

Cleveland Police Monitoring Team

May 2026 Presentation to the City
Council Safety Committee

Agenda

- Introduction
- 18th Semiannual Report Overview
- 2026 Work Underway and Ahead
- Billings
- Questions

Summary of 18th Semiannual Report

1. Community Engagement and Building Trust

MT Semiannual Report (SAR)	Total # of ¶s in Section	# of ¶s Not Assessed	# of ¶s Non-Compliance	# of ¶s Partial Compliance	# of ¶s Operational Compliance	# of ¶s General Compliance	# of ¶s Substantial & Effective Compliance
17 th SAR	18	0	5	9	2	2	0
18 th SAR	18	1	3	4	5	5	0

- Covers Community Police Commission (CPC) and District Policing Committees (DPCs)
- CPC:
 - New CPC Executive Director (as of January 2026)
 - Continued Commissioner vacancies and need for process to efficiently fill vacancies
 - Significant staffing shortages this reporting period
 - Continued challenges with document request process and timing
- DPCs:
 - Establishing effective working relationships with partners – MT observation
 - Lack of diversity of meeting participants
 - Plans for upcoming working group sessions to progress towards compliance

Summary of 18th Semiannual Report

2. Community and Problem-Oriented Policing (CPOP)

MT Semiannual Report (SAR)	Total # of ¶s in Section	# of ¶s Not Assessed	# of ¶s Non-Compliance	# of ¶s Partial Compliance	# of ¶s Operational Compliance	# of ¶s General Compliance	# of ¶s Substantial & Effective Compliance
17 th SAR	8	0	1	7	0	0	0
18 th SAR	8	0	1	6	1	0	0

- Strong foundation established for CPOP
 - CPOP Team – (Captain, Sergeant, Neighborhood Response Groups, district-based CPOP Coordinators)
 - CDP demonstrating efforts to make CPOP an organization-wide philosophy for all employees
 - CDP collecting data to show many community engagement and CPOP activities; MT did not receive outcome data, though
 - MT assessment of CPOP will soon begin; methodology being finalized now.

Summary of 18th Semiannual Report

3. Bias-Free Policing

MT Semiannual Report (SAR)	Total # of ¶s in Section	# of ¶s Not Assessed	# of ¶s Non-Compliance	# of ¶s Partial Compliance	# of ¶s Operational Compliance	# of ¶s General Compliance	# of ¶s Substantial & Effective Compliance
17th SAR	10	0	1	6	3	0	0
18th SAR	10	0	1	6	3	0	0

- OPS dashboard now shows complaint data, including bias-based policing allegations, though requires sorting by final disposition to make bias-based complaint data meaningful
- CDP has conducted some bias-based policing training, though 2026 training does not yet appear to be fully compliant with CD requirements
- CDP has not yet produced required annual reports to determine whether CDP operations are fair and unbiased
- MT establishing working group with CDP and PAT
- MT assessment on bias-free policing slated to begin at the end of 2026

Summary of 18th Semiannual Report

4. Use of Force

MT Semiannual Report (SAR)	Total # of ¶s in Section	# of ¶s Not Assessed	# of ¶s Non-Compliance	# of ¶s Partial Compliance	# of ¶s Operational Compliance	# of ¶s General Compliance	# of ¶s Substantial & Effective Compliance
17th SAR	86	1	0	9	75	1	0
18th SAR	86	2	1	3	7	51	22

- MT completed a comprehensive assessment of UOF paragraphs
 - Exhaustive analysis of 85 paragraphs – all 2024 Level 1 and 2s with command review, all 2023-2024 FIT investigations, 2023-2024 quarterly FRB observations, training records reviews, and more
 - CDP achieved 74 upgrades, 4 downgrades
- MT plans focused work with CDP to address outstanding compliance issues and plan for a future assessment on the remaining paragraphs

Summary of 18th Semiannual Report

5. Crisis Intervention

MT Semiannual Report (SAR)	Total # of ¶s in Section	# of ¶s Not Assessed	# of ¶s Non-Compliance	# of ¶s Partial Compliance	# of ¶s Operational Compliance	# of ¶s General Compliance	# of ¶s Substantial & Effective Compliance
17 th SAR	29	0	0	3	13	13	0
18 th SAR	29	0	0	0	0	21	8

- MT completed a comprehensive crisis intervention assessment in 2025
 - Included case review of responses to crisis events, auditing training data, reviewing SCIT recruitment and selection, and reviewing CIT Program documents
 - CDP achieved “substantial and effective compliance” for the CD section
 - Assessment confirmed that CIT Program and crisis intervention strategy are effectively addressing CD requirements, and MHRAC has functioned effectively as collaborative forum while CI Coordinator demonstrates strong leadership.

