

**Progress and Status Summary of the USDOJ Settlement Agreement  
Entered into by the United States of America and the City of Albuquerque  
Regarding the Albuquerque Police Department  
Nineteenth Reporting Period**

**August 1, 2023 to January 31, 2024**

## Table of Contents

Acronym List .....	3
Letter from Chief Harold J. Medina .....	4
Executive Summary .....	5
Compliance by CASA Section .....	6
Progress of Operational Compliance Over Time .....	7
Section 1: Use of Force Controls & Accountability, Paragraphs 14 - 89.....	8
Section 2: Specialized Units Paragraphs 90 – 109.....	13
Section 3: Crisis Intervention Paragraphs 110 – 137.....	14
Section 4: Policies and Training Paragraphs 138 – 161 .....	15
Section 5: Misconduct & Adjudication Paragraphs 162 – 202 .....	17
Section 6: Staffing & Supervision Paragraphs 203 – 231 .....	19
Section 7: Recruitment, Selection, & Promotions Paragraphs 232 – 246 .....	21
Section 8: Officer Assistance & Support Paragraphs 247 – 253.....	22
Section 9: Community Engagement & Oversight Paragraphs 255-265, 266-281, 285, 288, 290-292.....	23
Appendix A: Completed Action Items.....	25

## Acronym List

AAR After Action Report  
ACS Albuquerque Community Safety  
BSS Behavioral Sciences Section  
BNMM Black New Mexico Movement  
CAC Crimes Against Children  
CAD Computer-Aided Dispatch  
CARE Child Abuse Response Evaluators  
CASA Court Approved Settlement Agreement  
CIS Crisis Intervention Section  
CIU Crisis Intervention Unit  
CJCC Criminal Justice Coordinating Council  
CNT Crisis Negotiation Team  
COA City of Albuquerque  
COAST Crisis Outreach and Support Team  
COD Compliance and Oversight Division  
CEU Community Engagement Unit  
COP Community-Oriented Policing  
CPC Civilian Police Complaint (IAPS and CPOA)  
CPCs Community Policing Councils  
CPOA Civilian Police Oversight Agency  
CTU Comprehensive Training Unit  
DAP Discipline Action Packet  
DOJ Department of Justice  
DTI Department of Technology and Innovation  
ECC Emergency Communication Center  
ECIT Enhanced Crisis Intervention Team  
ECW Electronic Control Weapon (Taser)  
EIS Early Intervention System  
EIRS Early Intervention and Recognition System  
ELMS Enterprise Learning Management System  
ERP Enterprise Resource Planning  
ERT Emergency Response Team  
FRB Force Review Board  
FSB Field Service Bureau  
FTAL Field Training Area Lieutenant  
FTAS Field Training Area Sergeant  
FTEP Field Training Evaluation Program

FTO Field Training Officer  
GVRU Gun Violence Reduction Unit  
HIPAA Health Insurance Portability and Accountability Act  
IADLEST International Association of Directors of Law  
Enforcement Standards and Training  
IAFD Internal Affairs Force Division  
IAPS Internal Affairs Professional Standards  
IAR Internal Affairs Request  
IM Independent Monitor  
IMR Independent Monitor's Report  
IMT Independent Monitoring Team  
MATF Multi-Agency Task Force  
MHRAC Mental Health Response Advisory Committee  
MOE Maintenance of Effort  
MOU Memorandum of Understanding  
NASRO National Association of School Resource Officers  
NCP National Certification Program  
NNSC National Network for Safe Communities  
OBRD On-Body Recording Device  
OIS Officer Involved Shooting  
OJT On-the-Job Training  
OPA Office of Policy Analysis  
PDH Pre-Determination Hearing  
PEMS Performance Evaluation Management System  
PIA Process Improvement Analyst  
PMU Performance Metrics Unit  
POP Problem-Oriented Policing  
PPRB Policy and Procedures Review Board  
PRT Proactive Response Team  
PRU Performance Review Unit  
RAD Rapid Accountability Diversion  
RAM Risk Assessment Matrix  
SAP Self-Assessment Plan  
SCION Selfcare Interactive Online Network  
SID Special Investigation Division  
SOD Special Operations Division  
SOP Standard Operating Procedure  
SRO School Resource Officer  
TDY Temporary Duty  
USDOJ United States Department of Justice

## Letter from Chief Harold J. Medina

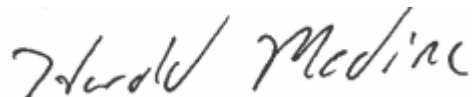
I am pleased to present the Nineteenth Progress Report for the Albuquerque Police Department (APD). We continue to sustain full operational compliance in several areas of the Settlement Agreement and our Department has successfully transitioned from the External Force Investigation Team (EFIT) to independently investigating force incidents.

We have a team of dedicated officers, supervisors, command staff, and professional staff whose resolve and commitment to transitioning from EFIT serves as an important milestone with our police reform efforts.

To all members of the community our efforts are first and foremost for you. We will continue to work towards making our Department one that continuously looks inward to improve, collaborate, evolve, and more importantly to serve.

I want to thank all of our officers and professional staff for their efforts and commitment to reform.

Respectfully,

A handwritten signature in cursive script that reads "Harold Medina".

Harold J. Medina  
Chief of Police



## **Executive Summary**

### **IMR-19**

#### **August 2023 – January 2024**

As documented in the Independent Monitor Report (IMR-19), APD has continued to make significant improvements for five consecutive monitoring periods since IMR 14, achieving ninety-four percent operational compliance with all provisions of the Court Approved Settlement Agreement (CASA). Only three of the remaining paragraphs not yet in operational compliance fall directly under the purview of APD. Since the inception of the CASA, APD has been determined to carve a path forward to full operational compliance. In hindsight, gaining CASA compliance is just the beginning of reform and a shift in the mindset of how policing can better operate.

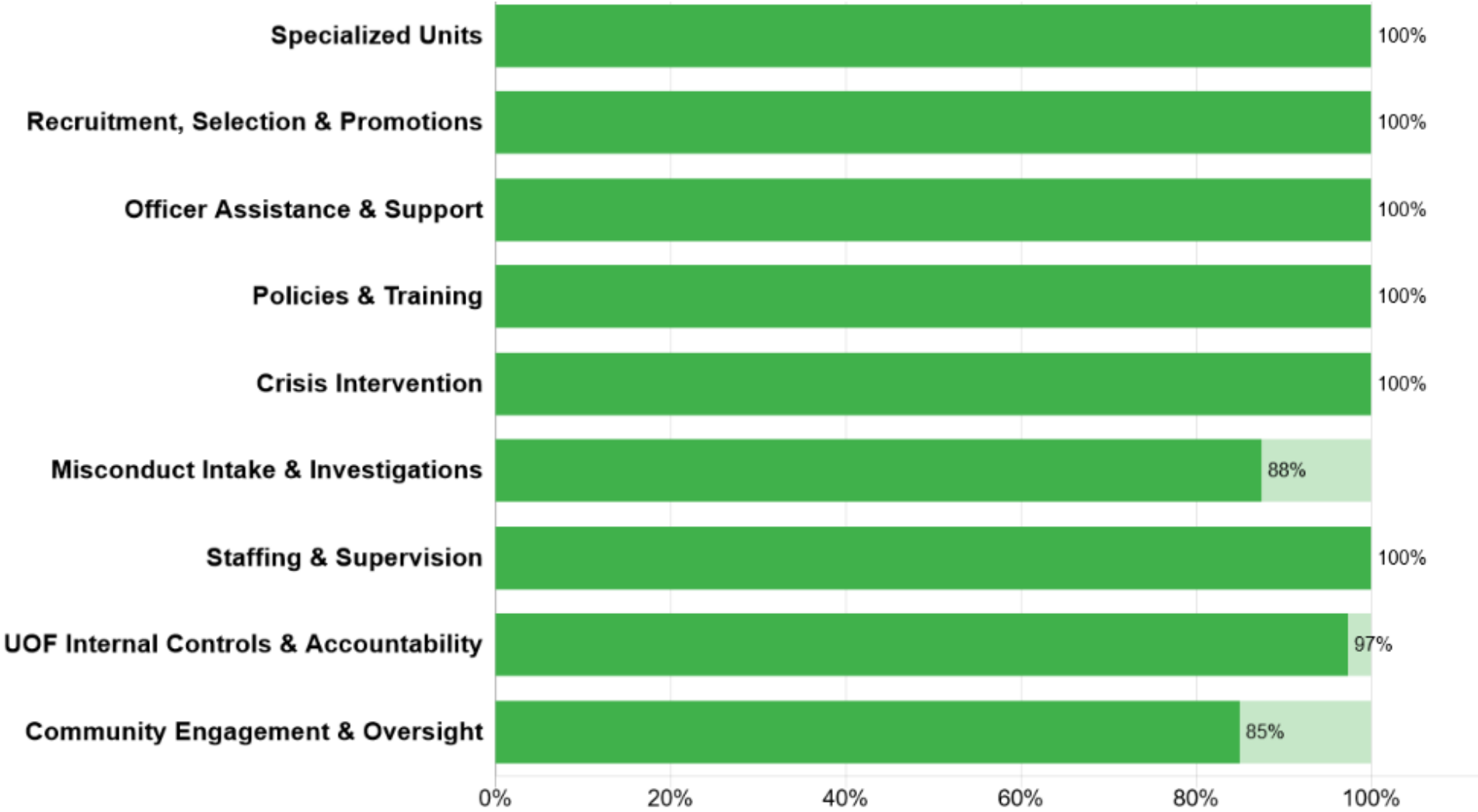
For instance, APD has expanded oversight boards across several areas within the department. Concepts that were not CASA-mandated, but inspired ongoing evaluation of process outcomes in the areas of foot pursuits, vehicle crash reviews, and performance monitoring plans.

