

US v Ferguson Consent Decree

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(City through Supervisors)

Category	EVENT	Primary PARTY	2ndary PARTY	TIMELINE	PARA.	Deadline	Implementation Status: City of Ferguson Assertion and any DOJ response in bold
	Effective Date					Tuesday, April 19, 2016	
Community Engagement	Command staff meetings re: community-oriented policing	FPD		monthly	¶ 28	Friday, May 20, 2016	The FPD police chief discusses this topic with with his command staff. DOJ/MT awaiting documentation from the City to confirm/verify that monthly command staff meetings at which community policing is discussed are occurring.
Code Reform	Amend §§ 13-26, 13-52, 13-61, 13-63, 13-68, 13-70(2) and (3) (court admin)	City		30 days after Effective Date	¶ 38a	Friday, May 20, 2016	Implemented: §§ 13-26 amended by Ordinance 2016-3608 passed on 2/23/2016; § 13-52 amended by Ordinance 2016-3609 passed on 2/23/2016; § 13-61 amended by Ordinance 2016-3607 passed on 2/23/2016; § 13-63 amended by Ordinance 2016-3606 passed on 2/23/2016; § 13-68 amended by Ordinance 2016-3610 passed on 2/23/2016; and § 13-70(2) and (3) amended by Ordinance 2016-3605 passed on 2/23/2016.
Code Reform	Amend § 29-16 (fail to comply)	City		30 days after Effective Date	¶ 38b	Friday, May 20, 2016	Implemented: § 29-16 amended by Ordinance 2016-3611 passed on 2/23/2016.
Code Reform	Amend §§ 1-15 and 44-15 (available penalties)	City		30 days after Effective Date	¶ 38c	Friday, May 20, 2016	Implemented: §§ 1-15, 44-15 amended by Ordinance 2016-3616 passed on 4/26/16
Code Reform	Amend § 7-145.1 (occupancy permit)	City		30 days after Effective Date	¶ 38d	Friday, May 20, 2016	Implemented: § 7-145.1 amended by Ordinance 2016-3613 passed on 3/8/2016
Code Reform	Amend §§ 44-339 (right to use 1/2 crosswalks), 44-341 (cross @ right angles), 44-344 (manner of walking)	City		30 days after Effective Date	¶ 38e	Friday, May 20, 2016	Implemented: §§ 44-339, 44-341, 44-344 repealed by Ordinance 2016-3617 passed on 4/26/16
Court Reform	Implement comprehensive amnesty program per para in Agreement: - decline prosecution on open, unadjudicated cases initiated prior to 1/1/14 - eliminate all pending charges, fines, and fees for §§ 13-58 (failure to appear), 13-60 (w/draw complaint), 13-63 (parole/probation deterrent fees), 13-70 (fees to continue cases, issue and serve warrants, mileage, witness fees), 44-50 (city imposed towing fees)	City		30 days after Effective Date	¶¶ 326-7	Friday, May 20, 2016	In progress. Between August 1, 2015, and August 22, 2016, 32,522 cases have been dismissed and \$1,317,347 in fines have been stayed. Between September, 2014 and August 22, 2016, \$1,502,397 in fines have been stayed. There are no longer any pending failure to appear charges. There are approximately 751 files that still need to be reviewed to determine whether the individual cases should be dismissed or whether assessed fines should be stayed. These files comprise of cases from pre-2014. Files from 2015 and 2016 are also being reviewed, on a case-by-case basis as those are scheduled in Court to determine if any portion of a previously-assessed fine should be stayed given prior payments in such cases for Failure to Appear, warrant recall fees and other fees. The City is working with its vendor to determine how many pre-2014 cases are actually still pending (other than those currently under review). DOJ/MT awaiting documentation from the City to confirm implementation.
Court Reform	Enact and maintain prepared revisions to Code § 13-26.	City		30 days from Effective Date	¶ 358	Friday, May 20, 2016	Implemented: §§ 13-26 amended by Ordinance 2016-3608 passed on 2/23/2016
Cameras	Develop and implement policies to direct the use of body-cams and in-car cams, per para in Agreement	City		60 days after Effective Date	¶ 231	Sunday, June 19, 2016	Not implemented. FPD General Order 481 (enacted in August 2014) covers both body-cameras and in-car cameras. In February 2016, General Order 481 was amended to revise the policy for body-worn cameras. The policy will be consolidated and revised to reflect the provisions in the consent decree.

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Category	EVENT	Primary PARTY	2ndary PARTY	TIMELINE	PARA.	Deadline	Implementation Status: City of Ferguson Assertion and any DOJ response in bold
Training	Ensure requirements of Agreement are explained to all FPD and Court officers, who will be given opportunity to raise questions or concerns	City		60 days after Effective Date	¶ 305	Sunday, June 19, 2016	In progress. The City Manager and the FPD Police Chief have discussed the provisions of the consent to FPD officers, City employees, and Court personnel. The City will continue to explain the provisions of the consent decree to members of the FPD and City staff and has and will prepare outlines and other materials reflecting who was spoken to and when. DOJ/MT awaiting documentation from the City to confirm implementation.
Court Reform	Remove Municipal Court (MC) from oversight of Finance Director and ensure FD has no involvement in Court operations; MC will report instead to St Louis Co Cir Ct and MO Sup Ct	City		60 days	¶ 325	Sunday, June 19, 2016	Implemented. DOJ/MT awaiting documentation from the City to confirm implementation.
Court Reform	Develop and implement a plan to regularly (monthly) audit citations, arrest notices, and other violation notices to ensure proper completion	City w/ IM		60 days after Effective Date	¶ 334	Sunday, June 19, 2016	Not implemented. The City Prosecutor has reviewed and signed all citations, arrest notifications, and other violation notices. DOJ/MT awaiting documentation from the City to confirm implementation.
Court Reform	Revise online payment system to allow late payments, installments and all other court payments unless prohibited by law	City		60 days after Effective Date	¶ 336	Sunday, June 19, 2016	Implemented. The online payment system allows for payments at any time and accepts payments in any amount. DOJ/MT awaiting documentation from the City to confirm/verify implementation efforts.
Court Reform	Contract w/ online payment provider or other to establish online system through which a charged person can access case details	City w/ IM		60 days after Effective Date	¶ 337	Sunday, June 19, 2016	In progress. The City is discussing with its vendor how to set up a system that will allow defendants the ability to access case details online.
Court Reform	Develop and implement a plan to identify and eliminate unnecessary barriers to resolving municipal cases per Agreement	City		60 days after Effective Date	¶ 339	Sunday, June 19, 2016	In progress. Since August 2015, 111 cases have been resolved by granting a defendant credit for time served. 660 defendants have signed up for community service, and 173 of the defendants have completed the community service. The Municipal Judge is offering community service in lieu of paying a fine, is converting old fines into community service, is offering payment plans, and is offering a hybrid payment plan/community service option for defendants. DOJ/MT awaiting documentation from the City to confirm implementation.
Court Reform	Ensure defendants are provided appropriate ability-to-pay determinations consistent with para in Agreement	City		60 days after Effective Date	¶ 340	Sunday, June 19, 2016	In progress. DOJ/MT awaiting documentation from the City to confirm implementation.
Court Reform	Ensure defendants are provided appropriate alternative sentencing and payment plans consistent with para in Agreement	City		60 days after Effective Date	¶ 343	Sunday, June 19, 2016	In progress. DOJ/MT awaiting documentation from the City to confirm implementation.
Court Reform	Establish and implement protocols to ensure arrest warrants related to municipal code violations will be issued only after all other means of securing person's appearance have been exhausted (protocols per para in Agreement)	City		60 days after Effective Date	¶ 348	Sunday, June 19, 2016	In progress. Before a warrant is issued, a defendant must have missed three court appearances. Specifically, if a defendant misses an initial court appearance, the court sends a summons letter with a new court date. If the defendant misses that second court date, the court sends another letter indicating that there will be a show cause hearing at a third date. If the defendant misses that third court date, a warrant is issued. DOJ/MT awaiting documentation from the City to confirm implementation.

