

Miami Police Department 4Th Self-Assessment Compliance Report		
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II. Policy Review and Implementation			
Responsible Party: Major Richard Perez (PCS); Major Um Set Ramos (Training) Major Jose Gonzalez (SOS) Point of contact: Lt. J. Guillot (Training), Lt. M. Rojas (PCS), George Wysong, (Police Legal), Lt. M. De Los Santos (TRU) and Lt. M. Abreu (SWAT).			
#27	MPD will continue to develop and implement policies on constitutional policing principles and best practices. In addition, MPD agrees to maintain (and develop if necessary) comprehensive, agency-wide policies and procedures that reflect full implementation of every requirement of this agreement. This requirement includes maintenance of policies governing the Policy Review Committee (PRC), the Professional Compliance Section (PCS), the High Liability Review Board (HLB), the Major Case Team for police shootings investigations, the Tactical Operations Section, the Community Relations Section, and any other MPD has taken or intends to take to ensure compliance with this Agreement.	Substantial Compliance	During the reporting period, additional new or revised policies were submitted to the Independent Reviewer to include Professional Compliance Section (revised D.O. 4, Chapter 6), Body Worn Camera (revised D.O. 6, Chapter 5) Annual Substance Abuse Program (revised D.O. 6, Chapter 7) Annual Physical Examinations (revised D.O. 6, Chapter 8), Sworn Personnel Promotions (revised D.O. 6, Chapter 12), Recruitment and Selection (D.O. 9, Chapter 3), Criminal Investigation Procedure (revised D.O. 9, Chapter 5), Search and Arrest Warrants (revised D.O. 9, Chapter 10), Crime Scene Procedures (revised D.O. 9, Chapter 12), Confidential Informants (revised D.O. 9, Chapter 15), Assault Unit (new D.O. 9, Chapter 16), Eyewitness Identification (revised D.O. 9, Chapter 17), Photograph Viewing System (revised D.O. 10, Chapter 4), Civil Disorder (revised D.O. 10, Chapter 5), Fire (revised D.O. 10, Chapter 6), Police Building Evacuation (revised D.O. 10, Chapter 7), Disturbances at Confinement Facilities (new D.O. 11, Chapter 25), Juvenile Procedures (new D.O. 12, Chapter 15), Under 21 Impaired Driving Enforcement and (new D.O. 12, Chapter 16), Impaired Driver Arrest and Processing

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			were completed during the reporting period.
#28	Within one month of the entry of this agreement, MPD submitted an action plan to DOJ for the implementation of this entire Agreement, including designation of staff responsible for implementing the provisions.	Substantial Compliance	MPD submitted its action plan on April 10, 2016 to the Independent Reviewer and remains in compliance.
#29	By June 10, 2016, MPD agrees to submit any new and revised policies, procedures and manuals created or revised to achieve compliance with the Agreement to DOJ for review and comment prior to publication and implementation. DOJ shall complete its review within one month. If MPD and DOJ disagree on an aspect of a policy that is relevant to this Agreement, the Independent Reviewer shall resolve any issues.	Substantial Compliance	All revised policies were submitted to the Independent Reviewer and the United States Department of Justice upon their approval by the Chief of Police.
#30	All staff responsible for implementing the policies shall be trained on the new or revised policies and procedures as soon as practicable, but not later than March 10, 2017. MPD shall maintain documentation sufficient to demonstrate (a) the status and completion of staff training requirements and (b) that staff are aware of the requirements of all policies and procedures.	Substantial Compliance	On April 18, 2017, DOJ Agreement Training was conducted using a power-point presentation that included mandatory training to the staff on the DOJ agreement and its provisions, as well as a review of MPD reporting process to DOJ from March 10, 2016, through January 10, 2017. MPD staff members were provided with a copy of the presentation for review and application. A sign-in

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	<p>In addition, MPD will continue to disseminate any new or revised policies related to this Agreement through roll call briefings and official bulletins, and departmental emails.</p>		<p>log of the DOJ agreement training documented the staff members who attended the training. In addition, the Training Section Commander will be scheduling DOJ Agreement Training in early 2018 for newly promoted staff members and retreats that will include training on revised or new DOJ policies and procedures on a yearly basis.</p>
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III. Officer-Involved Shooting Investigations

Responsible Party: Deputy Chief R. Papier (Office of the Deputy Chief) Major Jesus Ibalmea (IA), Major Richard Perez (PCS), Major Eric Gonzalez (CID)
Point of contact: Sgt. N. Martinez (Office of the Deputy Chief) Lt. Oriel Tameron (IA), Lt. Ricky Lopez (Homicide), Lt. M. Rojas (PCS), Attorney George Wysong (Police Legal).