As enacted by the Amended Order establishing the External Force Investigation Team (EFIT), APD and EFIT worked diligently together to return control of investigations to APD personnel. EFIT successfully transitioned out of its role at the end of 2023 and APD now has full control of current force investigations. IAFD has illustrated a commitment and the ability to effectively complete quality Level 2 and Level 3 use of force investigations within timelines. EFIT continues to work towards elimination of the backlog.

Rising from the CASA is APD's internal infrastructure to conduct analytics and continue to strive to be a data-driven agency. For the first time last year, APD completed several paragraph 298 reports independently and aims to have all reports related to paragraph 298 completed by June of this year. These public reports analyze outcomes which include but are not limited to use of force, crisis intervention, recruitment, and training. The analysis capabilities not only sustain compliance with the CASA but also leverages APD's ability to make informed decisions and assess outcomes department-wide.

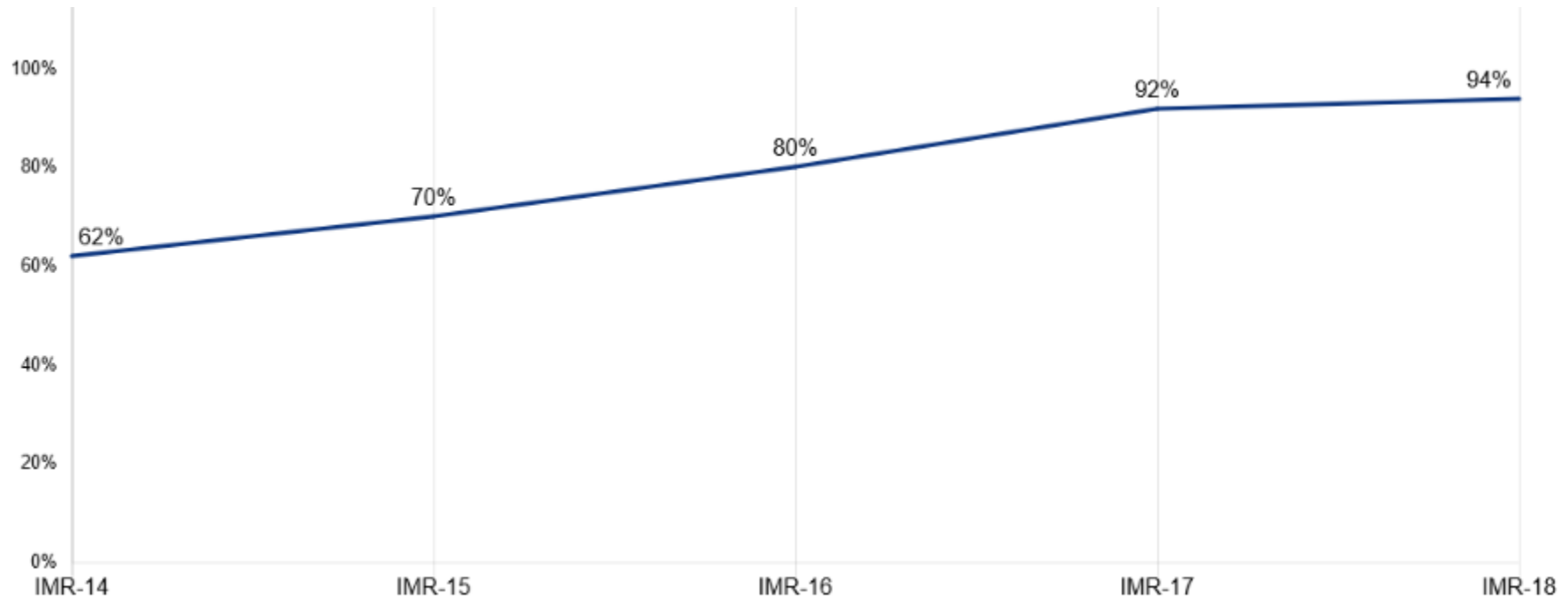
APD has enacted specific revisions to certain processes in response to recommendations made in IMR-18. APD anticipates operational compliance with all paragraphs directly under APD's control in IMR-19. Further, although the composition of the CPOB falls outside the direct purview of APD, the City is happy to report all Board member vacancies were filled during the most recent monitoring period.

