

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
----------------------------------	-------------------	----------

II. Policy Review and Implementation

**Responsible Party: Major Richard Perez (PCS); Major Lazaro Ferro (Training) Major Alberto (SOS)
Point of contact: Lt. J. Rocha (Training), Lt. Chris Griffin (PCS), Lt. Orlando Villaverde (PCS), George Wysong, (police legal), Lt. G. Gomez (TRU) and Lt. M. Abreu (SWAT).**

#27	MPD will continue to develop and implement policies on constitutional policing principles and best practices. In addition, MPD agrees to maintain (and develop if necessary) comprehensive, agency-wide policies and procedures that reflect full implementation of every requirement of this agreement. This requirement includes maintenance of policies governing the Policy Review Committee (PRC), the Professional Compliance Section (PCS), the High Liability Review Board (HLB), the Major Case Team for police shootings investigations, the Tactical Operations Section, the Community Relations Section, and any other MPD has taken or intends to take to ensure compliance with this Agreement.	Substantial Compliance	During the reporting period, additional new or revised policies were submitted to the Independent Reviewer to include Professional Compliance Section (revised D.O. 1, Chapter 16), Training/ Firearms (revised D.O. 15, Chapter 1 and Chapter 2), Tactical Robbery Unit/Felony Apprehension Teams (new D.O. 12, Chapter 22), Special Threat Response Unit STRU, (revised D.O. 12, Chapter 6), Homicide (revised D.O. 9, Chapter 1), DOJ Agreement and Standards (new D.O. 15, Chapter 10), Internal Affairs Section (revised D.O. 2, Chapter 1 and Chapter 2) and Incident Tracking System (revised D.O. 2, Chapter 5). Additionally, Police Standards Certification and Decertification (revised D.O. 2, Chapter 4) and Use of Force (revised D.O.6, Chapter 21) were completed during the reporting period and a copy submitted to the Independent Reviewer.
#28	Within one month of the entry of this agreement, MPD submitted an action plan to DOJ for the implementation of this entire Agreement, including designation of staff responsible for	Substantial Compliance	MPD submitted its action plan on April 10, 2016 to the Independent Reviewer.

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
----------------------------------	-------------------	----------

	implementing the provisions.		
--	------------------------------	--	--

#29	By June 10, 2016, MPD agrees to submit any new and revised policies, procedures and manuals created or revised to achieve compliance with the Agreement to DOJ for review and comment prior to publication and implementation. DOJ shall complete its review within one month. If MPD and DOJ disagree on an aspect of a policy that is relevant to this Agreement, the Independent Reviewer shall resolve any issues.	Substantial Compliance	During the reporting period, MPD revised the below policies to achieve continued compliance with the agreement and DOJ. As a result, Internal Investigation (revised D.O. 2, Chapter 2), Police Standards Certification and Decertification (revised D.O. 2, Chapter 4), Firearms (revised D.O. 15, Chapter 2) and Use of Force (revised D.O. 6, Chapter 21) were approved by the policy review committee and placed in the department's web link of the public comment section before final disposition. These new policies were also submitted to the DOJ for their review and comment prior to publication.
-----	--	-------------------------------	--

#30	All staff responsible for implementing the policies shall be trained on the new or revised policies and procedures as soon as practicable, but not later than March 10, 2017. MPD shall maintain documentation sufficient to demonstrate (a) the status and completion of staff training requirements and (b) that staff are aware of the requirements of all policies and procedures. In addition, MPD will continue to disseminate any new or revised policies related to this Agreement through roll call briefings and official bulletins, and departmental emails.	Substantial Compliance	On April 18, 2017, Lt. O. Villaverde conducted a power-point presentation that included mandatory training to the staff on the DOJ agreement and its provisions, as well as a review of MPD reporting process to DOJ from March 10, 2016, through January 10, 2017. MPD staff members were provided with a copy of the presentation for review and application. A sign in log of the DOJ agreement training documented those staff members that attended the training. In addition, the Training Section Commander will be scheduling yearly staff retreats that will include training on revised or new DOJ policies and procedures.
-----	---	-------------------------------	---

III. Officer-Involved Shooting Investigations

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
----------------------------------	-------------------	----------

Responsible Party: Assistant Chief R. Papier (Admin) Major Jose Rodriguez (IA), Major Richard Perez (PCS), Major Louis Melancon (CID)
Point of contact: Sgt. N. Martinez (Admin) Lt. Oriel Tameron (IA), Lt. K. Simmons (Homicide), Sgt. M. Rojas (PCS), Attorney George Wysong (Police Legal).