#32	<p>MPD will continue to ensure that each Critical Firearms Discharge will be reviewed for accountability, legality, training, tactics and equipment issues.</p>	Substantial Compliance	<p>The MPD continues to ensure that each Critical Firearm Discharge is reviewed for accountability, legality, training, tactics and equipment issues through the Firearm Review Board process. During this reporting period the following three (3) cases were reviewed: 1. DOF 12-005 on 10/11/2017; 2. DOF 17-002 on 10/11/2017; and 3. DOF 16-002 on 10/17/2017.</p>
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#33	<p>MPD policy shall continue to require officers to cooperate with administrative investigations, including appearing for an interview when ordered by a MPD investigator and providing all requested documents and evidence, subject to the provisions of the 112.531 – 112.535 Florida Statutes (the “Law Enforcement Officers’ Bill of Rights”) and the protections of <i>Garrity vs New Jersey</i> and its progeny and any other applicable law.</p>	Substantial Compliance	<p>MPD continues to require officers to cooperate with administrative investigations, including appearing for an interview when ordered by a MPD investigator and providing all requested documents and evidence, subject to the provisions of the 112.531 – 112.535 Florida Statutes (the “Law Enforcement Officers’ Bill of Rights”) and the protections of <i>Garrity vs New Jersey</i> and its progeny and any other applicable law.</p>
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#34	MPD shall continue to provide shooting officers the opportunity to give voluntary statements as soon as practicable after each shooting, but in any case within no more than 72 hours, absent exigent circumstances, and will document same.	Substantial Compliance	MPD and its investigative partner FDLE have continued to offer and document shooting officers the opportunity to give voluntary statements as soon as practicable after each shooting. D.O. 6-21.5.13 was revised to include "Voluntary Statements."
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#35	Potential criminal investigation or prosecution, MPD to continue its efforts to complete administrative investigation.	Substantial Compliance	During the reporting period, MPD has made documented efforts to complete the administrative investigation by consulting with FDLE and SAO on the status of cases as well as appropriate interviews of principal officer during the administrative investigation. Language was added in revised D.O 6 Chapter 21, subsection 5.13.1 (Use of Force & Administrative Procedures) stating "MPD will continue to make documented efforts to work with the Office of the State Attorney to facilitate prompt determination of cases. In addition, MPD Internal Affairs Section conducts an internal case file review on a monthly basis to thoroughly review all open cases and coordinate with the Homicide Unit, as well as SAO and FDLE for those cases dealing with critical firearms discharges.
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#36	In no event shall MPD permit full resolution of an administrative investigation to extend beyond 180 days after conclusion of the criminal investigation, absent exigent circumstances and agreed to by DOJ and the City.	Substantial Compliance	MPD has procedures in order not to permit full resolution of an administrative investigation to extend beyond 180 days after the conclusion of the criminal case. These procedures adopted in the Internal Affairs Section SOP's and in the revised Internal
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			Investigations D.O. 2, Chapter 2. In addition, the Internal Affairs Section conducts a case management meeting on a monthly basis between the investigators and the section's deputy commander in order to discuss and provide a status of all administrative investigations and ensure resolution does not extend beyond 180 days.
#37	MPD ensuring that MPD officer involved in a shooting not be returned to active duty until. <ul style="list-style-type: none"> a. Return to duty: the agency's contracted psychologist clears the officer's return to active duty. b. Return to duty: a post shooting briefing is held with FDLE. c. Return to duty: Chief of Police written approval for the officer's return to active duty. d. Return to duty: evidence review supports officer's return to active duty. e. Return to duty: the officer completes any refresher training that the Chief of Police deems appropriate. 	Substantial Compliance	MPD will continue to ensure that any officer involved in a shooting will not be returned to active duty status until all requirements included in the DOJ provision are fulfilled. The DOJ provisions are also included in a "Return to Duty" memorandum as well as, added to Internal Affairs Section SOP's and revised D.O. 6, Chapter 21, subsection 5.7.1. (Use of Force & Administrative Procedures).
#38	Maintain Incident Tracking System (ITS)	Substantial Compliance	During the reporting period, MPD has continued to maintain its Incident Tracking System (ITS) for officer involved shootings and monitors for officers who may engage in misconduct and bring about corrective action through structured supervisory review. In addition to applying the ITS protocol in D.O. 2 Chapter 5, (Incident Tracking System) the Internal Affairs Section is in the

