



CITY OF CLEVELAND
Mayor Justin M. Bibb

Budget Hearing

Police Accountability Team

February 2026



AGENDA

01 Departmental Overview

- Organizational Structure
- Purpose
- Objectives

02 Divisional/Sectional Responsibilities and Priorities

- Continuous Compliance Efforts
- Compliance Assessments
- 2026 - 2027 Priorities



1. Departmental Overview & Vacancies

Police Accountability Team (PAT)



Dr. Leigh R. Anderson

**Executive Director
(Nov. 2022)**

Hannah Macias



**Performance Auditor
(August 2023)**

Martin Bielat



**Assistant Law Director
(August 2024)**

Carlos Johnson



**Assistant Law Director
(Sept. 2023)**

**Project Manager
(Vacant)**



Departmental Overview: Purpose



Our objective is to promote justice and integrity in law enforcement by diligently implementing the consent decree's terms. We are dedicated to fostering transparency, strengthening community engagement, and providing data-driven insights to ensure accountability within the City of Cleveland.

Our goal is to build trust in law enforcement by supporting efforts to uphold high ethical standards, ensuring accountability, and advocating for the rights of all community members. We are dedicated to recommending policy reforms that improve public safety while safeguarding individual liberties.

Through oversight, data analysis, and collaboration with community members and stakeholders, we work to create lasting reforms that strengthen public trust, protect civil rights, and ensure fair and equitable policing for all.



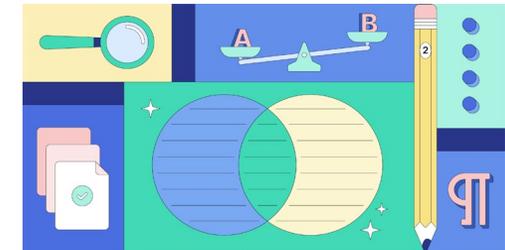
Departmental Overview: Objectives

- **Facilitate Assessments and Analyses** – Coordinate/execute the thorough assessment of policies, practices, and training programs
- **Complete Performance Audits** - Internally assess operations, programs, and processes for compliance with relevant requirements
- **Execute Comparative Analyses** – Evaluate two or more processes and/or programs to identify best practices and lessons learned
- **Support of Continuous Compliance Efforts** – Work with internal/external stakeholders to implement reform measures outlined in Settlement Agreement
- **Advocate for Compliance Acknowledgements** - Advocate for compliance upgrades in assessments, semiannual reports and directly to the Court



Advocacy

The act of pleading or arguing in favor of something, such as a cause, policy, or interest, or the active support of an idea or cause.



Who is who?

U.S. Department of Justice:

- Represents the Federal Government (USA)
- Investigates unlawful police practices
- Requires reform through consent decree

Police Accountability Team:

- Represents the City of Cleveland
- Helps implement Consent Decree reforms
- Tracks data and patterns

Monitoring Team:

- Checks whether changes are happening
- Reviews data, policies, and practices
- Reports observations to the judge

U.S. District Court Judge:

- Makes sure the consent decree is followed
- Reviews reports and evidence
- Decides if progress is real



2. Divisional/Sectional Responsibilities and Priorities

Current Activities

- Helping facilitate the implementation of an Early Intervention System (Benchmark Analytics)
- Helping facilitate the procurement of data analytics software to detect systemic bias in policing (Sigma Squared)
- Helping facilitate the technical assistance related to Community Engagement and CDP's External Partners, i.e. Accountability Systems (DOJ/COPS Office)
- Attend District Policing Meetings
- Attend MHRAC meetings and Sub Committee Meetings
- Attend Force Review Board Hearings
- Attend Status Conferences with Federal Court
- Present to the Police Academy Classes



Previous Activities

Ride-alongs completed in each District on various shifts.



Previous Activities



Site to site peer visits with Consent Decree cities



Presented at morning roll calls in each District



Academy Presentation - What Can You Do to Help?

The City of Cleveland needs your commitment to comply with the Consent Decree.

Here are some ways you can help:

- Embrace training and instruction;
- Follow the policies outlined in General Police Orders and Divisional Notices;
- Thoroughly complete all forms and promptly remedy any errors in reporting;
- Support CPOP, CIT and other Consent Decree related developments;
- Remain positive and ask questions!