### Compliance by CASA Section

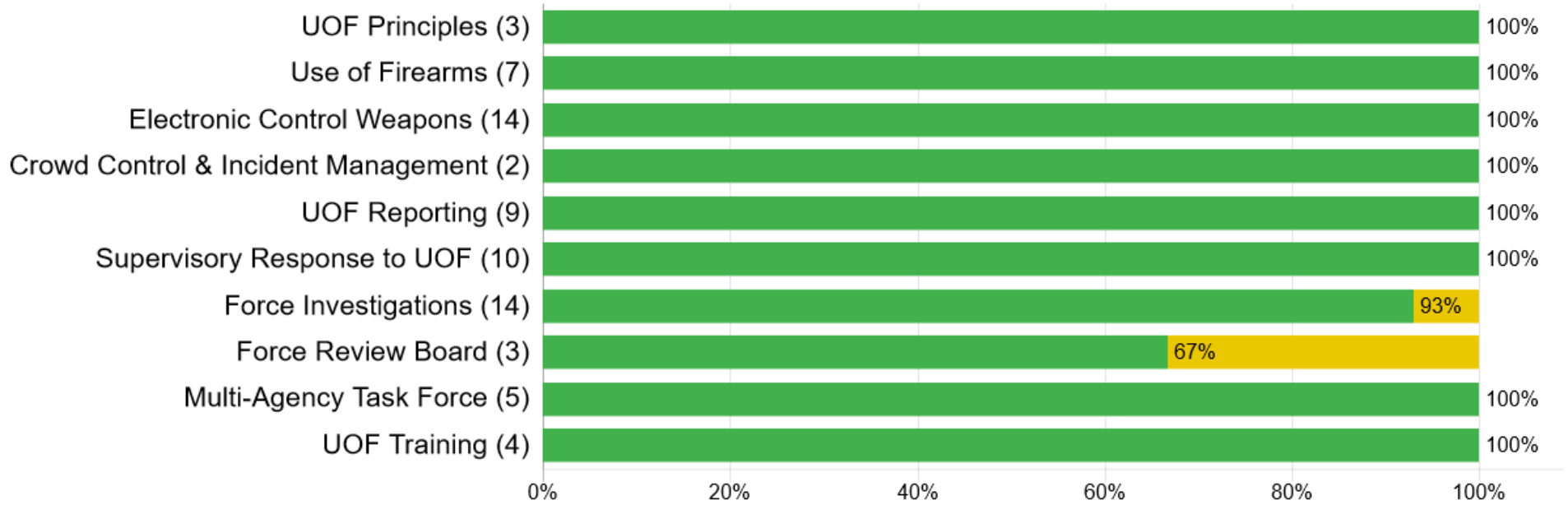


## Progress of Operational Compliance Over Time

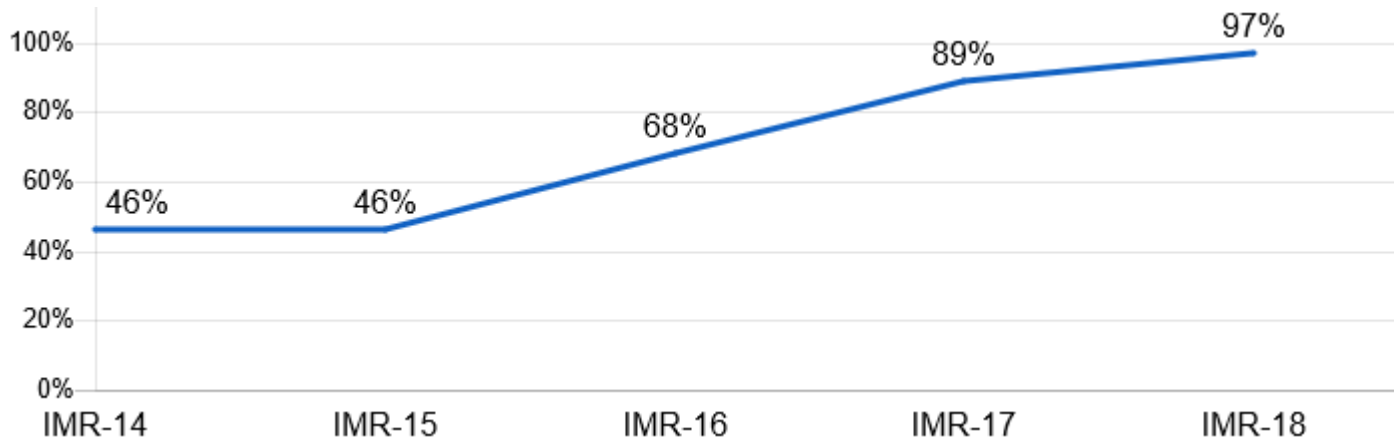
February 2021 to January 2024



### Section 1: Use of Force Controls & Accountability, Paragraphs 14 - 89



### Compliance Over Time





### *Action Plan for Operational Compliance*

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#### Force Investigations:

- APD continues to work to improve case management and investigations.
- All Level 2 and Level 3 uses of force continue to be investigated fully and fairly by individuals with the appropriate expertise.
- All IAFD investigators continue to be required to attend departmental use of force training that includes a force investigation audit process to ensure investigations are handled according to policy and provide a method for documenting the quality of force reviews in the performance evaluations of personnel.
- IAFD continues to include each component of paragraph 69 in investigations.
- Each IAFD investigation continues to include all CASA requirements for paragraph 71.

#### Force Review Board (FRB):

- APD continues to hold Force Review Board (FRB) meetings as required by paragraph 78.
- The APD FRB continues to focus attention on reviews of uses of deadly force.
- APD continues to train executives as voting members of the Force Review Board.
- APD continues to analyze trend data to inform decisions that ensure policy and training address performance in the field.
- Following IMR-18, APD instituted several changes to the FRB to address the concerns raised by the IMT.

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### *Section Accomplishments*

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#### Reporting:

- Paragraph 47 was brought into full compliance in IMR-18.
- Two audits were completed during the IMR-19 period to determine the accuracy of supervisory force reviews. In the first audit, 98.5% of the cases were found to have no deficiencies. In the second audit, two-hundred and two (202) audits were completed, and zero use of force investigations were found to be deficient.

#### Supervisory Response to Use of Force:

- Paragraph 54 is fully operational and supervisors are actively involved in Level 1 reviews.

#### Force Investigations:

- Paragraph 63 moved from Secondary to Operational Compliance in IMR-18.
- APD maintained sufficiently trained personnel resulting in complete and timely investigations.
- Paragraph 69 moved from Secondary to Operational Compliance in this reporting period.

- To ensure continuity and compliance with policy, IAFD utilized criteria based on SOP 2-57 Use of Force Review and Investigations by Department Personnel to develop a quality assurance dashboard that identifies deficient investigations through supervisory reviews. The dashboard provides quantitative analysis for all investigators and supervisors to ensure timely, accurate, complete, and thorough investigations.
- Paragraph 71 moved from Secondary to Operational Compliance in this reporting period due to improvements in investigative timelines.
- There have been no extension requests on any level 2 or 3 force case during this reporting period.
- IAFD met the mandated 90-day requirement for all completed cases as outlined in the Albuquerque Police Officer's Association's Collective Bargaining Agreement (CBA).
- Paragraph 73 remained in Secondary Compliance in IMR-18. APD has worked to implement the recommendations made in IMR-18 and anticipates Paragraph 73 will be found in operational compliance in IMR-19.
- Each IAFD investigation included all requirements of paragraph 71.

#### Force Review Board (FRB Paragraph 78):

- Paragraph 78 remained in Secondary Compliance in IMR-18.
- APD made changes to the FRB specifically in response to the comments in IMR-18. Initial feedback from the IMR for this monitoring period has been positive. APD anticipates Paragraph 78 will be found in operational compliance in IMR-19.
- APD made significant gains in the administrative movement of cases for FRB which includes management training for four APD executives who completed the revised FRB training that provides additional management oversight for tactical activations and Level 2 and Level 3 uses of force.
- Force Review Board Data: Thirty-eight (38) cases were reviewed in IMR-19.
- Force Review Board Referrals: Twenty-six (26) Force Review Board Referrals were generated.

#### Summary of FRB Referrals:

Referral Type	Number of Referrals	Case Type Generated From	Action Taken to Fulfill Referral
Policy	6	Level 2: 4 Level 3 OIS: 2	Policy Review, Interoffice Memo Documenting Procedure Revisions
Tactics	5	Level 2: 2 Level 3 OIS: 2 Use of Force Data Presentation: 1	Procedure Review, Research of Best Practices, Development of Reviewing Specific Tactics utilized by Field Officers
Equipment	2	Level 3 OIS: 2	Equipment Evaluation, Equipment Purchasing Inquiry
Training	9	Level 2: 3 Level 3: 2 Level 3 OIS: 2 Use of Force Data Presentation: 2	Refresher Training, Procedure Review, Training Development, Mandatory Training Referral
IAR Success	3	Level 2: 3	Award nomination, Job Well done issued by Command Staff
IAR Policy Violation	1	Level 3: 1	Internal Affairs Investigation

## Summary of Cases Reviewed by FRB:

Case Type	Number of Cases Reviewed	% Reviewed within 60 Days (P78a)	% Presented by IAFD or SOD (P78b)	Number of Cases that Generated a Referral (P78c)	Document findings within 15 business days (P78d)
Level 2	19	100%	100%	12	100%
Level 3	5	100%	100%	3	100%
Level 3 OIS	8	100%	100%	6	100%
Tactical Activation	6	100%	100%	0	100%

## Quarterly Use of Force Data Presentations (P78e)

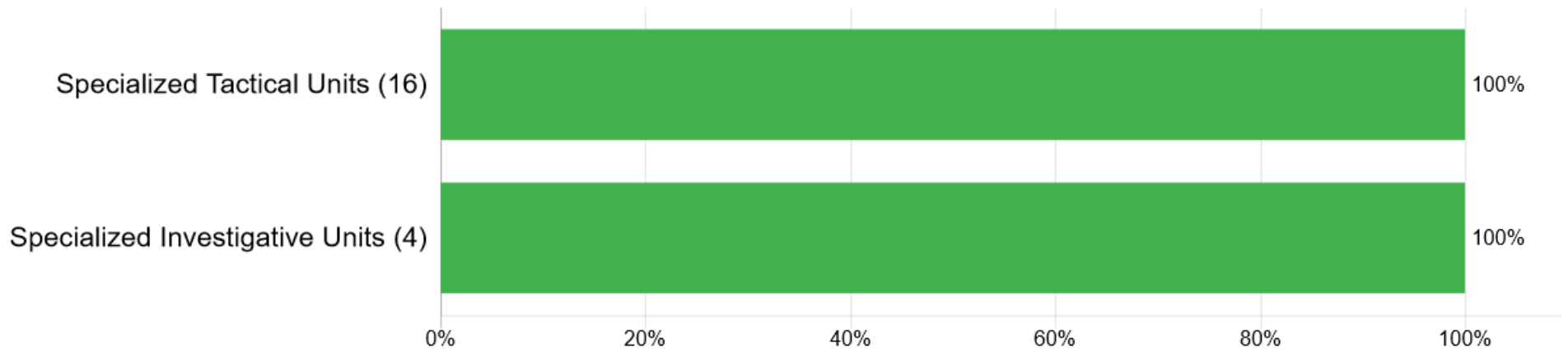
Quarter #	Quarter Start Date	Quarter End Date	Presentation submitted for Review	Presented Date	Referrals Generated
Q2 2023	04/01/2023	06/30/2023	08/03/2023	08/10/2023	0
Q3 2023	07/01/2023	09/30/2023	10/26/2023	11/02/2023	3
Q4 2023	10/01/2023	12/31/2023	01/25/2024	02/01/2024	0