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			process of conducting further modification of the ITS process in order to create certain threshold with instructions to ensure appropriate remedies is afforded to the involved officer (s).
#39	MPD will maintain the Professional Compliance Section (PCS), which reports directly to the Chief of Police (COP). Maintain the High Liability Incident Review Board (HLB), and continue reviewing serious uses of force and pursuits	Substantial Compliance	During the reporting period, MPD has maintained the Professional Compliance Section (PCS) which reports directly to the Chief of Police (COP). Since July 10, 2017, there were three (3) HLB cases presented. On July 18, 2017 (Case # 170322-092898, 170322-092939 and 170322-092941), November 2, 2017 (Case # 170917-302821) and December 5, 2017 (Case # 170305-072623). These three (3) cases were extensively reviewed for high liability incidents and corrective actions were identified involving policy and or training deficiencies. Future HLB hearings will be scheduled for the next reporting period.
#40	MPD shall continue its practice of having a commander from the training section participate in the Firearms Review Board and post-incident review meeting. MPD shall develop and effective mechanism to ensure that lessons learned from officer-involved shooting reviews are incorporated into policy and officer training, and that such incorporation is verified.	Substantial Compliance	MPD continued its practice of having a commander from the training section participate in the Firearms Review Board and post-incident review meetings. The FRB's conducted between July 10, 2017 through January 10, 2018 pursuant to the 4th self-assessment report, includes the following three (3) cases: 1. DOF 12-005 on 10/11/2017; 2. DOF 17-002 on 10/11/2017; and 3. DOF 16-002 on 10/17/2017. The Training Section Commander attended the hearings.
IV. Supervision			

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Responsible Party: Assistant Chief Dennis Jackson (FOD), Major Jose Gonzalez (SOS) Major Armando Aguilar (PRMS). Captain D. Kerr (ISS), Point of contact: Lt. M. De Los Santos (TRU), Lt. R. Carr (FOD), Sgt. Rene Block (Staffing Detail)

#41	MPD first line supervisors shall be held accountable for providing the close and effective supervision necessary to direct and guide officers, as described in Departmental Orders 11 (Patrol), Departmental Order 6 (Use of Force & Administrative Procedures) and other relevant Departmental Orders, standard operating procedures and established guidelines.	Substantial Compliance	During the reporting period, MPD has continued to hold first line supervisors accountable for providing the close and effective supervision of their subordinates as described in Departmental Order 11 (Patrol) and Departmental Order 6, Chapter 21 (Use of Force & Administrative Procedures).
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#42	MPD will continue the practice of assigning all patrol officers and officers in the Tactical Operations Section units to a single, consistent, clearly identified first-line supervisor. First line supervisors will continue to be assigned to and actually work the same days and hours as the officers they are assigned to supervise, absent extenuating circumstances.	Substantial Compliance	MPD has continued assigning all patrol officers and officers in the units of the Specialized Operations Section to a single, consistent, clearly identified first-line supervisor with the same work days and duty hours as the officers they are assigned to supervise. The amount of supervisors assigned to patrol remains at 72. These first line supervisory slots are assigned to supervise a maximum of <u>eight (8)</u> officers with the same work days and duty hours. In the Investigative Support Section (ISS), the Tactical Investigations Unit (TIU) has <u>one (1)</u> sergeant to supervise <u>five (5)</u> officers and the Felony Apprehension Team (FAT) has <u>one (1)</u> sergeant to supervise <u>five (5)</u> officers. Both sergeants have the same work days and duty hours as the officers they supervise. SWAT has <u>two (2)</u> sergeants to supervise <u>eight (8)</u> officers with the same work days and duty hours.
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#43	<p>First-line supervisors of patrol officers and officers assigned to Tactical Operations Section units shall be assigned to supervise no more than five to eight officers (“span of control”). The span of control will be based on the nature of the duties that any officer or group of officers performs. On-duty first-line supervisors will be available throughout their shift to respond to the field to provide supervision to officers under their direct command and, as needed, to provide supervisory assistance to other units.</p>	Substantial Compliance	<p>During the reporting period, MPD has ensured compliance with no more than eight officers to one sergeant (span of control) in patrol and the Specialized Operations Section (“SOS”) as reflected in the DOJ agreement. In addition, a new D.O. 6, Chapter 15 (Departmental Staffing Detail) was created and formulated to monitor the span of control of patrol officers and officers assigned to the SOS. There is close cooperation between the Staffing Detail and SOS in order to effectively monitor span of control.</p>
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#44	<p>The City and MPD shall continue to assess the current span of control within three months of the effective date and re-assess every four months after implementation, and shall retain the number of supervisors necessary to achieve the required span of control subject to the limitations set forth in the collective bargaining Agreements and civil service rules.</p>	Substantial Compliance	<p>MPD had assessed the current span of control on June 10, 2017 and October 8, 2017 (every four months in accordance with the DOJ agreement) and determined that the span of control is sufficient. MPD has ensured the number of supervisors required for span of control is maintained. In addition, a new D.O. 6, Chapter 15 (Departmental Staffing Detail) was created and formulated to monitor the span of control of patrol officers and officers assigned to the SOS. This departmental order directs the staffing detail to assess every four months the span of control for patrol officers and officers assigned to the SOS and provide a quarterly report to the PCS (Professional Compliance Section), and DOJ (Department of Justice) compliance coordinator.</p>
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#45	MPD shall continue to ensure consistent supervision by first-line supervisors who are on extended leave, and shall reassign officers to a first-line supervisor when the currently assigned first-line supervisor has been or is expected to be absent for longer than six weeks.	Substantial Compliance	MPD has ensured consistent supervision by first-line supervisors for supervisors who are on extended leave, and shall reassign the subordinate of a first-line supervisor who has been or is expected to be absent for longer than six (6) weeks to another first-line supervisor. A new D.O. 6, Chapter 15 (Departmental Staffing Detail) was created and formulated for the staffing detail's personnel to monitor the span of control and reassign a first-line supervisor when the currently assigned first-line supervisor has been or is expected to be absent for longer than six weeks. Currently, there is no supervisor on extended leave over six (6) weeks.
#46	Captains and Lieutenants will continue to closely and effectively supervise the first line supervisors and officers under their command. MPD Captains and Lieutenants will continue to ensure that all first line supervisors and officers under their command comply with MPD policy, state and federal law, and the requirements of this Agreement.	Substantial Compliance	During the reporting period, MPD has ensured that Captains and Lieutenants will supervise the first-line supervisors and officers under their command and ensure that all first-line supervisors and officers under their command comply with MPD policy, state, and federal laws and the DOJ Agreement. In addition, MPD developed new training curriculum known as Miami Agreement Training (MAT) and Miami Agreement Supervisory Training (MAST) which covers supervisory training and compliance with MPD policies, as well as state and federal laws and DOJ agreement. Furthermore, in monthly COMPSTAT (Computer Statistics) meetings, Commanders must

