

## Methodological Plan

### Introduction:

To provide detail and transparency regarding how the Monitor will assess compliance with the Settlement Agreement between the City of Portland and the United States Department of Justice (“Agreement”), the Monitor has created this Methodological Plan. This plan, with a greater focus on how assessments will be made, is intended to supplement the Monitoring Plan, with its focus on what assessments will be made. It is important to note that the methodologies laid out in this Plan are not exhaustive. As the Monitor continues to learn more about the data, records, and other materials relevant to compliance that the City and PPB maintain, including via the Monitor’s initial set of compliance assessments, these methodologies as well as the associated requests for information may be adjusted when necessary to ensure that assessments are complete and accurate. For example, the Monitor may ask to review a particular document that is not explicitly listed in this plan or decide that it is advisable to interview a member of PPB or the City who is not identified here in order to ensure it has all of the information it needs for an assessment. Furthermore, the Monitor notes that as of the date of this plan’s finalization, the Agreement is pending amendments to some of its paragraphs – particularly within Section VIII Officer Accountability – that will require revisions to the corresponding methodologies listed below. Once the pending amendments are in effect, the Monitor will adjust accordingly. Additionally, where the Agreement indicates that the outcome of a particular paragraph must be completed within a specific number of days (e.g., within 180 days of the Effective Date of the Agreement) or by a specific date that has passed prior to the Monitor’s first Review Period, and based on whether the paragraph is indicative of one-time requirements or ongoing ones, the Monitor may take into consideration the following factors in assessing the City’s compliance with the paragraph: whether the requirements were satisfied before the stated deadline and/or whether they were satisfied as of the most recent review period. Finally, it is critical that the compliance assessments the Monitor is charged with making pursuant to the Settlement Agreement consider all relevant sources of information; to that end, the Monitor notes the provision of the Agreement granting it “full and direct access to all PPB and City staff, employees, facilities, and documents” that it reasonably deems necessary to carry out its duties. (Settlement Agreement, Par. 240).

### Sampling:

As indicated in this plan, some of the Monitor’s compliance assessments will rely on the selection of a sample of cases. The size of the sample will be determined by the number of cases needed to attain a statistically sound sample based on the total number of cases provided by PPB and may include oversampling for rare events that are part of the Monitor’s assessment. For instance, when the Monitor draws a sample from the population of force events, it will be selected using stratified random sampling where the strata will consist of elements including, but not limited to: precinct where the event occurred; division/unit of the officer(s) involved; actual or perceived mental health status of the subject; and level of force used (i.e., Category I, Category II, etc.). In instances where data is required to select a sample for assessment, the Monitor requests that PPB provide it with a sample list within seven (7) days of the end of the review period. The Monitor will then complete the sampling procedures within seven (7) days of receipt of the sample list.

### Definitions:

Just as they apply to the Settlement Agreement, the following terms and definitions shall also apply to the Methodological Plan:

- “Day” means a calendar day.
- “Ensure” means that the City and PPB are using objectively good faith efforts to achieve the outcome desired.
- “Implement” or “implementation” means the development or putting into place of a policy or procedure, including the appropriate training of all relevant personnel, and the consistent and verified performance of that policy or procedure in actual practice through the regular use of audit tools.
- “Including” means “including, but not limited to.”

### Compliance Standards:

All compliance assessments by the Monitor will be made using the following standards:

- Substantial Compliance: The City/PPB has satisfied the requirement of the provision in a comprehensive fashion and with a high level of integrity, and any violations of the Agreement are minor or occasional and are not systemic.
- Partial Compliance: The City/PPB has made significant progress toward the satisfaction of the provision’s requirements, though additional work is needed.
- Non-Compliance but Initial Steps Taken: The City/PPB has begun the necessary steps toward compliance, though significant progress is lacking.

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
1	66	Use of Force	Use of Force Policy	<p>Portland Police Bureau (PPB) provides information on its uses of force, including General Offense (GO) or supplemental reports, Force Data Collection Reports (FDCRs), After Action Reports (AARs), body-worn camera (BWC) and other recordings, use of force data, and relevant policies and procedures, from immediately preceding Review Period to Monitor.</p> <p>Monitor assesses PPB's implementation of the requirement to maintain the principles enumerated in this paragraph of the Settlement Agreement.</p>	<ul style="list-style-type: none"> <li>• Monitor will review PPB's use of force policies for inclusion of the following principles:                             <ol style="list-style-type: none"> <li>a. PPB shall use only the force reasonably necessary under the totality of circumstances to lawfully perform its duties and to resolve confrontations effectively and safely.</li> <li>b. PPB expects officers to develop and display, over the course of their practice of law enforcement, the skills and abilities that allow them to regularly resolve confrontations without resorting to force or the least amount of appropriate force.</li> </ol> </li> <li>• Monitor will review a sample of use of force events, including, e.g., all corresponding reports, video and audio recordings, reviews, investigations, adjudications, and corrective action and/or discipline, using a standardized evaluation instrument developed by the Monitor to assess the consistent and verified performance of the principles enumerated in this paragraph.</li> </ul>
2	67	Use of Force	Use of Force Policy	<p>PPB provides information on its uses of force, including GO or supplemental reports, FDCRs, AARs, BWC and other recordings, documentation of corrective action and/or discipline issued, use of force data, and relevant policies and procedures, from immediately preceding Review Period to Monitor.</p> <p>Monitor assesses PPB's implementation of the requirement to add to its use of force policy the principles enumerated in this paragraph of the Settlement Agreement.</p>	<ul style="list-style-type: none"> <li>• Monitor will review PPB's use of force policies for the addition of the following principles:                             <ol style="list-style-type: none"> <li>a. Officers shall use disengagement and de-escalation techniques (as are further described in the Settlement Agreement), when possible, and/or call in specialized units when practical, in order to reduce the need for force and increase officer and civilian safety.</li> <li>b. In determining whether to use force, officers will take into account all information, when feasible, including behavior, reports, and known history as conveyed to or learned by the officer by any means, indicating that a person has, or is perceived to have, mental illness.</li> <li>c. The use of force shall be de-escalated as resistance decreases and the amount of force used, including the number of officers who use force, shall deescalate to a level reasonably calculated to maintain control with the least amount of appropriate force.</li> <li>d. Objectively unreasonable uses of force shall result in corrective action and/or discipline, up to and including termination.</li> </ol> </li> <li>• Monitor will review a sample of use of force events, including, e.g., all corresponding reports, video and audio recordings, reviews, investigations, adjudications, and corrective action and/or discipline, using a standardized evaluation instrument developed by the Monitor to assess the consistent and verified performance of the principles enumerated in this paragraph.</li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
3	69	<b>Use of Force</b>	<b>Use of Force Reporting Policy and Use of Force Report</b>	<p>PPB provides information on its use of force reports, including GO or supplemental reports, FDCRs, AARs, BWC and other recordings, involved and witness officer statements, use of force data, and relevant policies and procedures, from immediately preceding Review Period to Monitor.</p> <p>Monitor assesses PPB's implementation of revisions to its policies related to use of force reporting to include the enumerated requirements in this paragraph of the Settlement Agreement.</p>	<ul style="list-style-type: none"> <li>• Monitor will review PPB's use of force policies for the following revisions:                             <ol style="list-style-type: none"> <li>a. All PPB officers that use force, including supervisory officers, draft timely use of force reports that include sufficient information to facilitate a thorough review of the incident in question by supervisory officers.</li> <li>b. All officers involved or witnesses to a use of force provide a full and candid account to supervisors.</li> <li>c. In case of an officer involved shooting resulting in death, use of lethal force, or an in-custody death, PPB will fulfill its reporting and review requirements as specified in directive 1010.10, as revised.</li> </ol> </li> <li>• Monitor will review a sample of use of force events, including, e.g., all corresponding reports, video and audio recordings, reviews, investigations, adjudications, and corrective action and/or discipline, using a standardized evaluation instrument developed by the Monitor to assess the consistent and verified performance of the principles enumerated in this paragraph.</li> </ul>