#32	MPD will continue to ensure that each Critical Firearms Discharge will be review for accountability, legality, training, tactics and equipment issues.	Substantial Compliance	The MPD continues to ensure that each Critical Firearm Discharge is reviewed for accountability, legality, training, tactics and equipment issues through the Firearm Review Board process.
-----	--	-------------------------------	---

#33	MPD policy shall continue to require officers to cooperate with administrative investigations, including appearing for an interview when ordered by a MPD investigator and providing all requested documents and evidence, subject to the provisions of the 112.531 – 112.535 Florida Statues (the “Law Enforcement Officers’ Bill of Rights”) and the protections of <i>Garrity vs New Jersey</i> and its progeny and any other applicable law.	Substantial Compliance	MPD continues to require officers to cooperate with administrative investigations, including appearing for an interview when ordered by a MPD investigator and providing all requested documents and evidence, subject to the provisions of the 112.531 – 112.535 Florida Statues (the “Law Enforcement Officers’ Bill of Rights”) and the protections of <i>Garrity vs New Jersey</i> and its progeny and any other applicable law. During this reporting period MPD has concluded several Firearms Discharge investigations wherein the shooting officer has provided a statement.
-----	--	-------------------------------	--

#34	MPD shall continue to provide shooting officers the opportunity to give voluntary statements as soon as practicable after each shooting, but in any case within no more than 72 hours, absent exigent circumstances, and will document same.	Substantial Compliance	MPD and its investigative partner FDLE have continued to offer and document shooting officers the opportunity to give voluntary statements as soon as practicable after each shooting.
-----	--	-------------------------------	--

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
#35	Potential criminal investigation or prosecution, MPD to continue its efforts to complete administrative investigation.	<p>Substantial Compliance</p> <p>During the reporting period, MPD has made documented efforts to complete the administrative investigation by consulting with FDLE and SAO on the status of cases as well as appropriate interviews of principal officer during the administrative investigation. Language was added in revised D.O 6 Chapter 21, subsection 5.13.1 (Use of Force & Administrative Procedures) stating "MPD will continue to make documented efforts to work with the Office of the State Attorney to facilitate prompt determination of cases. In addition, MPD Internal Affairs Section conducts an internal case file review on a monthly basis to thoroughly review all open cases and coordinate with the Homicide Unit, as well as SAO and FDLE for those cases dealing with critical firearms discharges.</p>
#36	In no event shall MPD permit full resolution of an administrative investigation to extend beyond 180 days after conclusion of the criminal investigation, absent exigent circumstances and agreed to by DOJ and the City.	<p>Substantial Compliance</p> <p>MPD has procedures in order not to permit full resolution of an administrative investigation to extend beyond 180 days after the conclusion of the criminal case. These procedures adopted in the Internal Affairs Section SOP's and in the revised Internal Investigations D.O. 2, Chapter 2. In addition, the Internal Affairs Section conducts a case management meeting on a monthly basis between the investigators and the section's deputy commander in order to discuss and provide a status of all administrative investigations and</p>

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
		ensure resolution does not extend beyond 180 days.
<p>#37 MPD ensuring that MPD officer involved in a shooting not be returned to active duty until.</p> <ul style="list-style-type: none"> a. Return to duty: the agency’s contracted psychologist clears the officer’s return to active duty. b. Return to duty: a post shooting briefing is held with FDLE. c. Return to duty: Chief of Police written approval for the officer’s return to active duty. d. Return to duty: evidence review supports officer’s return to active duty. e. Return to duty: the officer completes any refresher training that the Chief of Police deems appropriate. 	Substantial Compliance	MPD will continue to ensure that any officer involved in a shooting will not be returned to active duty status until all requirements included in the DOJ provision are fulfilled. The DOJ provisions are also included in a “Return to Duty” memorandum as well as, added to Internal Affairs Section SOP’s and revised D.O. 6, Chapter 21, subsection 5.7.1. (Use of Force & Administrative Procedures).
<p>#38 Maintain Incident Tracking System (ITS)</p>	Substantial Compliance	During the reporting period, MPD has continues to maintain its Incident Tracking System (ITS) for officer involved shootings and monitor opportunities for officers to engage in misconduct and bring about corrective action through structured supervisory review. In addition to applying the ITS protocol in D.O. 2 Chapter 5, (Incident Tracking System) the Internal Affairs Section is in the process of conducting further modification of the ITS process in order to create certain threshold with instructions to ensure appropriate remedies is afforded to the involved officer (s).