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			conduct periodic monthly meetings with their field duty Lieutenants and First-Line supervisors; therefore, the information and or directives learned from those meetings is transferred to the line officer and any positive and or negative feedback is transmitted up the chain of command for evaluation purposes.
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#47	MPD will continue to ensure that captains and lieutenants at any level are held accountable for the quality and effectiveness of their supervision, including whether captains and lieutenants identify and effectively respond to uses of force or misconduct, as part of their performance evaluations and through non-disciplinary corrective action, or through the initiation of formal investigation and the disciplinary process. Supervisors shall be subject to discipline for failure to report and remedy misconduct they knew or reasonably should have known occurred. MPD shall continue to develop and implement metrics to assess supervisors' performance.	Substantial Compliance	During the reporting period, MPD ensured that Captains and Lieutenants at any level are held accountable for the quality and effectiveness of their supervision, including the identification and effective response to uses of force or misconduct, as part of their performance evaluations and through non-disciplinary corrective action, or through the initiation of formal investigation and the disciplinary process. In addition, annual evaluations, complaints and COMPSTAT (Computer Statistics) meetings provide accountability for effective levels of supervision from the Commanders to the rest of the levels of supervision to include the Lieutenants, first-line supervisors and line officers. This is further fortified in the revised D.O. 2, Chapter 2 (Internal Investigation) and D.O 6, Chapter 21 (Use of Force and Administrative Procedures).
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V. Specialized Units

**Responsible Party: Major Jose Gonzalez (SOS). Captain Daniel Kerr (ISS).
Point of contact: Lt. Mario De Los Santos (TRU) Lt. M. Abreu (SWAT).**