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Category	EVENT	Primary PARTY	2ndary PARTY	TIMELINE	PARA.	Deadline	Implementation Status: City of Ferguson Assertion and any DOJ response in bold
Court Reform	Develop and implement a plan to eliminate use of fixed monetary bond schedule per para in Agreement	City		60 days after Effective Date	¶ 350	Sunday, June 19, 2016	In progress. The Municipal Court does not use a fixed monetary bond schedule. For warrantless arrests on municipal charges, the defendant is automatically released on his/her own recognizance right after the booking process is completed and the arrestee is given a court date; however, in egregious cases, the police may contact the prosecutor who may then recommend a bond to the Judge. For arrests based on a warrant out of the Ferguson Municipal Court, the defendant is automatically released on his/her own recognizance right after the booking process is completed unless a bond has been specifically ordered by the Municipal Judge in that specific case. DOJ/MT awaiting documentation from the City to confirm implementation.
Court Reform	Develop and implement policies to ensure MC operates impartially, independent of City Prosecutor, and in a manner that avoids conflicts (i.e., separate case and court files, setting fines, etc.).	City		60 days after Effective Date	¶ 357	Sunday, June 19, 2016	In progress. The City maintains separate files for the court and the prosecutor. The City Prosecutor also developed a policy requiring that the Prosecutor personally review all tickets, arrest notifications forms, other citations, and complaints, or other materials that require their execution. DOJ/MT awaiting documentation from the City to confirm implementation.
Court Reform	Develop protocols for regular assessments of court practices per para in Agreement	City		60 days after Effective Date	¶ 360	Sunday, June 19, 2016	In progress. The court and the City Prosecutor have begun reviewing fines and warrants and working on coming up with new ways in which to resolve cases. DOJ/MT awaiting documentation from the City to confirm implementation.
Court Reform	Ensure all online systems include privacy protections	City		90 days from Effective Date	¶ 338	Sunday, June 19, 2016	In progress. The online payment system includes protection for a user's credit card and financial information. DOJ/MT awaiting documentation from the City to confirm implementation.
Court Reform	Maintain public list of preset fines and recommend to municipal judge TVB (Traffic Violations Bureau) amounts that are not overly punitive, take income into account, and are not greater than regional averages	City	IM	90 days from Effective Date	¶ 341	Sunday, June 19, 2016	In progress. In 2015, a committee working under the supervision of the Presiding Judge of the 21st Judicial Circuit analyzed the TVB fines for all Municipal Courts in St. Louis County. The Committee recommended a "Uniform Fine Schedule" that St. Louis County Municipal Courts adopted. The Ferguson Municipal Judge adopted the St. Louis County Uniform Fines as the Court's TVB schedule in March, 2015. The TVB schedule is available online and will be reformatted to make it easier to access. It is available at https://www.fergusoncity.com/DocumentCenter/View/1838 DOJ/MT awaiting documentation from the City to confirm implementation.
Community Engagement	Begin soliciting for members of NPSC	City		90 days after Effective Date	¶ 21	Tuesday, July 19, 2016	In progress. The City has a consultant who is working with the NPSC. The group has been meeting for several months and membership is open to all who want to attend. The City is continuing outreach to increase and diversify the NPSC. DOJ/MT awaiting documentation from the City to confirm implementation.
SROs	Review and make good-faith effort to amend MOU w/ FFSD consistent with Agreement	FPD		90 days after Effective Date	¶ 211	Tuesday, July 19, 2016	Not implemented. The City has received comments to the existing MOU from DOJ and will draft a new agreement to comport with the requirements in the consent decree.
Recruitment	Institute background investigation and screening protocol for hiring sworn officers	City		90 days after Effective Date	¶ 288	Tuesday, July 19, 2016	In progress. The City conducts background investigations and also reviews personnel files from previous employers. DOJ/MT awaiting documentation from the City to confirm implementation.

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Court Reform	Develop and implement all necessary ordinances and policies to ensure MC practices are grounded in fair admin of justice, and constitutional and legal requirements, per Agreement	City		90 days after Effective Date	¶ 328	Tuesday, July 19, 2016	In progress. The City has placed information regarding how the municipal court operates on its website. Additionally, the court advises defendants when they appear of their rights and responsibilities. DOJ/MT awaiting documentation from the City to confirm implementation.
Court Reform	Make public a clear and accurate description of MC payment process	City		90 days after Effective Date	¶ 329	Tuesday, July 19, 2016	In progress. This information is currently available on the City's website and is provided to defendants when they appear in court. DOJ/MT awaiting documentation from the City to confirm implementation.
Court Reform	Develop and implement a plan for a public education campaign for Ferguson community on MC operations	City		90 days after Effective Date	¶ 330	Tuesday, July 19, 2016	Not implemented. The City will work on ways to make this information publically available.
Court Reform	Make legal aid information broadly available	City		90 days after Effective Date	¶ 331	Tuesday, July 19, 2016	Not implemented. The City will work on ways to make this information publically available.
Court Reform	Provide all individuals charged under MC w/ adequate and reliable info re: charge, options for resolution, and consequences	City		90 days after Effective Date	¶ 332	Tuesday, July 19, 2016	Implemented. All defendants appearing before the municipal judge are provided with this information. DOJ/MT awaiting documentation from the City to confirm implementation.
Court Reform	Ensure all citations, summonses, arrest notices, and charging dox used by FPD contains clear and detailed info on recipient's rights and responsibilities per para in Agreement	City		90 days after Effective Date	¶ 333	Tuesday, July 19, 2016	In progress. The current tickets comply with Missouri Supeme Court Rule 37 and will need to be revised. DOJ/MT awaiting documentation from the City to confirm implementation.
Court Reform	Maintain up-to-date contact info for individuals w/ pending cases in MC	City		90 days after Effective Date	¶ 335	Tuesday, July 19, 2016	Implemented. All defendants appearing in court are given a form to fill out with their most updated contact information. DOJ/MT awaiting documentation from the City to confirm implementation.
Monitor, Compliance, Enforcement	Select Monitor (IM)	City	DOJ	90 days after Effective Date	¶ 419	Tuesday, July 19, 2016	Implemented. Court approved IM selection on 7/20/16
Monitor, Compliance, Enforcement	Conduct meetings with Police Chief, City Counsel, FPD Compliance Coordinator, and DOJ	IM		monthly (beginning from appointment (90 days after Effective Date))	¶ 440	Thursday, August 18, 2016	In progress. The City has had two lengthy telephone conferences with the DOJ and the monitor's team. The parties are also scheduled for a full day meeting on 9/8.
Code Reform	Develop and implement plan to reassess and revise Municipal Code	City		120 days after Effective Date	¶ 40	Thursday, August 18, 2016	Not implemented.
Force	Develop and implement process for reporting and investigating all uses of force (reporting and investigation requirements in ¶¶ 173-194)	FPD	IM	120 days after Effective Date	¶ 172	Thursday, August 18, 2016	In progress. The City is working to set up a system that tracks officer uses of force. DOJ/MT awaiting documentation from the City to confirm implementation.
SROs	Develop a school resource officer (SRO) program and operations manual	FPD	FFSD	120 days after Effective Date	¶ 210	Thursday, August 18, 2016	Not implemented. The City will revise the current MOU and will work on developing this program.
Recruitment	Conduct in-depth review of current hiring processes and criteria to ensure no disparate impact	City		120 days after Effective Date	¶ 285	Thursday, August 18, 2016	In progress. The City is currently reviewing its hiring processes. DOJ/MT awaiting documentation from the City to confirm implementation.
Court Reform	Provide all defendants with option of community service in lieu of fines and develop program to realize this option	City	IM	120 days after Effective Date	¶ 344	Thursday, August 18, 2016	Implemented. DOJ/MT awaiting documentation from the City to confirm implementation.
Account-ability	Review applicable policies and personnel regulations to ensure incorporation of principles outlined in Agreement paras. 363-368 (duties of candor, report misconduct, facilitate reporting and investigation, and non-retaliation)	City		120 days after Effective Date	¶ 362	Thursday, August 18, 2016	In progress. The City has drafted policies regarding these topics. DOJ/MT reviewing some draft policies and awaiting documentation from the City to confirm implementation of others.
Monitor, Compliance, Enforcement	Develop plan for conducting: review of policies, etc.; evaluations and audits; and outcomes assessments	IM		90 days from assuming duties	¶ 424	Monday, October 17, 2016	