Monitoring Team – 17th Semiannual Report: January – June 2025



20 Total
Upgrades; Zero
downgrades

Community
Engagement

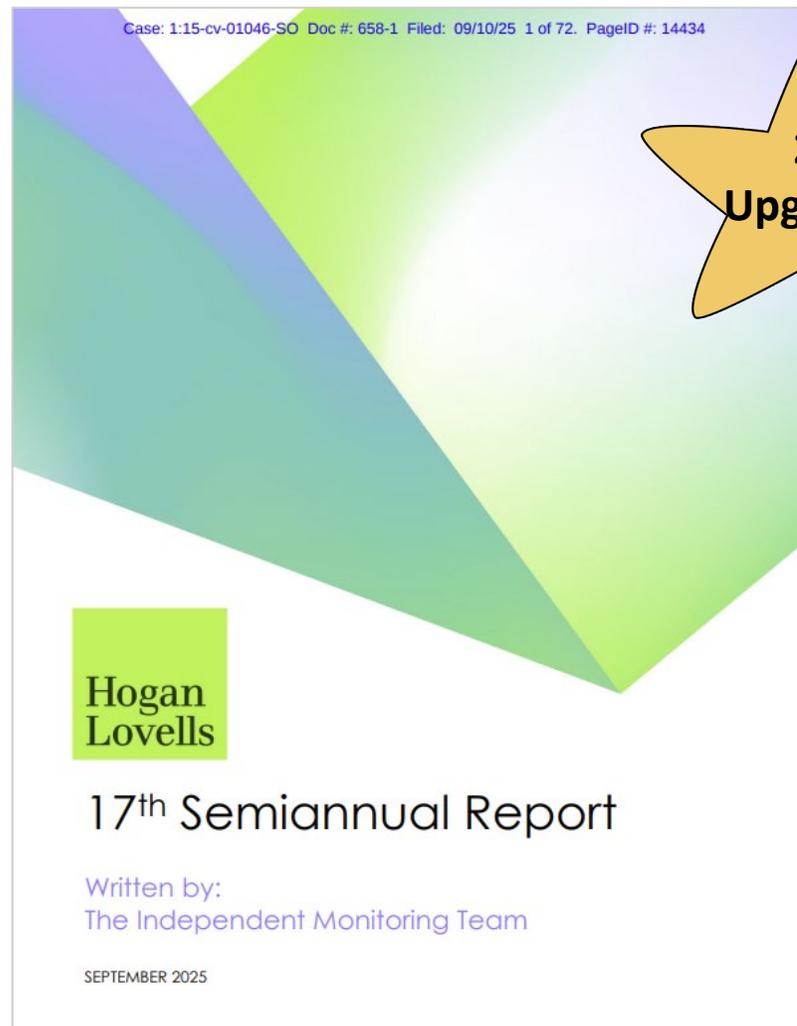
Use of Force

Accountability

Transparency
& Oversight

Officer
Assistance &
Support

Supervision



17th Semiannual Report Upgrades

Paragraph	16th Semiannual Rating (July – Dec. 2024)	17th Semiannual Rating (Jan. – June 2025)
COMMUNITY ENGAGEMENT		
18 (c)	Partial Compliance	Operational Compliance
20	Non-Compliance	Partial Compliance
26	Partial Compliance	Operational Compliance
USE OF FORCE		
116	Partial Compliance	Operational Compliance
121	Partial Compliance	Operational Compliance
ACCOUNTABILITY		
179	Partial Compliance	Operational Compliance
198	Non-Compliance	Partial Compliance
200	Partial Compliance	Operational Compliance
206	Operational Compliance	General Compliance
214	Partial Compliance	Operational Compliance

Paragraph	16th Semiannual Rating (July – Dec. 2024)	17th Semiannual Rating (Jan. – June 2025)
218	Partial Compliance	Operational Compliance
219	Partial Compliance	Operational Compliance
222	Partial Compliance	Operational Compliance
TRANSPARENCY & OVERSIGHT		
256	Non-Compliance	Partial Compliance
OFFICER ASSISTANCE & SUPPORT		
282	Non-Compliance	Partial Compliance
283	Non-Compliance	Partial Compliance
285	Non-Compliance	Partial Compliance
286	Non-Compliance	Partial Compliance
287	Non-Compliance	Partial Compliance
SUPERVISION		
328	Non-Compliance	Partial Compliance