#48	Within two months of the entry of this Agreement, MPD shall	Substantial Compliance	During the reporting period, MPD has ensured that the
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	<p>provide to DOJ for review and approval its criteria for recruitment and admission to the MPD’s specialized units, including Tactical Operations Section (“TOS”) units. MPD shall maintain eligibility criteria and selection devices for assignment to TOS units that emphasize demonstrated capacity to carry out the mission of a TOS unit in a constitutional manner. Officers assigned to TOS units who are unable to maintain eligibility shall be removed from the TOS units. The MPD shall monitor the list of names of all officers and supervisors assigned to TOS units on a quarterly basis to assess and adjust its ongoing personnel and staffing needs.</p>		<p>eligibility criteria for recruitment and admission to the SWAT and the Tactical Robbery Unit (includes the FAT (Felony Apprehension Team) Detail has been sufficiently maintained. MPD Produced interoffice memorandums from the TRU Deputy Commander to the Section Commander for the third quarter (July-October 2017) as well as an interoffice memorandum from the SWAT Deputy Commander to the Section Commander for the third quarter (July-October 2017). The list of names of all officers and supervisors assigned to SOS in the eligibility list are monitored on a quarterly basis to assess and adjust its ongoing personnel and staffing needs. Furthermore, SOS and ISS Tactical Investigations Unit (TIU), Felony Apprehension Team (FAT) and SWAT for September 26, 2017 and October 2, 2017 have included an open register for potential openings in the Tactical Investigations Unit (TIU), SWAT and the Felony Apprehension Team (FAT). The open register includes criteria devices for the assignment to TIU, SWAT and FAT that must be demonstrated and met in order to be consider for an interview and selection.</p>
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#49	<p>MPD shall continue to ensure that operating protocols for TOS units are consistent with the agency-wide use of force policies implemented to comply with this Agreement.</p>	Substantial Compliance	<p>During the reporting period, MPD ensured that the operating protocols for SOS are consistent with the revised Use of Force Policy under D.O. 6, Chapter 21 (Use of Force & Administrative Procedures). The operating protocols for SOS have been</p>
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			fortified and included in their SOP's. In addition, members of the SOS and ISS (TIU, FAT and SWAT) have included after action reports, operational plans, worksheets and monthly statistical information of incident reporting for the reporting period.
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#50	MPD shall continue to prohibit SWAT units from conducting general patrol and policing functions while they are on a specialized assignment absent exigent circumstances. Both officer member actions and supervisory decisions must adhere strictly to the SWAT unit's operational protocols during deployment.	Substantial Compliance	MPD continues to prohibit SWAT units from conducting general patrols in accordance with revised SWAT SOPs and D.O. 12, Chapter 6 Special Threat Response Unit (STRU). SWAT units during the reporting period adhered to policy by only conducting deployments in a SWAT team concept configuration. In addition, any request for SWAT to respond to any incident requires proper approval by the SWAT chain of command before any response is authorized. Unless there are a minimum of twelve (12) to fourteen (14) team of SWAT personnel to include a team leader and a SWAT commander, then a SWAT Team does not respond.
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#51	MPD will continue to require officers assigned to TOS units, while on a specialized assignment, to document in writing all law enforcement activities, including operational plans and after-action reports in consistent formats for all call-outs and deployments. Supervisors shall conduct documented regular reviews of the TOS' law enforcement activities to ensure their	Substantial Compliance	During the reporting period while on specialized assignment SOS has continued to document in writing all law enforcement activities, including Operational Plans, After Action Reports, call outs and deployments. The policy relating to SOS documentation of all LEO activities are included in the SOS revised SOPs'. During this reporting period SOS and ISS Tactical Investigations Unit (TIU)
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	compliance with applicable laws and MPD policies and procedures.		and its FAT (Felony Apprehension Team) included operational worksheets that include a brief synopsis of the case, as well as an apprehension log with detail information for record purposes about the subject (s) arrest, case #, charges and incident location.
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#52	MPD shall continue to track, analyze and take appropriate action if necessary to address tactical deficiencies or policy violations by TOS unit members, including recommendations for changes to training or policy; transferring individuals; and/or initiating disciplinary action as necessary. MPD will document this process and report on its successes and challenges.	Substantial Compliance	MPD continues to track, analyze and take appropriate action, as necessary, to address tactical deficiencies or policy violations by SOS members. During this reporting period, SOS members eligibility requirements were reviewed by examining annual evaluations, worksheets, commendations and reprimands. In addition, the officer's eligibility to remain in the unit depended on the Incident Tracking System (ITS) that was individually reviewed by the unit's deputy commander and a memorandum was drafted and submitted through the chain of command with recommendation to remain in the specialize unit.
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VI. Training

**Responsible Party: Major Um Set Ramos (Training), Attorney George Wysong (Police Legal).
Point of contact: Lt. Jeanpaul Guillot (Training), Attorney George Wysong (Police Legal).**