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Community Engagement	Host series of small group facilitated discussions btw police and community	City		180 days after Effective Date	¶ 19	Monday, October 17, 2016	
Community Engagement	Develop and implement community-engagement plan	City	FPD	180 days after Effective Date	¶ 20	Monday, October 17, 2016	
Community Engagement	Establish Neighborhood Policing Steering Committee (NPSC)	City		180 days after Effective Date	¶ 21	Monday, October 17, 2016	
Community Engagement	Enact city ordinances to establish NPSC	City		180 days after Effective Date	¶ 22	Monday, October 17, 2016	
Community Engagement	Select members or open membership for NPSC	City		180 days after Effective Date	¶ 22	Monday, October 17, 2016	
Community Engagement	Assist in establishing neighborhood associations in ea. apt. complex	City		180 days after Effective Date	¶ 25	Monday, October 17, 2016	
Community Engagement	Develop a plan for providing neighborhood mediations	City	comm'ty IM	180 days after Effective Date	¶¶ 33-34	Monday, October 17, 2016	
Policies & Training	Establish a Training Committee w/ FPD and NPSC reps	FPD		180 days after Effective Date	¶ 49	Monday, October 17, 2016	
Policies & Training	Develop a schedule for Agreement-mandated training	FPD	Training Comm.	180 days after Effective Date	¶ 50	Monday, October 17, 2016	
SSAs	Develop and implement a plan for correctable violations such as traffic violations, animal licensing, etc. (correction in lieu of citation)	FPD		180 days after Effective Date	¶ 94	Monday, October 17, 2016	
SSAs	Eliminate all stop orders or wanteds issued by FPD	FPD		180 days after Effective Date	¶ 96	Monday, October 17, 2016	
SSAs	Implement 1-year moratorium on new stop orders or wanteds unless (1) probable cause; (2) prosecutor refusal to seek warrant; (3) comports w/ FPD policy and is approved by PD Chief	City		180 days after Effective Date	¶ 97	Monday, October 17, 2016	
SSAs	Identify and evaluate alternative systems to improve officer and public safety and comply w/ law and implement alternative system(s)	City	IM DOJ	during wanteds moratorium	¶ 98	Monday, October 17, 2016	
SSAs	Develop protocols for regularly (annually) assessing stops and seizures to ensure in accordance with FPD policy and law	City	FPD	180 days after Effective Date	¶ 109	Monday, October 17, 2016	
1st Am	Develop protocols for annual assessment of FPD 1st Am protected activity response	City FPD		180 days after Effective Date	¶ 126	Monday, October 17, 2016	
Force	Develop and implement policies and training on immediate response to critical incidents (officer-involved shooting or death in custody) in Ferguson or involving FPD officers outside Ferguson	FPD	IM	180 days after Effective Date	¶ 185	Monday, October 17, 2016	
Force	Develop and implement a Force Review Board (FRB)	FPD		180 days after Effective Date	¶ 189	Monday, October 17, 2016	
Force	Develop protocols for regular (annual) assessment of FPD use-of-force practices	City		180 days after Effective Date	¶ 195	Monday, October 17, 2016	
CIT	Designate an officer (Lt.+) as Crisis Intervention Coordinator to facilitate communication between FPD and local mental health community	FPD		180 days after Effective Date	¶ 197	Monday, October 17, 2016	
CIT	Develop protocols for at least annual assessment of FPD CIT model	City FPD		180 days after Effective Date	¶ 206	Monday, October 17, 2016	
Cameras	Ensure that all patrol officers, patrol supervisors, jail personnel, and other FPD employees interacting with public are equipped and required to wear body-cams and mics	FPD		180 days after Effective Date	¶ 229	Monday, October 17, 2016	
Cameras	Develop and implement protocols re: storage and retention of, and public access to cam footage	City		180 days after Effective Date	¶ 245	Monday, October 17, 2016	

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Cameras	Develop protocols for regular assessments of cam use	City	FPD	180 days after Effective Date	¶ 250	Monday, October 17, 2016	
Supervision	Develop and implement staffing plan enabling close and effective supervision	City		180 days after Effective Date	¶ 256	Monday, October 17, 2016	
Supervision	Develop protocols and regular assessment to ensure officers are closely and effectively supervised, etc.	City	FPD	180 days after Effective Date	¶ 270	Monday, October 17, 2016	
Officer Support	Develop protocols for regular (annual) assessment of officer assistance and support programs	City Mgr	Police Chief	180 days after Effective Date	¶ 280	Monday, October 17, 2016	
Recruitment	Develop written Recruitment Plan w/ clear goals per paras in Agreement	City	NPSC	180 days after Effective Date	¶ 282	Monday, October 17, 2016	
Recruitment	Develop protocols for regular (annual) assessment of recruitment efforts	City	FPD	180 days after Effective Date	¶ 290	Monday, October 17, 2016	
Evaluation & Promotion	Develop protocols for regular (annual) assessment of promotional and performance evaluation processes	City Mgr	Police Chief	180 days after Effective Date	¶ 302	Monday, October 17, 2016	
Training	Deliver crisis intervention telecommunicators training to all call-takers, dispatchers, and supervisors per para in Agreement	City		180 days after Effective Date	¶ 314	Monday, October 17, 2016	
Training	Provide all sworn officers with initial and ongoing annual training on body and in-car cams	City		180 days after Effective Date	¶ 316	Monday, October 17, 2016	
Court Reform	Develop and implement trial procedures and protocols to ensure all trials in MC are fair and impartial and comply with constitution and law	City	IM	180 days after Effective Date	¶ 353	Monday, October 17, 2016	
Court Reform	Ensure all online court systems enable collection of aggregated court data consistent with requirements of Agreement	City		180 days after Effective Date	¶ 354	Monday, October 17, 2016	
Accountability	Develop and implement policies to ensure all allegations of misconduct are courteously received, documented, tracked, and investigated per Agreement; discipline imposed fairly and consistently; complainants provided info per Agreement (paras. 370-396 (complaint intake, tracking, investigations, adjudication, and communication) and law	City		180 days after Effective Date	¶ 369	Monday, October 17, 2016	
Accountability	Develop and implement electronic centralized complaint tracking system	City		180 days after Effective Date	¶ 378	Monday, October 17, 2016	
Accountability	Develop and implement policies for ensuring that FPD supervisors can quickly resolve internal violations of policy per para in Agreement	City		180 days after Effective Date	¶ 397	Monday, October 17, 2016	
Monitor, Compliance, Enforcement	File status report with Court	City		180 days after Effective Date	¶ 456	Monday, October 17, 2016	
Monitor, Compliance, Enforcement	Draft 6-month compliance reports for the Court	IM		6-month reporting period	¶ 438	Monday, October 17, 2016	
Monitor, Compliance, Enforcement	Provide Parties draft compliance reports	IM		15 days after end of each 6-month reporting period	¶ 439	Tuesday, November 01, 2016	
Monitor, Compliance, Enforcement	Informally comment on draft compliance reports	City DOJ		15 days after receipt	¶ 439	Wednesday, November 16, 2016	
Monitor, Compliance, Enforcement	Review and recommend changes to outcome measurements for compliance assessments as detailed in the Agreement	IM		120 days after assuming duties	¶ 434	Thursday, November 17, 2016	
Evaluation & Promotion	Ensure formalized officer evaluation system is consistent with best practices and paras in Agreement	City		240 days after Effective Date	¶¶ 292-3	Friday, December 16, 2016	
Evaluation & Promotion	Ensure officer promotional systems comport with best practices and paras in Agreement	City		240 days after Effective Date	¶ 298	Friday, December 16, 2016	

