

# APPENDIX A

## **Consent Decree Compliance and Implementation**

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**I. Use of Force**

<b>Achievement</b>	<b>Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
<b>Develop Use of Force Policy: NPD will develop and implement a use of force policy or set of policies that cover all force techniques, technologies, and weapons that are available to NPD officers. The policy or policies will clearly define each force option and specify that unreasonable use of force will subject officers to discipline. (¶¶ 66-74)</b>			
NPD will review and revise its current use of force policy or policies to ensure compliance with Consent Decree.	March 2, 2017	Non-Compliance	See Second Quarterly Report, Section IV(A)(1).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (¶ 11)	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved during this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (¶11)	Within 60 days after approval of SOP	Initial Development	See Second Quarterly Report, Section IV(A)(2).
<b>NPD Use of Force Reporting and Investigation: NPD will adopt a use of force reporting system and a supervisor Use of Force Report, separate from the NPD's arrest and incident reports, and which includes individual officers' accounts of their use of force. (¶¶ 75-85)</b>			

**Use of Force Continued**

<b>Achievement</b>	<b>Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
NPD will develop a mechanism by which use of force and citizen interaction complaints are reviewed by training staff to form the basis of changes in training to address the issues arising from these complaints.	January 9, 2017	Non-Compliance	NPD has failed to develop this mechanism. Discussions are underway as to whether it should be included in the upcoming policies addressing Internal Affairs issues.
<b>NPD will establish a Serious Force Investigation Team (“SFIT”) to review Serious Force Incidents, conduct criminal and administrative investigations of Serious Force incidents, and determine whether incidents raise policy, training, tactical, or equipment concerns. Lower or intermediate force incidents will be investigated by line supervisors. (¶¶ 78 - 84, 86-94)</b>			
NPD will create and implement (1) a General Order establishing the SFIT to ensure sufficient staffing consistent with ¶ 92 of the Consent Decree; and (2) General Orders establishing line supervisors’ responsibilities to investigate lower and intermediate use of force incidents.	February 1, 2017	Non-Compliance	See Second Quarterly Report, Section IV(A)(3).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (¶ 11)	Within 60 days after approval of General Orders	Not Assessed	The General Order was not approved during this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (¶11)	Within 60 days after approval of General Orders	Not Assessed	The General Order was not approved during this quarter.

**Use of Force Continued**

<b>Achievement</b>	<b>Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
<b>NPD will maintain a Use of Force Review Board (“UFRB”) to conduct timely, comprehensive and reliable reviews of all Intermediate and Serious Force incidents, in accordance with the requirements set forth in the Consent Decree. (¶¶ 88, 95, 96, 98, 102)</b>			
NPD will create a General Order establishing the UFRB to ensure that it is staffed consistent with Consent Decree provisions, and to ensure that the responsibilities assigned are consistent with Consent Decree provisions.	May 1, 2017	Non-Compliance	See Second Quarterly Report, Section IV(A)(3).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required, which will provide the UFRB with 8 hours of training. (¶¶ 11, 97)	Within 60 days after approval of General Order	Not Assessed	The General Order was not approved during this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (¶ 11)	Within 60 days after approval of General Order	Not Assessed	The General Order was not approved during this quarter.

## II. Stops, Searches and Arrests

Achievement	Deadline for Achievement	Status	Discussion
<p><b>Data Analysis Protocol: NPD will develop a protocol for comprehensive analysis of stop, search and arrest data, subject to the review and approval of the DOJ and Monitor. (¶ 53)</b></p>			<p>As a result of the Monitoring Team’s review of NPD’s data systems, it is apparent that these deadlines will need to be extended. See Second Quarterly Report Section IV.I.1; First Quarterly Report Section V.I.</p>
<p>NPD will review its current data capacity and identify the gaps between its current data capacity and the capacity required by the Consent Decree.</p>	December 1, 2016	Not Assessed	See above.
<p>NPD will develop categories, and fields for capturing the data required by the Consent Decree.</p>	December 1, 2016	Not Assessed	See above.
<p>NPD will create protocol for comprehensive analysis of stop, search and arrest data.</p>	April 3, 2017	Not Assessed	See above.
<p>NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (¶ 11)</p>	Within 60 days after approval of protocol.	Not Assessed	The protocol was not approved during this quarter.
<p>NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (¶11)</p>	Within 60 days after approval of protocol.	Not Assessed	The protocol was not approved during this quarter.