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
#39	MPD will maintain the Professional Compliance Section (PCS), which reports directly to the Chief of Police (COP). Maintain the High Liability Incident Review Board (HLB), and continue reviewing serious uses of force and pursuits	<p>Substantial Compliance</p> <p>During the reporting period, MPD has maintained the Professional Compliance Section (PCS) which reports directly to the Chief of Police (COP). Since January 10, 2017, there were two (2) HLB cases presented on February 28, 2017, and June 13, 2017.</p> <p>These two (2) cases were extensively reviewed for high liability incidents and corrective actions were identified involving policy and or training deficiencies. Future HLB hearings will be scheduled for the next reporting period.</p>
#40	MPD shall continue its practice of having a commander from the training section participate in the Firearms Review Board and post-incident review meeting. MPD shall develop and effective mechanism to ensure that lessons learned from officer-involved shooting reviews are incorporated into policy and officer training, and that such incorporation is verified.	<p>Substantial Compliance</p> <p>MPD has scheduled FRB hearings for calendar year 2017. The FRB's conducted between January 10, 2017 through July 10, 2017 pursuant to the 3rd self-assessment report, includes the following two (2) cases:</p> <ol style="list-style-type: none"> 1. IA case# 11-148, that was heard on March 6, 2017. 2. IA case # 10-113, that was heard on April 6, 2017. <p>In both FRB cases, the Training Section Commander attended the hearing. In addition, three (3) pending FRB hearings are being scheduled for the month of July 2017.</p>
IV. Supervision		
Responsible Party: Assistant Chief Dennis Jackson (FOD), Major Alberto Alberto (SOS) Major Armando Aguilar (PRMS).		
Point of contact: Lt. G. Gomez (TRU), Captain Alberto Borges (FOD), Lt. R. Carr (FOD), Sgt. K. Revilla (Staffing Detail)		
#41	MPD first line supervisors shall be held accountable for providing, the close and effective supervision necessary to direct and guide officers, as	<p>Substantial Compliance</p> <p>During the reporting period, MPD has maintained accountability through the close and effective supervision as described in Departmental Order</p>

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
<p>described in Departmental Orders 11 (Patrol), Departmental Order 6 (Use of Force & Administrative Procedures) and other relevant Departmental Orders, standard operating procedures and established guidelines.</p>		<p>11 (Patrol) and Departmental Order 6, Chapter 21 (Use of Force & Administrative Procedures) that was recently revised and approved by the department's policy review committee (PRC). In addition, first line supervisors are being held accountable for providing close and effective supervision as proper staffing is monitoring the span of control between the supervisors and the officers they are assigned to. Also, proper supervision through monthly Compstat (Computer Statistics), HLB (High Liability Review) meetings in which officer's performance, including productivity, complaints, achievements and response to calls for service are reviewed.</p>
<p>#42 MPD will continue the practice of assigning all patrol officers and officers in the Tactical Operations Section units to a single, consistent, clearly identified first-line supervisor. First line supervisors will continue to be assigned to and actually work the same days and hours as the officers they are assigned to supervise, absent extenuating circumstances.</p>	<p>Substantial Compliance</p>	<p>MPD has continued assigning all patrol officers and officers in the units of the Specialized Operations Section (formally known as the Tactical Operations Section) to a single, consistent, clearly identified first-line supervisor with the same work days and duty hours as the officers they are assigned to supervise. The amount of supervisors assigned to patrol remains at 72. These first line supervisory slots are assigned to supervise a maximum of <u>eight (8)</u> officers with the same work days and duty hours. In SOS, the Tactical Robbery Unit has <u>one (1)</u> sergeant to supervise <u>eight (8)</u> officers. The Felony Apprehension Team has <u>one (1)</u> sergeant to supervise <u>five (5)</u></p>

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
		officers. Both sergeants have the same work days and duty hours as the officers they supervise. SWAT has <u>one (1)</u> sergeant to supervise <u>eight (8)</u> officers with the same work days and duty hours.
#43	First-line supervisors of patrol officers and officers assigned to Tactical Operations Section units shall be assigned to supervise no more than five to eight officers (“span of control”). The span of control will be based on the nature of the duties that any officer or group of officers performs. On-duty first-line supervisors will be available throughout their shift to respond to the field to provide supervision to officers under their direct command and, as needed, to provide supervisory assistance to other units.	Substantial Compliance During the reporting period, MPD has ensured compliance with no more than eight officers to one sergeant (span of control) in patrol and the Specialized Operations Section as reflected in the DOJ agreement. In addition, a new D.O. 6, Chapter 15 (Departmental Staffing Detail) was created and formulated to monitor the span of control of patrol officers and officers assigned to the SOS (formerly known as TOS) unit. There is close cooperation between the Staffing Detail and SOS in order to effectively monitor span of control.
#44	The City and MPD shall continue to assess the current span of control within three months of the effective date and re-assess every four months after implementation, and shall retain the number of supervisors necessary to achieve the required span of control subject to the limitations set forth in the collective bargaining Agreements and civil service rules.	Substantial Compliance MPD had assessed the current span of control on February 10, 2017 and June 10, 2017 (every four months in accordance with the DOJ agreement). MPD has ensured the number of supervisors required for span of control. In addition, a new D.O. 6, Chapter 15 (Departmental Staffing Detail) was created and formulated to monitor the span of control of patrol officers and officers assigned to the SOS (formerly known as TOS). This departmental order directs the staffing detail to assess every four months the span of control for patrol officers and officers

