

Independent Monitoring Report 14

Officer Wellness and Support

Compliance Assessments by Paragraph

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

Officer Wellness and Support: ¶389

389. *At least annually, the Director of the Professional Counseling Division will provide a written report to the Superintendent, through his or her chain of command, that includes anonymized data regarding support services provided to CPD members, how long it takes CPD members requesting counseling services to receive them, and other metrics related to the quality and availability of these services. This report will also contain resource, training, and policy recommendations necessary to ensure that the support services available to CPD members reasonably address their identified needs and comply with the Officer Support Systems Plan.*

Compliance Progress

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

Preliminary: *In Compliance (THIRD REPORTING PERIOD)*
Secondary: *In Compliance (TWELFTH REPORTING PERIOD)*
Full: *Not in Compliance*

In the fourteenth reporting period, the City and the CPD maintained Secondary compliance with the requirements of ¶389.

In this reporting period, the IMT reviewed the CPD’s *2025 Annual Report to the Superintendent*, the *Officer Wellness Section Presentation to the Superintendent*, monthly Employee Assistance Program (EAP) referral and utilization trend reports, and the *Professional Counseling Division* policy (E06-01). This evidence demonstrated that the Professional Counseling Division (PCD) continues to collect and analyze anonymized data on officer support services, service utilization, referral trends, and program availability, while providing the Superintendent with an annual assessment of officer-wellness resources.

The IMT found the *2025 Annual Report to the Superintendent* to be helpful and to address many of the requirements of this paragraph, including graphs and other visual displays of data, such as the results of the QR code survey, which addresses the “quality” of the services provided. But the IMT identified gaps in the annual report, including the absence of clearly stated “resource, training, and policy recommendations”¹ and data demonstrating “how long it takes CPD members requesting counseling services to receive” counseling services as required by this paragraph.

We look forward to future iterations of the *Annual Report to the Superintendent*, including resource, training, and policy recommendations and data/metrics from

¹ The CPD’s *2025 Wellness Suicide Prevention Strategy*, for example, includes clear recommendations for CPD leadership (p.17), but the *2025 Annual Report to the Superintendent* does not include clear recommendations to the Superintendent and CPD leadership for action.

the PCD’s Column Case data tracking system that demonstrate “how long it takes CPD members requesting counseling services to receive them.”

Paragraph 389 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: 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: 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: Secondary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Secondary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Officer Wellness and Support: ¶397

397. CPD will continue to ensure that licensed mental health professionals employed by the Professional Counseling Division do not participate in fitness for duty evaluations, which will be conducted exclusively by third-party licensed mental health professionals.

Compliance Progress

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

Preliminary: *In Compliance (FOURTH REPORTING PERIOD)*
Secondary: *In Compliance (NINTH REPORTING PERIOD)*
Full: *In Compliance (NEW)*

In the fourteenth reporting period, the City and the CPD achieved Full compliance with the requirements of ¶397.

In previous reporting periods, the City and the CPD achieved Preliminary compliance with ¶397 by submitting Directive E06-01, *Professional Counseling Division* (PCD), which prohibits the PCD from participating in fitness-for-duty evaluations. The requirements stipulated in E06-01 clearly articulate that the “licensed mental health professionals employed by the PCD will not participate in the fitness for duty evaluations,” as required by this paragraph. The City and the CPD achieved Secondary compliance in the ninth reporting period through documentation about the fitness-for-duty process consistent with ¶397.

The City and the CPD achieved Full compliance in the fourteenth reporting period by clearly demonstrating that its licensed mental-health professionals employed by the Professional Counseling Division do not participate in fitness-for-duty evaluations. During this reporting period, the CPD produced a detailed flow chart of the fitness-for-duty process, and a copy of the contract with an external vendor that provides “third party licensed mental health professionals,” as this paragraph requires. The contract is current, runs through March 4, 2028, and includes the following brief scope of work: “Psychological Testing for Pre-employment, Fitness for Duty, and Re-Evaluation.”

We appreciate the CPD’s clear demonstration of its processes and look forward to the continuation of them. To sustain Full compliance, the City and the CPD must maintain its internal fitness-for-duty protocol consistent with ¶397 and also communicate this process clearly to CPD officers. One way to do this, as discussed in past reporting periods between the CPD and the IMT, is to include the process flow chart in the applicable policy: E06-01, *Professional Counseling Division*.

Paragraph 397 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:
Secondary

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:
Secondary

FOURTEENTH REPORTING PERIOD
JANUARY 1, 2026 – JUNE 30, 2026

COMPLIANCE PROGRESS:
Full