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Civilian Oversight	Ensure that CRB is established and operational (duties in para in Agreement)	City	CRB Task Force	270 days after Effective Date	¶ 405	Sunday, January 15, 2017	
Monitor, Compliance, Enforcement	File status report with Court	City		Every 6 months	¶ 456	Saturday, April 15, 2017	
Community Engagement	Develop crime prevention plan	City		One year after Effective Date	¶ 26	Thursday, April 20, 2017	
Community Engagement	Develop community policing plan	City		One year after Effective Date	¶ 26	Thursday, April 20, 2017	
Community Engagement	Develop protocols for regular (annual) assessment of level and impact of community engagement	City		One year after Effective Date	¶ 35	Thursday, April 20, 2017	
Policies & Training	Review each policy/procedure within a year of its implementation	City		annually	¶ 45	Thursday, April 20, 2017	
Policies & Training	Develop written Training Plan per para in Agreement	Training Comm.	IM City expert	One year after Effective Date	¶ 51	Thursday, April 20, 2017	
Policies & Training	Develop and implement a participation policy ensuring only highly qualified officers serve as Police Training Officers (PTO) per FPD criteria	FPD		One year after Effective Date	¶ 59	Thursday, April 20, 2017	
Policies & Training	Create mechanism for recruits and laterals to provide confidential feedback on training and document a response	FPD		One year after Effective Date	¶ 61	Thursday, April 20, 2017	
Bias-free Practices	Develop protocols for annual assessment of all police and court programs, etc. to determine any disparate impact	City	FPD	annually	¶ 72	Thursday, April 20, 2017	
Bias-free Practices	Develop protocols to correct any identified disparate impact in any FPD program or court service and implement w/in reasonable time	City		One year after Effective Date	¶ 74	Thursday, April 20, 2017	
Force	Ensure that only officers who have completed approved training and are certified may carry and use firearms. Annual training required.	FPD		annually	¶ 140	Thursday, April 20, 2017	
Force	Ensure that only officers who have completed approved training and are certified may carry and use ECWs. Annual training required.	FPD		annually	¶ 144	Thursday, April 20, 2017	
CIT	Ensure there are enough specialized CIT officers to have at least one on duty and available to respond to crises at all times (including requisite staffing needs assessment to meet this goal)	CI Coord		One year after Effective Date	¶ 198	Thursday, April 20, 2017	
Supervision	Purchase, install, train supervisors on, and implement Early Intervention System (EIS) consistent with Agreement	City		One year after Effective Date	¶ 259	Thursday, April 20, 2017	
Supervision	Develop policies setting forth in detail specific info that EIS will capture, etc.	City	IM	One year after Effective Date	¶ 260	Thursday, April 20, 2017	
Supervision	Retain or internally develop expertise to implement individualized interventions to respond to identified problematic or potentially problematic officer conduct	FPD		One year after Effective Date	¶ 267	Thursday, April 20, 2017	
Recruitment	Review and revise Recruitment Plan	City Mgr	Police Chief	annually	¶ 284	Thursday, April 20, 2017	
Accountability	Affiliate with Community Mediation Services to provide community-centered mediation program as alternative to misconduct process described in paras. 370-396 of Agreement for certain complaints	City		One year after Effective Date	¶ 399	Thursday, April 20, 2017	
Accountability	Develop protocols for regular (annual) assessment to measure effectiveness of FPD accountability practices	City		One year after Effective Date	¶ 401	Thursday, April 20, 2017	

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Monitor, Compliance, Enforcement	Survey members of Ferguson community, including officers regarding experiences with and perceptions of FPD, public safety, and Court	IM		One year after Effective Date + annually	¶ 429	Thursday, April 20, 2017	
Community Engagement	Develop and implement policies re: NPSC recommendations	City	FPD NPSC	"timely manner"	¶ 23	Thursday, April 20, 2017	
Community Engagement	Designate city employee to provide admin support to NPSC	City		default one year	¶ 23	Thursday, April 20, 2017	
Community Engagement	Revise Youth Advisory Board (YAB) enabling ordinances re: YAB input on law enforcement issues	City		default one year	¶ 24	Thursday, April 20, 2017	
Community Engagement	Structure and staff individual patrol areas in neighborhoods	FPD		default one year	¶ 29	Thursday, April 20, 2017	
Community Engagement	Revise shift schedules and deployment toward community policing	FPD		default one year	¶ 30	Thursday, April 20, 2017	
Community Engagement	Collect, analyze, and disseminate public crime data per patrol area	FPD		default one year	¶ 31	Thursday, April 20, 2017	
Policies & Training	Review all training curricula	Training Comm.	Training Coord. IM DOJ	default one year	¶ 52	Thursday, April 20, 2017	
Policies & Training	Ensure instructors are qualified and that instructors, curricula, and lessons plans have been approved by Training Comm., IM and DOJ	FPD	Training Comm	default one year	¶ 54	Thursday, April 20, 2017	
Policies & Training	Designate Training Coordinator	FPD		default one year	¶ 56	Thursday, April 20, 2017	
Policies & Training	Ensure all officers complete training and that documentation is maintained; encourage training	Training Coord	FPD	default one year	¶ 57	Thursday, April 20, 2017	
Policies & Training	Ensure all PTOs receive min 40h initial training + refresher w/in 1 yr and maintain all dox of PTO evals and training	FPD		default one year	¶ 60	Thursday, April 20, 2017	
Policies & Training	Ensure that: (a) new recruits get 900h basic training; or (b) laterals get supplemental training developed by FPD	FPD		default one year	¶ 63	Thursday, April 20, 2017	
Bias-free Practices	Provide clear policy, training, and supervision on prohibited conduct	City		default one year	¶ 66	Thursday, April 20, 2017	
Bias-free Practices	Develop and implement policies and training necessary to ensure timely and meaningful police services by LEP population	City	IM	default one year	¶ 67	Thursday, April 20, 2017	
Bias-free Practices	Revise policy, training and supervision re: DV and sexual assault to eliminate bias	City		default one year	¶ 68	Thursday, April 20, 2017	
Bias-free Practices	Consider any indicia of discrimination/bias in evaluation, hiring and promotion of PTOs	City		default one year	¶ 69	Thursday, April 20, 2017	
Bias-free Practices	Assess and improve collection and analysis of racial profiling data	City		default one year	¶ 70	Thursday, April 20, 2017	
SSAs	Ensure that all FPD voluntary encounters, stops, searches, etc. adhere to Constitution and U.S. law per para in Agreement	City		default one year	¶ 75	Thursday, April 20, 2017	
SSAs	Recognize 2 classes of voluntary contacts (social and non-custodial interviews) and officers will be encouraged to engage in social contacts; officers in non-custodial interviews will introduce themselves, etc.	FPD		default one year	¶ 77	Thursday, April 20, 2017	
SSAs	Ensure that officers engaging in voluntary contact do not use failure to stop/answer, decision to leave, to justify investigatory stop, etc.	FPD		default one year	¶ 78	Thursday, April 20, 2017	
SSAs	Ensure that officers conduct investigatory stops and detentions only w/ reasonable suspicion	FPD		default one year	¶ 79	Thursday, April 20, 2017	
SSAs	FPD officers will not conduct pretextual stops	FPD		default one year	¶ 80	Thursday, April 20, 2017	

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Do NOT delete any rows.

(City through Supervisors)

Category	EVENT	Primary PARTY	2ndary PARTY	TIMELINE	PARA.	Deadline	Implementation Status: City of Ferguson Assertion and any DOJ response in bold
SSAs	Ensure that when initiating investigatory stop, officers introduce themselves, and take other measures in para in Agreement	FPD		default one year	¶ 81	Thursday, April 20, 2017	
SSAs	Ensure that officers do not further limit person's freedom during investigatory stop or detention by, inter alia, taking ID, handcuffing, etc. absent articulable basis to do so	FPD		default one year	¶ 82	Thursday, April 20, 2017	
SSAs	Ensure that officers do not search persons w/o probable cause and a warrant	FPD		default one year	¶ 84	Thursday, April 20, 2017	
SSAs	Prohibit officers from seeking consent to search absent reasonable and articulable suspicion that search will yield evidence of officer or legal authority independent of consent; document basis for search	FPD		default one year	¶ 85	Thursday, April 20, 2017	
SSAs	Officers seeking search consent will inform subject of right to refuse and revoke consent at any time and will record consent on body cam absent exigent circumstances (then, written consent form)	FPD		default one year	¶ 86	Thursday, April 20, 2017	
SSAs	Affidavit or sworn declaration supporting application for search warrant must provide accurate, complete and clear description of offense; place/thing to be searched; time and manner of search	FPD		default one year	¶ 87	Thursday, April 20, 2017	
SSAs	Develop and implement protocols for interaction between FPD officers and non-FPD officers conducting admin searches	City		default one year	¶ 88	Thursday, April 20, 2017	
SSAs	Maintain central log of each search warrant, case file of warrant location, officer and supervisor info	FPD		default one year	¶ 89	Thursday, April 20, 2017	
SSAs	Ensure that officers issue citation/make custodial arrest only w/ probable cause	FPD		default one year	¶ 90	Thursday, April 20, 2017	
SSAs	Will not use citation or arrest quotas--even informal.	City		default one year	¶ 91	Thursday, April 20, 2017	
SSAs	Ensure that FPD officers get verbal supervisory approval, documented, before: (1) issuing 3+ citations; (2) issuing citations for offenses such as manner of walking; (3) transporting arrested person on failure or comply/obey/resist; or (4) every other arrest asap after person arrives at HQ	FPD		default one year	¶ 92	Thursday, April 20, 2017	
SSAs	Ensure that officers do not arrest people for code offenses outside of: traffic offenses involving alcohol or drugs, offenses involving property damages or injury to others, animal neglect or cruelty, where the objective evidence indicates that absent an arrest the person's unlawful conduct will continue, where a valid citation cannot be issued because the person refused to identify himself or herself to the officer, or if the person is considered a danger to any person or property	FPD		default one year	¶ 93	Thursday, April 20, 2017	
SSAs	Ensure that officers complete accurate reports for all activities warranting a report (i.e., arrests) before shift end	FPD		default one year	¶ 95	Thursday, April 20, 2017	
SSAs	Consider legality and appropriateness of citation(s)	Supervisors		default one year	¶ 99	Thursday, April 20, 2017	
SSAs	Develop a protocol for checking all arrestees for injury, including complaints thereof, and providing medical treatment	FPD		default one year	¶ 100	Thursday, April 20, 2017	
SSAs	Review all arrest reports and put review in writing by shift end	Supervisors		default one year	¶ 101	Thursday, April 20, 2017	
SSAs	Review each request for search or arrest warrants per FPD policy and Agreement	Supervisors		default one year	¶ 102	Thursday, April 20, 2017	
SSAs	Review operational plan for and be present for execution of search warrant; review and document review of warrant execution	Supervisors		default one year	¶ 103	Thursday, April 20, 2017	
SSAs	Assess warrant applications, citations and arrest reports, and supporting dox for accuracy, etc.	Supervisors		default one year	¶ 104	Thursday, April 20, 2017	