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
		assigned to the SOS and provide a quarterly report to the PCS (Professional Compliance Section), and DOJ (Department of Justice) compliance coordinator.
#45	MPD shall continue to ensure consistent supervision by first-line supervisors who are on extended leave, and shall reassign officers to a first-line supervisor when the currently assigned first-line supervisor has been or is expected to be absent for longer than six weeks.	Substantial Compliance
		MPD has ensured consistent supervision by first-line supervisors for supervisors who are on extended leave, and shall reassign the subordinate of a first-line supervisor who has been or is expected to be absent for longer than six (6) weeks to another first-line supervisor. A new D.O. 6, Chapter 15 (Departmental Staffing Detail) was created and formulated for the staffing detail's personnel to monitor the span of control and reassign a first-line supervisor when the currently assigned first-line supervisor has been or is expected to be absent for longer than six weeks.
#46	Captains and Lieutenants will continue to closely and effectively supervise the first line supervisors and officers under their command. MPD Captains and Lieutenants will continue to ensure that all first line supervisors and officers under their command comply with MPD policy, state and federal law, and the requirements of this Agreement.	Substantial Compliance
		During the reporting period, MPD has ensured Captains and Lieutenants will supervise the first-line supervisors and officers under their command and ensure that all first-line supervisors and officers under their command comply with MPD policy, state, and federal laws and the DOJ Agreement. In addition, MPD developed new training curriculum known as Miami Agreement Training (MAT) and Miami Agreement Supervisory Training (MAST) which covers supervisory training

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

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

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
----------------------------------	-------------------	----------

		6, Chapter 21 (Use of Force and Administrative Procedures).
--	--	---

V. Specialized Units

Responsible Party: Major Alberto Alberto (SOS).

Point of contact: Lt. Gilberto Gomez (TRU) Lt. M. Abreu (SWAT).

#48	<p>Within two months of the entry of this Agreement, MPD shall provide to DOJ for review and approval its criteria for recruitment and admission to the MPD's specialized units, including Tactical Operations Section ("TOS") units. MPD shall maintain eligibility criteria and selection devices for assignment to TOS units that emphasize demonstrated capacity to carry out the mission of a TOS unit in a constitutional manner. Officers assigned to TOS units who are unable to maintain eligibility shall be removed from the TOS units. The MPD shall monitor the list of names of all officers and supervisors assigned to TOS units on a quarterly basis to assess and adjust its ongoing personnel and staffing needs.</p>	Substantial Compliance	<p>During the reporting period, MPD has maintained eligibility criteria for recruitment and admission to the SWAT and the Tactical Robbery Unit (includes the FAT (Felony Apprehension Team) Detail)). MPD Produced interoffice memorandums from the TRU Deputy Commander to the Section Commander for the first quarter (January-March 2017) as well as an interoffice memorandum from the SWAT Deputy Commander to the Section Commander for the first quarter (January-March 2017). The list of names of all officers and supervisors assigned to SOS in the eligibility list are monitored on a quarterly basis to assess and adjust its ongoing personnel and staffing needs. Furthermore, SOS TRU (Tactical Robbery Unit) for June 6, 2017, has included an open register for potential openings in the Tactical Robbery Unit (TRU) and the Felony Apprehension Team (FAT). The open register includes criteria devices for the assignment to TRU and FAT that must be demonstrated and met in order to be consider for an interview and selection.</p>
#49	<p>MPD shall continue to ensure that operating protocols for TOS units are consistent with</p>	Substantial Compliance	<p>During the reporting period, MPD ensured that the operating protocols for SOS (formerly</p>