## Section 1 Training completed in IMR-19:

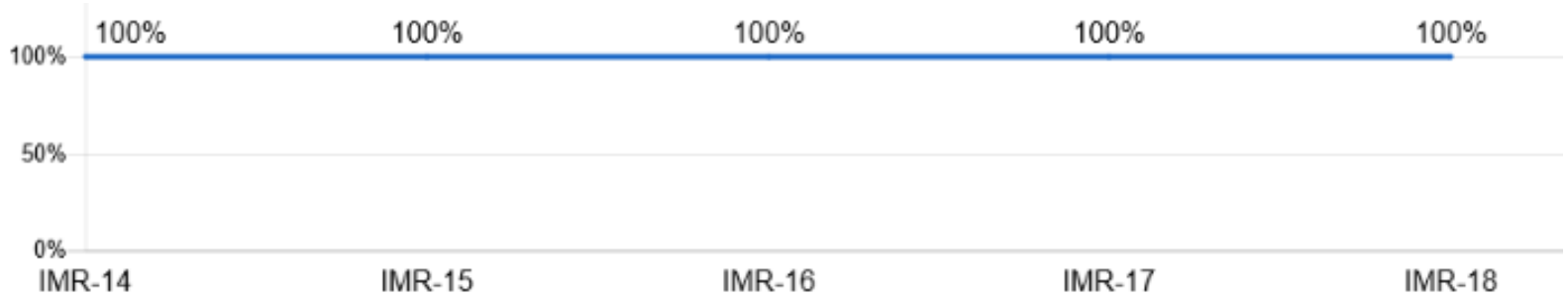
Course Description	Percentage Trained
2023 Day and Lowlight Qualifications	96.38%
2023 Phase II Biennium Training	99.76%
2023 UOF Policy Suite Training - RBT	99.05%
2023 UOF Policy Suite Training - Classroom	99.17%
2023 Use of Force Policy 2-52 Training	100.00%
2023 Use of Force Policy 2-53 Training	100.00%
2023 Use of Force Policy 2-54 Training	100.00%
2023 Use of Force Policy 2-55 Training	100.00%
2023 Use of Force Policy 2-56 Training	100.00%
2023 Use of Force Policy 2-57 Training	100.00%

Course Description	Percentage Trained
2023 Taser 7 Re-certification	99.00%
2023 Taser 7 Function Test Briefing Video	99.64%
2023 UOF Policy Suite Training - Classroom Training (Supervisor Only)	99.40%
2023 Field Response to Demonstrations	99.04%
2023 Clarification of Use of Force Policy BV	99.64%
2023 Legal Updates Compliance Statistics	97.56%
2023 OIS Procedures for Supervisors	99.40%
2023 Supervisory Leadership Training	96.52%

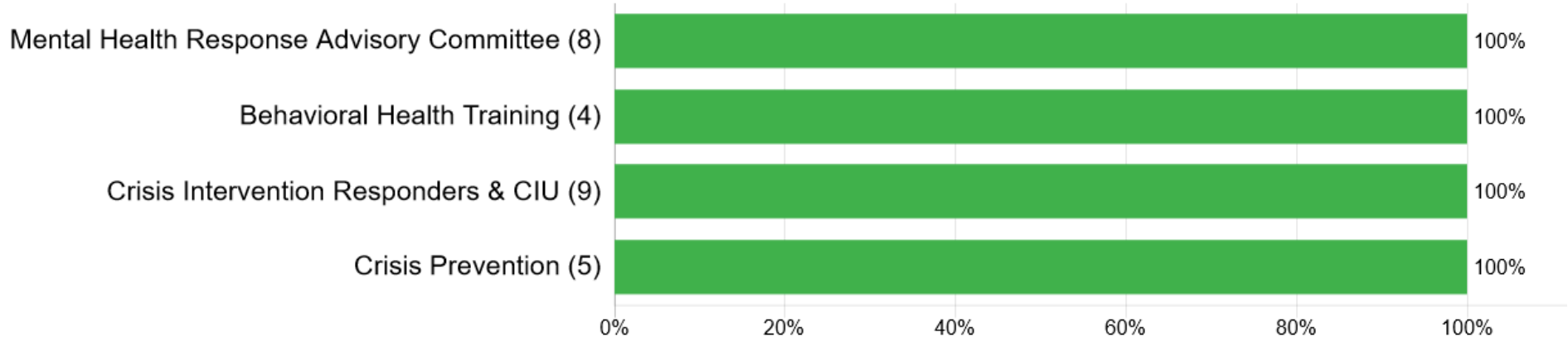
## Section 2: Specialized Units Paragraphs 90 – 109



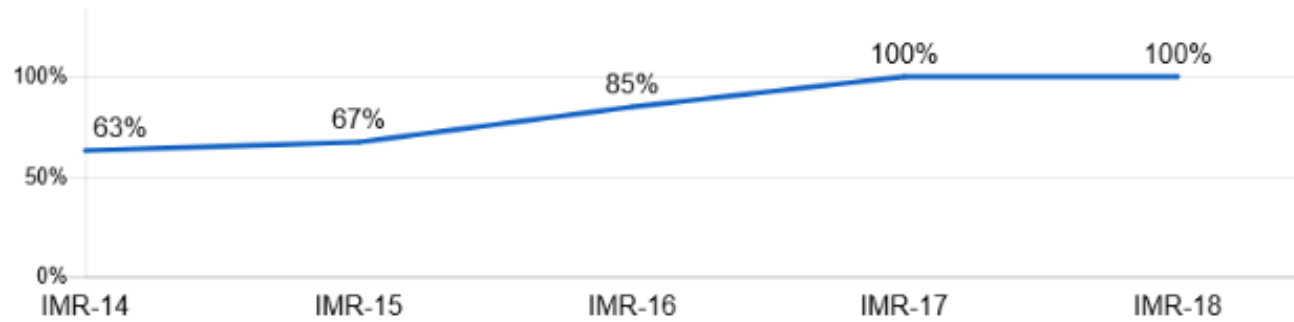
## Compliance Over Time



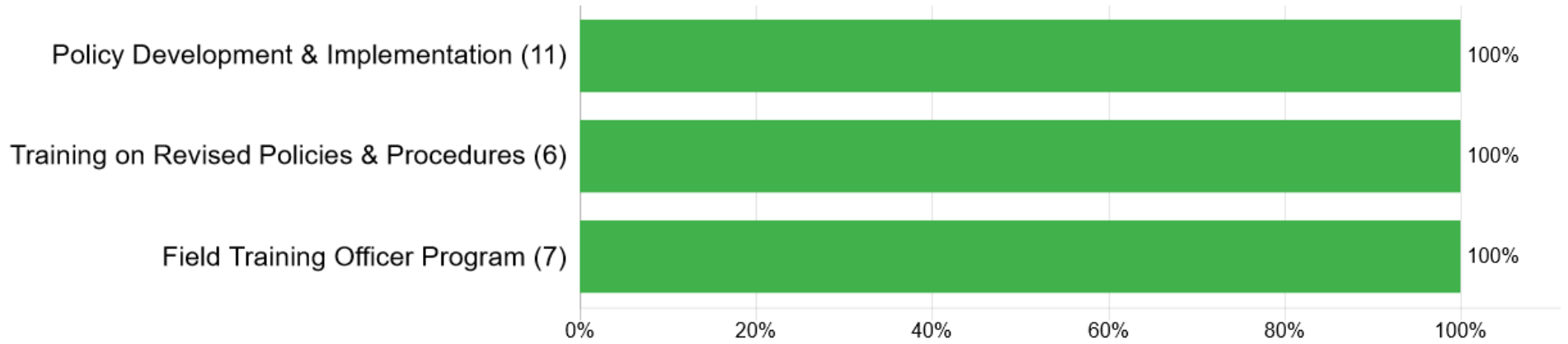
### Section 3: Crisis Intervention Paragraphs 110 – 137