**Stops, Searches and Arrests Continued**

<b>Achievement</b>	<b>Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
<b>Data Report: NPD will issue a report summarizing and analyzing the data collected on its stops, searches, arrests, and uses of force. The report will also set forth the steps taken by the NPD to correct problems and build on successes indicated by the data. (¶ 168)</b>			
NPD will provide draft report to Monitor and Parties.	May 12, 2017	Not Assessed	See “Data Analysis Protocol” above.
NPD will finalize the report based on feedback from the Monitor and Parties.	July 1, 2017	Not Assessed	The deadline has not passed. The Monitor will assess this requirement in a future report.

**III. Theft**

<b>Achievement</b>	<b>Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
<b>Implement Chain of Custody and Inventory Policy: The NPD will ensure that in all instances where property or evidence is seized, the responsible officer will immediately complete an incident report documenting a complete and accurate inventory of the property or evidence seized, and will submit the property or evidence seized to the property room before the end of tour of duty. (¶¶ 105, 110)</b>			
NPD will create a chain of custody and inventory policy or policies to ensure compliance with paragraph 110 of the Consent Decree.	April 1, 2017	Non-Compliance	NPD revised its chain of custody policies by the deadline, but they have not been approved by the Monitor or DOJ. See Second Quarterly Report, Section IV(C)(4).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (¶ 11)	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved during this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (¶11)	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved during this quarter.
<b>NPD Internal Review of Disciplinary Files: NPD will review the disciplinary histories of its officers who routinely handle valuable contraband or cash, especially those in specialized units, to identify any patterns or irregularities indicating potential risk of theft by officers. (¶ 107)</b>			

**Theft Continued**

<b>Achievement</b>	<b>Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
NPD will provide a report to the Monitor and supporting documents identifying officers handling contraband or cash.	May 17, 2017	Operational Compliance	See First Quarterly Report, Section V(C)(6).
<b>Transfer of NPD officers: To the extent permitted by law and NPD's collective bargaining agreements, NPD officers identified as having a sustained complaint of theft, or two not sustained or unfounded complaints of theft occurring within one year, will be moved out of positions where those officers have access to money, property, and evidence. (¶ 108)</b>			
NPD shall transfer all officers meeting the criteria set forth in ¶ 108, or provide written explanations as to why an officer cannot be transferred under the law or a collective bargaining agreement.	Date to be determined based on City's review of legal requirements and collective bargaining agreements	Operational Compliance	See First Quarterly Report, Section V(C)(6).
<b>NPD Audits: NPD will conduct and document periodic audits and inspections of the property room and immediately correct any deficiencies. (¶ 111)</b>			
NPD will create an audit and inspection plan to ensure compliance with Consent Decree, subject to approval by the DOJ and Monitor.	December 28, 2016	Operational Compliance	See First Quarterly Report, Section V(C)(1).
NPD will conduct first audit and inspection of all cash, jewelry, and bulk receipts of narcotics in the property room.	January 31, 2017	Operational Compliance	The audit was not completed in full before the deadline, but has since been completed. See Second Quarterly Report, Section IV(C)(2).

**IV. Internal Affairs: Complaint Intake and Investigation**

Achievement	Deadline for Achievement	Status	Discussion
<p><b>Within 180 days of the Operational Date [January 9, 2017], NPD will create a training curriculum and/ or training bulletins for police personnel, including dispatchers, to properly handle complaint intake, including how to provide complaint materials and information; the consequences for failing to take complaints; and strategies for turning the complaint process into positive police-civilian interaction. (¶ 116)</b></p>			
<p>NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required.</p>	January 9, 2017	Non-Compliance	See First Quarterly Report, Section V(D).
<p>NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (¶11)</p>	January 9, 2017	Non-Compliance	See First Quarterly Report, Section V(D).
<p><b>Within 365 days of the Operational Date [July 12, 2017], NPD and City, in collaboration with the civilian oversight entity or other community input, will develop and implement a program to publicize to the Newark Community about how to make police misconduct complaints. (¶ 112).</b></p>			