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments	
the agency-wide use of force policies implemented to comply with this Agreement.		known as TOS) are consistent with the revised Use of Force Policy under D.O. 6, Chapter 21 (Use of Force & Administrative Procedures). The operating protocols for SOS have been fortified and included in their SOP's. In addition, members of the SOS (TRU, FAT and SWAT) have included after action reports, operational plans, worksheets and monthly statistical information of incident reporting for the reporting period.	
#50	MPD shall continue to prohibit SWAT units from conducting general patrol and policing functions while they are on a specialized assignment absent exigent circumstances. Both officer member actions and supervisory decisions must adhere strictly to the SWAT unit's operational protocols during deployment.	Substantial Compliance	MPD continues to prohibit SWAT units from conducting general patrols in accordance with revised SWAT SOPs and D.O. 12, Chapter 6 Special Threat Response Unit (STRU). SWAT units during the reporting period adhered to policy by only conducting deployments in a SWAT team concept configuration. In addition, any request for SWAT to respond to any incident requires proper approval by the SWAT chain of command before any response is authorized. Unless there are a minimum of twelve (12) to fourteen (14) team of SWAT personnel to include a team leader and a SWAT commander, then a SWAT Team does not respond.
#51	MPD will continue to require officers assigned to TOS units, while on a specialized assignment, to document in writing all law enforcement activities, including operational	Substantial Compliance	During the reporting period while on specialized assignment SOS (formerly known as TOS) has continued to document in writing all law enforcement activities, including Operational

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
<p>plans and after-action reports in consistent formats for all call-outs and deployments. Supervisors shall conduct documented regular reviews of the TOS' law enforcement activities to ensure their compliance with applicable laws and MPD policies and procedures.</p>		<p>Plans, After Action Reports, call outs and deployments. During this reporting period SOS TRU (Tactical Robbery Unit) and its FAT (Felony Apprehension Team) included operational worksheets that include a brief synopsis of the case, as well as an apprehension log with detail information for record purposes about the subject (s) arrest, case #, charges and incident location.</p>
<p>#52 MPD shall continue to track, analyze and take appropriate action if necessary to address tactical deficiencies or policy violations by TOS unit members, including recommendations for changes to training or policy; transferring individuals; and/or initiating disciplinary action as necessary. MPD will document this process and report on its successes and challenges.</p>	<p align="center">Substantial Compliance</p>	<p>MPD continues to track, analyze and take appropriate action, as necessary, to address tactical deficiencies or policy violations by SOS (formerly known as TOS) members. During this reporting period, SOS members eligibility requirements were reviewed by examining annual evaluations, worksheets, commendations and reprimands. In addition, the officer's eligibility to remain in the unit depended on the Incident Tracking System (ITS) that was individually reviewed by the unit's deputy commander and a memorandum was drafted and submitted through the chain of command with recommendation to remain in the specialize unit.</p>
<p>VI. Training</p>		
<p>Responsible Party: Major Lazaro Ferro (Training), Attorney George Wysong (Police Legal).</p>		
<p>Point of contact: Lt. J. Rocha (Training), Attorney George Wysong (Police Legal).</p>		
<p>#53 Any new training expressly required by the terms of the DOJ agreement shall be delivered within one year of the effective date (03/10/2016), and annually thereafter.</p>	<p align="center">Substantial Compliance</p>	<p>MPD has updated its Miami Agreement Training (MAT) program for 2017-2018. The MAT training is scheduled to begin on July 10, 2017 and run through March 10, 2018. The training sessions will be conducted biweekly and is</p>

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
<p>A. New training delivered by deadline of 03/10/2017.</p> <p>B. Submit comprehensive training delivery schedule within four months (07/10/2016) of the effective date.</p> <p>Tracking, delivery and completion of all required training by deadline of 03/10/2017</p>		<p>comprised of thirty-five (35) hours of total training in which sixteen (16) hours will be completed as an online course and nineteen (19) hours involves classroom practicum exercise. In addition, the Miami Agreement Supervisory Training (MAST) has been updated for 2017-2018 and will be provided to supervisors from the rank of Sergeant of Police up to the rank of Captain of Police. The MAST training is tentatively set for October 2, 2017. The course is comprised of a forty (40) hours classroom practicum exercise. The organizational goal is for all supervisors from the rank of Police Sergeant up to Police Captain to successfully complete the MAT training before commencing the MAST training. In addition, all records and files from previous training are ready for inspection and review.</p>
<p>#54 Firearm Training Program provides for the following:</p> <p>A. Requires officers to pass training and qualify on each firearm the officer is required or authorized to carry out on an annual basis.</p> <p>B. Immediately comply with and reinforce judicial developments in use of force.</p> <p>C. Firearm Annual in Service training</p> <p>(1) Training on when to display/or point firearms.</p> <p>(2) Night training.</p>	<p>Substantial Compliance</p>	<p>The Training & Personnel Development Section (TDPS) has developed the annual training referred as MAT (Miami Agreement Training) and MAST (Miami Agreement Supervisory Training) for officers and supervisors from the rank of Police Sergeant up to Police Captain. The firearm portion of the training is included in the MAT section to ensure annual qualifications is met on all sworn personnel active, reserve and auxiliary officers. The qualifications will include the officers' issued sidearm, rifle and or shotgun, as well as their</p>