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Do NOT delete any rows.

(City through Supervisors)

Category	EVENT	Primary PARTY	2ndary PARTY	TIMELINE	PARA.	Deadline	Implementation Status: City of Ferguson Assertion and any DOJ response in bold
SSAs	Regularly audit assigned officers' stop, search, citation and arrest documentation; audit @ least one CAD log/officer ea. week	Supervisors		default one year	¶ 105	Thursday, April 20, 2017	
SSAs	Document stops, searches, warrant applications, citations and arrests that are legally unsupported, violated FPD policy or Agreement, or need corrective action, and take action	Supervisors		default one year	¶ 106	Thursday, April 20, 2017	
SSAs	Track each violation or deficiency and corrections action taken to identify officers in need of corrective action	Supervisors		default one year	¶ 107	Thursday, April 20, 2017	
SSAs	Review in writing all supervisory reviews re: stops, searches, warrant applications, citations, and arrests that supervisors have flagged as legally unsupported, violated FPD policy or Agreement, or need corrective action w/in 7 days of document; evaluate corrective action and ensure it's taken	Command-level		default one year	¶ 108	Thursday, April 20, 2017	
1st Am	Ensure all FPD personnel respect 1st Am per para in Agreement	FPD		default one year	¶ 111	Thursday, April 20, 2017	
1st Am	Ensure officers do not enforce any rule, policy or practice that gives officers authority to arrest or interfere with individual public recording of policy (<i>Hussein v. Co of St Louis</i>)	FPD		default one year	¶ 112	Thursday, April 20, 2017	
1st Am	Ensure that FPD policy and training clarify what is "obstruction" or "interference" and offer less-intrusive locations for recording	FPD		default one year	¶ 113	Thursday, April 20, 2017	
1st Am	Ensure officers do not search, seize or coerce production of sounds, images, videos w/o warrant; if reasonable belief recording has critical evidence, officer can hold < 12h while subpoena or warrant is secured	FPD		default one year	¶ 115	Thursday, April 20, 2017	
1st Am	Ensure that officers do not coerce individual to consent to search or seizure of devices or recordings	FPD		default one year	¶ 116	Thursday, April 20, 2017	
1st Am	Ensure officers do not intentionally destroy recording devices, sounds or images or cause another to do so outside of normal record retention policies under state law	FPD		default one year	¶ 117	Thursday, April 20, 2017	
1st Am	Ensure officers do not unlawfully interfere with lawful public protests	FPD		default one year	¶ 118	Thursday, April 20, 2017	
1st Am	Revise current policies and protocols for policing public protests as necessary per criteria in para	FPD	IM	default one year	¶ 119	Thursday, April 20, 2017	
1st Am	Ensure officers do not treat protestors differently per content of speech	FPD		default one year	¶ 120	Thursday, April 20, 2017	
1st Am	No canines for crowd control, no rifle sights to monitor crowds (and request cooperating forces to do the same)	FPD		default one year	¶ 121	Thursday, April 20, 2017	
1st Am	Ensure all Ferguson officers get training in de-escalation, etc. consistent with 1st Am. (and request cooperating forces to do the same)	FPD		default one year	¶ 122	Thursday, April 20, 2017	
1st Am	Ensure officers do not take any police action retaliating against people for exercising their 1st Am rights	FPD		default one year	¶ 123	Thursday, April 20, 2017	
1st Am	Ensure officers get documented (asap) supervisory approval before issuing citations or arrest related to public protest activity	FPD		default one year	¶ 124	Thursday, April 20, 2017	
1st Am	Ensure officers get documented (asap) supervisory approval before issuing citations or arrest related to use of recording device, of media, warrantless search of recording device; any other signification action re recording device	FPD		default one year	¶ 125	Thursday, April 20, 2017	
Force	Ensure officers use force per Constitution, law, FPD policy and Agreement	City		default one year	¶ 129	Thursday, April 20, 2017	
Force	Commit to use of force model that gives officers skills and training to resolve situations w/ force where possible (i.e., de-escalate)	FPD		default one year	¶ 130	Thursday, April 20, 2017	

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Do NOT delete any rows.

(City through Supervisors)

Category	EVENT	Primary PARTY	2ndary PARTY	TIMELINE	PARA.	Deadline	Implementation Status: City of Ferguson Assertion and any DOJ response in bold
Force	Ensure that officers gather info before using force	FPD		default one year	¶ 131	Thursday, April 20, 2017	
Force	Specify all weapons and force techniques officers can use and carry	FPD		default one year	¶ 132	Thursday, April 20, 2017	
Force	Ensure officers do not use lethal force unless certain specific circumstances in para. are present (e.g., imminent threat of death or serious physical harm to officer or others)	FPD		default one year	¶ 133	Thursday, April 20, 2017	
Force	Ensure officers do not use less lethal force unless (a) aggressive resistance, and (b) less intrusive means fail	FPD		default one year	¶ 134	Thursday, April 20, 2017	
Force	Ensure officers use minimum amount of force necessary, obj reasonable and proportional to behavior when passive or active resistance	FPD		default one year	¶ 135	Thursday, April 20, 2017	
Force	Train and require officers to identify themselves before using force; consider mental health issues, language barriers, drug interaction; fulfill duty to safely intercede to prevent use of objectively unreasonable force; and inform supervisor of unnecessary or improper uses of force	FPD		default one year	¶ 136	Thursday, April 20, 2017	
Force	Prohibit officers from several uses of force, including on restrained individuals; neck holds; retaliation; recording of police; etc.	FPD		default one year	¶ 137	Thursday, April 20, 2017	
Force	Ensure that immediately following use of force, (1) inspect for injury and provide treatment; (2) handcuff only if subject is still a threat; (3) not restrain to compromise breath; and (4) assign trained officer to notify family	FPD		default one year	¶ 138	Thursday, April 20, 2017	
Force	Ensure that officers use firearms per para in Agreement	FPD		default one year	¶ 143	Thursday, April 20, 2017	
Force	Ensure that after first ECW application, officer reevaluates situation to determine if 2d round necessary	FPD		default one year	¶ 145	Thursday, April 20, 2017	
Force	Ensure that officers use ECWs per para in Agreement	FPD		default one year	¶ 146	Thursday, April 20, 2017	
Force	Ensure that only officers who have completed approved training and are certified may carry and use OC spray. Training required every 2 years.	FPD		default one year	¶ 150	Thursday, April 20, 2017	
Force	Ensure that only officers who have completed approved training and are certified may handle K9s. Training required annually.	FPD		default one year	¶ 155	Thursday, April 20, 2017	
Force	Ensure that no K9 handler uses a K9 to intimidate or frighten any person (K9 = locating tool)	FPD		default one year	¶ 158	Thursday, April 20, 2017	
Force	Ensure that K9 handlers keep K9s within visual and auditory range at all times possible	FPD		default one year	¶ 159	Thursday, April 20, 2017	
Force	Ensure that K9 handlers get verbal supervisory approval before K9 deployed absent exigent circumstances	FPD		default one year	¶ 160	Thursday, April 20, 2017	
Force	Ensure that before deploying a K9, handler issues verbal warning that K9 is coming and suspect should surrender (unless create imminent threat)	FPD		default one year	¶ 161	Thursday, April 20, 2017	
Force	Ensure that K9 searches of residences are on short leash unless no one home	FPD		default one year	¶ 162	Thursday, April 20, 2017	
Force	Ensure K9 handlers do not deploy K9s off leash unless conditions in para of Agreement are met	FPD		default one year	¶ 163	Thursday, April 20, 2017	
Force	Ensure that when K9 apprehends a subject by biting, handler calls K9 off at first moment K9 can safely remove bite, immediately if unarmed	FPD		default one year	¶ 165	Thursday, April 20, 2017	
Force	Ensure that officers do not deploy K9s against juveniles unless threat of imminent serious physical injury to person or officer	FPD		default one year	¶ 166	Thursday, April 20, 2017	
Force	Ensure that K9s are not used for crowd control	FPD		default one year	¶ 167	Thursday, April 20, 2017	