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4	70	<b>Use of Force</b>	<b>Use of Force Supervisory Investigations and Reports</b>	<p>PPB provides to Monitor information on its use of force supervisory investigations, including the following from immediately preceding Review Period: completed force reviews and administrative investigations; GO or supplemental reports; FDCRs; AARs; required notifications of serious uses of force, uses of force against persons with actual or perceived mental illness, and suspected misconduct; documentation of officer counseling and training; documentation of medical attention provided to subject of force; officer statements regarding force; use of force data; and relevant policies and procedures.</p> <p>Monitor assesses PPB's implementation of continued enforcement of Directive 910.00 as it relates to use of force supervisory investigations and reports, as well as revisions to that directive to include the enumerated requirements in this paragraph of the Settlement Agreement.</p>	<ul style="list-style-type: none"> <li>• Monitor will review PPB Directive 910.00 for the following revisions to require that supervisory officers:                             <ol style="list-style-type: none"> <li>a. Complete AARs within 72 hours of the force event.</li> <li>b. Immediately notify his or her shift supervisor and Professional Standards Division (PSD) regarding all officers' serious use of force, any use of force against persons who have actual or perceived mental illness, or any suspected misconduct. Where the supervisor suspects possible criminal misconduct, the supervisor shall notify the PPB Detective Division. Where there is no misconduct, supervisors also shall determine whether additional training or counseling is warranted. PPB shall then provide such counseling or training consistent with the Settlement Agreement.</li> <li>c. Where necessary, ensure that the subject receives medical attention from an appropriate medical provider.</li> <li>d. Interview officers individually and not in groups.</li> </ol> </li> <li>• Monitor will review a sample of use of force supervisory investigations, including, e.g., all corresponding reports, video and audio recordings, and reviews using a standardized evaluation instrument developed by the Monitor, to assess the consistent and verified continued enforcement of Directive 910.00, including the requirements for supervisors who receive notification of a force event to respond to the scene, conduct an administrative review and investigation of the use of force, document their findings in an AAR, and forward their report through the chain of command.</li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
5	72	<b>Use of Force</b>	<b>Use of Force Supervisory Investigations and Reports</b>	<p>PPB provides supervisor investigation checklist regarding force investigations to Monitor in addition to records documenting any reviews of checklist, and any revisions made to it, during immediately preceding Review Period.</p> <p>Monitor assesses PPB's implementation of a supervisor investigation checklist, as well as PPB's review of the checklist's adequacy and any revisions made to it at least annually.</p>	<ul style="list-style-type: none"> <li>• Monitor will review PPB's supervisor investigation checklist and PPB's annual reviews and revisions of the adequacy of the checklist. Monitor will assess whether the checklist ensures that supervisors carry out the following force investigation responsibilities:                             <ol style="list-style-type: none"> <li>a. Respond to the scene of a force event, conduct an administrative review and investigation of the use of force, document their findings in an AAR, and forward their report through the chain of command.</li> <li>b. Complete AARs within 72 hours of the force event.</li> <li>c. Immediately notify his or her shift supervisor and Professional Standards Division (PSD) regarding all officers' serious use of force, any use of force against persons who have actual or perceived mental illness, or any suspected misconduct. Where the supervisor suspects possible criminal misconduct, the supervisor shall notify the PPB Detective Division. Where there is no misconduct, supervisors also shall determine whether additional training or counseling is warranted.</li> <li>d. Where necessary, ensure that the subject receives medical attention from an appropriate medical provider.</li> <li>e. Interview officers individually and not in groups.</li> </ol> </li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
6	73	<b>Use of Force</b>	<b>Use of Force Supervisory Investigations and Reports</b>	<p>PPB provides information on its chain of command reviews of AARs, including Employee Information System (EIS) entries, supervisor reports, completed investigations, officer and supervisor corrective actions, and relevant training conducted, from immediately preceding Review Period to Monitor.</p> <p>Monitor assesses PPB's implementation of revisions to its policies concerning chain of command reviews of AARs to include the enumerated requirements in this paragraph of the Settlement Agreement.</p>	<ul style="list-style-type: none"> <li>• Monitor will review PPB's policies concerning chain of command reviews of AARs for revisions to require that:                             <ol style="list-style-type: none"> <li>a. EIS tracks all Directive 910.00 material findings and corrections.</li> <li>b. All supervisors in the chain of command are subject to and receive corrective action or discipline for the accuracy and completeness of AARs completed by supervisors under their command.</li> <li>c. All supervisors in the chain of command are accountable for inadequate reports and analysis.</li> <li>d. A supervisor receives the appropriate corrective action, including training, demotion, and/or removal from a supervisory position when he or she repeatedly conducts deficient investigations. Where a shift commander, or precinct commander, repeatedly permits deficient investigations, the shift commander, or precinct commander, receives the appropriate corrective action, including training, demotion, and/or removal from a supervisory position.</li> <li>e. When, after investigation, a use of force is found to be out of policy, PPB shall take appropriate corrective action consistent with the Accountability provisions of the Settlement Agreement.</li> <li>f. Where the use of force indicates policy, training, tactical, or equipment concerns, the immediate supervisor shall notify the Inspector and the Chief, who shall ensure that PPB timely conducts necessary training and that PPB timely resolves policy, tactical, or equipment concerns.</li> <li>g. The Chief or designee, as well as PSD, has discretion to re-assign a use of force investigation to the Detective Division or any PPB supervisor.</li> </ol> </li> <li>• Monitor will review a sample of chain of command reviews of AARs using a standardized evaluation instrument developed by the Monitor to assess the consistent and verified performance of the requirements enumerated in this paragraph. The review will encompass all records from the underlying events necessary to assess the enumerated requirements, including, e.g.: AARs; FDCRs; audio and video recordings; EIS entries, including any errata tables, spreadsheets, or other documents describing errors identified in EIS data; corrective action taken or discipline issued in relation to the accuracy and completeness of AARs; documentation illustrating accountability for inadequate reports and analysis; corrective action taken in relation to repeatedly deficient investigations; corrective action taken when a use of force is found to be out of policy; notifications to the Inspector and the Chief of policy, training, tactical, or equipment concerns; and timely training and resolutions in response to such concerns.</li> </ul>



Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
7	74	Use of Force	Compliance Audits Related to Use of Force	<p>PPB provides quarterly reviews of force, including Inspector's audits of force reports and Directive 910.00 Investigation Reports, from immediately preceding Review Period to Monitor.</p> <p>Monitor assesses implementation of Inspector's audits of force reports and Directive 910.00 Investigation Reports, including their audit methodologies, to ensure that all requirements regarding such reports listed in this paragraph of the Settlement Agreement are met.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with Inspector regarding audits of force reports and Directive 910.00 Investigation Reports.</li> <li>• Monitor will review a sample of Inspector's audits of force reports and Directive 910.00 Investigation Reports, as well as all evidence relevant to the audits in the sample from the events underlying those audits, using a standardized evaluation instrument developed by the Monitor to assess the consistent and verified performance of the audits in ensuring the following:             <ul style="list-style-type: none"> <li>a. With respect to use of force generally:                 <ul style="list-style-type: none"> <li>i. Reports describe the mental health information available to officers and the role of that information in their decision making.</li> <li>ii. Officers do not use force against people who engage in passive resistance that does not impede a lawful objective.</li> <li>iii. When resistance decreases, officers de-escalate to a level reasonably calculated to maintain control with the least amount of appropriate force.</li> <li>iv. Officers call in specialty units in accordance with procedure.</li> <li>v. Officers routinely procure medical care at the earliest available opportunity when a subject is injured during a force event.</li> <li>vi. Officers consistently choose options reasonably calculated to establish or maintain control with the least amount of appropriate force.</li> </ul> </li> <li>b. With respect to Electronic Control Weapon (ECW) usages:                 <ul style="list-style-type: none"> <li>i. ECW deployment data and Directive 910.00 reports are consistent, as determined by random and directed audits. Discrepancies within the audit should be appropriately investigated and addressed.</li> <li>ii. Officers evaluate the reasonableness and need for each ECW cycle and justify each cycle; when this standard is not met, this agreement requires supervisor correction.</li> <li>iii. Officers are universally diligent in attempting to use hands-on control when practical during ECW cycles rather than waiting for compliance.</li> <li>iv. Officers do not attempt to use ECW to achieve pain compliance against subjects who are unable to respond rationally unless doing so is reasonably calculated to prevent the use of a higher level of force.</li> </ul> </li> <li>c. With respect to use of force reporting, the reports:                 <ul style="list-style-type: none"> <li>i. Are completed as soon as possible after the force incident occurs, but no later than the timeframes required in policy.</li> </ul> </li> </ul> </li> </ul>

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					<ul style="list-style-type: none"> <li>ii. Include a detailed description of the unique characteristics of the event, using common everyday language, sufficient to allow supervisors to accurately evaluate the quality of the officer's decision making and performance.</li> <li>iii. Include a decision point description of the force decision making.</li> <li>iv. Include a detailed description of the force used, to include descriptive information regarding the use of any weapon.</li> <li>v. Include a description of any apparent injury to the suspect, any complaint of injury, or the absence of injury (including information regarding any medical aid or on-scene medical evaluation provided).</li> <li>vi. Include the reason for the initial police presence.</li> <li>vii. Include a description of the level of resistance encountered by each officer that led to each separate use of force and, if applicable, injury.</li> <li>viii. Include a description of why de-escalation techniques were not used or whether they were effective.</li> <li>ix. Include whether the individual was known by the officer to be mentally ill or in mental health crisis.</li> <li>x. Include a general description of force an officer observes another officer apply.</li> <li>xi. Demonstrate that officers consistently make diligent efforts to document witness observations and explain when circumstances prevent them from identifying witnesses or obtaining contact information. Reports will include all available identifying information for anyone who refuses to provide a statement.</li> </ul>



Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
8	75	Use of Force	<b>Compliance Audits Related to Use of Force</b>	<p>PPB provides Inspector’s audits of force reports and Directive 910.00 investigations from immediately preceding Review Period to Monitor.</p> <p>Monitor assesses implementation of Inspector’s audits of force reports and Directive 910.00 investigations, including their audit methodologies, to determine whether supervisors consistently meet all requirements listed in this paragraph of the Settlement Agreement.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with Inspector regarding audits of force reports and Directive 910.00 Investigation Reports.</li> <li>• Monitor will review a sample of Inspector’s audits of force reports and Directive 910.00 investigations, as well as all evidence relevant to the audits in the sample from the events underlying those audits, using a standardized evaluation instrument developed by the Monitor to assess the consistent and verified performance of the audits in determining whether supervisors consistently:               <ol style="list-style-type: none"> <li>a. Complete a Supervisor’s AAR within 72 hours of notification.</li> <li>b. Review all use of force reports to ensure they include the information required by the Settlement Agreement and PPB policy.</li> <li>c. Evaluate the weight of the evidence.</li> <li>d. Use a “decision-point” approach to analyze each use of force.</li> <li>e. Determine whether the officer’s actions appear consistent with PPB policy, the Settlement Agreement, and best practices.</li> <li>f. Determine whether there was legal justification for the original stop and/or detention.</li> <li>g. Assess the incident for tactical and training implications, including whether the use of force may have been avoided through the use of de-escalation techniques or lesser force options.</li> <li>h. Determine whether additional training or counseling is warranted.</li> <li>i. Implement corrective action whenever there are material omissions or inaccuracies in the officers’ use of force report, and for failing to report a use of force, whether applied or observed.</li> <li>j. Document any non-disciplinary corrective action to remedy training deficiencies, policy deficiencies, or poor tactical decisions in EIS.</li> <li>k. Notify PSD and the shift supervisor of every incident involving an officer’s serious use of force, and any use of force that could appear to a reasonable supervisor to constitute misconduct.</li> <li>l. Notify the Detective Division and shift supervisor of every force incident in which it could reasonably appear to a supervisor that an officer engaged in criminal conduct.</li> </ol> </li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
9	76	Use of Force	Compliance Audits Related to Use of Force	<p>PPB provides Inspector’s quarterly analyses of force data and supervisors’ Directive 910.00 reports from immediately preceding Review Period to Monitor.</p> <p>Monitor assesses implementation of Inspector’s quarterly analyses of force data and supervisors’ Directive 910.00 reports, including their methodologies, to determine whether all requirements listed in this paragraph of the Settlement Agreement are met.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with Inspector regarding quarterly analyses of force data and supervisors’ Directive 910.00 reports.</li> <li>• Monitor will review Inspector’s quarterly analyses of force data and supervisors’ Directive 910.00 reports, as well as the data and reports underlying those analyses, using a standardized evaluation instrument developed by the Monitor to assess the consistent and verified performance of the analyses in:                         <ol style="list-style-type: none"> <li>a. Determining if significant trends exist.</li> <li>b. Determining if there is variation in force practice away from PPB policy in any unit.</li> <li>c. Determining if any officer, PPB unit, or group of officers is using force differently or at a different rate than others, determine the reason for any difference and correct or duplicate elsewhere, as appropriate.</li> <li>d. Identifying and correct deficiencies revealed by the analysis.</li> <li>e. Documenting the Inspector’s findings in an annual public report.</li> </ol> </li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
10	77	<b>Use of Force</b>	<b>Compliance Audits Related to Use of Force</b>	<p>PPB provides Inspector's audits of the adequacy of chain of command reviews of AARs from immediately preceding Review Period to Monitor.</p> <p>Monitor assesses implementation of Inspector's audits of the adequacy of chain of command reviews of AARs, including their methodologies, to ensure that all supervisors in the chain of command meet all requirements listed in this paragraph of the Settlement Agreement.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with Inspector regarding audits of the adequacy of chain of command reviews of AARs.</li> <li>• Monitor will review a sample of Inspector's audits of the adequacy of chain of command reviews of AARs, as well as all evidence relevant to the audits in the sample from the events underlying those audits, using a standardized evaluation instrument developed by the Monitor to assess the consistent and verified performance of the audits in ensuring that all supervisors in the chain of command:                             <ol style="list-style-type: none"> <li>a. Review Directive 910.00 findings using a preponderance of the evidence standard.</li> <li>b. Review Directive 910.00 reports to ensure completeness and order additional investigation, when necessary.</li> <li>c. Modify findings as appropriate and document modifications.</li> <li>d. Order additional investigation when it appears that there is additional relevant evidence that may assist in resolving inconsistencies or improve the reliability or credibility of the findings and counsel the investigator.</li> <li>e. Document any training deficiencies, policy deficiencies, or poor tactical decisions, ensure a supervisor discusses poor tactical decisions with the officer and ensure the discussion is documented in EIS.</li> <li>f. Suspend an investigation immediately and notify the branch Assistant Chief, the Director of PSD, and the Detectives Division whenever the investigating supervisor, shift commander or Division commander finds evidence of apparent criminal conduct by a PPB officer.</li> <li>g. Reports a matter to PSD for review and investigation whenever an investigating supervisor, shift commander or precinct commander finds evidence of apparent misconduct by a PPB officer or employee.</li> </ol> </li> </ul>
11	78	<b>Training</b>	<b>Not Applicable</b>	<p>PPB demonstrates that it has implemented the requirements stated in Paragraphs 79, 81, 84, 85, and 86 of the Settlement Agreement.</p> <p>Monitor verifies whether PPB has implemented the requirements stated in Paragraphs 79, 81, 84, 85, and 86 of the Settlement Agreement.</p>	<ul style="list-style-type: none"> <li>• Monitor will assess the consistent and verified performance of Paragraphs 79, 81, 84, 85, and 86.</li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
12	79	Training	Not Applicable	<p>PPB provides Training Division's most recently completed needs assessment and most recently reviewed and updated training plan to Monitor.</p> <p>Monitor assesses whether Training Division reviewed and updated PPB's training plan annually as well as whether all factors identified in this paragraph of the Settlement Agreement were taken into consideration in Training Division's annual needs assessment, and the modifications to it.</p>	<ul style="list-style-type: none"> <li>• Monitor will review Training Division's annual updates of PPB's training plan.</li> <li>• Monitor will review Training Division's annual needs assessments and the modifications to it, using a standardized evaluation instrument developed by the Monitor, to assess whether the needs assessments and modifications took into consideration:               <ul style="list-style-type: none"> <li>a. Trends in hazards officers are encountering in performing their duties.</li> <li>b. Analysis of officer safety issues.</li> <li>c. Misconduct complaints.</li> <li>d. Problematic uses of force.</li> <li>e. Input from members at all levels of PPB.</li> <li>f. Input from the community.</li> <li>g. Concerns reflected in court decisions.</li> <li>h. Research reflecting best practices.</li> <li>i. The latest in law enforcement trends.</li> <li>j. Individual precinct needs.</li> <li>k. Any changes to Oregon or federal law or PPB policy.</li> </ul> </li> </ul>

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13	81	Training	Not Applicable	<p>PPB provides access to training materials including records of current curricula, lesson plans, training delivered, attendance records, and other training materials from the immediately preceding Review Period to Monitor, as well as access to the file system used to track, maintain, and report those records. PPB also provides evidence of supervisors' reviews of the file system for officers under their command.</p> <p>Monitor assesses whether PPB is ensuring that Training Division is electronically tracking, maintaining, and reporting training records in a central, commonly accessible, and organized file system. Monitor also assesses whether supervisors review that system for officers under their command at least semi-annually.</p>	<ul style="list-style-type: none"> <li>• Monitor will review Training Division's electronic tracking, maintaining, and reporting of records of current curricula, lesson plans, training delivered, attendance records and other training materials to assess whether it is being done in a central, commonly accessible, and organized file system, and whether the records being tracked, maintained, and reported are complete and accurate.</li> <li>• Monitor will examine the database to assess whether each officer's immediate supervisor reviewed it for the officers under his/her command at least semi-annually.</li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
14	84	Training	Not Applicable	<p>PPB provides access to all training courses and materials, including lesson plans and curricula, from the immediately preceding Reporting Period to Monitor. PPB also provides evidence of training on the Settlement Agreement's requirements.</p> <p>Monitor assesses whether PPB training conforms to current PPB policies as well as whether PPB trains officers on the Settlement Agreement's requirements. Monitor also assesses whether PPB training meets the enumerated requirements in this paragraph of the Settlement Agreement with respect to patrol officers and supervisors.</p>	<ul style="list-style-type: none"> <li>• Monitor will review PPB training materials and observe PPB training in person to assess whether the training conforms to PPB's policies at the time of training.</li> <li>• Monitor will review documentation of PPB's training of all officers on the Settlement Agreement's requirements.</li> <li>• Monitor will observe PPB training in person and review PPB training of patrol officers, using a standardized evaluation instrument developed by the Monitor, to assess whether PPB:             <ul style="list-style-type: none"> <li>a. Increased the use of role-playing scenarios and interactive exercises that illustrate proper use of force decision making, specifically including interactions with people who have or are perceived to have mental illness, including training officers on the importance and impact of ethical decision making and peer intervention.</li> <li>b. Emphasized the use of integrated de-escalation techniques, when appropriate, that encourage officers to make arrests without using force.</li> <li>c. Continued to provide training regarding an officer's duty to procure medical care whenever a subject is injured during a use of force event, and enhanced and revised training as necessary to ensure that PPB's training in this regard is proactive and responsive to deficiencies identified by the Inspector, if any.</li> <li>d. Continued to train on proactive problem solving and to utilize, when appropriate, disengagement, area containment, surveillance, waiting out a subject, summoning reinforcements, requesting specialized units, including CIT officers and mental health professionals, or delaying arrest.</li> <li>e. Described situations in which a force event could lead to potential civil or criminal liability.</li> <li>f. Continued to train officers to avoid using profanity, prohibit using derogatory/demeaning labels, and also avoiding terms not currently appropriate for person-center communication, such as the term "mentals," in all work-related settings and communications, as well as when interacting with the public.</li> </ul> </li> <li>• Monitor will observe PPB training in person and will review PPB training of supervisors, using a standardized evaluation instrument developed by the Monitor, to assess whether PPB provided additional training on how to:             <ul style="list-style-type: none"> <li>a. Conduct use of force investigations, including the supervisory investigatory responsibilities identified in Section III.A.3 of the Settlement Agreement.</li> </ul> </li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
					<ul style="list-style-type: none"> <li>b. Evaluate officer performance as part of PPB's annual performance evaluation system.</li> <li>c. Foster positive career development and impose appropriate disciplinary sanctions and non-disciplinary corrective action.</li> </ul>
15	85	<b>Training</b>	<b>Not Applicable</b>	<p>PPB provides Inspector's audits of the training program to Monitor.</p> <p>Monitor assesses whether the Inspector audited the training program to ensure PPB completed the enumerated requirements in this paragraph of the Settlement Agreement.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with Inspector regarding audits of the training program.</li> <li>• Monitor will review Inspector's audits of the training program using a standardized evaluation instrument developed by the Monitor, to assess whether they ensure that PPB does the following:                             <ul style="list-style-type: none"> <li>a. Conducts a comprehensive needs assessment annually.</li> <li>b. Creates a Training Strategic Plan annually.</li> <li>c. Within 180 days of the Settlement Agreement Effective Date, develops and implements a process for evaluation of the effectiveness of training.</li> <li>d. Maintains accurate records of training delivered, including substance and attendance.</li> <li>e. Makes training records accessible to the Director of Services, Assistant Chief of Operations, and DOJ.</li> <li>f. Trains officers, supervisors, and commanders on areas specific to their responsibilities.</li> <li>g. Ensures that sworn PPB members are provided a copy of all PPB directives and policies issued pursuant to the Settlement Agreement, and sign a statement acknowledging that they have received, read, and had an opportunity to ask questions about the directives and/or policies, within 30 days of the release of the policy.</li> </ul> </li> </ul>



Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
16	86	Training	Not Applicable	<p>PPB provides Inspector's quarterly presentations of data and analysis regarding patterns and trends in officers' uses of force, including any identified problematic use of force patterns and/or training deficiencies, from the immediately preceding Reporting Period to the Monitor. Training Division and Training Advisory Council provide to the Monitor copies of their written recommendations in response to those presentations. PPB also provides to the Monitor records of the Chief's assessments of use of force patterns identified by Training Division and/or Training Advisory Council and training implemented to address identified deficiencies.</p> <p>Monitor assesses whether the Inspector gathered and presented data and analysis as required in this paragraph of the Settlement Agreement. Monitor assesses written recommendations made by Training Division and Training Advisory Council, as well as Chief's assessments and implementation of training to address deficiencies.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with Inspector regarding the gathering and presenting of data and analysis on a quarterly basis regarding patterns and trends in officers' uses of force. Monitor will coordinate with Inspector regarding the identification of problematic use of force patterns and training deficiencies.</li> <li>• Monitor will observe and review Inspector's presentations of data and analysis on a quarterly basis to the Chief, the PPB Training Division, and to the Training Advisory Council to assess their identification of patterns and trends in officers' uses of force.</li> <li>• Monitor will review written recommendations from the Training Division and Training Advisory Council made to the Chief regarding proposed changes in policy, training, and/or evaluations to assess their basis on the data presented.</li> <li>• Monitor will review Inspector's identification of problematic use of force patterns and training deficiencies to assess consistency with the applicable data.</li> <li>• Monitor will review assessments by the Chief's Office of identified use of force patterns to evaluate the ensuing implementation of remedial training to address deficiencies.</li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
17	88	Community-Based Mental Health Services	Not Applicable	<p><i>This paragraph is subject to self-monitoring – a transition phase involving continued Monitor review while allowing the City to demonstrate its ability to sustain compliance.</i></p> <p>City creates self-monitoring plan in consultation with Monitor, prepares semi-annual compliance reports, and reports its findings to Court.</p> <p>Monitor consults on self-monitoring plan, including review of City’s methodology, and evaluates semi-annual compliance reports, including review of self-assessments.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with City on its self-monitoring plan, including its methodologies. Monitor will review the completed plan to evaluate its emphasis on assessments that evidence continued substantial compliance.</li> <li>• Monitor will evaluate City’s semi-annual compliance reports, as well as the data compiled by City to complete its self-assessments, to determine whether City has maintained substantial compliance in accordance with the self-monitoring plan.</li> </ul>
18	89	Community-Based Mental Health Services	Not Applicable	<p><i>This paragraph is subject to self-monitoring – a transition phase involving continued Monitor review while allowing the City to demonstrate its ability to sustain compliance.</i></p> <p>City creates self-monitoring plan in consultation with Monitor, prepares semi-annual compliance reports, and reports its findings to Court.</p> <p>Monitor consults on self-monitoring plan, including review of City’s methodology, and evaluates semi-annual compliance reports, including review of self-assessments.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with City on its self-monitoring plan, including its methodologies. Monitor will review the completed plan to evaluate its emphasis on assessments that evidence continued substantial compliance.</li> <li>• Monitor will evaluate City’s semi-annual compliance reports, as well as the data compiled by City to complete its self-assessments, to determine whether City has maintained substantial compliance in accordance with the self-monitoring plan.</li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
19	90	<b>Community-Based Mental Health Services</b>	<b>Not Applicable</b>	<p><i>This paragraph is subject to self-monitoring – a transition phase involving continued Monitor review while allowing the City to demonstrate its ability to sustain compliance.</i></p> <p>City creates self-monitoring plan in consultation with Monitor, prepares semi-annual compliance reports, and reports its findings to Court.</p> <p>Monitor consults on self-monitoring plan, including review of City’s methodology, and evaluates semi-annual compliance reports, including review of self-assessments.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with City on its self-monitoring plan, including its methodologies. Monitor will review the completed plan to evaluate its emphasis on assessments that evidence continued substantial compliance.</li> <li>• Monitor will evaluate City’s semi-annual compliance reports, as well as the data compiled by City to complete its self-assessments, to determine whether City has maintained substantial compliance in accordance with the self-monitoring plan.</li> </ul>
20	94	<b>Crisis Intervention</b>	<b>Addictions and Behavioral Health Unit and Advisory Committee</b>	<p><i>This paragraph is subject to self-monitoring – a transition phase involving continued Monitor review while allowing the City to demonstrate its ability to sustain compliance.</i></p> <p>City creates self-monitoring plan in consultation with Monitor, prepares semi-annual compliance reports, and reports its findings to Court.</p> <p>Monitor consults on self-monitoring plan, including review of City’s methodology, and evaluates semi-annual compliance reports, including review of self-assessments.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with City on its self-monitoring plan, including its methodologies. Monitor will review the completed plan to evaluate its emphasis on assessments that evidence continued substantial compliance.</li> <li>• Monitor will evaluate City’s semi-annual compliance reports, as well as the data compiled by City to complete its self-assessments, to determine whether City has maintained substantial compliance in accordance with the self-monitoring plan.</li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
21	95	<b>Crisis Intervention</b>	<b>Addictions and Behavioral Health Unit and Advisory Committee</b>	<p><i>This paragraph is subject to self-monitoring – a transition phase involving continued Monitor review while allowing the City to demonstrate its ability to sustain compliance.</i></p> <p>City creates self-monitoring plan in consultation with Monitor, prepares semi-annual compliance reports, and reports its findings to Court.</p> <p>Monitor consults on self-monitoring plan, including review of City’s methodology, and evaluates semi-annual compliance reports, including review of self-assessments.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with City on its self-monitoring plan, including its methodologies. Monitor will review the completed plan to evaluate its emphasis on assessments that evidence continued substantial compliance.</li> <li>• Monitor will evaluate City’s semi-annual compliance reports, as well as the data compiled by City to complete its self-assessments, to determine whether City has maintained substantial compliance in accordance with the self-monitoring plan.</li> </ul>
22	96	<b>Crisis Intervention</b>	<b>Addictions and Behavioral Health Unit and Advisory Committee</b>	<p><i>This paragraph is subject to self-monitoring – a transition phase involving continued Monitor review while allowing the City to demonstrate its ability to sustain compliance.</i></p> <p>City creates self-monitoring plan in consultation with Monitor, prepares semi-annual compliance reports, and reports its findings to Court.</p> <p>Monitor consults on self-monitoring plan, including review of City’s methodology, and evaluates semi-annual compliance reports, including review of self-assessments.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with City on its self-monitoring plan, including its methodologies. Monitor will review the completed plan to evaluate its emphasis on assessments that evidence continued substantial compliance.</li> <li>• Monitor will evaluate City’s semi-annual compliance reports, as well as the data compiled by City to complete its self-assessments, to determine whether City has maintained substantial compliance in accordance with the self-monitoring plan.</li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
23	115	<b>Crisis Intervention</b>	<b>BOEC</b>	<p>City provides information to Monitor from immediately preceding Review Period demonstrating fully operational Crisis Triage.</p> <p>Monitor assesses whether City is ensuring fully operational Crisis Triage, including the implementation of policies and procedures already completed pursuant to the Settlement Agreement to triage calls related to mental health issues as well as operation by trained staff.</p>	<ul style="list-style-type: none"> <li>• Monitor will review BOEC policies and procedures to triage calls related to mental health issues as well as records of training for BOEC staff. Monitor will review a random sample of calls received by BOEC, using a standardized evaluation instrument developed by the Monitor. Monitor will observe BOEC operations and may interview BOEC staff members.</li> <li>• Monitor will assess whether City is using objectively good faith efforts to achieve a fully operational Crisis Triage, including the consistent and verified performance of the policies and procedures to triage calls related to mental health issues and the operation of Crisis Triage by trained staff.</li> </ul>
24	116	<b>Employee Information System</b>	<b>Not Applicable</b>	<p>PPB provides access to EIS as well as information to Monitor from immediately preceding Review Period demonstrating required enhancements of EIS in identifying at-risk employees, supervisors, and teams to address potentially problematic trends in a timely fashion.</p> <p>Monitor assesses whether PPB enhanced EIS in accordance with the enumerated requirements in this paragraph of the Settlement Agreement.</p>	<ul style="list-style-type: none"> <li>• Monitor will review all relevant PPB documentation requiring: commanders and supervisors to conduct prompt reviews of EIS records of employees under their supervision and officers new to their command, and to document the review has occurred in the EIS performance tracker; and EIS staff to regularly conduct data analysis of units and supervisors to identify and compare patterns of activity.</li> <li>• Monitor will review documentation of the EIS reviews required to be completed by commanders and supervisors. Monitor will review completed data analyses of units and supervisors, including their methodologies. Monitor may additionally interview EIS staff regarding the analyses.</li> <li>• Monitor will assess whether PPB enhanced its EIS to more effectively identify at-risk employees, supervisors and teams to address potentially problematic trends in a timely fashion by:             <ol style="list-style-type: none"> <li>a. Requiring that commanders and supervisors conduct prompt reviews of EIS records of employees under their supervision and document the review has occurred in the EIS performance tracker.</li> <li>b. Requiring that commanders and supervisors promptly conduct reviews of EIS for officers new to their command and document the review has occurred in the EIS performance tracker.</li> <li>c. Requiring that EIS staff regularly conduct data analysis of units and supervisors to identify and compare patterns of activity.</li> </ol> </li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
25	117	Employee Information System	Not Applicable	<p>PPB provides to Monitor EIS analyses from immediately preceding Review Period that are similar to those required by Paragraph 116 of the Settlement Agreement, use force audit data, and are conducted at supervisor and team levels.</p> <p>Monitor assesses whether PPB used force audit data to conduct EIS analyses required by this paragraph of the Settlement Agreement.</p>	<ul style="list-style-type: none"> <li>• Monitor will review completed data analyses at supervisor and team levels, including their methodologies. Monitor may additionally interview PPB staff regarding the analyses.</li> <li>• Monitor will assess whether PPB used force audit data to conduct analyses to identify and compare patterns of activity at supervisor and team levels.</li> </ul>
26	118	Employee Information System	Not Applicable	<p>PPB provides to Monitor documentation of its continued utilization of the EIS thresholds enumerated in this paragraph of the Settlement Agreement to trigger case management reviews.</p> <p>Monitor assesses PPB's continued utilization of existing thresholds listed in the Settlement Agreement.</p>	<ul style="list-style-type: none"> <li>• Monitor will review all relevant PPB documentation of EIS thresholds to trigger case management reviews.</li> <li>• Monitor will review relevant EIS data, as well as records of relevant case management reviews, and Monitor will verify PPB's usage of thresholds to trigger such reviews. Monitor may additionally interview PPB staff regarding the case management reviews.</li> <li>• Monitor will assess whether PPB continues to use existing thresholds, and specifically continues to include the following thresholds to trigger case management reviews:                         <ol style="list-style-type: none"> <li>a. Any officer who has used force in 20% of his or her arrests in the past six months.</li> <li>b. Any officer who has used force three times more than the average number of uses of force compared with other officers on the same shift.</li> </ol> </li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
27	121	<b>Officer Accountability</b>	<b>Investigation Timeframe</b>	<p>PPB and City provide to Monitor data from the immediately preceding Review Period on the duration of administrative investigations of officer misconduct. IPR (Independent Police Review)(for CRC) provides to Monitor data on the duration of appeals of findings in administrative investigations.</p> <p>Monitor assesses whether investigations and appeals are being completed within the timeframes established by this paragraph of the Settlement Agreement.</p>	<ul style="list-style-type: none"> <li>• Monitor will review a random sample of administrative investigations of officer misconduct, and all appeals to CRC, completed during Review Period. Monitor may also interview City staff regarding dates of initiation and dates of completion of investigations and appeals.</li> <li>• Monitor will assess whether administrative investigations of officer misconduct were completed within one-hundred eighty (180) days of receipt of a complaint of misconduct, or discovery of misconduct by other means. This includes all steps from intake of allegations through approval of recommended findings by the Chief, excluding appeals, if any, to CRC. Monitor will also assess whether appeals to CRC were resolved within 90 days.</li> </ul>
28	122	<b>Officer Accountability</b>	<b>Investigation Timeframe</b>	<p>PPB provides documentation evidencing the timing of administrative investigations and criminal investigations that concern the same incident, including any applicable tolling, during the immediately preceding Review Period. IPR (for CRC) and PPB (for the Police Review Board (PRB)) provide any recommendations made for further investigation.</p> <p>Monitor assesses whether administrative and criminal investigations were conducted concurrently and whether any tolling of the investigations was appropriate.</p>	<ul style="list-style-type: none"> <li>• Monitor will review all administrative investigations initiated and/or pending at any point during the Review Period that concern the same incident as a criminal investigation.</li> <li>• Monitor will assess whether PPB conducted the administrative investigations concurrently with the criminal investigations, as well as whether the administrative investigations were subject to appropriate tolling periods as necessary to conduct a concurrent criminal investigation, as otherwise provided by law, or as necessary to meet a CRC or PRB recommendation to further investigate.</li> </ul>



Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
29	123	<b>Officer Accountability</b>	<b>Investigation Timeframe</b>	<p>PPB provides written reviews of the reasons that any Internal Affairs (IA) investigations during the immediately preceding Review Period were not completed within timeframe targets identified in Paragraph 121 of the Settlement Agreement, including the source of the delays and an action plan for reducing them.</p> <p>Monitor assesses whether PPB provided the required written reviews, including the identification of the source of the delays and their implementation of an action plan to reduce them.</p>	<ul style="list-style-type: none"> <li>• Monitor will review all administrative investigations of officer misconduct to assess whether, for those not completed within the timeframe targets identified in Paragraph 121 of the Settlement Agreement, PPB undertook and provided to DOJ a written review of the IA process.</li> <li>• Monitor will review PPB's written reviews of the IA process to assess whether they identify the source of the delays and implement an action plan for reducing them.</li> </ul>
30	124	<b>Officer Accountability</b>	<b>On Scene Public Safety Statements and Interviews</b>	<p>PPB provides documentation of current protocols for compelled statements made to Professional Standards Division, the submission of such protocols to the Department of Justice (DOJ) for review and approval, and the advisement of such protocols issued to all officers.</p> <p>Monitor assesses protocols for compliance with applicable law and current professional standards. Monitor verifies submission of protocols to DOJ and issuance of advisement of protocols to all officers.</p>	<ul style="list-style-type: none"> <li>• Monitor will review PPB's protocols for compelled statements to PSD to assess whether they comply with applicable law and current professional standards, pursuant to <i>Garrity v. New Jersey</i>, 385 U.S. 493 (1967).</li> <li>• Monitor will review documentation provided by City and PPB, and Monitor may interview PPB personnel, to assess whether protocols were submitted to DOJ for review and approval, and whether PPB ensured that all officers were advised on them.</li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
31	125	<b>Officer Accountability</b>	<b>On Scene Public Safety Statements and Interviews</b>	<p>PPB provides records of issuances and terminations of communication restriction orders (CROs) to involved and witness officers to a lethal force event during the immediately preceding Review Period.</p> <p>Monitor verifies whether PPB continues issuance and maintenance of CROs as required by this paragraph of the Settlement Agreement.</p>	<ul style="list-style-type: none"> <li>• Monitor will review all lethal force events, using a standardized evaluation instrument developed by the Monitor, to assess whether PPB continues to issue a CRO immediately following the event to all witness and involved officers, prohibiting direct or indirect communications between those officers regarding the facts of the event.</li> <li>• Monitor will review all issued CROs, including any documentation of the timing of their termination, using a standardized evaluation instrument developed by the Monitor, to assess whether they continue, unless extended further, until the conclusion of the Grand Jury or, if no Grand Jury is convened, until a disposition is determined by the District Attorney.</li> </ul>
32	126	<b>Officer Accountability</b>	<b>On Scene Public Safety Statements and Interviews</b>	<p>PPB provides documentation illustrating that all witness officers to lethal force events during the immediately preceding Review Period gave on-scene briefings to appropriate personnel to identify victims, suspects, and witnesses, to locate evidence, and to provide any other information as required, including for the safe resolution of the incident, as well as documentation requiring them to do so.</p> <p>Monitor verifies whether PPB continues to require witness officers to give such briefings for the reasons enumerated in this paragraph of the Settlement Agreement.</p>	<ul style="list-style-type: none"> <li>• Monitor will review all relevant PPB documentation requiring witness officers to lethal force events to give a briefing of the event, as well as records of such briefings from all lethal force events.</li> <li>• Monitor will assess, using a standardized evaluation instrument developed by the Monitor, whether PPB continues to require witness officers to lethal force events to give an on-scene briefing to any supervisor and/or member of the Detective Division to ensure that victims, suspects, and witnesses are identified, evidence is located, and provide any information that may be required for the safe resolution of the incident, or any other information as may be required.</li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
33	127	<b>Officer Accountability</b>	<b>On Scene Public Safety Statements and Interviews</b>	<p>PPB provides documentation illustrating that all involved officers in lethal force and in-custody death events during the immediately preceding Review Period were requested to provide voluntary, on-scene walk-throughs and interviews, unless they were incapacitated.</p> <p>Monitor verifies whether PPB requested involved officers in lethal force and in-custody death events to provide voluntary, on-scene walk-throughs and interviews.</p>	<ul style="list-style-type: none"> <li>Monitor will review records from all lethal force and in-custody death events, using a standardized evaluation instrument developed by the Monitor, to assess whether PPB requested that involved officers provide a voluntary, on-scene walk-through and interview, unless the officer is incapacitated.</li> </ul>
34	128	<b>Officer Accountability</b>	<b>Conduct of IA Investigations</b>	<p>City provides evidence from immediately preceding Review Period of efforts to reduce time and effort consumed in redundant witness interviews by IPR and IA, and to develop and implement a plan to enable meaningful independent investigation by IPR.</p> <p>Monitor assesses whether City developed and implemented a plan to reduce redundancies and enable meaningful independent investigation by IPR.</p>	<ul style="list-style-type: none"> <li>Monitor will review City's plan to reduce time and effort consumed in the redundant interview of witnesses by both IPR and IA in administrative investigations and enable meaningful independent investigations by IPR, when IPR determines such independent investigation is necessary. Monitor will review any administrative investigations completed during the Review Period that contain interviews of witnesses by both IPR and IA, and Monitor may also interview IPR and IA staff, including to assist with identifying any instances when IPR determined that independent investigation was necessary.</li> <li>Monitor will assess the consistent and verified performance of the City's plan in: reducing time and effort consumed in the redundant interview of witnesses by both IPR and IA; and enabling meaningful independent investigation by IPR, when IPR determines such independent investigation is necessary.</li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
35	129	<b>Officer Accountability</b>	<b>Conduct of IA Investigations</b>	<p>City and PPB provide access to all completed investigations of excessive force allegations from immediately preceding Review Period. IPR provides documentation justifying truncations of any of those investigations based on the conclusion that the allegations have no basis in fact.</p> <p>Monitor assesses whether City and PPB ensure all excessive force allegations are subject to full and completed IA investigations resulting in findings, except those subject to truncation based on IPR's determination.</p>	<ul style="list-style-type: none"> <li>Monitor will review all IA investigations of excessive force allegations that were not subjected to full and completed IA investigations to assess whether IPR has determined there is clear and convincing evidence that the allegation has no basis in fact.</li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
36	131	<b>Officer Accountability</b>	<b>Conduct of IA Investigations</b>	<p>City and PPB provide access to all PRB procedures, investigative files, and recommended findings on administrative complaints during immediately preceding Review Period.</p> <p>Monitor reviews whether City and PPB retained PRB procedures except as outlined in this paragraph of the Settlement Agreement.</p>	<ul style="list-style-type: none"> <li>• Monitor will review PRB procedures, and may observe PRB proceedings and interview PRB, CRC, and City personnel, to assess whether City and PPB retained such procedures utilized for purposes of investigation and making recommended findings on administrative complaints, except as enumerated in this paragraph of the Settlement Agreement.</li> <li>• Monitor will attend PRB meetings and review relevant PRB materials to assess the following:               <ol style="list-style-type: none"> <li>a. Whether one of the two citizen member slots on the PRB is drawn from the CRC members when the PRB reviews use of force cases.</li> <li>b. Whether the CRC slot on the PRB in use of force cases rotates among the CRC membership, and whether the Auditor uses a membership rotation protocol.</li> <li>c. Whether all members participating in the PRB maintain confidentiality and are able to make thoughtful, unbiased, objective recommendations to the Chief of Police and Police Commissioner that are based on facts, consistent with PRB city code provisions and “just cause” requirements set forth in Portland City Charter, City rules, and labor agreements.</li> <li>d. Whether the option for a member to elect, with the concurrence of the Chief and the Police Commissioner, to accept the PRB’s investigative findings and recommended discipline is only made available following implementation of code language requiring at a minimum full investigation of the alleged misconduct, issuance of the investigative findings, and concurrence with the findings by IPR, PSD, and the member’s Branch Chief; whether the scope of cases eligible for stipulated discipline is identified in the authorizing code; and whether cases involving alleged use of excessive force, discrimination, disparate treatment, or retaliation, as well as reviews of officer involved shootings and in-custody deaths, and cases in which the Chief or the Police Commissioner does not agree to accept the member’s proposed stipulation to findings and recommended discipline are barred from this option.</li> <li>e. Whether all community and CRC members meet the following qualifications to participate on the PRB:                   <ol style="list-style-type: none"> <li>i. Pass a background check performed by PPB.</li> <li>ii. Participate in PPB training to become familiar with police training and policies, including the PRB process.</li> <li>iii. Sign a confidentiality agreement.</li> <li>iv. Participate in ride-alongs to maintain sufficient knowledge of police patrol procedures.</li> </ol> </li> </ol> </li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
					<ul style="list-style-type: none"> <li>f. Whether the City Auditor or Chief has authority to recommend to City Council removal of a CRC member from serving on the PRB, and whether any such recommendation regarding either a CRC member or a community member is made for the following reasons:                             <ul style="list-style-type: none"> <li>i. Failure to attend training.</li> <li>ii. Failure to read case files.</li> <li>iii. Objective demonstration of disrespectful or unprofessional conduct.</li> <li>iv. Repeated unavailability for service when requested.</li> <li>v. Breach of confidentiality.</li> <li>vi. Objective demonstration of bias for or against the police.</li> <li>vii. Objective demonstration of conflict of interest.</li> </ul> </li> <li>g. Whether a member's removal from participation in the PRB affects their CRC membership.</li> <li>h. Whether CRC members serving on the PRB are limited to no more than three (3) years of service in that capacity.</li> <li>i. Whether a CRC member who participates in a PRB review recuses himself/herself during any later appeal of the same allegation(s) to the CRC.</li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
37	132	<b>Officer Accountability</b>	<b>Conduct of IA Investigations</b>	<p>PPB and IPR provide any records from immediately preceding Review Period of PRB requests for further investigation of alleged misconduct, as well as all additional investigation completed in response to such requests and/or statements explaining the need for additional time to conduct further investigation.</p> <p>In cases where PRB requested additional investigation of misconduct, Monitor assesses whether PPB or IPR made reasonable attempts to conduct the additional investigation within the timeframe required by this paragraph of the Settlement Agreement, as well as whether written explanations were provided to the PRB when additional time was needed.</p>	<ul style="list-style-type: none"> <li>• Monitor will review relevant records and materials from all instances of an investigation being returned by the PRB to its investigating entity, i.e. PSD or IPR, to complete the investigation as to factual matters necessary to reach a finding regarding the alleged misconduct. Monitor will assess whether the investigating entity made reasonable attempts to conduct the additional investigation or obtain the additional information within 10 business days or provided a written statement to the PRB explaining why additional time was needed.</li> </ul>



Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
38	133	Officer Accountability	Conduct of IA Investigations	<p>City provides access to all records of civil trials completed during immediately preceding Review Period in which an officer's use of force gives rise to a finding of liability. PPB provides documentation of all actions taken in response to such a finding associated with the requirements listed in this paragraph of the Settlement Agreement.</p> <p>Monitor assesses whether PPB took all actions required by this paragraph of the Settlement Agreement in response to civil trials in which an officer's use of force gives rise to a finding of liability.</p>	<ul style="list-style-type: none"> <li>• Monitor will review EIS records, re-evaluations of an officer's fitness to participate in all current and prospective specialized units, IA investigations, records of civil trials, and all other relevant materials, using a standardized evaluation instrument developed by the Monitor, to assess whether PPB did the following when an officer's use of force gave rise to a finding of liability in a civil trial:                             <ol style="list-style-type: none"> <li>a. Entered the civil liability finding in the EIS.</li> <li>b. Reevaluated the officer's fitness to participate in all current and prospective specialized units.</li> <li>c. Conducted a full IA investigation with the civil trial finding creating a rebuttable presumption that the force used also violated PPB policy, which presumption could only be overcome by a preponderance of specific, credible evidence, if no IA investigation had previously been conducted and reached an administrative finding based on the same allegation of misconduct.</li> <li>d. Identified whether any new evidence exists in the record of the civil trial to justify the reopening of an IA investigation that had already concluded based upon the same allegation of misconduct and had failed to reach a sustained finding, and, if so, reinitiated an IA investigation.</li> <li>e. Worked with IPR, if an IA investigation had already concluded based upon the same allegation of misconduct and had failed to reach a sustained finding, and no new evidence from the civil trial justified reopening the IA investigation, to identify the reason why the administrative finding was contrary to the civil trial finding and to publish a summary of the results of the inquiry.</li> </ol> </li> </ul>
39	137	Officer Accountability	Discipline	<p>City and PPB provide discipline guide and records of discipline issued during immediately preceding Review Period for sustained allegations of misconduct.</p> <p>Monitor assesses whether PPB and City developed and implemented a discipline guide to ensure that discipline is based on the criteria listed in this paragraph of the Settlement Agreement and is reasonably predictable and consistent.</p>	<ul style="list-style-type: none"> <li>• Monitor will review the discipline guide and records of discipline issued, using a standardized evaluation instrument developed by the Monitor, to assess the latter against the former as well as whether PPB and City consistently and verifiably use objectively good faith efforts to: base discipline for sustained allegations of misconduct on the nature of the allegation, and on defined, consistent, mitigating and aggravating factors; and provide discipline that is reasonably predictable and consistent.</li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
40	141	<b>Community Engagement and Creation of Portland Committee on Community Engaged-Policing</b>	<b>Not Applicable</b>	<p><i>This paragraph is subject to self-monitoring – a transition phase involving continued Monitor review while allowing the City to demonstrate its ability to sustain compliance.</i></p> <p>City creates self-monitoring plan in consultation with Monitor, prepares semi-annual compliance reports, and reports its findings to Court.</p> <p>Monitor consults on self-monitoring plan, including review of City’s methodology, and evaluates semi-annual compliance reports, including review of self-assessments.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with City on its self-monitoring plan, including its methodologies. Monitor will review the completed plan to evaluate its emphasis on assessments that evidence continued substantial compliance.</li> <li>• Monitor will evaluate City’s semi-annual compliance reports, as well as the data compiled by City to complete its self-assessments, to determine whether City has maintained substantial compliance in accordance with the self-monitoring plan.</li> </ul>
41	142	<b>Community Engagement and Creation of Portland Committee on Community Engaged-Policing</b>	<b>Not Applicable</b>	<p><i>This paragraph is subject to self-monitoring – a transition phase involving continued Monitor review while allowing the City to demonstrate its ability to sustain compliance.</i></p> <p>City creates self-monitoring plan in consultation with Monitor, prepares semi-annual compliance reports, and reports its findings to Court.</p> <p>Monitor consults on self-monitoring plan, including review of City’s methodology, and evaluates semi-annual compliance reports, including review of self-assessments.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with City on its self-monitoring plan, including its methodologies. Monitor will review the completed plan to evaluate its emphasis on assessments that evidence continued substantial compliance.</li> <li>• Monitor will evaluate City’s semi-annual compliance reports, as well as the data compiled by City to complete its self-assessments, to determine whether City has maintained substantial compliance in accordance with the self-monitoring plan.</li> </ul>