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
<ul style="list-style-type: none"> (3) Stress training (undergoing physical exertion). (4) Use of Force decision-making (shoot-don't shoot) training. (5) Continuous threat assessment techniques. (6) Observe students and provide corrective instruction when deficiencies are observed. D. Observe students and provide corrective instruction when deficiencies are observed. 		<p>secondary weapon. In addition, TDPS (Training & Personnel Development Section) will also provide training on the revised D.O. 15.2 (Firearm Procedures), as well as existing revised SOP's and DO's under the new policy D.O. 15, Chapter 10, referred to as the DOJ Agreement and Standards.</p>
<ul style="list-style-type: none"> E. Comprehensive testing on rules, regulations and skills regarding firearm use. F. Employ reality based incident scenarios <ul style="list-style-type: none"> 1. Live action 2. Computer simulated components to improve defensive tactic training, limit incident of deadly force G. Incorporate de-escalation training and techniques H. Evaluation and Survey 		
<p>#55 MPD will continue to provide mandatory supervisory training for all new first-line supervisors, which shall be completed prior to assuming supervisory responsibilities. In addition, to this initial supervisory training, MPD shall require each first-line supervisor to complete supervisor-specific training annually thereafter.</p>	<p>Substantial Compliance</p>	<p>MPD continues to provide mandatory supervisory training to officers prior to assuming first-line supervisory responsibilities. MPD conducted a promotional examination in May 2017 for the rank of Police Sergeant. Pending the official promotional list results, the TDPS (Training & Personnel Development Section) will allocate training for first-line supervisory course. The course will consist of hundred-twenty</p>

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
		(120) hours in which 40 hours are mandated by FDLE. MPD exceeds the training with an additional eighty (80) hours of classroom instruction.
#56	MPD shall continue to review, develop and maintain mandatory supervisory training for all new second-line supervisors (lieutenants and captains), which shall be completed prior to assuming secondary supervisory responsibilities. Annual training for lieutenants and captains shall provide necessary updates, as well as training in the new skills and training their subordinate officers have received in the past year.	Substantial Compliance MPD continues to provide mandatory supervisory training for all new second-line supervisors, (lieutenants and captains), prior to their assuming second-line supervisory responsibilities. MPD conducted a promotional examination on April and May 2017, for the rank of Police Lieutenant and Police Captain. Pending the official promotional list results, the (TDPS (Training & Personnel Development Section) will allocate training for second-line supervisory course referred to as a mid-management course consisting of forty (40) hours of class room instructions.
#57	Provide first line supervisors with 40 hours of annual in service training based on developments in applicable law and MPD policy. This training curriculum shall include the following topics related to Critical Firearm Discharges. a. MPD's use of deadly force policy and use of force reporting requirements; b. conducting use of force investigations, including the supervisory investigatory responsibilities; c. processing and preservation of crime scenes and forensic evidence;	Substantial Compliance All first line supervisors from the rank of Police Sergeant are mandated to complete the forty (40) hours DOJ agreement training known as MAT (Miami Agreement Training) before attending the forty (40) hours supervisory course known as MAST (Miami Agreement Supervisory Training). In addition, D.O. 15, Chapter 10 (DOJ Agreement and Standards) includes the training information about MAT and MAST in fulfilling the policy requirement.

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
----------------------------------	-------------------	----------

	<p>d. care and custody of video recordings;</p> <p>e. evaluation of written reports for thoroughness, accuracy, and completeness;</p> <p>f. burden of proof; interview techniques; and the factors to consider when evaluating officer, complainant, or witness credibility, to ensure that investigative findings, conclusions, and recommendations are unbiased, uniform, and legally sound;</p> <p>g. strategies for effectively directing officers to minimize uses of force and to intervene effectively to prevent or stop unreasonable force;</p>		
	<p>h. responding to and investigating allegations of officer misconduct;</p> <p>i. supporting officers who report unreasonable or unreported force, or who are retaliated against for using only reasonable force or attempting to prevent unreasonable force;</p> <p>j. techniques for effectively guiding and directing officers,</p>		
	<p>and promoting effective and ethical police practices;</p> <p>k. techniques for de-escalating conflict, including peer intervention when necessary;</p>		
	<p>l. evaluating officer performance as part of MPD's annual performance evaluation system; and</p> <p>m. fostering positive career development and imposing appropriate disciplinary sanctions and non-</p>		