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(City through Supervisors)

Category	EVENT	Primary PARTY	2ndary PARTY	TIMELINE	PARA.	Deadline	Implementation Status: City of Ferguson Assertion and any DOJ response in bold
Force	Ensure officers and corrections officers do not carry or use firearms in FPD jail booking or lockup areas	FPD		default one year	¶ 168	Thursday, April 20, 2017	
Force	Ensure at least 2 corrections officers in jail at all times	FPD		default one year	¶ 169	Thursday, April 20, 2017	
Force	Ensure (in addition to bodycams per Agreement) all parts of jail where prisoners may be present are surveilled	FPD		default one year	¶ 170	Thursday, April 20, 2017	
Force	Enact policy setting forth reasonable time in which FRB use-of-force investigations will be reviewed by involved officer's chain of command	FPD		default one year	¶ 190	Thursday, April 20, 2017	
Force	Document findings where use of force violates FPD policy and refer matter to disciplinary process	FRB		default one year	¶ 191	Thursday, April 20, 2017	
Force	Document findings and advise police chief where force incident indicates a need for changes in policy, training, or equipment	FRB		default one year	¶ 192	Thursday, April 20, 2017	
Force	Advise police chief where force incident indicates need for corrective action such as training	FRB		default one year	¶ 193	Thursday, April 20, 2017	
Force	Approve all use-of-force investigation findings and all disciplinary actions	Police Chief		default one year	¶ 194	Thursday, April 20, 2017	
CIT	Ensure officers and dispatchers are appropriately responding to crisis calls	CI Coord		default one year	¶ 198	Thursday, April 20, 2017	
CIT	Increase salary of CIT officers serving in those roles	City		default one year	¶ 199	Thursday, April 20, 2017	
CIT	Assess CIT officer applicant fitness to serve as CIT officer	FPD		default one year	¶ 200	Thursday, April 20, 2017	
CIT	Dispatch at least 1 CIT officer +1 to all incidents involving individual in crisis; develop and implement policies to ensure that principles of crisis intervention are adhered to even when CIT officer is unavailable	FPD		default one year	¶ 203	Thursday, April 20, 2017	
CIT	Encourage specialized CIT officers to redirect individual w/ mental health and substance abuse issues to the health care system where appropriate	FPD		default one year	¶ 204	Thursday, April 20, 2017	
CIT	Promulgate policy that provides that crisis intervention response may be necessary even where apparent violation of law	FPD		default one year	¶ 205	Thursday, April 20, 2017	
SROs	Use SROs who meet criteria in para in Agreement (strong interpersonal communication skills, effective counseling skills, etc.)	FPD		default one year	¶ 208	Thursday, April 20, 2017	
SROs	Ensure that SROs receive sufficient training consistent with FPD Training Plan and Agreement	FPD		default one year	¶ 209	Thursday, April 20, 2017	
SROs	Ensure that SROs and other officers participate only when necessary to protect physical safety, not school discipline	FPD		default one year	¶ 212	Thursday, April 20, 2017	
SROs	Ensure SROs and officers de-escalate	FPD		default one year	¶ 213	Thursday, April 20, 2017	
SROs	Ensure that SROs continue to serve as educators in addition to safety	FPD		default one year	¶ 214	Thursday, April 20, 2017	
SROs	Develop and implement policies that discourage arrest of students at school except to ensure safety (no execution of warrants)	FPD		default one year	¶ 215	Thursday, April 20, 2017	
SROs	Ensure officers document basis for any school arrest	FPD		default one year	¶ 216	Thursday, April 20, 2017	
SROs	Ensure officer notify parents/guardians of student's arrest asap	FPD		default one year	¶ 217	Thursday, April 20, 2017	
SROs	Ensure officers do not use restraints unless for safety	FPD		default one year	¶ 218	Thursday, April 20, 2017	
SROs	Assist Ferguson-Florissant School District (FFSD) to develop conflict resolution program; discipline referral system; alternatives to arrest; and diversion programs	FPD	IM	default one year	¶ 220	Thursday, April 20, 2017	
SROs	Require SROs to refer youth to alternatives rather than arrest	FPD		default one year	¶ 221	Thursday, April 20, 2017	

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Do NOT delete any rows.

(City through Supervisors)

Category	EVENT	Primary PARTY	2ndary PARTY	TIMELINE	PARA.	Deadline	Implementation Status: City of Ferguson Assertion and any DOJ response in bold
SROs	Ensure that SROs and other officers do not use force on student at school unless necessary for safety; if so, follow use-of-force policies and Agreement	FPD		default one year	¶ 222	Thursday, April 20, 2017	
SROs	Ensure FPD officers de-escalate and encourage FFSD to use restorative practices	FPD		default one year	¶ 223	Thursday, April 20, 2017	
SROs	Ensure that supervisors visit SROs and observe them every 2 wks	FPD		default one year	¶ 224	Thursday, April 20, 2017	
SROs	Ensure that supervisors solicit formal feedback on SRO performance from teachers, admin, parents, and students 1x/semester	FPD		default one year	¶ 225	Thursday, April 20, 2017	
SROs	Ensure that 1x/semester SRO supervisors meet w/ SROs and school admin to review incidents involving SROs or other officers (including discipline, arrest, restraint)	FPD		default one year	¶ 226	Thursday, April 20, 2017	
SROs	Develop protocols for annual assessment of SRO program	FPD	City	default one year	¶ 227	Thursday, April 20, 2017	
Cameras	Commit sufficient funds to maintain body-cams and retain staff to maintain and retrieve footage	City		default one year	¶ 230	Thursday, April 20, 2017	
Cameras	Develop and implement policy expressly describing situations in which officers have the discretion not to record and make clear that outside of such situations, officers must record all interactions with members of the public	FPD		default one year	¶ 232	Thursday, April 20, 2017	
Cameras	Ensure cams function properly at start and end of ea shift; develop and implement testing schedule	City		default one year	¶ 236	Thursday, April 20, 2017	
Cameras	Ensure cams are worn in manner that prevents obstruction and maximizes viewpoint	City		default one year	¶ 237	Thursday, April 20, 2017	
Cameras	Ensure cams are only worn during official law enforcement duties (no informants, not personal, not tactical, etc.)	City		default one year	¶ 238	Thursday, April 20, 2017	
Cameras	Prohibit officers from accessing cam footage for personal use or devices	City		default one year	¶ 239	Thursday, April 20, 2017	
Cameras	Ensure subordinate officers use cams consistent with policy and Agreement; investigate and discipline when they do not	Supervisors		default one year	¶ 240	Thursday, April 20, 2017	
Cameras	Periodically inspect cams for functioning and report malfunctioning to FPD or City official	Supervisors		default one year	¶ 241	Thursday, April 20, 2017	
Cameras	Take all necessary steps to repair cam equipment	City		default one year	¶ 241	Thursday, April 20, 2017	
Cameras	Ensure supervisors regularly review cam recordings to promote supervision and be constituent with Agreement per para in Agreement	City		default one year	¶ 242	Thursday, April 20, 2017	
Cameras	Incorporate knowledge gained from viewing footage into supervision and training	Supervisors		default one year	¶ 243	Thursday, April 20, 2017	
Cameras	Ensure Training Coordinator and FPD supervisors regularly review footage to identify scenarios and need for training	City		default one year	¶ 244	Thursday, April 20, 2017	
Cameras	Ensure all recordings are stored by officers in central location/remote server by end of shift and are categorized and accessible w/in 24 h	City		default one year	¶ 246	Thursday, April 20, 2017	
Cameras	Take appropriate precautions to ensure integrity and security of each recording	City		default one year	¶ 247	Thursday, April 20, 2017	
Cameras	Retain and preserve all non-evidentiary recordings for at least 90 days; all evidentiary recordings for at least 2 years; in litigation/investigation for at least 1 year after disposition	City		default one year	¶ 248	Thursday, April 20, 2017	
Cameras	Make cam footage publicly available per MO law and privacy rights	City		default one year	¶ 249	Thursday, April 20, 2017	

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Do NOT delete any rows.