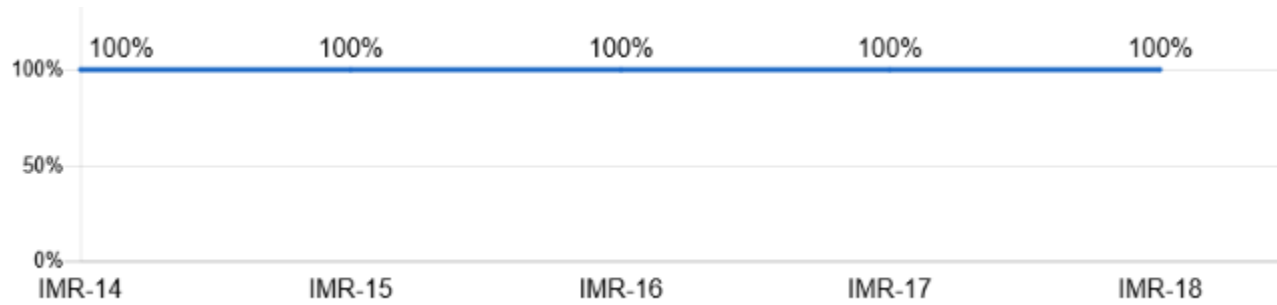
### Compliance Over Time



### Section 4: Policies and Training Paragraphs 138 – 161



### Compliance Over Time



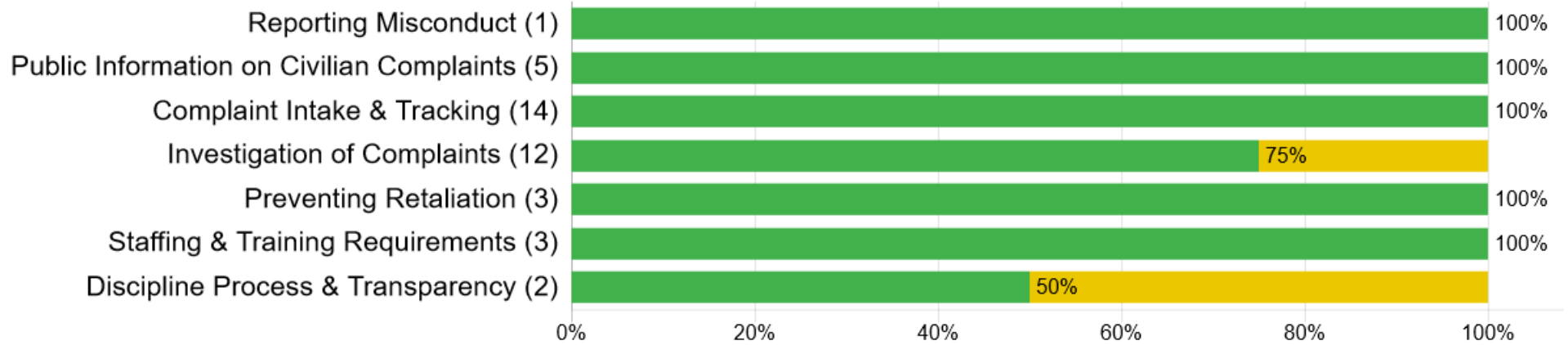
### Section Accomplishments

- The CASA-related SOPs published during this reporting period include:

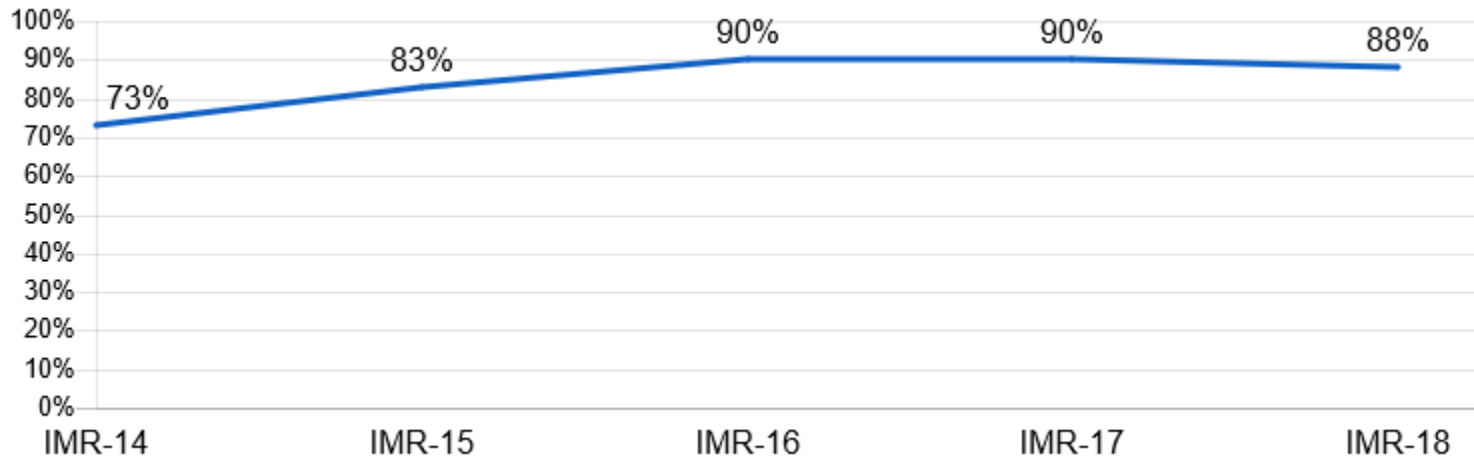
SOP Number	SOP Title	Publication Date
1-36	Department Personnel Wellness Program	08/10/23
1-62	Internal Affairs Professional Standards (IAPS) Division	08/18/23
1-85	Recruiting Unit	09/06/23
1-37	Crisis Intervention Division (CID) and Program	09/12/23
2-90	Background Investigations	09/12/23
2-39	Field Services Bureau Response to Demonstrations, Incidents, and Events	09/16/23
2-19	Response to Behavioral Health Issues	10/11/23
2-20	Hostage Situations, Barricaded Individuals, and Tactical Threat Assessments	10/11/23
1-64	K-9 Unit	10/30/23
2-23	Use of K-9 Unit	10/30/23
1-97	Data Analysis Division	11/08/23
1-30	Community Ambassador Program	12/04/23
3-11	Command Staff Responsibilities	12/04/23
2-8	Use of On-Body Recording Devices (OBRD)	12/20/23
3-32	Performance Evaluations	12/27/23
1-67	Multi-Agency Task Force (MATF)	01/16/24
1-92	Special Weapons and Tactics (SWAT)	01/16/24
1-46	Field Training and Evaluation Program (FTEP)	01/25/24
3-52	Policy Development Process	01/25/24
2-3	Firearms and Ammunition Authorization	01/26/24
2-58	Force Review Board	01/30/24