**Internal Affairs: Complaint Intake and Investigation Continued**

<b>Achievement</b>	<b>Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
NPD and City will make forms and other materials outlining the complaint process and OPS contact information available on their websites and appropriate government properties. (¶ 113)	Ongoing	Operational Compliance; Not Assessed	Operational compliance as to NPD's website, which provides OPS contact information, outlines the complaint process, and provides a complaint submission form. The Monitor will further assess this requirement during compliance audits.
NPD and City, in collaboration with civilian oversight entity, will prepare enabling directives and protocols establishing the program.	April 3, 2017	Non-Compliance	NPD is unable to collaborate with civilian oversight entity due to court-ordered injunction issued in ongoing litigation.
<b>Transparent Complaint Process: NPD revise its policies to prohibit practices that discourage complainants and witnesses from coming forward, including the requirements set forth in paragraph ¶ 115.</b>			
NPD will review and revise its policies for releasing complaints and misconduct allegations to make such complaints and allegations publicly available and ensure compliance with the Consent Decree.	March 3, 2017	Non-Compliance	See Second Quarterly Report, Section IV(D)(2).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required.	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved in this quarter.

**Internal Affairs: Complaint Intake and Investigation Continued**

<b>Achievement</b>	<b>Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§11)	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved in this quarter.
<b>NPD Misconduct Reporting and Investigation Process: NPD will require that all officers and employees report allegations of criminal behavior or administrative misconduct by another NPD officer toward a member of the public, that they may observe themselves or receive from another source, to a supervisor or directly to OPS for review and investigation. When a supervisor receives such allegations, the supervisor will promptly document and report this information to OPS. (§ 119)</b>			
NPD will create an OPS Notification protocol to ensure compliance with the Consent Decree	May 1, 2017	Non-Compliance	See Second Quarterly Report, Section IV(D)(2).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required.	Within 60 days after approval of protocol.	Not Assessed	The protocol was not approved in this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§11)	Within 60 days after approval of protocol.	Not Assessed	The protocol was not approved in this quarter.
<b>Complaint Classification Protocol: NPD will adopt a complaint classification protocol that is based on the nature of the alleged misconduct, in order to guide OPS in determining where a complaint should be assigned for investigation. (§ 121)</b>			

**Internal Affairs: Complaint Intake and Investigation Continued**

<b>Achievement</b>	<b>Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
NPD will implement complaint classification protocol to ensure compliance with Consent Decree.	May 1, 2017	Non-Compliance	See Second Quarterly Report, Section IV(D)(2).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required.	Within 60 days after approval of protocol.	Not Assessed	The protocol was not approved in this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§11)	Within 60 days after approval of protocol.	Not Assessed	The protocol was not approved in this quarter.
<b>NPD will maintain a centralized numbering and tracking system for all misconduct complaints. (§ 125)</b>			
NPD will create a protocol to link an “event” number retrieved from the CAD, which enables NPD to provide a complainant with an identifying number in real time and otherwise comply with the Consent Decree.	May 1, 2017	Non-Compliance	See Second Quarterly Report, Section IV(D)(2).

## V. Community Engagement and Civilian Oversight

Achievement	Deadline for Achievement	Status	Discussion
<b>Evaluation of Community Policing Protocol: By February 7, 2017, NPD will implement a protocol to periodically measure the breadth, extent, and effectiveness of its community partnerships and problem-solving strategies, including officer outreach, particularly outreach to youth. (§ 17)</b>			
NPD will submit first drafts of its measurement mechanisms to the Monitor and DOJ for review.	October 10, 2016 <sup>1</sup>	Non-Compliance	See Second Quarterly Report, Section IV(F)(3).
NPD will submit a final draft of the measurement mechanism.	November 15, 2016 <sup>2</sup>	Non-Compliance	See Second Quarterly Report, Section IV(F)(3).
NPD will begin implementing the measurement mechanisms.	February 7, 2017	Non-Compliance	See Second Quarterly Report, Section IV(F)(3).
NPD will prepare a publicly available report of its community policing efforts overall and in each precinct. (§ 18)	March 10, 2017	Non-Compliance	See Second Quarterly Report, Section IV(F)(3).
<b>By July 9, 2017, NPD will assess and revise its staffing allocation and personnel deployment to support community policing and problem solving initiatives, and will modify deployment strategies that are incompatible with community policing, such assessment and modified strategy to be provided to the DOJ and Monitor for approval. (§ 15)</b>	July 9, 2017	Initial Development	See Second Quarterly Report, Section IV(F)(5).
NPD will conduct review of its current staffing allocation and personnel deployment and develop a community policing strategy that involves all officers assigned to policing precincts, including the Community Policing Officers.	October 30, 2016	Non-Compliance	See Second Quarterly Report, Section V(F)(5).