(City through Supervisors)

Category	EVENT	Primary PARTY	2ndary PARTY	TIMELINE	PARA.	Deadline	Implementation Status: City of Ferguson Assertion and any DOJ response in bold
Supervision	Ensure FPD supervisors provide oversight and guidance necessary for officers to police lawfully, safely and effectively; establish culture of community policy; prevent, identify, and correct misconduct	City		default one year	¶ 251	Thursday, April 20, 2017	
Supervision	Document performance of supervisory duties in FPD records system per para in Agreement	Supervisors		default one year	¶ 254	Thursday, April 20, 2017	
Supervision	Impose corrective action, training, discipline for failure to supervise	Police Chief		default one year	¶ 255	Thursday, April 20, 2017	
Supervision	Have adequate number of captains, lieutenants, and first line supervisors to ensure close and effective supervision	City		default one year	¶ 257	Thursday, April 20, 2017	
Supervision	Ensure all officers are assigned to supervisors in manner providing consistency and policing practices from shift to shift and throughout City; assign enough sergeants to ensure only 8 officers under; officers work with max 3 supervisors	City		default one year	¶ 258	Thursday, April 20, 2017	
Supervision	Set and implement threshold levels for each EIS indicator that will trigger supervisory review	FPD		default one year	¶ 264	Thursday, April 20, 2017	
Supervision	Ensure that once a review of a particular officer has been triggered due to a threshold, each subsequent event involving with same indicator will trigger supervisory review	City		default one year	¶ 264	Thursday, April 20, 2017	
Supervision	Ensure that FPD command staff collection and at least quarterly review EIS info re: supervisor, squad, and officer trends	City		default one year	¶ 265	Thursday, April 20, 2017	
Supervision	Ensure that FPD first line supervisors and Lieutenants review EIS data for all officers under their direct command at least monthly; quarterly for patterns	City		default one year	¶ 266	Thursday, April 20, 2017	
Supervision	Review, evaluate and document in writing progress and effectiveness of intervention strategy in para 267	FPD		default one year	¶ 267	Thursday, April 20, 2017	
Supervision	Properly maintain all necessary equipment to implement, maintain, and use EIS per Agreement and FPD policy	City		default one year	¶ 268	Thursday, April 20, 2017	
Supervision	Maintain all officer-specific info in EIS for at least 1 year following separation from FPD	City		default one year	¶ 268	Thursday, April 20, 2017	
Officer Support	Continue Employee Assistance Program (EAP) or similar; review and ensure it comports w/ best practices and professional standards	City		default one year	¶ 272	Thursday, April 20, 2017	
Officer Support	Compile and periodically review and revise, and maintain list of mental health providers as part of EAP	City		default one year	¶ 273	Thursday, April 20, 2017	
Officer Support	Require and specify a mental health eval before returning an officer to full duty following traumatic incident as directed by Police Chief or HR Dir	City		default one year	¶ 275	Thursday, April 20, 2017	
Officer Support	Officers work max 14 h/day or 64 h/wk unless exigent circumstances	City?		default one year	¶ 276	Thursday, April 20, 2017	
Officer Support	Continue contract with identity fraud services or similar	City		default one year	¶ 278	Thursday, April 20, 2017	
Officer Support	Develop well-being protocols for officer deployments during civil unrest per para in Agreement	City		default one year	¶ 279	Thursday, April 20, 2017	
Recruitment	Articulate Recruitment Plan to rank and file	Police Chief		default one year	¶ 284	Thursday, April 20, 2017	
Recruitment	Continue FPD Academy Assistance Program	City		default one year	¶ 286	Thursday, April 20, 2017	
Evaluation & Promotion	Use informal and formal reward systems to reward constitutional policing and effective community engagement	FPD		default one year	¶ 295	Thursday, April 20, 2017	

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Do NOT delete any rows.

(City through Supervisors)

Category	EVENT	Primary PARTY	2ndary PARTY	TIMELINE	PARA.	Deadline	Implementation Status: City of Ferguson Assertion and any DOJ response in bold
Evaluation & Promotion	Meet with subordinates on ongoing basis to discuss performance and document supervisor's ongoing efforts and communications regarding officer performance challenges and room for growth	Supervisors		default one year	¶ 296	Thursday, April 20, 2017	
Evaluation & Promotion	Include in performance evaluations, assessment of supervisor ability and effectiveness in conducting the supervisory reviews per Agreement.	FPD		default one year	¶ 297	Thursday, April 20, 2017	
Evaluation & Promotion	Develop promotional assessment process per para in Agreement	City		default one year	¶ 299	Thursday, April 20, 2017	
Evaluation & Promotion	Develop and use specific criteria regarding impact of misconduct on promotional eligibility	City		default one year	¶ 300	Thursday, April 20, 2017	
Training	Provide FPD officers with initial and ongoing annual in-service training on community and problem-solving policing, critical thinking, and communication skills per para in Agreement	City		default one year	¶ 306	Thursday, April 20, 2017	
Training	Provide FPD and court employees initial and ongoing annual in-service training on bias per para in Agreement	City		default one year	¶ 307	Thursday, April 20, 2017	
Training	Provide officers with initial and ongoing annual in-service training on stops, searches, and arrests per para in Agreement	City		default one year	¶ 308	Thursday, April 20, 2017	
Training	Provide officers with initial and ongoing annual in-service training on First Amendment per para in Agreement	City		default one year	¶ 309	Thursday, April 20, 2017	
Training	Provide officers with initial and ongoing annual in-service training on use of force per para in Agreement	City		default one year	¶ 310	Thursday, April 20, 2017	
Training	Train dispatchers on use of force per para in Agreement	City		default one year	¶ 311	Thursday, April 20, 2017	
Training	Provide officers and recruits with initial and ongoing annual in-service training on responding to crises per para in Agreement	City		default one year	¶ 312	Thursday, April 20, 2017	
Training	Provide an additional 40h of CIT training to CIT officers	City		default one year	¶ 313	Thursday, April 20, 2017	
Training	Provide SROs with initial and ongoing annual in-service training on topics in para in Agreement	City		default one year	¶ 315	Thursday, April 20, 2017	
Training	Develop and implement supervisory training course for all new and current supervisors per para in Agreement	City		default one year	¶ 317	Thursday, April 20, 2017	
Training	Provide initial and ongoing annual in-service training to all officers on mental health in law enforcement	City		default one year	¶ 319	Thursday, April 20, 2017	
Training	Support regular workshops for officers on issues including officer safety, mental and physical health and illness, fitness and nutrition	City		default one year	¶ 320	Thursday, April 20, 2017	
Training	Provide initial and in-service training for supervisors and officers to assist them in identifying and assisting other officers under severe stress or in need of assistance	City		default one year	¶ 321	Thursday, April 20, 2017	
Training	Provide initial and ongoing annual in-service training to all FPD and court employees on intake, complaints, and misconduct	City		default one year	¶ 322	Thursday, April 20, 2017	
Court Reform	Provide IM and DOJ all data, info, and analysis used to submit City reports under Mo. Rev. Stat. § 479.350 et seq (traffic fine revenue reporting to state dep't of revenue)	City		default one year	¶ 324	Thursday, April 20, 2017	
Court Reform	Ensure defendants receive options for court-management payment plans consistent with policies adhering to para in Agreement	City		default one year	¶ 345	Thursday, April 20, 2017	
Court Reform	Collect outstanding debts consistent with Agreement when person fails to timely fulfill community services obligations or satisfy court debt in time set by court	City		default one year	¶ 346	Thursday, April 20, 2017	

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Do NOT delete any rows.