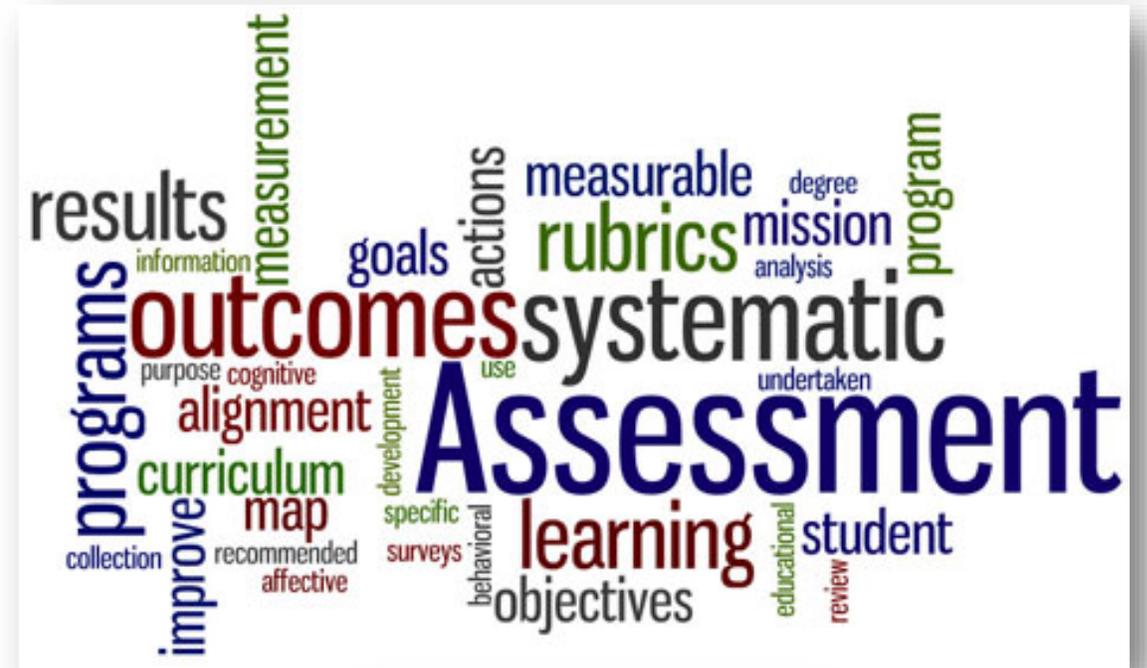


Assessment of Progress with the Consent Decree



Importance of Assessments

- Provides an **objective** and **comprehensive evaluation** of whether the terms and **requirements** outlined in the decree have been **fully implemented**
- **Measures of progress**, allowing oversight bodies, courts, and stakeholders to confirm that the necessary **systemic changes** have **occurred** and have been **sustained** them over time
- **Ensure accountability**, identify any remaining areas of non-compliance, and establish whether the intends reforms have had a **meaningful and lasting impact**
- Assessments are **essential** for **determining** whether the **goals** of the **consent decree** have been **met**