### Section 5: Misconduct & Adjudication Paragraphs 162 – 202



### Compliance Over Time

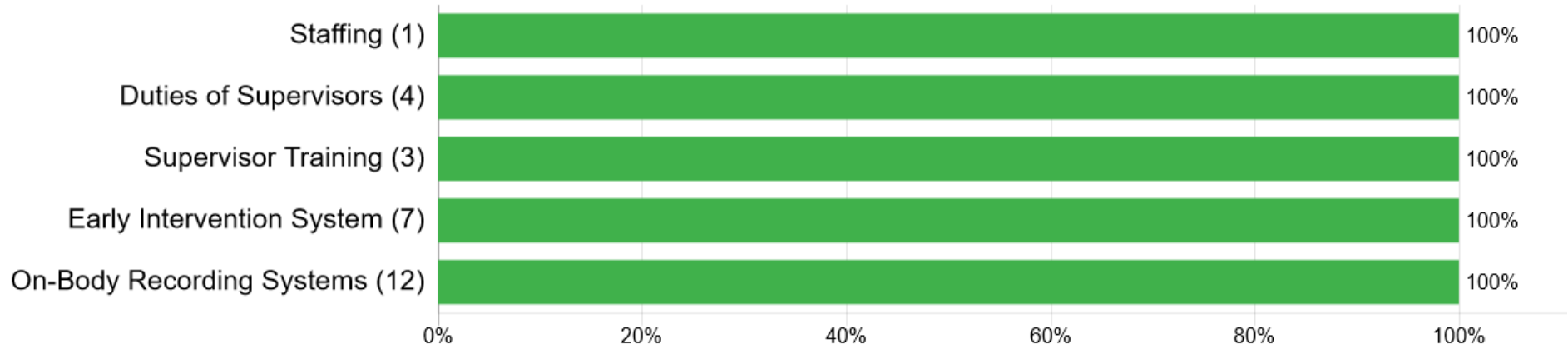


### *Action Plan for Operational Compliance*

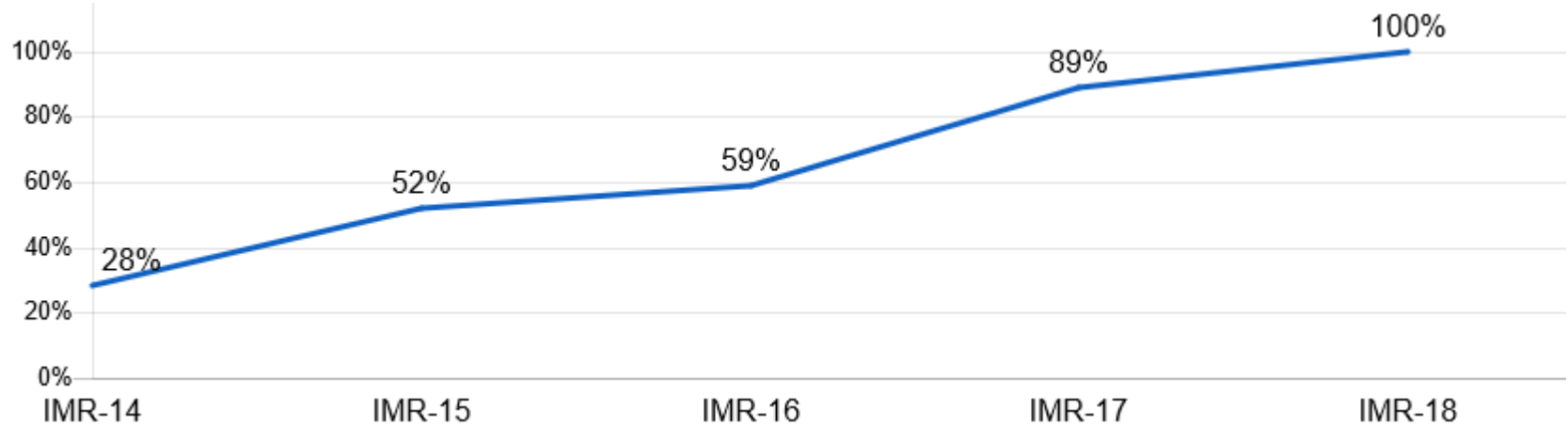
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- APD continues to ensure that fair and consistent disciplinary action is taken for sustained policy violations in accordance with the tenets of progressive discipline that include the nature of the sustained violation, the employee's disciplinary history, and applicable mitigating and aggravating factors.
- APD continues to ensure that adequate explanations are provided when selecting a classification level where there is more than one level of classification associated with a regulation for which a sustained finding is made.
- APD continues to update retention cards to accurately reflect the date of imposition of discipline and the date of the current violation(s) under review as recommended by the IMT.
- APD continues to calculate whether prior offenses come within the time periods specified in the disciplinary regulation.
- APD continues to calculate whether prior offenses count for purposes of progressive discipline.
- All investigations involving sustained charges where discipline cannot be imposed due to violations of time constraints are tracked in IaPro.
- Cases given to the Area Command to investigate continue to face high levels of review and scrutiny. Processes were corrected to ensure interviews were recorded and labeled correctly so the evidence was preserved.
- APD will continue to utilize the Matrix Deviation Report, to track all discipline deviations from the SOP 3-46 Discipline System to provide real-time data, and on-demand reports.
- APD recently obtained clarification from the IMT regarding consideration of an officer's past conduct. APD anticipates this clarification will result in operational compliance with Paragraph 201 in IMR-19.

### Section 6: Staffing & Supervision Paragraphs 203 – 231



### Compliance Over Time



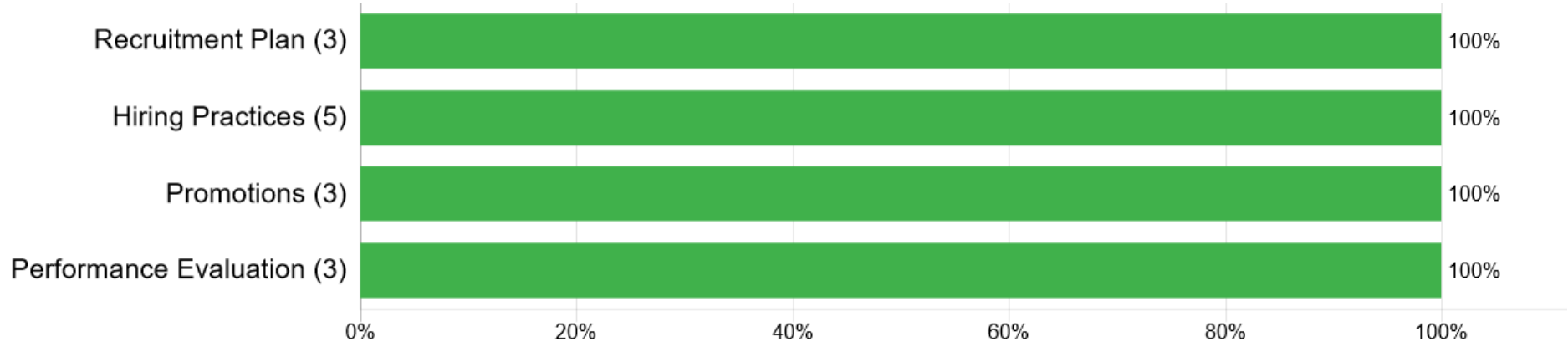
## *Accomplishments*

### Performance Evaluation Management System (PEMS):

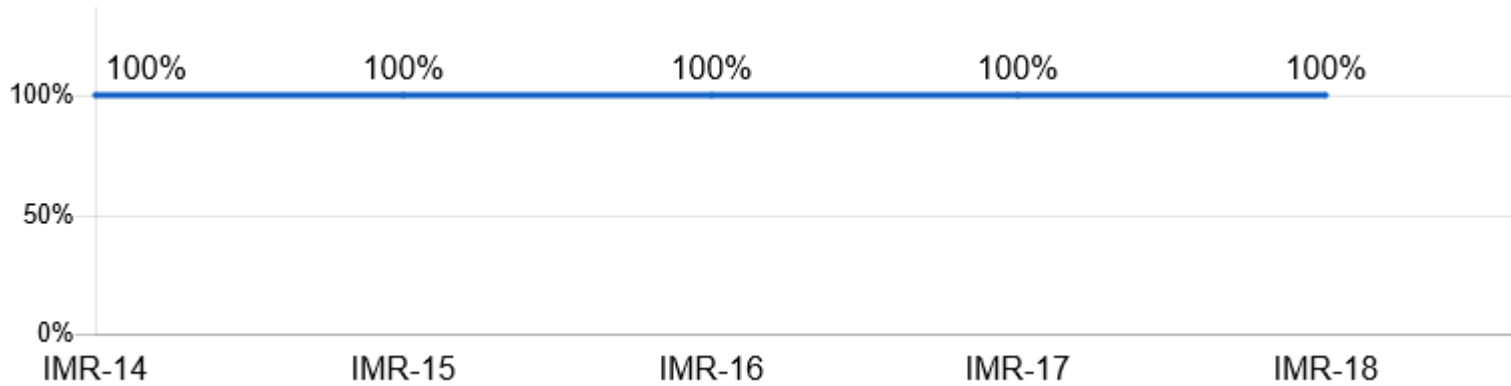
- Paragraphs 215, 216, and 218 were brought into full compliance during this reporting period.
- Supervisor PEMS training was held in October 2023 and January 2024.
- The APD Academy and PEMS unit are currently reviewing the PEMS lesson plan for supervisors to address any updates.
- APD continues to work with the PEMS vendor to ensure accurate peer group comparisons are made.
- APD receives a monthly tort claim report from the City Legal Department. The report is entered into IAPRO which has now been integrated into the APD database that supports the PEMS
- APD continues to monitor data accuracy and make adjustments as necessary to improve data quality.
- The PEMS unit follows up with supervisors to ensure SOP and best practices are implemented for every early intervention alert generated.
- APD retains officer assessments for five years after the officers' separation from the department. The data is retained indefinitely.
- SOP 3-33 Performance Evaluation Management is in annual review and is expected to be republished in spring 2024.
- A Dashboard to track the status of all assessments was developed.
- Additional dashboards were also created for each Bureau and have been provided to the Deputy Chiefs and Commanders.
- In October 2023, automated notifications were developed to remind supervisors of an approaching deadline for completion of an assessment.
- During this monitoring period the department has seen an improvement in the completion of assessments.
- During this monitoring period there were sixty (60) assessments generated in the PEM system.

Type of Assessment	# Of Assessments Completed	Average # Days to Complete	Results
Advisable assessments	24	21.8	Seven assessments identified a need for improvement by the officer.
Actionable assessments	5	18.5	Two assessments identified a need for improvement by the officer.
Command-Initiated assessments	31	10.7	Twenty-eight resulted in a monitoring plan for improvement.