#53	Any new training expressly required by the terms of the DOJ agreement shall be delivered within one year of the effective date (03/10/2016), and annually thereafter. A. New training delivered by deadline of 03/10/2017. B. Submit comprehensive training delivery schedule within four months (07/10/2016) of the effective date.	Substantial Compliance	MPD has updated its Miami Agreement Training (MAT) program for 2017-2018. The MAT training began on July 10, 2017 and run through March 10, 2018. The training sessions will be conducted biweekly and is comprised of thirty-five (35) hours of total training in which sixteen (16) hours will be completed as an online course and nineteen (19) hours involves classroom practicum exercise. In addition, the Miami Agreement
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	Tracking, delivery and completion of all required training by deadline of 03/10/2017		Supervisory Training (MAST) has been updated for 2017-2018 and will be provided to supervisors from the rank of Sergeant of Police up to the rank of Captain of Police. The MAST training began November 13, 2017 and will continue through February 9, 2018. The course is comprised of a forty (40) hours classroom practicum exercise. The organizational goal is for all supervisors from the rank of Police Sergeant up to Police Captain to successfully complete the MAT training before commencing the MAST training. In addition, all records and files from previous training are ready for inspection and review.
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#54	<p>Firearm Training Program provides for the following:</p> <ul style="list-style-type: none"> A. Requires officers to pass training and qualify on each firearm the officer is required or authorized to carry out on an annual basis. B. Immediately comply with and reinforce judicial developments in use of force. C. Firearm Annual in Service training <ul style="list-style-type: none"> (1) Training on when to display/or point firearms. (2) Night training. (3) Stress training (undergoing physical exertion). (4) Use of Force decision-making (shoot-don't shoot) training. 	Substantial Compliance	The Training & Personnel Development Section (TDPS) has developed the annual training referred to as MAT (Miami Agreement Training) and MAST (Miami Agreement Supervisory Training) for officers and supervisors from the rank of Police Sergeant up to Police Captain. The firearm portion of the training is included in the MAT section to ensure annual qualifications is met on all sworn personnel active, reserve and auxiliary officers. The qualifications will include the officers' issued sidearm, rifle and or shotgun, as well as their secondary weapon. In addition, TDPS (Training & Personnel Development Section) will also provide training on the revised D.O. 15.2 (Firearm Procedures), as well as existing revised SOP's and DO's under the new policy
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	(5) Continuous threat assessment techniques. (6) Observe students and provide corrective instruction when deficiencies are observed. D. Observe students and provide corrective instruction when deficiencies are observed. E. Comprehensive testing on rules, regulations and skills regarding firearm use. F. Employ reality based incident scenarios 1. Live action 2. Computer simulated components to improve defensive tactic training, limit incident of deadly force G. Incorporate de-escalation training and techniques H. Evaluation and Survey		D.O. 15, Chapter 10, referred to as the DOJ Agreement and Standards.
#55	MPD will continue to provide mandatory supervisory training for all new first-line supervisors, which shall be completed prior to assuming supervisory responsibilities. In addition, to this initial supervisory training, MPD shall require each first-line supervisor to complete supervisor-specific training annually thereafter.	Substantial Compliance	MPD continues to provide mandatory supervisory training to officers prior to them assuming first-line supervisory responsibilities. MPD conducted First Line Supervisory Training during August 28, 2017 through September 8, 2017 and November 6, 2017 through November 11, 2017 for the rank of Police Sergeant. The course consisted of hundred-twenty (120) hours in which 40 hours are mandated by FDLE. MPD exceeds the training with an additional eighty (80) hours of classroom instruction.
#56	MPD shall continue to review, develop and maintain	Substantial Compliance	MPD continues to provide mandatory supervisory training

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	<p>mandatory supervisory training for all new second-line supervisors (lieutenants and captains), which shall be completed prior to assuming secondary supervisory responsibilities. Annual training for lieutenants and captains shall provide necessary updates, as well as training in the new skills and training their subordinate officers have received in the past year.</p>		<p>for all new second-line supervisors, (lieutenants and captains), prior to their assuming second-line supervisory responsibilities. MPD conducted Second- Line Supervisory Training on August 14, 2017 – August 18, 2017 for the rank of Police Lieutenant and Police Captain. The mid-management course consisted of forty (40) hours of classroom instructions.</p>
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<p>#57</p>	<p>Provide first line supervisors with 40 hours of annual in service training based on developments in applicable law and MPD policy. This training curriculum shall include the following topics related to Critical Firearm Discharges.</p> <ul style="list-style-type: none"> a. MPD’s use of deadly force policy and use of force reporting requirements; b. conducting use of force investigations, including the supervisory investigatory responsibilities; c. processing and preservation of crime scenes and forensic evidence; d. care and custody of video recordings; e. evaluation of written reports for thoroughness, accuracy, and completeness; f. burden of proof; interview techniques; and the factors to consider when evaluating officer, complainant, or witness credibility, to ensure that investigative findings, conclusions, and recommendations are 	<p>Substantial Compliance</p>	<p>All first line supervisors from the rank of Police Sergeant are mandated to complete the forty (40) hours DOJ agreement training known as MAT (Miami Agreement Training) before attending the forty (40) hours supervisory course known as MAST (Miami Agreement Supervisory Training). In addition, D.O. 15, Chapter 10 (DOJ Agreement and Standards) includes the training information about MAT and MAST in fulfilling the policy requirement.</p>
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	<p>unbiased, uniform, and legally sound;</p> <p>g. strategies for effectively directing officers to minimize uses of force and to intervene effectively to prevent or stop unreasonable force;</p> <p>h. responding to and investigating allegations of officer misconduct;</p> <p>i. supporting officers who report unreasonable or unreported force, or who are retaliated against for using only reasonable force or attempting to prevent unreasonable force;</p> <p>j. techniques for effectively guiding and directing officers, and promoting effective and ethical police practices;</p> <p>k. techniques for de-escalating conflict, including peer intervention when necessary;</p> <p>l. evaluating officer performance as part of MPD’s annual performance evaluation system; and</p> <p>m. fostering positive career development and imposing appropriate disciplinary sanctions and non-disciplinary corrective action.</p>		
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#58	<p>Provide all Lieutenants and Captains with in-service training on an annual basis based on developments in applicable law and MPD policy. The training curriculum shall include the following topics related to Critical Firearms Discharges:</p> <p>a. Incident Management</p>	Substantial Compliance	<p>MPD continues to provide all Lieutenants and Captains with in service training on an annual basis based on developments in applicable law and MPD policy via the MAT and MAST training program referred to above. Evaluation and recommendation of the course is captured by TDPS in the student course evaluation</p>
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	<ul style="list-style-type: none"> i. evaluation of written reports; ii. strategies for effectively directing officers to avoid unnecessary Critical Firearms Discharges; iii. responding to Critical Firearms Discharges; and iv. de-escalating conflict. <ul style="list-style-type: none"> b. Community Engagement <ul style="list-style-type: none"> i. how to engage the community and develop positive relationships with diverse community groups; and ii. how to ensure that community relationships are positive. 		<p>form in order to establish quality and effectiveness of the training.</p>
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VII. Community Oversight

