



DEPARTMENT OF JUSTICE
Calvin Williams, Chief of Police

Mission Statement

To account for expenses directly related to the Consent Decree in the areas of recruiting, training, independent monitor review, additional personnel and information technology needs.

In addition to the Divisions of Office of Professional Standards, Police Review Board, Community Police Commission, and the Police Inspector General, the Consent Decree also requires additional functions that include: recruiting, training, independent monitor review, additional personnel and information technology needs.

The recruitment plan will include specific strategies for attracting a diverse group of applicants, including officers that are familiar with the different neighborhoods of Cleveland, who possess strategic thinking and problem solving skills, emotional maturity, interpersonal skills, and the ability to collaborate with a diverse cross-section of the community. (Paragraph 304)

The Division of Police will ensure all officers receive adequate training to understand: (a) how to police effectively and safely in accordance with policies; and (b) the requirements of the Consent Decree, Ohio Law, and the Constitution and laws of the Unites States. (Paragraph 269)

An independent monitor jointly selected by the City of Cleveland and the Department of Justice will serve as an agent of the court to assess and report whether the requirements of the Consent Decree have been implemented, and whether this implementation is resulting in constitutional and effective policing, professional treatment of individuals, and increased community trust of the Division of Police. (Paragraph 350)

Additional Personnel will include:

- Implementation Coordinator (Paragraph 385) - To facilitate the provision of data, documents, materials, and access to the City's and the Division of Police's personnel to the independent monitor, Department of Justice, and any other necessary parties to ensure compliance with the requirements of the Consent Decree.
Civilian Head of Internal Affairs (Paragraph 178) - A qualified citizen will be hired to report directly to the Chief of Police. This position will be someone who is not a current or former employee of the Division of Police, and is not a current or retired law enforcement officer.
Crisis Intervention (Paragraph 131) - A Captain and Sergeant of Police will work together to better facilitate communication between the Division of Police and members of the mental health community and to increase the effectiveness of the Crisis Intervention Program.
The Division of Police will collect and maintain all data and records necessary to accurately evaluate its use of force, search and seizure practices, facilitate transparency, and, as permitted by law, broad public access to information related to the Division of Police. To fulfill the data analysis requirements of the Consent Decree, four information technology positions will be added and additional software will be purchased. (Paragraph 257)

PROGRAM NAME: CONSENT DECREE ADDITIONAL PERSONNEL

OBJECTIVES: To account for the additional positions required by the Consent Decree in the areas of Implementation Coordinator, Civilian Head of Internal Affairs, and Crisis Intervention.

ACTIVITIES: Implementation Coordinator- Ensure that all data, documents and records are maintained as provided in the Consent Agree and assist in assigning implementation and compliance related tasks.

Civilian Head of Internal Affairs- Conduct objective, comprehensive, and timely investigations of all internal allegations of officer misconduct.



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Crisis Intervention- Develop and maintain partnerships with program stakeholders, participate in and implement changes recommended by the Advisory Committee, select candidates for designation of specialized CIT officers, and create ways to honor and recognize Crisis Intervention staff when appropriate.

PROGRAM NAME: INFORMATION TECHNOLOGY

OBJECTIVES: To ensure collection, tracking, and reporting of data related specific stops outlined in the Consent Decree.

ACTIVITIES: Routine reporting, an annual assessment to the independent monitor, development of a protocol to accurately analyze data collected, issue reports summarizing data, and ensure transparency.

PROGRAM NAME: MONITOR

OBJECTIVES: To work with Cleveland Division of Police to achieve compliance with the requirements of the Consent Decree.

ACTIVITIES: To fulfill the mandates of the Consent Decree, the independent monitor will perform compliance reviews, conduct biennial surveys, evaluate outcome measurements, develop a monitoring plan, provide recommendations, and file written reports with the court every six months.

PROGRAM NAME: RECRUITMENT PLAN

OBJECTIVES: To revise the recruitment procedures and hiring to ensure that the Division of Police attracts and hires a diverse group of qualified personnel.

ACTIVITIES: Develop and implement a recruitment policy and a strategic recruitment plan that includes clear goals, objectives, and action steps for attracting qualified applicants from a broad cross-section of the community.

PROGRAM NAME: TRAINING

OBJECTIVES: To train the Division of Police to reflect their commitment to procedural justice, bias-free policing, community policing, and will install agency expectations that officers police diligently, and have an understanding of commitment to the constitutional rights they encounter.

ACTIVITIES: Develop and implement a written training plan for the Division of Police's recruit academy, probationary field training, and in-service training to ensure that recruits, and officers are trained to effectively and lawfully carry out their duties in accordance with the policies of the Division of Police, the requirements and goals of the Consent Decree, Ohio law, and the Constitution and laws of the United States.