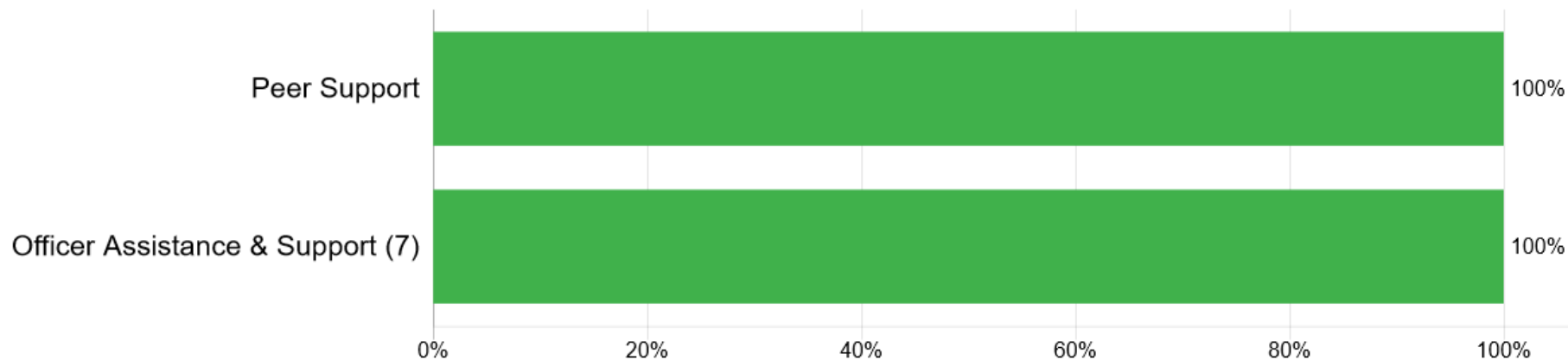
### Section 7: Recruitment, Selection, & Promotions Paragraphs 232 – 246



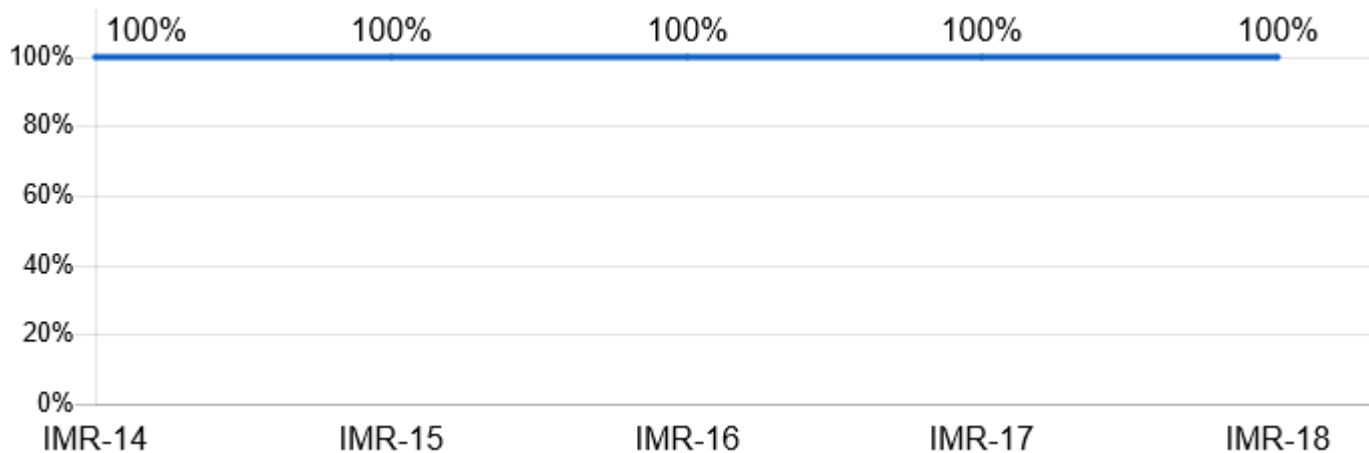
### Compliance Over Time



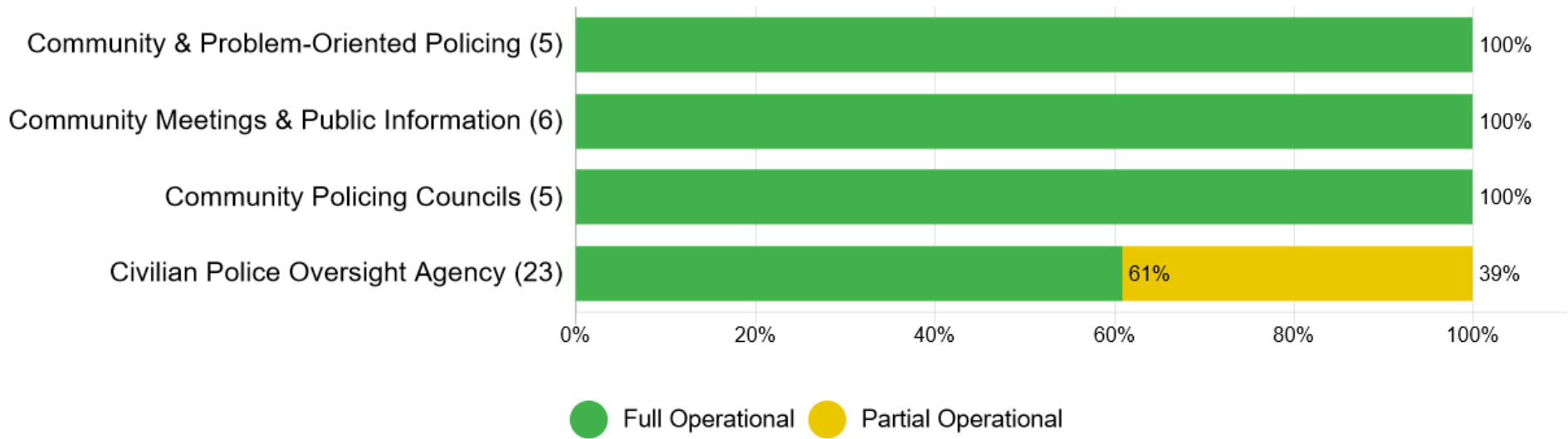
### Section 8: Officer Assistance & Support Paragraphs 247 – 253



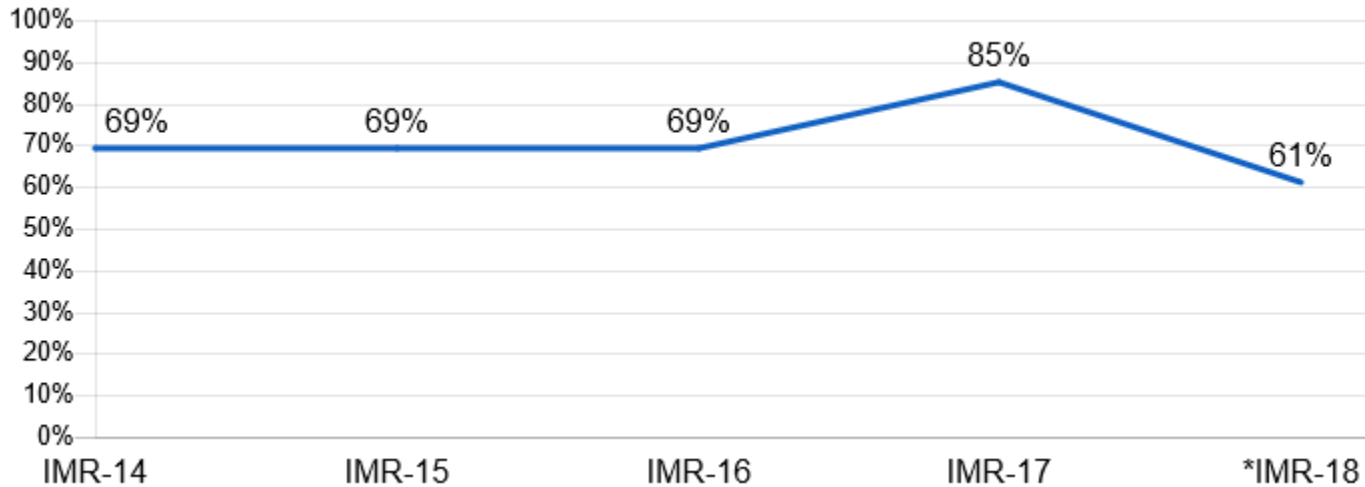
### Compliance Over Time



**Section 9: Community Engagement & Oversight Paragraphs 255-265, 266-281, 285, 288, 290-292**



**Compliance Over Time**



\*APD is fully compliant with this section. Compliance reflects progress of the CPOA.

### *Action Plan for Operational Compliance*

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APD continues to be in full Operational Compliance for all Section 9 Paragraphs.