Responsible Party: Captain Sean MacDonald (IT); Attorney Wysong (Police Legal).
Point of contact: Sgt. Alex Rodriguez (IT), Attorney Wysong (Police Legal).

#59.	<p>City and MPD will have a Community Advisory Board of civilian City residents provide oversight and feedback to MPD and the Independent Reviewer. The board will address concerns to:</p> <ul style="list-style-type: none"> A. Advise the Chief, majors and commanders on strategies and training to improve community relations and MPD responsiveness. B. Work with the Chief, majors and commanders to establish and carry out community public safety priorities; C. Provide the community with information on the agreement and its implementation. <p>Receive and convey to MPD and DOJ public comments and</p>	Substantial Compliance	<p>During the reporting period, the CAB (Community Advisory Board) met four (4) times between September 7, 2017, through December 7, 2017 and the board is scheduled to meet on January 4, 2018 and February 1, 2018. MPD staff regularly attends the CAB and CAB subcommittee meetings.</p>
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	concerns, in addition to MPD's civilian complaint system.		
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#60	<p>The Community Advisory Board will be in effect within three months of the effective date. The City will establish the number of members and a mechanism to ensure that membership is representative of a cross section of communities in the City of Miami to including; districts, faith communities, minority, ethnic, and other community organizations, and student or youth organization. The City shall set a date by which board members will be selected. The community advisory board will be in effect within three months of the effective date (March 10, 2016). The City will establish the number of members and a mechanism to ensure that membership is representative of a cross section of communities in the City of Miami to include:</p> <ul style="list-style-type: none"> A. District B. Faith C. Communities D. Minority E. Ethnic F. Community organizations G. Students <p>Youth organizations</p>	Substantial Compliance	<p>During the reporting period the CAB was in full operational status and meeting on a regular basis. The CAB has provided feedback to MPD and the independent reviewer. There is a webpage link in the MPD intranet system for the CAB to post their reports facilitating public comment and community feedbacks.</p>
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#61	<p>MPD facilitate regular public meetings of the community advisory board to discuss DOJ's reports, if any and to receive community feedback about MPD's progress or compliance with the agreement.</p>	Substantial Compliance	<p>During the reporting period, the CAB met four (4) times. Members of the community were present and provided feedback about MPD's compliance report as well as concerns raised by the CAB.</p>
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			Future dates for calendar year 2017/2018 have been allocated for CAB meetings to occur at various locations around the City of Miami in order to properly address community concerns.
#62	The community board's reports and recommendations will be posted on MPD website. MPD will consider and respond to the community board's recommendations in a timely manner.	Substantial Compliance	MPD previously established a CAB web page link that is posted on the MPD website for the CAB to post reports and recommendations. The CAB is endeavoring to create its own website to fulfil the same purpose. In addition, three (3) separate web page links were created to include a section for the DOJ report that stores the DOJ Action Plan, the 1 st , 2 nd and 3 rd Self-assessment reports, a web page for all MPD Departmental Orders and a web page that includes the MPD Departmental Orders with an addendum for the public to make comments about the policies. MPD is currently working on a web page where SOP's can be viewed.
#63	The City will provide the community board with reasonable administrative support, including meeting space.	Substantial Compliance	The City has provided the Community Advisory Board with reasonable administrative support, including meeting space. Additional support will be allocated if and when additional resources are required.
#64	The civilian community board will not review or report on specific cases of alleged misconduct, review or comment on discipline, and will not seek to influence the course or outcome of a specific complaint investigation or the	Substantial Compliance	During the reporting period, CAB understood their role and were reminded of the following directives: The civilian community board will not review or report on specific cases of alleged misconduct, review or comment on discipline

