable, improvement of its training materials and implementation.

To achieve Full compliance, the City and the CPD must demonstrate that supervisors are meeting regularly with members under their command, including through logs or summaries of meetings conducted by supervisors documenting the topics discussed, feedback provided, and follow-up actions planned, as well as ongoing documentation in the Portfolio Notes section, consistent with the requirements of ¶374. The IMT will continue to assess the CPD's adherence to policy requirements, the quality and consistency of completed evaluations, and whether performance evaluations are used to identify, address, and document both exemplary performance and performance deficiencies. Finally, the IMT will review materials available to ensure the system is sustained and functioning as intended.

Paragraph 374 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: None
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: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Supervision: ¶375

375. Supervisors will recognize, when appropriate, formally (e.g., recommendation for commendation) and/or informally (e.g., public and private praise) subordinate members who demonstrate a commitment to procedural justice, de-escalation, impartial policing, and/or community policing.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	<i>In Compliance</i> (FIFTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (NEW)
Full:	<i>Not in Compliance</i>

In the fourteenth reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶375.

During the fifth reporting period, the City and the CPD achieved Preliminary compliance by finalizing policy D21-09, *Performance Evaluation System - Pilot Program Policy*. This policy and pilot of the electronic Performance Evaluation System allowed for more consistent, thorough, and trackable monitoring of member performance, and it laid the groundwork for the versions in place today. To maintain Preliminary compliance, the CPD developed and finalized E05-01, *Performance Evaluation of All Sworn and Civilian Department Members Below the Rank of Superintendent* in the fourteenth reporting period. The policy explicitly states that CPD supervisors are encouraged to acknowledge subordinate members who demonstrate a professional commitment in the areas of procedural justice, impartial policing, community policing, and law enforcement tactics, including de-escalation. It also highlights the use of portfolio notes to document both formal and informal praise.

To assess Secondary compliance, the IMT reviewed the CPD's *Performance Evaluation System* eLearning for all department members and *Performance Evaluation System* eLearning for supervisors in the thirteenth reporting period. The training materials included lesson plans, slide presentations, and pre- and post-assessments that address the requirements of ¶375. The training informed supervisors that the performance evaluation process for all sworn and civilian members of the CPD will enable the CPD to praise the employee actions in public, document the actions, and provide a form of recognition. The training also encouraged informal praise and suggested leaders be sensitive to their subordinates' stance on public praise.

During this reporting period, the CPD demonstrated that 95% of the relevant and required personnel received the trainings. As a result, the City and the CPD achieved Secondary compliance with the requirements of ¶375.

The IMT looks forward to the CPD’s continued progress towards maintaining Secondary compliance by demonstrating ongoing development, evaluation, and, as applicable, improvement of its training materials and implementation. To achieve Full compliance, the CPD must demonstrate supervisors are regularly recognizing—formally and informally—subordinate members who demonstrate a commitment to procedural justice, de-escalation, impartial policing, and/or community policing consistent with the requirements of ¶375. The IMT will continue to assess the CPD’s adherence to policy requirements, the quality and consistency of completed evaluations, and whether performance evaluations are used to identify, address, and document both exemplary performance and performance deficiencies. Finally, the IMT will review materials available to ensure the system is sustained and functioning as intended.

Paragraph 375 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: None
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: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Supervision: ¶376

376. CPD will maintain records of performance evaluations in the appropriate electronic data tracking system.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	<i>In Compliance</i> (FIFTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (NEW)
Full:	<i>Not in Compliance</i>

In the fourteenth reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶376.

During the fifth reporting period, the City and the CPD achieved Preliminary compliance by finalizing policy D21-09, *Performance Evaluation System - Pilot Program Policy*. This policy and pilot of the electronic Performance Evaluation System allowed for more consistent, thorough, and trackable monitoring of member performance, and it laid the groundwork for the versions in place today. To maintain Preliminary compliance, the CPD developed and finalized E05-01, *Performance Evaluation of All Sworn and Civilian Department Members Below the Rank of Superintendent* in the fourteenth reporting period. The policy explains that the Performance Evaluation System data is housed within a comprehensive warehouse of Department member information known as the Talent Management System (also known as the TMS).

To assess Secondary compliance, the IMT reviewed the CPD's *Performance Evaluation System* eLearning for all department members and *Performance Evaluation System* eLearning for supervisors in the thirteenth reporting period. The training materials included lesson plans, slide presentations, and pre- and post-assessments that address the requirements of ¶376. The training informed all members that the Performance Evaluation System data is housed within the Talent Management System.

During this reporting period, the CPD demonstrated that 95% of the relevant and required personnel received the trainings. As a result, the City and the CPD achieved Secondary compliance with the requirements of ¶376.

The IMT looks forward to the CPD's continued progress towards maintaining Secondary compliance by demonstrating ongoing development, evaluation, and, as applicable, improvement of its training materials and implementation. To achieve Full compliance, the City and the CPD must demonstrate they have fully implemented a sufficient system for maintaining records of performance evaluations in a manner reflecting data integrity, efficiency, and analytical sophistication consistent with the requirements of ¶376. This will require a written policy outlining

the use of an electronic data tracking system for maintaining performance evaluation records. The IMT will also review reports verifying that all performance evaluations are accurately recorded in the system, including documentation of any corrective actions taken to address discrepancies; training records for members assigned to oversee the Performance Evaluation System; and audit reports assessing adherence to policy, including methodologies used, frequency of audits, identified deficiencies, and any corrective actions implemented to ensure compliance.

Paragraph 376 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: None
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: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	