Summary of 18th Semiannual Report

6. Searches & Seizures

MT Semiannual Report (SAR)	Total # of ¶s in Section	# of ¶s Not Assessed	# of ¶s Non-Compliance	# of ¶s Partial Compliance	# of ¶s Operational Compliance	# of ¶s General Compliance	# of ¶s Substantial & Effective Compliance
17 th SAR	16	0	0	13	3	0	0
18 th SAR	16	1	0	5	9	1	0

- MT completed first S&S assessment in 2025
 - Revealed meaningful progress, 8 compliance upgrades
 - More than 90% of police-initiated stops were supported by appropriate legal justification
 - Yet, racial disparities in stops, searches and arrests were revealed and warrant critical analysis
- MT establishing a working group with parties to discuss criteria for compliance with each S&S paragraph

Summary of 18th Semiannual Report

7. Accountability

MT Semiannual Report (SAR)	Total # of ¶s in Section	# of ¶s Not Assessed	# of ¶s Non-Compliance	# of ¶s Partial Compliance	# of ¶s Operational Compliance	# of ¶s General Compliance	# of ¶s Substantial & Effective Compliance
17 th SAR	74	1	0	28	33	12	0
18 th SAR	74	2	0	21	37	14	0

- **Internal Affairs:** Notable progress with delivery of IA investigator training
- **OPS/CPRB:** OPS Currently led by Interim Administrator
 - Significant case productivity improvements
 - Faster filling of vacancies, though staffing still an issue
 - Backlog of cases awaiting CPRB hearing remains a concern
- **Discipline:** MT conducted preliminary discipline disposition reviews; noted variability between CDP and DPS decisions
- In 2026, MT to conduct comprehensive reviews of IA, OPS/CPRB, and Discipline to gain fuller understanding of actual state of compliance with CD requirements.

Summary of 18th Semiannual Report

8. Transparency and Oversight

MT Semiannual Report (SAR)	Total # of ¶s in Section	# of ¶s Not Assessed	# of ¶s Non-Compliance	# of ¶s Partial Compliance	# of ¶s Operational Compliance	# of ¶s General Compliance	# of ¶s Substantial & Effective Compliance
17 th SAR	19	0	1	7	10	1	0
18 th SAR	19	0	1	7	6	5	0

- **Inspector General**
 - Deputy Inspector General hired, outstanding request for funding an office administrator
 - No City policy or procedure yet establishing authority of IG or their duties
- **Data Collection and Analysis**
 - Substantial work by City & CDP to enhance data analytics with data team building public and internal datasets and dashboard
 - Facing change of RMS which will transform team's work
 - Multiple CD annual data report requirements are not yet in compliance
- MT to assess both IG and Data Collection and Analysis in 2026

Summary of 18th Semiannual Report

9. Officer Assistance and Support

MT Semiannual Report (SAR)	Total # of ¶s in Section	# of ¶s Not Assessed	# of ¶s Non-Compliance	# of ¶s Partial Compliance	# of ¶s Operational Compliance	# of ¶s General Compliance	# of ¶s Substantial & Effective Compliance
17 th SAR	53	1	7	25	17	3	0
18 th SAR	53	2	5	4	7	12	23

- **Training:** MT assessed in 2025; 19 upgrades. Areas needing improvement are FTO program updates and oversight of specialized unit training
- **Equipment & Resources:** MT assessed in 2025; 6 upgrades. Well-positioned for compliance
- **Recruitment & Hiring:** MT assessed; significant upgrades. Remaining are need to update Recruitment Plan, and improvements to lateral officer background investigations
- **Performance Evaluations and Promotions:** Most paragraphs non-compliant. City developing performance evaluation module. City updated promotions procedure without approval from Monitor
- **Staffing:** MT assessed; section in “substantial and effective compliance”

Summary of 18th Semiannual Report

10. Supervision

MT Semiannual Report (SAR)	Total # of ¶s in Section	# of ¶s Not Assessed	# of ¶s Non-Compliance	# of ¶s Partial Compliance	# of ¶s Operational Compliance	# of ¶s General Compliance	# of ¶s Substantial & Effective Compliance
17 th SAR	19	0	9	6	4	0	0
18 th SAR	19	0	10	3	4	2	0

- **Officer Intervention Program**
 - CDP working with vendor to develop OIP system; completion delayed
- **Supervisory Reviews**
 - No independent assessment, though through other MT assessments, the MT has observed that supervisory reviews appear consistent with CD expectations.
- **Wearable Camera System**
 - Received two upgrades this reporting period
- MT to conduct comprehensive assessment of supervision paragraphs in 2027