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	discipline of specific officers. The community board will not have access to any non-public information regarding an individual officer or allegation of misconduct or disciplinary action.		and will not seek to influence the course or outcome of a specific complaint investigation or the discipline of specific officers. The community board will not have access to any public non-public information regarding an individual officer or allegation of misconduct or disciplinary action.
#65	The City may use the Community Relations Board to fulfill the requirements of this Section of the Agreement if they are able to meet the requirements herein.	Substantial Compliance	Not applicable at this time because the CAB is adequately fulfilling its purpose, powers and duties.
VIII. Compliance Assessment			
Responsible Party: Major Richard Perez (PCS).			
Point of contact: Lt. Michelangelo Rojas (PCS).			
#66	Within 45 days of the effective date, MPD will identify a Compliance Coordinator who is a member of MPD to serve as the single point of contact with DOJ and the Independent Reviewer. The Compliance Coordinator will: coordinate compliance and implementation activities; facilitate access to MPD personnel and provide data, documents, and materials to DOJ as needed; ensure that all data, documents and records are maintained as provided in this Agreement; and assist in assigning implementation and compliance-related tasks to MPD personnel, as directed by the Chief of Police or his designee.	Substantial Compliance	Major Richard Perez from the Professional Compliance Section continues to be the single point of contact with the Independent Reviewer. Major Perez has been making regular contact via email with the Independent Reviewer and has met with the Independent Reviewer during her multiple visits to the Miami Police Department during the months of July – October, 2017. In addition, the Independent Reviewer is expected to visit the Miami Police Department during January 2 – 5, 2018.
#67	Within four months from the effective date, and every six months thereafter until this Agreement is terminated, the	Substantial Compliance	On July 10, 2016, MPD provided the Independent Reviewer with the first (1 st) self-assessment report and a second (2 nd) self-

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	<p>City will provide to DOJ and the monitor a Self-assessment Compliance Report indicating whether the City has reached one of three levels of compliance with this Agreement: Substantial Compliance, Partial Compliance, or Non-Compliance.</p>		<p>assessment report that were submitted on January 10, 2017. The 3rd self-assessment report, was submitted on or prior to July 10, 2017. This 4th self-assessment will be submitted on or prior to January 10, 2018.</p>
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#68	<p>The self-assessment compliance report will include sections:</p> <ul style="list-style-type: none"> A. The steps MPD and the City have taken during the reporting period to implement this Agreement ; B. Plans to correct any problems or lack of compliance; C. A response to any concerns raised by United States DOJ regarding the City’s previous Compliance Report; D. A projection of the work to be completed during the upcoming reporting period; E. Any anticipated challenges or concerns related to implementation of the Agreement; and F. A summary of documents relied on for statistical purposes or general data as the basis for self-assessment, if applicable. 	<p>Substantial Compliance</p>	<p>MPD self-assessment compliance report for the 1st, 2nd 3rd , and the 4th self-assessment has included steps the City and MPD has taken during the reporting period, plans to correct any problems or lack of compliance, a response to any concerns raised by the United States DOJ regarding the city’s previous compliance report, projection of work to be completed during the reporting period and any anticipated challenges or concern and a summary for statistical purposes or general data for self-assessment.</p> <p>During this reporting period MPD has received the quarterly report from the Independent Reviewer dated November 15, 2017. MPD continues to address any and all recommendations included in the Independent Reviewer’s (IR) report. Furthermore, PCS (Professional Compliance Section) through its DOJ Compliance Coordinator continues to maintain a working relationship with its points of contacts from MPD’s respective divisions in order to acquire the necessary information to meet</p>
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			and fulfill the DOJ agreement's provisions.
#69	The Compliance Report shall exclude assessments of the sections of the Agreement for which the Independent Reviewer has already determined MPD and the City to be in Substantial Compliance.	Not Applicable	Not Applicable
#70	The DOJ will collaborate with MPD in revising any policies, procedures, or practices relating to the use of force that DOJ deems to be deficient.	Substantial Compliance	MPD has collaborated with DOJ in revising policies, procedures or practices relating to the use of force that DOJ deems to be deficient. During the previous reporting period, MPD had revised and officially approved through a PRC (Policy Review Committee) hearing the Use of Force policy D.O. 6, Chapter 21, in order to meet DOJ requirements relating to this agreement. During this reporting period, MPD implemented D.O. 6, Chapter 15 (Staffing Detail) in order to reinforce the DOJ Agreement. The policy has been forwarded to the DOJ for their collaborative review.