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42	143	<b>Community Engagement and Creation of Portland Committee on Community Engaged-Policing</b>	<b>Not Applicable</b>	<p><i>This paragraph is subject to self-monitoring – a transition phase involving continued Monitor review while allowing the City to demonstrate its ability to sustain compliance.</i></p> <p>City creates self-monitoring plan in consultation with Monitor, prepares semi-annual compliance reports, and reports its findings to Court.</p> <p>Monitor consults on self-monitoring plan, including review of City’s methodology, and evaluates semi-annual compliance reports, including review of self-assessments.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with City on its self-monitoring plan, including its methodologies. Monitor will review the completed plan to evaluate its emphasis on assessments that evidence continued substantial compliance.</li> <li>• Monitor will evaluate City’s semi-annual compliance reports, as well as the data compiled by City to complete its self-assessments, to determine whether City has maintained substantial compliance in accordance with the self-monitoring plan.</li> </ul>
43	144	<b>Community Engagement and Creation of Portland Committee on Community Engaged-Policing</b>	<b>Not Applicable</b>	<p><i>This paragraph is subject to self-monitoring – a transition phase involving continued Monitor review while allowing the City to demonstrate its ability to sustain compliance.</i></p> <p>City creates self-monitoring plan in consultation with Monitor, prepares semi-annual compliance reports, and reports its findings to Court.</p> <p>Monitor consults on self-monitoring plan, including review of City’s methodology, and evaluates semi-annual compliance reports, including review of self-assessments.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with City on its self-monitoring plan, including its methodologies. Monitor will review the completed plan to evaluate its emphasis on assessments that evidence continued substantial compliance.</li> <li>• Monitor will evaluate City’s semi-annual compliance reports, as well as the data compiled by City to complete its self-assessments, to determine whether City has maintained substantial compliance in accordance with the self-monitoring plan.</li> </ul>

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44	148	<b>Community Engagement and Creation of Portland Committee on Community Engaged-Policing</b>	<b>Not Applicable</b>	<p><i>This paragraph is subject to self-monitoring – a transition phase involving continued Monitor review while allowing the City to demonstrate its ability to sustain compliance.</i></p> <p>City creates self-monitoring plan in consultation with Monitor, prepares semi-annual compliance reports, and reports its findings to Court.</p> <p>Monitor consults on self-monitoring plan, including review of City’s methodology, and evaluates semi-annual compliance reports, including review of self-assessments.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with City on its self-monitoring plan, including its methodologies. Monitor will review the completed plan to evaluate its emphasis on assessments that evidence continued substantial compliance.</li> <li>• Monitor will evaluate City’s semi-annual compliance reports, as well as the data compiled by City to complete its self-assessments, to determine whether City has maintained substantial compliance in accordance with the self-monitoring plan.</li> </ul>
45	150	<b>Community Engagement and Creation of Portland Committee on Community Engaged-Policing</b>	<b>Not Applicable</b>	<p><i>This paragraph is subject to self-monitoring – a transition phase involving continued Monitor review while allowing the City to demonstrate its ability to sustain compliance.</i></p> <p>City creates self-monitoring plan in consultation with Monitor, prepares semi-annual compliance reports, and reports its findings to Court.</p> <p>Monitor consults on self-monitoring plan, including review of City’s methodology, and evaluates semi-annual compliance reports, including review of self-assessments.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with City on its self-monitoring plan, including its methodologies. Monitor will review the completed plan to evaluate its emphasis on assessments that evidence continued substantial compliance.</li> <li>• Monitor will evaluate City’s semi-annual compliance reports, as well as the data compiled by City to complete its self-assessments, to determine whether City has maintained substantial compliance in accordance with the self-monitoring plan.</li> </ul>

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46	151	<b>Community Engagement and Creation of Portland Committee on Community Engaged-Policing</b>	<b>Not Applicable</b>	<p><i>This paragraph is subject to self-monitoring – a transition phase involving continued Monitor review while allowing the City to demonstrate its ability to sustain compliance.</i></p> <p>City creates self-monitoring plan in consultation with Monitor, prepares semi-annual compliance reports, and reports its findings to Court.</p> <p>Monitor consults on self-monitoring plan, including review of City’s methodology, and evaluates semi-annual compliance reports, including review of self-assessments.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with City on its self-monitoring plan, including its methodologies. Monitor will review the completed plan to evaluate its emphasis on assessments that evidence continued substantial compliance.</li> <li>• Monitor will evaluate City’s semi-annual compliance reports, as well as the data compiled by City to complete its self-assessments, to determine whether City has maintained substantial compliance in accordance with the self-monitoring plan.</li> </ul>
47	152	<b>Community Engagement and Creation of Portland Committee on Community Engaged-Policing</b>	<b>Not Applicable</b>	<p><i>This paragraph is subject to self-monitoring – a transition phase involving continued Monitor review while allowing the City to demonstrate its ability to sustain compliance.</i></p> <p>City creates self-monitoring plan in consultation with Monitor, prepares semi-annual compliance reports, and reports its findings to Court.</p> <p>Monitor consults on self-monitoring plan, including review of City’s methodology, and evaluates semi-annual compliance reports, including review of self-assessments.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with City on its self-monitoring plan, including its methodologies. Monitor will review the completed plan to evaluate its emphasis on assessments that evidence continued substantial compliance.</li> <li>• Monitor will evaluate City’s semi-annual compliance reports, as well as the data compiled by City to complete its self-assessments, to determine whether City has maintained substantial compliance in accordance with the self-monitoring plan.</li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
48	188	Addendum of Additional Remedies	Not Applicable	<p>PPB provides FDCR and AAR forms as well as documentation of revisions to them, if any, during the immediately preceding Review Period to capture when the forms are edited and completed.</p> <p>Monitor assesses whether City revised FDCR and AAR forms to capture when the forms are edited and completed.</p>	<ul style="list-style-type: none"> <li>• Monitor will review all FDCR and AAR forms used during the Review Period, to assess whether the forms capture when they are edited and completed as part of PPB's implementation of Office365. Should the implementation of Office365 remain pending, Monitor will instead assess whether the forms capture the author's name and the time and date of initial submission and any subsequent edits, as well as the name, time, and date of each level of review.</li> </ul>
49	189	Addendum of Additional Remedies	Not Applicable	<p>City provides documentation showing its funding of a qualified outside entity to critically assess City's response to crowd control events in 2020 in a public-facing report and to prepare a follow-on review of City's response to the report. City illustrates its utilization of the public-facing report to prepare a training needs assessment.</p> <p>Monitor assesses whether City provided funding for a qualified outside entity, as well as whether City used the entity's resulting report to prepare a training needs assessment.</p>	<ul style="list-style-type: none"> <li>• Monitor will review public-facing report and follow-on review of City's response, funding documentation, training needs assessment, scope of work, and documentation of deadlines agreed upon by City and United States, and will seek input from the selected qualified outside entity, to assess whether:             <ul style="list-style-type: none"> <li>a. City provided funding for a qualified outside entity to critically assess City's response to crowd control events in 2020 in a public-facing report and prepare a follow-on review of City's response to the report.</li> <li>b. City used the report to prepare a training needs assessment.</li> <li>c. The training needs assessment was completed consistent with the scope of work and deadlines agreed upon by City and the United States.</li> </ul> </li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
50	190	Addendum of Additional Remedies	Not Applicable	<p>City provides documentation showing its inclusion of a separate budget line item for overtime costs to conduct necessary training for PPB officers.</p> <p>Monitor assesses whether City included a separate budget line item for the purpose and duration identified in this paragraph of the Settlement Agreement.</p>	<ul style="list-style-type: none"> <li>• Monitor will review documentation of City budget to assess whether it includes a separate line item for overtime costs to conduct necessary training for PPB officers.</li> </ul>
51	191	Addendum of Additional Remedies	Not Applicable	<p>City provides documentation showing it budgeted for a qualified civilian in PPB to direct all educational aspects of PPB's Training Division; its posting of the position; its job offer to a suitable candidate; and its completion of any required background screenings.</p> <p>Monitor assesses whether City budgeted for a qualified civilian and hired a suitable candidate to direct all educational aspects of PPB's Training Division.</p>	<ul style="list-style-type: none"> <li>• Monitor will review documentation of City budget and relevant personnel recruitment and hiring records to assess whether City did the following:                             <ol style="list-style-type: none"> <li>a. Budgeted for a qualified civilian in PPB to direct all educational aspects of PPB's Training Division.</li> <li>b. Posted the position within 90 days of the provision of funding.</li> <li>c. Made a job offer to a suitable candidate and completed any required background screenings within 150 days of the position being posted.</li> </ol> </li> </ul>



Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
52	192	Addendum of Additional Remedies	Not Applicable	<p>City provides documentation of IPR investigation to identify: personnel who trained Rapid Response Team (RRT) members to believe they could use force during crowd control events without meeting requirements of PPB Directive 1010.00; personnel who directed or authorized any use force in violation of PPB Directive 1010.00, or who failed to ensure FDCRs and AARs arising from the crowd control events starting on May 29, 2020, and ending on November 16, 2020, were completed as required; and personnel who failed to clarify misunderstandings and misapplications of PPB policy (including Settlement Agreement) governing the use, reporting, and review of force during the crowd control events starting on May 29, 2020 and ending on November 16, 2020. City further provides documentation showing that Police Commissioner and/or Chief of Police held accountable personnel determined to have violated PPB policies (including Settlement Agreement).</p> <p>Monitor assesses whether City initiated an appropriate investigation through IPR to identify the personnel described in this paragraph of the Settlement Agreement. Monitor further assesses</p>	<ul style="list-style-type: none"> <li>• Monitor will review all IPR and PPB investigations initiated by City in association with this paragraph, as well as documentation of any actions taken by the Chief of Police to hold accountable those investigated members of the rank of Lieutenant and above who are determined to have violated PPB policies (including the Settlement Agreement). Monitor may interview IPR and PPB personnel. Monitor will assess whether:               <ol style="list-style-type: none"> <li>a. City initiated an appropriate investigation through IPR to identify:                   <ol style="list-style-type: none"> <li>i. The PPB Lieutenant(s) and above who trained RRT members to believe that they could use force against individuals during crowd control events without meeting the requirements of PPB Directive 1010.00.</li> <li>ii. The PPB incident commander(s) and designee(s) with the rank of Lieutenant or above who directed or authorized any officer to use force in violation of PPB Directive 1010.00, or who failed to ensure that FDCRs and AARs arising from the crowd control events starting on May 29, 2020 and ending on November 16, 2020 were completed as required by Section 13.1 of PPB Directive 635.10.</li> <li>iii. The PPB Commanders and above who failed to timely and adequately clarify misunderstandings and misapplications of PPB policy (including the Settlement Agreement) governing the use, reporting, and review of force during the crowd control events starting on May 29, 2020, and ending on November 16, 2020.</li> </ol> </li> <li>b. The Chief of Police, as required by the Settlement Agreement, held accountable those investigated members of the rank of Lieutenant and above who were determined to have violated PPB policies (including the Settlement Agreement) as outlined in this paragraph, once the IPR investigation was complete.</li> <li>c. IPR and PPB investigated any sworn member if, during the investigations of Lieutenants and above required by this paragraph, information was discovered suggesting that any sworn member may have violated PPB policy or the Settlement Agreement.</li> </ol> </li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
				<p>whether Police Commissioner and/or Chief of Police held accountable personnel determined to have violated PPB policies. Assessment may include review of investigation and interviews of IPR and PPB personnel.</p>	
53	193	<p><b>Addendum of Additional Remedies</b></p>	<p><b>Not Applicable</b></p>	<p><i>This paragraph is subject to self-monitoring – a transition phase involving continued Monitor review while allowing the City to demonstrate its ability to sustain compliance.</i></p> <p>City creates self-monitoring plan in consultation with Monitor, prepares semi-annual compliance reports, and reports its findings to Court.</p> <p>Monitor consults on self-monitoring plan, including review of City’s methodology, and evaluates semi-annual compliance reports, including review of self-assessments.</p>	<ul style="list-style-type: none"> <li>• Monitor will consult with City on its self-monitoring plan, including its methodologies. Monitor will review the completed plan to evaluate its emphasis on assessments that evidence continued substantial compliance.</li> <li>• Monitor will evaluate City’s semi-annual compliance reports, as well as the data compiled by City to complete its self-assessments, to determine whether City has maintained substantial compliance in accordance with the self-monitoring plan.</li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
54	194	Addendum of Additional Remedies	Not Applicable	<p>City provides evidence demonstrating its implementation of BWCs, including: all related policies; compliance with collective bargaining obligations related to BWCs, and provision of a status update upon completion of the collective bargaining process; the Compliance Officer's gathering of public input on the use of BWCs and the provision of that information to the public and the Parties.</p> <p>Monitor assesses whether City implemented BWCs pursuant to a policy subject to the review-and-approval provisions of the Settlement Agreement, and whether City was compliant with any related collective bargaining agreements. Monitor also assesses whether City complied with related collective bargaining obligations and provided an update upon the completion of collective bargaining, as well as whether the Compliance Officer gathered public input on BWCs and provided it to the public and the Parties. Assessment may include review of BWC policies, training records, and recordings; review of collective bargaining records; and interviews with PPB personnel.</p>	<ul style="list-style-type: none"> <li>• Monitor will review: PPB's BWC policy; a sample of incidents in which BWC recording is required by policy, including the recordings of the incident and associated incident reports, using a standardized evaluation instrument developed by the Monitor. Monitor will assess the consistent and verified performance of PPB's BWC policy.</li> <li>• Monitor will review: documentation of PPB's BWC policy review and approval process; collective bargaining materials that include any obligations related to BWCs; public input on the use of BWCs gathered by the Compliance Officer, as well as documentation of the provision of such input, along with any technical assistance, to the public and the Parties; any procedural status updates of the collective bargaining process related to BWCs provided by the City to the Court. Monitor will assess whether:             <ol style="list-style-type: none"> <li>a. PPB's BWC policy was subject to the policy-review-and-approval provisions of the Settlement Agreement.</li> <li>b. City complied with any collective bargaining obligations it had related to BWCs.</li> <li>c. The Compliance Officer gathered public input on the use of BWCs and provided it, along with any technical assistance, to the public and the Parties to inform the drafting of a policy.</li> <li>d. City provided a final update on the procedural status of the collective bargaining process to the Court, if City had not finally discharged its collective bargaining obligations as to BWCs within 120 days of the date this paragraph was entered as an order of the Court, and the Court thereafter held status conferences to receive such updates.</li> </ol> </li> </ul>

Row	SA ¶	Area	Sub-Area	Assessment (from Monitoring Plan)	Methodology
55	195	Addendum of Additional Remedies	Not Applicable	<p>City provides documentation of the following: plans presented by City Council and Auditor for transition to Community Police Oversight Board (Board); City Council's adoption of a plan; ongoing completion of administrative investigations, including accountability for officers who violate PPB policy and procedure, until the Board is operational; changes to City Code, proposed by the Commission charged with defining the Board's duties and authority (Commission), to create a new oversight system; proposed amendments to City Code and the Settlement Agreement, made by the City, to ensure full implementation of the Board; City Council's vote on City Code provisions creating the Board; the staffing and operational status of the Board; and compliance with collective bargaining obligations related to the Board.</p> <p>Monitor assesses whether: plans for the Board were presented by City Council and Auditor, including whether they ensure continuity of IPR operations while the Board remains pre-operational; City Council adopted a plan deemed acceptable by the United States; City ensured ongoing completion of administrative investigations, including accountability for</p>	<ul style="list-style-type: none"> <li>• Monitor will review: plans from City Council and Auditor for an orderly transition to the Board and City Council records of its adoption of a plan; a sample of administrative investigations as well as accountability measures taken in response to officers who violate PPB policy and procedure; Commission proposal to City Council for changes to City Code to create new police oversight system; City's proposed amendments to City Code to address Commission's proposal and to amend the Settlement Agreement; records of City Council's consideration and vote on the conforming City Code provisions; documentation of efforts to staff and operationalize Board; IPR reports on operations and work completed; collective bargaining materials that include obligations related to the Board. Monitor may interview City, IPR, and Board staff. Monitor will assess whether:             <ul style="list-style-type: none"> <li>a. City Council and Auditor each presented a plan to the United States for an orderly transition to the Board by ensuring the continuity of IPR operations while the Commission developed the Board for City Council's approval.</li> <li>b. City Council adopted a plan that the United States had determined was acceptable.</li> <li>c. City ensured that administrative investigations were completed as required by the Settlement Agreement and that officers were held accountable for violating PPB policy and procedure as required by the Settlement Agreement.</li> <li>d. Commission proposed to City Council changes to City Code to create a new police oversight system as reflected in the City Charter amendment establishing a Board.</li> <li>e. City proposed, within 60 days of receiving Commission's proposal, amendments to City Code to address the proposal, and corresponding amendments to the Settlement Agreement to ensure full implementation of the Board and effective police accountability, consistent with the requirements of the Settlement Agreement.</li> <li>f. City Council considered and voted, within 21 days of the approval of the amendments to the Settlement Agreement, on the conforming City Code provisions creating the Board.</li> <li>g. The Board is staffed and operational, and IPR ceases taking on new work and completes any pending work, within 12 months of the City Council's adoption of the City Code provisions.</li> <li>h. City complied with any collective bargaining obligations it may have had related to the Board and fulfilled them expeditiously and in compliance with its obligation to bargain in good faith.</li> </ul> </li> </ul>

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				<p>officers who violate PPB policy and procedure; Commission proposed changes to City Code to create a new oversight system; City proposed amendments to City Code and the Settlement Agreement to ensure full implementation of the Board; City Council voted on City Code provisions creating the Board; the Board is staffed and operational; City complied with related collective bargaining obligations.</p>	
56	245	<p><b>Agreement Implementation and Enforcement</b></p>	<p><b>Review of Policies, Trainings, and Investigations</b></p>	<p>PPB provides evidence showing that its policies are applied uniformly and its officers are held accountable for complying with policy and procedure.</p> <p>Monitor assesses whether PPB applies policies uniformly and holds officers accountable for complying with policy and procedure.</p>	<ul style="list-style-type: none"> <li>• Monitor will review: PPB policies; a random sample of administrative investigations, including those resulting in sustained findings of misconduct, using a standardized evaluation instrument developed by the Monitor; EIS entries and disciplinary or other remedial action taken in response to sustained findings of misconduct. Monitor may interview PPB and IPR personnel, PRB and CRC members, Board members and staff, and members of Portland Police Association and Portland Police Commanding Officers Association. Monitor will assess whether:               <ol style="list-style-type: none"> <li>a. PPB applied policies uniformly.</li> <li>b. PPB held officers accountable for complying with PPB policy and procedure.</li> </ol> </li> </ul>