Summary of 18th Semiannual Report

11. Policies

- Not previously assessed
- MT beginning to meet with City and CD to discuss strategy for assessing the requirements of paragraphs 341-349
- MT recognizes that the City and CD have achieved many milestones regarding CD policy requirements

2026 Work Underway and Ahead

- MT Team filed a 2026 Monitoring Plan, including tasks for City and CDP to fulfill CD requirements, and MT tasks for upcoming assessments.
- Regular working groups.
- MT assessments in 2026 include:
 - CPOP
 - Data Collection & Analysis
 - Inspector General
 - Accountability (IA, OPS/CPRB, Discipline)
 - CPC Assessment
 - DPC Assessment
 - Performance & Promotions
 - Recruitment & Hiring
 - Bias-Free Policing (to be completed in 2027)
 - Equipment & Resources (completed in 2027)
 - Training (completed in 2027)

Type of Activity	CD Section	Description of Activity	Who is Responsib	Date Du	Date Complete	qs
Training Delivery	CPOP	City informs MT of annual CPOP training completion and attendees	CDP	7/7/2026		30
Training Delivery	Bias-Free	City informs MT of annual Bias-Free training (IRBT) completion and attendees	CDP	7/7/2026		42
Training Delivery	UOF	City informs MT of annual UOF training (IRBT) completion and attendees	CDP	7/7/2026		86
Training Delivery	Crisis Interv	City informs MT of annual Crisis Intervention Officer training completion and attendees	CDP	7/7/2026		143
Training Delivery	S&S	City informs MT of annual S&S training (IRBT) completion and attendees	CDP	7/7/2026		174
MT Assessment	Ofc Asst & Supp	City provides feedback on MT methodology for Performance & Promotions Assessment	City	7/14/2026		312-318

2026 Work Underway and Ahead, Cont'd

- City and CDP continuing important efforts:
 - Software development and implementation for OIP and Performance Evaluations
 - Collaboration with Kent State in effort to support effective implementation of comprehensive CPOP model and building trust with residents
 - New collaborative initiative, working along with Technical Assistance Provider Jensen Hughes, to strengthen and make effective community oversight structures on the whole – CPC, OPS, CPRB, IG

Billings

CLEVELAND POLICE MONITORING TEAM -- ACTUAL vs BUDGET: AUGUST 2025 – MARCH 2026

Billings vs to Budget

Actual Billed Time Total	Budgeted Billable Time	Actual Epenses	Budgeted Expenses	Members Site Visits
\$675,297.00	\$780,390.00	\$14,239.94	\$37,865.88	11

Billings Relative to Budget by Monthly

	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26*	Totals:
Billable Hours	30.10	57.20	361.20	294.10	430.40	403.80	319.10	447.20	2343.10
Total Billed	\$6,445.00	\$14,034.00	\$103,196.00	\$85,317.00	\$123,844.00	\$118,072.00	\$94,193.00	\$130,196.00	\$675,297.00
Budget Amount									\$780,390.00
Expenses Billed	n/a	\$12.00	\$2,469.22	\$2,954.80	\$0.00	\$0.00	\$1,325.42	\$7,478.50	\$14,239.94
Budget Expenses									\$37,415.88
Members Site Visits			3	2	0	0	1	5	11

*Not yet paid

estimated hours 7.5 months = 6890

Billings

Monitoring Team – Time and Expense by Team Member			
Member	Total Billable Hours	Total Pay	Total Expenses
Albright, Jennifer	8	\$ 2,160.00	\$0.00
Boston, Shunta	213.9	\$ 57,753.00	\$1,299.46
Brennan, Daniel	70.2	\$ 18,954.00	\$0.00
Cole, Christine	369.9	\$125,041.00	\$3,578.75
Dunn, Ronnie	171.6	\$ 46,332.00	\$46.75
Dupont, Randolph	27.2	\$ 7,344.00	\$0.00
Fink, Lisa	253.5	\$ 68,445.00	\$1,527.58
Gordon, Terrence	172.9	\$ 46,683.00	\$177.97
Hooper, Tammy	133.6	\$ 36,072.00	\$2,995.12
McMahill, Kelly	165.5	\$ 44,685.00	\$3,016.45
Myers, Rick	83	\$ 22,410.00	\$1,515.51
Olsen, Meg	93.4	\$ 14,010.00	\$0.00
Pierce, Shanthi	95.4	\$ 25,758.00	\$0.00
Pulvino, Rory	81.5	\$ 22,005.00	\$0.00
See, Charles	116.5	\$ 31,455.00	\$0.00
Stewart, Melody	287	\$ 106,190.00	\$82.35
	2343.1	\$ 675,297.00	\$14,239.94

Questions?

Thank you!

Cleveland
Police
Monitoring
Team