- APD will continue to implement methods and strategies to improve public safety and crime prevention through community engagement.
- APD continues to prioritize community-oriented policing strategies in collaboration with community partners.
- APD's Proactive Response Teams (PRT) divide their time between proactive activity and dispatched enforcement. The PRTs continue to foster community relationships.
- APD continues to analyze the Community Event Tracker to improve upon the data collected and determine areas the data can assist APD in its service to the community.
- APD area commands continue to create and post monthly newsletters and upcoming events on its website.
- APD will continue to post crime stats online.
- APD will continue to collaborate with the Community Policing Councils (CPC) on CASA progress.



**Appendix A: Completed Action Items**

Paragraph #	Action Item	CASA Section	Completed Date	Status
63	Need a COBD (memo) why IAFD meets P63 with: Formal on-boarding process; Detectives on PEMS then removed to show IAFD trains/evaluates/improve/replace staff; IAFD Manual standardizing processes; Pull MTR data related to improvements of policy/training/tactics; Any policy recommendations f AD Any examples of equipment deficiencies; Any IARs submitted by IAFD and outcomes of IAR	UOF Internal Controls & Accountability	08/01/23	Complete
69	IAFD to create a transition plan that adopts processes presented with EFITS tenure.	UOF Internal Controls & Accountability	08/01/23	Complete
71	Need a COBD outlining the following: How many cases we have had and how many have closed; Include any extensions. If no extensions, document this in the COBD.	UOF Internal Controls & Accountability	08/01/23	Complete
73	Action Item, Need a COBD (memo) outlining the following: Findings not supported by the preponderance of evidence outlining: 1. How many cases total completed/closed. 2. How many cases were approved as completed and accurate 3. Explanation of the roundtable process; and 4. Explain the one case with an addendum explaining the overturned outcome. 5. Explain that a roundtable was done with detective.	UOF Internal Controls & Accountability	08/01/23	Complete
63 69 71 73	Add this to the transition plan with a phased approach for complete disengagement by January 2024.	UOF Internal Controls & Accountability	08/01/23	Complete

Paragraph #	Action Item	CASA Section	Completed Date	Status
63 69 71 73	Review EFIT documents	UOF Internal Controls & Accountability	08/01/23	Complete
63 69 71 73	Develop criteria to be an IAFD FTO.	UOF Internal Controls & Accountability	08/01/23	Complete
63 69 71 73	Send current FTO standards to SN.	UOF Internal Controls & Accountability	08/01/23	Complete
78	Develop a concept map that emulates the Force Review Board and evaluates PEMS, Pursuits, FTEP, Risk Management Trends, and Force Data Analysis	UOF Internal Controls & Accountability	08/09/23	Complete
215	Load Tort data into the Benchmark Analytics data set.	Staffing & Supervision	08/09/23	Complete
216 218	Build template for presentation to the PEMS Review Board	Staffing & Supervision	08/09/23	Complete
47	Obtain a COA memorandum regarding 2023 Employee Work plan - Checkpoint 2 & 3	UOF Internal Controls & Accountability	08/14/23	Complete
54	Pull the IaPro log to show how many cases were kicked-back. 1. Case completed 2. # of cases identified for revisions 3. # of relevant revisions completed.	UOF Internal Controls & Accountability	08/14/23	Complete
63	IAFD to continue the onboarding process for new and existing personnel who are displaying deficiencies in investigations.	UOF Internal Controls & Accountability	08/14/23	Complete
47	IU PIA to meet with PEMS Deputy Commander to prepare EWP Quarterly Checkpoint Job Aid assigned as a special project.	UOF Internal Controls & Accountability	08/21/23	Complete
218	Create a lesson plan for P1C and P2C officers on the EIS system	Staffing & Supervision	08/21/23	Complete
78	Document a process to decrease a gap in the documentation for case discussion from FRB that doesn't rise to the level of an FRB Referral.	UOF Internal Controls & Accountability	08/22/23	Complete
216	Prepare a COBD explaining Paragraph 216 progress due to Deputy Chief of Compliance	Staffing & Supervision	08/22/23	Complete

Paragraph #	Action Item	CASA Section	Completed Date	Status
63 69 71 73	Choose FTO candidates	UOF Internal Controls & Accountability	08/23/23	Complete
215	APD to validate tort claim data in the Benchmark system	Staffing & Supervision	08/25/23	Complete
215	Prepare a COBD explaining Paragraph 215 progress due to Deputy Chief of Compliance	Staffing & Supervision	08/29/23	Complete
218	Prepare a COBD explaining Paragraph 218 progress due to Deputy Chief of Compliance	Staffing & Supervision	08/29/23	Complete
167	Submit a memo for the annual training conference pertinent to investigations conducted, current trends and best practices.	Misconduct Intake, Investigations & Adjudication	08/31/23	Complete
215	Schedule a meeting with the Parties to discuss the implementation and operations of 215. Showing them the dashboard.	Staffing & Supervision	09/08/23	Complete
47	IU PIA to prepare draft of EWP Quarterly Checkpoint Job Aid	UOF Internal Controls & Accountability	09/12/23	Complete
47	IU PIA to send draft of EWP Quarterly Checkpoint Job Aid to Implementation Unit Manager/Deputy Director Accountability Compliance Section for review, testing and approval.	UOF Internal Controls & Accountability	09/12/23	Complete
63 69 71 73	Create separate on-call rotation for trainees and FTO	UOF Internal Controls & Accountability	09/13/23	Complete
47	IU PIA and Implementation Unit Manager to meet to go over the draft of EWP Quarterly Checkpoint Job Aid provided by the Deputy Director Accountability Compliance Section after the testing process.	UOF Internal Controls & Accountability	09/15/23	Complete
47	IU PIA to review with PEMS Deputy Commander the suggested changes to the EWP Quarterly Checkpoint job aid	UOF Internal Controls & Accountability	09/19/23	Complete
47	IU PIA to send changes of the EWP Quarterly Checkpoint Job Aid to Implementation Unit Manager/Deputy Director Accountability Compliance Section for approval.	UOF Internal Controls & Accountability	09/25/23	Complete

Paragraph #	Action Item	CASA Section	Completed Date	Status
215 216	Export a list of all alerts and whether that lead to a monitoring plan	Staffing & Supervision	09/29/23	Complete
215 216	Share link for completed PEMS Evaluations to the parties	Staffing & Supervision	10/04/23	Complete
78	Commander of Compliance to generate a notification to all of the FRB members of the requirements to view OBRD videos. This will contain guidance what links need to be reviewed. FRB members will have access to all video and may be subject to routine audits by the FRB unit.	UOF Internal Controls & Accountability	10/18/23	Complete
47	Obtain a COA memorandum regarding 2023 Employee Work plan - Checkpoint 4	UOF Internal Controls & Accountability	10/31/23	Complete
78	Admin Lieutenant to draft a Course of Business document spelling out expectations for PowerPoint presentation review by FRB Unit.	UOF Internal Controls & Accountability	11/07/23	Complete
78	Memo explaining all the improvements to FRB process	UOF Internal Controls & Accountability	11/13/23	Complete
63 69 71 73	Create the FTO training documentation ( Weekly Observational Report)	UOF Internal Controls & Accountability	11/16/23	Complete
201	Develop an oversight mechanism with the Misconduct self-assessment.	Misconduct Intake, Investigations & Adjudication	11/28/23	Complete
73	Commander of IAFD to review all OIS, K-9 bites, Out of Policy, Misconduct, and High profile cases. This review is done in conjunction with the QA Deputy Commander.	UOF Internal Controls & Accountability	12/01/23	Complete
73	QA Deputy Commander position created	UOF Internal Controls & Accountability	12/01/23	Complete
73	Dashboard created to grade Deputy Commander reviews relative to CASA, policy, and process narrative.	UOF Internal Controls & Accountability	12/01/23	Complete
78	Overlay ledgers with cases sent to the monitor for IMR 19	Staffing & Supervision	12/08/23	Complete

Paragraph #	Action Item	CASA Section	Completed Date	Status
78	Ensure findings of the presentation are included at the beginning of the presentation and at the end of the presentation.	Staffing & Supervision	12/11/23	Complete
63 69 71 73	Acquire required equipment for FTO training room.	UOF Internal Controls & Accountability	12/11/23	Complete
78	Meet with IAFD to restructure PowerPoint presentation to ensure they are evidence based concise and to add clarity	UOF Internal Controls & Accountability	01/17/24	Complete
78	Restructure PowerPoints will go live	UOF Internal Controls & Accountability	01/30/24	Complete
73	Planning Processes COBD due at the end of the reporting period.	UOF Internal Controls & Accountability	01/31/24	Complete