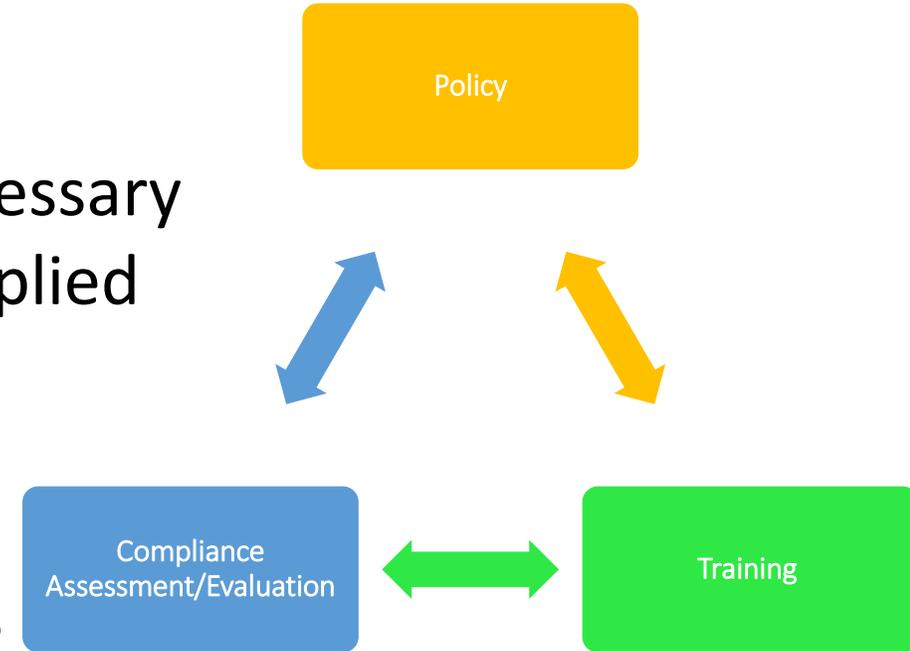
Compliance Assessments

Consent Decree, Paragraph 360. C.:

The Monitor will conduct reviews or audits as necessary to determine whether the City and CDP have complied with the requirements of this Agreement.

Compliance requires that the City and CDP:

- (a) have incorporated the requirement into policy;
- (b) have trained all relevant personnel as necessary to fulfill their responsibilities pursuant to the requirement; and
- (c) are carrying out the requirement in actual practice.



PAT's Focus on Assessments Includes:

- Reviewing Methodologies
- Facilitating Data Transfers
- Overseeing Preliminary Audits
- Monitoring Team & DOJ Communications
- Troubleshooting Assessment Gaps
- Critically Engaging with Drafts
- Advocating for Upgrades



Crisis Intervention Assessment Highlights

- Filed 09/26/25 / 24 Upgrades
- Reviewed ≈ 111 2023 CDP Mental or Behavioral Health Crisis Cases
- "CDP has achieved General or Substantial and Effective Compliance across all CIT-related paragraphs of the Consent Decree (¶¶ 131-159, 367(b))"
- "The Monitoring Team determined that CDP has successfully established a robust crisis intervention program that meets or exceeds the foundational requirements established in the Consent Decree"
- "The extremely low rates of arrest (1.5-2.1%) and use of force (0.32-0.42%) in crisis incidents, combined with high rates of hospital transport (85.5%), indicate that the program successfully achieves its core goals"



Search & Seizure Assessment Highlights

- Filed 12/05/25 / **8 Upgrades**
- Reviewed 2024 and 2023 cases
- The vast majority of stops reviewed were supported by sufficient articulation or reasonable suspicion (95.24%), and probable cause in 90.8% of arrests
- There was an absence of rote or canned language in 94% of the cases, which suggests improved documentation of officer observations
- City hired Sigma Squared in 2025 to analyze disparities in 2024 search and seizure data to determine whether there is Division-wide officer bias
 - Broadly, Sigma determined that no Division-wide officer bias was detected in 2024 stop and search data, with a full report coming in early 2026



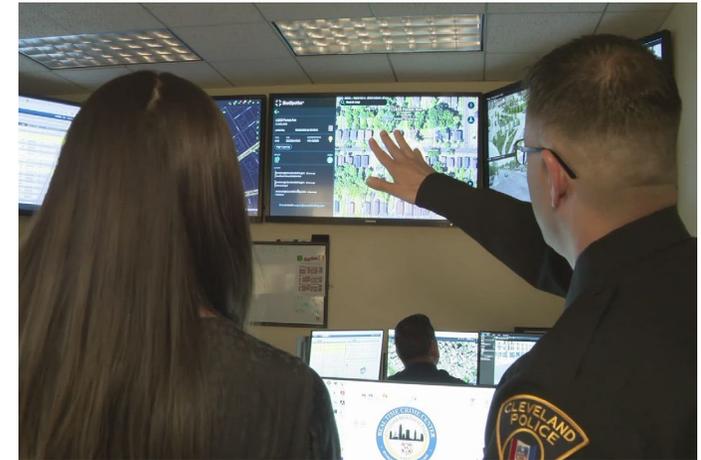
Recruitment & Hiring Assessment Highlights

- Filed 12/11/25 | 9 upgrades | ¶¶ 300 – 311
- Reviewed 187 background files from CDP Academy Classes 157-159
- "Through systematic review of the Recruitment Plan, Recruitment Reports, job announcements, policies, procedures, and analysis of 187 individual background investigation files the Monitoring Team has concluded that the CDP has met or exceeded all requirements for Recruitment and Hiring established in the Consent Decree."
- "Significantly, more than two-thirds of the total applications received during 2024 came from individuals who self-identified as multi-racial or belonged to racial minority groups and nearly 25 percent of the total applicants were women."
- "All background investigations for candidates in the reviewed sample who were hired as police recruits were found to be timely and included criminal history, employment history and use of controlled substance assessments."