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
----------------------------------	-------------------	----------

	disciplinary corrective action.		
--	---------------------------------	--	--

#58	<p>Provide all Lieutenants and Captains with in-service training on an annual basis based on developments in applicable law and MPD policy. The training curriculum shall include the following topics related to Critical Firearms Discharges:</p> <ul style="list-style-type: none"> a. Incident Management <ul style="list-style-type: none"> i. evaluation of written reports; ii. strategies for effectively directing officers to avoid unnecessary Critical Firearms Discharges; iii. responding to Critical Firearms Discharges; and iv. de-escalating conflict. b. Community Engagement <ul style="list-style-type: none"> i. how to engage the community and develop positive relationships with diverse community groups; and ii. how to ensure that community relationships are positive. 	Substantial Compliance	<p>MPD continues to provide all Lieutenants and Captains with in service training on an annual basis based on developments in applicable law and MPD policy via the MAT and MAST training program referred to above. Evaluation and recommendation of the course is captured by TDPS in the student course evaluation form in order to establish quality and effectiveness of the training.</p>
-----	---	-------------------------------	---

VII. Community Oversight

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

#59.	<p>City and MPD will have a Community Advisory Board of civilian City residents provide oversight and feedback to MPD and the Independent Reviewer. The board will address concerns to:</p> <ul style="list-style-type: none"> A. Advise the Chief, majors and commanders on strategies and training to improve community 	Substantial Compliance	<p>During the reporting period, the CAB (Community Advisory Board) met six times between January 10, 2017, through July 10, 2017. MPD staff regularly attends the CAB and CAB subcommittee meetings. During the reporting period a webpage quick link was created in order for the public to comment on the agreement and its implementation. In addition,</p>
------	--	-------------------------------	--

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
----------------------------------	-------------------	----------

	<p>relations and MPD responsiveness.</p> <p>B. Work with the Chief, majors and commanders to establish and carry out community public safety priorities;</p> <p>C. Provide the community with information on the agreement and its implementation.</p> <p>Receive and convey to MPD and DOJ public comments and concerns, in addition to MPD's civilian complaint system.</p>		<p>a webpage quick link was also added for purposes of the public to comment on new or revised policies pertaining to the agreement. Public comment concerns will be distributed through the department's MPD web page.</p>
--	---	--	---

#60	<p>The Community Advisory Board will be in effect within three months of the effective date. The City will establish the number of members and a mechanism to ensure that membership is representative of a cross section of communities in the City of Miami to including; districts, faith communities, minority, ethnic, and other community organizations, and student or youth organization. The City shall set a date by which board members will be selected.</p>	Substantial Compliance	<p>During the reporting period the CAB was in full operational status and meeting on a regular basis. The CAB has provided feedback to MPD and the independent reviewer. There is a webpage link in the MPD intranet system for the CAB to post their reports facilitating public comment and community feedbacks.</p>
	<p>The community advisory board will be in effect within three months of the effective date (March 10, 2016). The City will establish the number of members and a mechanism to ensure that membership is representative of a cross section of communities in the City of Miami to include:</p> <ul style="list-style-type: none"> A. District B. Faith C. Communities 		

Miami Police Department 3 rd Self-Assessment Compliance Report July 10, 2017			
Settlement Agreement Requirement		Compliance Rating	Comments
	D. Minority E. Ethnic F. Community organizations G. Students Youth organizations		
#61	MPD facilitate regular public meetings of the community advisory board to discuss DOJ's reports, if any and to receive community feedback about MPD's progress or compliance with the agreement.	Substantial Compliance	During the reporting period, the CAB met six (6) times. Members of the community were present and provided feedback about MPD's compliance report as well as concerns raised by the CAB. Future dates for calendar year 2017/2018 have been allocated for CAB meetings to occur at various locations around the City of Miami in order to properly address community concerns.
#62	The community board's reports and recommendations will be posted on MPD website. MPD will consider and respond to the community board's recommendations in a timely manner.	Substantial Compliance	MPD previously established a CAB web page link that is posted on the MPD website for the CAB to post reports and recommendations. The CAB is endeavoring to create its own website to fulfil the same purpose. In addition, three (3) separate web page links were created to include a section for the DOJ report that stores the DOJ Action Plan, the 1 st and 2 nd Self-assessment report, a web page for all MPD Departmental Orders and a web page that includes the MPD Departmental Orders with an addendum for the public to make comments about the policies. MPD is currently working on a web page where SOP's can be viewed.
#63	The City will provide the community board with	Substantial Compliance	The City has provided the Community Advisory Board with