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Expenditures

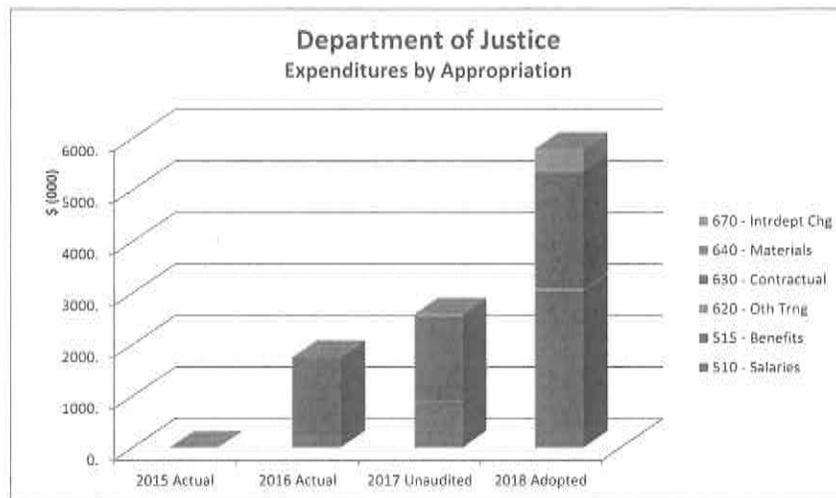
	2015 Actual	2016 Actual	2017 Unaudited	2018 Budget
Salaries and Wages				
Full Time Permanent	\$ —	\$ —	\$ 129,109	\$ 413,004
Part-Time Permanent	—	107,545	133,256	125,004
Uniformed Personnel	—	95,060	102,397	341,224
Uniformed Overtime	—	9,299	349,576	1,475,000
Longevity	—	800	800	800
Overtime	—	—	846	25,000
Deferred Overtime Payments	—	3,142	2,983	—
	\$ —	\$ 215,846	\$ 718,967	\$ 2,380,032
Benefits				
Hospitalization	\$ —	\$ 13,031	\$ 33,898	\$ 138,314
Prescription	—	2,355	6,559	29,334
Dental	—	655	926	8,304
Vision Care	—	52	95	687
Public Employees Retire System	—	13,740	34,795	78,811
Police & Firemens Disab & Pens	—	19,029	86,175	354,338
Fica-Medicare	—	3,109	10,323	34,609
Workers' Compensation	—	616	6,907	5,405
Life Insurance	—	34	61	538
Clothing Allowance	—	—	400	3,800
Clothing Maintenance	—	750	750	3,100
	\$ —	\$ 53,370	\$ 180,889	\$ 657,240
Other Training & Professional Dues				
Travel	\$ —	\$ —	\$ 14,999	\$ 18,600
Tuition & Registration Fees	—	—	5,893	26,500
Professional Dues & Subscript	—	—	—	1,000
	\$ —	\$ —	\$ 20,892	\$ 46,100
Contractual Services				
Professional Services	\$ —	\$ 35,292	\$ 135,325	\$ 374,000
Mileage (Private Auto)	—	—	—	2,000
Advertising And Public Notice	—	—	500	—
Parking In City Facilities	—	—	660	—
Other Contractual	—	1,446,223	1,490,643	1,885,333
	\$ —	\$ 1,481,515	\$ 1,627,128	\$ 2,261,333
Materials & Supplies				
Office Supplies	\$ —	\$ —	\$ —	\$ 1,500
Computer Hardware	—	—	9,143	—
Computer Software	—	—	—	415,400
Fuel	—	—	—	750



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Expenditures (Continued)

	2015 Actual	2016 Actual	2017 Unaudited	2018 Budget
Small Equipment	—	—	24,043	—
Special Events Supplies	—	—	4,077	8,400
Just In Time Office Supplies	—	—	—	4,700
	\$ —	\$ —	\$ 37,263	\$ 430,750
Interdepart Service Charges				
Charges From Telephone Exch	\$ —	\$ 1,567	\$ 4,837	\$ 15,600
Charges From Print & Repro	—	980	5,480	11,331
	\$ —	\$ 2,547	\$ 10,317	\$ 26,931
	\$ —	\$ 1,753,279	\$ 2,595,456	\$ 5,802,386





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COMPARISON OF STAFFING LEVEL

Budget 2017	No. of Employees		Position	Salary Schedule	
	December 2017	Budget 2018		Minimum	Maximum
ADMINISTRATORS & OFFICIALS					
1	0	1	Special Assistant to the Mayor	20,800.00	118,362.30
1	1	1	Captain of Police	90,596.28	91,096.28
2	0	2	Sergeant of Police	67,199.38	67,699.38
<u>4</u>	<u>1</u>	<u>4</u>			
PROFESSIONALS					
1	0	1	Administrative Assistant	21,851.06	79,512.34
1	0	0	Data Base Administrator	39,937.34	118,853.53
0	1	1	Data Base Analyst	30,214.95	98,444.95
1	0	0	Project Coordinator	27,325.56	99,702.63
1	1	1	Project Manager II	22,333.00	86,455.17
1	0	1	Systems Analyst	20,800.00	68,251.13
<u>5</u>	<u>2</u>	<u>4</u>			
PROTECTIVE SERVICES					
2	0	2	Patrol Officer I	53,922.22	58,361.54
<u>2</u>	<u>0</u>	<u>2</u>			
NON EEO REPORTING					
0	1	1	Data Analysis Coordinator	39,520.00	135,200.00
<u>0</u>	<u>1</u>	<u>1</u>			
<u>11</u>	<u>4</u>	<u>11</u>	TOTAL FULL TIME		
PART TIME					
1	1	1	Executive Assist To The Mayor	50,795.81	191,316.74
<u>1</u>	<u>1</u>	<u>1</u>	TOTAL PART TIME		
<u>12</u>	<u>5</u>	<u>12</u>	TOTAL DIVISION		