Equipment & Resources Assessment Highlights

- Filed 12/24/25 | 6 upgrades | ¶¶ 291 – 299
- Assessed state, adequacy, and readiness of equipment, processes, systems, and employee assistance resources in September-October 2025
- "The Monitoring Team concludes that CDP has an adequate inventory of safe and operable zone cars with maintenance issues consistent with the age and condition of its fleet."
- "CDP maintains an adequate number of computers, a functional and safe, though aging, fleet, and properly equipped zone cars, with a 93% in-service rate and no indication of major systemic neglect."
- "The Division employs qualified information technology professionals and analysts with demonstrated education, experience, and certifications that appear to be above baseline minimal requirements, which allows a modern, data driven capacity to drive operational decision making."



Training Assessment Highlights

Training Assessment Highlights

Filed 12/30/25 | 19 upgrades | ¶¶ 269–290, 367(f)

Reviewed annual training plans for 2023–2025 and 2024–2026; Recruit Academy; Field Training Program; In-Service Training; and all documentation of training conducted. Timeframe reviewed: June 2023 – June 2025.

“This was the Monitoring Team’s first comprehensive assessment of the Training subsection.”

“The Monitoring Team determined that CDP has substantially complied with the Consent Decree’s training requirements.”

“As of this assessment, the CDP recruit academy instructs ... a total of 1093 instruction hours.”

“In 2023 ... CDP required 72 hours of in-service training. In 2024, CDP required 35 hours. In 2025, CDP is projected to conduct 59 hours.”



Staffing Assessment Highlights

Filed 12/10/25 | 3 upgrades | ¶¶ 319–321

Reviewed CDP's compliance with Section XI, sub-section (E) of the Consent Decree related to Staffing in relation to Officer Assistance and Support and evaluated the Division's actions and progress under the Staffing Plan.

“This was the Monitoring Team's first comprehensive assessment of the Staffing paragraphs (¶¶ 319–321).”

“The Monitoring Team concludes that the CDP has achieved Substantial and Effective Compliance across all three Staffing paragraphs of the Consent Decree (¶¶ 319–321).”

“A review of the CDP Staffing Plan shows that it does address and provide for the items listed” including personnel deployment for community and problem-oriented policing, sufficient staff for misconduct investigations, unity of command, and a sufficient number of supervisors.



2026 – 2027 Priorities

- **Compliance Assessments** – ongoing analyses by the Monitoring Team of previously designated priority areas of the Settlement Agreement to determine compliance



- 2025 Assessments:

- Use of Force – City comments on Report returned to MT
- Search & Seizure – Completed and Filed with Court
- Crisis Intervention – Completed and Filed with Court
- Recruitment & Hiring – Completed and Filed with Court
- Equipment & Resources – Completed and Filed with Court
- Training – Completed and Filed with Court
- Staffing – Completed and Filed with Court



- **Determination of 2026 Priority Areas** – Working with Monitoring Team & DOJ to complete methodologies and provide data for 2026 Assessments:

- (1) CPC; (2) DPC; (3) CPOP; (4) Bias Free; (5) IA; (6) OPS; (7) Discipline; (8) IG; (9) Data & Transp.; (10) Training 2026; (11) Recruit. & Hir. 2026; (12) Equip. & Resc. 2026; (13) Perf. & Promot.; (14) Supervision; (15) Policies





The Path Forward...

- Continue Bi-Weekly Meetings with DOJ & MT
- Attend another round of District Roll Calls
- Help implement feedback from MT assessments
- Routinely update internal stakeholders
- Encourage further progress in noted areas of growth
- Advocate for recognition of the City's compliance progress to the Monitoring Team, DOJ, and Court
- Prepare for upcoming assessments