(City through Supervisors)

Category	EVENT	Primary PARTY	2ndary PARTY	TIMELINE	PARA.	Deadline	Implementation Status: City of Ferguson Assertion and any DOJ response in bold
Court Reform	Do not use municipal arrest warrants as means of collecting civil court debt	City		default one year	¶ 347	Thursday, April 20, 2017	
Court Reform	Ensure no person is held in custody after arrest because of inability to pay bond	City		default one year	¶ 349	Thursday, April 20, 2017	
Court Reform	Report failures to appear for moving violations to MO Dep't of Revenue only as required by state law	City		default one year	¶ 351	Thursday, April 20, 2017	
Court Reform	Where licenses are suspended for failure to appear or pay fine for moving violation, provide compliance letters per Mo. Rev. Stat. § 302.341.1 immediately after defendant appears in court following suspension	City		default one year	¶ 352	Thursday, April 20, 2017	
Court Reform	Ensure electronic records management system has appropriate controls to limit user access and ability to alter case records, and comports with Sup Ct Mo Operating Rules 1.10 and 2.	City		default one year	¶ 355	Thursday, April 20, 2017	
Court Reform	Provide MO State Courts Administrator w/ all required and requested info and ensure accuracy, and make info public on website	City		default one year	¶ 356	Thursday, April 20, 2017	
Court Reform	Ensure that municipal judge appointed to serve on MC is independent	City		default one year	¶ 358	Thursday, April 20, 2017	
Court Reform	Implement appropriate mechanisms for providing defendants with mental illness of disabilities w/ info about their options for diversion	City		default one year	¶ 359	Thursday, April 20, 2017	
Account-ability	Expressly prohibit all forms of retaliation against any person who reports misconduct	City		default one year	¶ 368	Thursday, April 20, 2017	
Account-ability	Provide appropriate resources to ensure that misconduct mediation program is effective and consistent with best practices	City		default one year	¶ 400	Thursday, April 20, 2017	
Civilian Oversight	Ensure that Civilian Review Board (CRB) ordinance sets forth protocols for selecting CRB members who are representative of all areas and groups within the City	City		default one year	¶ 404	Thursday, April 20, 2017	
Civilian Oversight	Ensure that CRB has resources, training, and capacity to fulfill all tasks in Agreement	City		default one year	¶ 406	Thursday, April 20, 2017	
Civilian Oversight	Enact appropriate City ordinances and take additional measures necessary to ensure CRB effectively performs each of its assigned civilian oversight functions, including specifics in para in Agreement	City		default one year	¶ 407	Thursday, April 20, 2017	
Civilian Oversight	Work with organizations in field of civilian oversight to develop and implement plan for training all CRB members in civilian oversight	City	IM	default one year	¶ 408	Thursday, April 20, 2017	
Civilian Oversight	Develop protocols to assess whether CRB is representative of Ferguson community and whether effectively serving civilian oversight functions of Mo Rev Stat § 590.653	IM		default one year	¶ 410	Thursday, April 20, 2017	
Civilian Oversight	Ensure collection and tracking of all FPD municipal court data as necessary for City assessment, IM assessment, Agreement, FPD policy, and state and federal law	City	FPD	default one year	¶ 411	Thursday, April 20, 2017	
Civilian Oversight	Develop and implement data collection plan and related protocols	City	IM	default one year	¶ 412	Thursday, April 20, 2017	
Civilian Oversight	Make publicly available all FPD and court policies and protocols and public reports described in Agreement	City		default one year	¶ 413	Thursday, April 20, 2017	
Civilian Oversight	Make data collected under para. 411 of Agreement available on website in summary form annually	City		default one year	¶ 414	Thursday, April 20, 2017	

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(City through Supervisors)

Category	EVENT	Primary PARTY	2ndary PARTY	TIMELINE	PARA.	Deadline	Implementation Status: City of Ferguson Assertion and any DOJ response in bold
Supervision	Ensure that all FPD employees are provided with info re: scope and function of EIS	City		60 days after EIS implementation (one year per ¶ 282 + 60)	¶ 269	Monday, June 19, 2017	
Civilian Oversight	Produce annual report describing FPD and court activity per requirements in para in Agreement	City		60 days after each year of Agreement's term	¶ 415	Monday, June 19, 2017	
Policies & Training	Develop supplemental basic and in-service training per Agreement	FPD	Training Comm	18 months after effective date	¶ 53	Friday, October 20, 2017	
Policies & Training	Review and update FPD Training Plan, including assessment of needs and police officer training program	Training Comm		every 18 months	¶ 55	Friday, October 20, 2017	
Civilian Oversight	Assess CRB operations	CRB Task Force		12-18 months after CRB created	¶ 409	Monday, April 16, 2018	
Recruitment	Implement Recruitment Plan	City		60 days after plan's approval (assuming that "approval" is included in develop't provision in ¶ 282, so 181+60)	¶ 284	Friday, April 20, 2018	
Community Engagement	Affiliate with Community Mediation Services of St. Louis to conduct neighborhood mediations	City		2 years after Effective Date	¶ 32	Friday, April 20, 2018	
Policies & Training	Redevelop field training program for new recruits into PTO program	FPD		2 years after Effective Date	¶ 58	Friday, April 20, 2018	
Community Engagement	Implement "Neighborhood Policing Plan: A Police Community Partnership"	City	FPD	Two years after implementation of FPD Community Policing Plan (¶ 26)	¶ 27	Saturday, April 20, 2019	
Monitor, Compliance, Enforcement	Conduct comprehensive assessment to determine compliance	IM		3 years after Effective Date	¶ 437	Saturday, April 20, 2019	
Policies & Training	Assess PTO program and modify per emerging police practices and make recommendations to the City as appropriate	Training Comm		annually	¶ 62	Monday, April 20, 2020	
Code Reform	Keep §§ 13-58 (fail to appear), 13-60 (fee for withdrawing complaint), 1-16 (prison for failure to pay fine), and 1-17 (imprisonment for failure to pay fine) repealed	City		Remain repealed	¶ 37	Done	
Community Engagement	Continue Youth Advisory Board	City		ongoing	¶ 24		
Policies & Training	Maintain up-to-date, accessible manual of all FPD policies	City		ongoing	¶ 46		
Policies & Training	Disseminate and incorporate changes in law to FPD personnel	City		ongoing	¶ 47		
Bias-free Practices	Administer all programs, etc. w/o discrimination	City		ongoing	¶ 65		
Bias-free Practices	Take immediate corrective action upon learning of discrimination	City		ongoing	¶ 71		
Bias-free Practices	Conduct disparate impact assessments	IM	City	duration of Agreement	¶ 73		
Supervision	Provide close and effective supervision per para in Agreement	Supervisors		ongoing	¶ 253		
Court Reform	Ensure compliance with cap on municipal fines and fees revenue. Mo. Rev. Stat. § 479.350 <i>et seq</i>	City		ongoing	¶ 324		
Court Reform	Maintain Municipal Ordinance 2014-3565 (reducing and limiting municipal court revenue to be appropriated as part of general budget)	City		ongoing	¶ 324		
Court Reform	Do not impose additional charges, etc. for Failure to Appear or §§ 13-60, 13-63, 13-70(2) or (3).	City		ongoing	¶ 342		

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(City through Supervisors)

Category	EVENT	Primary PARTY	2ndary PARTY	TIMELINE	PARA.	Deadline	Implementation Status: City of Ferguson Assertion and any DOJ response in bold
Monitor, Compliance, Enforcement	Submit proposed methodology for assessment, review or audit to Parties	IM		30 days before any assessment, audit or review developed per ¶424	¶ 426		
Monitor, Compliance, Enforcement	Post results of baseline and subsequent surveys on City's website and distribute publicly	City		none	¶ 432		
Monitor, Compliance, Enforcement	Analyze results of survey and use analysis to modify and improve FPD policies, training, and practices as needed	City	FPD	none	¶ 433		
Monitor, Compliance, Enforcement	Reassign current City employee to serve as Consent Decree Coordinator for duration of Agreement	City		none	¶ 454		
Monitor, Compliance, Enforcement	Collect and maintain all data and records necessary to (a) document compliance with Agreement; and (b) allow FPD or other City officials to perform QA	City	FPD	none	¶ 455		
Monitor, Compliance, Enforcement	Agreement termination	All		after 2 years of full and effective compliance	¶ 462		