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
reasonable administrative support, including meeting space.		reasonable administrative support, including meeting space. Additional support will be allocated if and when additional resources are required.
#64 The civilian community board will not review or report on specific cases of alleged misconduct, review or comment on discipline, and will not seek to influence the course or outcome of a specific complaint investigation or the discipline of specific officers. The community board will not have access to any non-public information regarding an individual officer or allegation of misconduct or disciplinary action.	Substantial Compliance	During the reporting period, CAB understood their role and were reminded of the following directives: The civilian community board will not review or report on specific cases of alleged misconduct, review or comment on discipline and will not seek to influence the course or outcome of a specific complaint investigation or the discipline of specific officers. The community board will not have access to any public non-public information regarding an individual officer or allegation of misconduct or disciplinary action.
#65 The City may use the Community Relations Board to fulfill the requirements of this Section of the Agreement if they are able to meet the requirements herein.	Substantial Compliance	Not applicable at this time because the CAB is adequately fulfilling its purpose, powers and duties.
VIII. Compliance Assessment		
Responsible Party: Major Richard Perez (PCS). Point of contact: Lt. C. Griffin / Lt. O. Villaverde (PCS).		
#66 Within 45 days of the effective date, MPD will identify a Compliance Coordinator who is a member of MPD to serve as the single point of contact with DOJ and the Independent Reviewer. The Compliance Coordinator will: coordinate compliance and implementation activities;	Substantial Compliance	Major Richard Perez from the Professional Compliance Section continues to be the single point of contact with the Independent Reviewer. Major Perez has been making regular contact via email with the Independent Reviewer and has met with the Independent Reviewer during her several visits to the Miami

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
facilitate access to MPD personnel and provide data, documents, and materials to DOJ as needed; ensure that all data, documents and records are maintained as provided in this Agreement; and assist in assigning implementation and compliance-related tasks to MPD personnel, as directed by the Chief of Police or his designee.		Police Department during the month of April and June 2017.
#67 Within four months from the effective date, and every six months thereafter until this Agreement is terminated, the City will provide to DOJ and the monitor a Self-assessment Compliance Report indicating whether the City has reached one of three levels of compliance with this Agreement: Substantial Compliance, Partial Compliance, or Non-Compliance.	Substantial Compliance	On July 10, 2016, MPD provided the Independent Reviewer with the first (1 st) self-assessment report and a second (2 nd) self-assessment report that was submitted on January 10, 2017. This, the 3 rd self-assessment report, will be submitted on or prior to July 10, 2017.
#68 The self-assessment compliance report will include sections: A. The steps MPD and the City have taken during the reporting period to implement this Agreement ; B. Plans to correct any problems or lack of compliance; C. A response to any concerns raised by United States DOJ regarding the City's previous Compliance Report;	Substantial Compliance	MPD self-assessment compliance report for the 1 st , 2 nd and the 3 rd self-assessment has included steps the City and MPD has taken during the reporting period, plans to correct any problems or lack of compliance, a response to any concerns raised by the United States DOJ regarding the city's previous compliance report, projection of work to be completed during the reporting period and any anticipated challenges or concern and a summary for statistical purposes or general data for self-assessment.

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments
<p>D. A projection of the work to be completed during the upcoming reporting period;</p> <p>E. Any anticipated challenges or concerns related to implementation of the Agreement; and</p> <p>F. A summary of documents relied on for statistical purposes or general data as the basis for self-assessment, if applicable.</p>		<p>During this reporting period MPD has received two quarterly reports from the Independent Reviewer dated December 2016 and May 2017. MPD continues to address any and all recommendations included in the Independent Reviewer's (IR) report. Furthermore, PCS (Professional Compliance Section) through its DOJ Compliance Coordinator continues to maintain a working relationship with its points of contacts from MPD's respective divisions in order to acquire the necessary information to meet and fulfill the DOJ agreement's provisions.</p>
#69	Not Applicable	Not Applicable
#70	Substantial Compliance	<p>MPD has collaborated with DOJ in revising any policies, procedures or practices relating to the use of force that DOJ deems to be deficient. During this reporting period, MPD has revised and officially approved through a PRC (Policy Review Committee) hearing the Use of Force policy D.O. 6, Chapter 21, in order to meet DOJ requirements relating to this agreement. The policy has been forwarded to the DOJ for their collaborative review.</p>

**Miami Police Department 3rd Self-Assessment Compliance Report
July 10, 2017**

Settlement Agreement Requirement	Compliance Rating	Comments