<sup>1</sup> The deadline for this achievement was inadvertently recorded in the First Year Monitoring Plan as October 10, 2017.

<sup>2</sup> The deadline for this achievement was inadvertently recorded in the First Year Monitoring Plan as November 15, 2017.

**Community Engagement and Civilian Oversight Continued**

<b>Achievement</b>	<b>Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
NPD will assign two officers to each precinct to work with residents to identify and address communities' priorities, and who are not assigned to answer calls for service except in exigent circumstances. (¶ 16)	January 1, 2017	Not Assessed	NPD has selected community service officers. Compliance with the substantive requirements for these officers will be assessed during compliance audits.
NPD will review and revise its current staffing allocation and personnel protocol to ensure compliance with Consent Decree.	July 9, 2017	Initial Development	See Second Quarterly Report, Section IV(F)(5).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (¶ 11)	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved during this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (¶11)	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved during this quarter.

**VI. Data Systems Improvement: Early Warning and Records Management Systems**

<b>Achievement</b>	<b>Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
<b>Early Warning System: Within one year of the Effective Date [May 5, 2017], NPD will enhance its Early Warning System so as to comply with the requirements set forth in the Consent Decree. (¶¶ 156-165)<sup>3</sup></b>	May 5, 2017	Non-Compliance	See Second Quarterly Report, Section IV.I.2.
NPD to submit funding request to City, which sets forth the necessary enhancements to its Early Warning System and estimated costs.	November 28, 2016	Non-Compliance	See Second Quarterly Report, Section IV.I.2.
City will provide sufficient funding to NPD to enhance its Early Warning System. (¶ 156)	Before March 30, 2017	Non-Compliance	See Second Quarterly Report, Section IV.I.2.
NPD will develop and implement a data protocol describing information to be recorded and maintained in the Early Warning System. (¶ 157)	February 6, 2017	Non-Compliance	See Second Quarterly Report, Section IV.I.2.

<sup>3</sup> The Consent Decree provides that “the EWS will use a *relational database*” to analyze the NPD’s data. (¶ 156.) The NPD will not likely be able to implement a relational database by March 30, 2017. The Monitoring Team initially envisioned that NPD would implement a more rudimentary/possibly manual enhancement of its Early Warning System by March 30, 2017 and implement a relational database by the end of 2017. However, based on the Monitoring Team’s assessment of NPD’s data systems, additional time will be necessary. *See* Second Quarterly Report, Section IV.I.2; First Quarterly Report, Section IV.I.

**VII. Discipline**

<b>Achievement</b>	<b>Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
<b>NPD will establish a unified system for reviewing sustained findings and applying the appropriate level of discipline pursuant to NPD's disciplinary guidance. NPD will document all disciplinary decisions, including the rationale for any decision to deviate from the level of discipline set out in the disciplinary matrix. (¶ 154)</b>		Initial Development	See Second Quarterly Report, Section IV(E).
NPD will apply discipline for sustained allegations of misconduct based on the nature and severity of the policy violation and defined mitigating and aggravating factors, rather than the officer's identity, rank or assignment; relationship with other individuals; or reputation in the broader community. (¶ 152)	October 10, 2016	Non-Compliance	See Second Quarterly Report, Section IV(E).
NPD will implement disciplinary guidance for its personnel that addresses the topics addressed in ¶ 153 of the Consent Decree.	October 10, 2016	Non-Compliance	See Second Quarterly Report, Section IV(E).
NPD will establish a unified system for reviewing sustained findings and applying the appropriate level of discipline pursuant to NPD's disciplinary guidance. (¶ 154)	March 9, 2017	Non-Compliance	See Quarterly Report, Section IV(E).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (¶ 11)	Within 60 days after approval of guidance	Not Assessed	The General Order and Disciplinary Matrix were not approved during this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (¶11)	Within 60 days after approval of guidance	Not Assessed	The General Order and Disciplinary Matrix were not approved during this quarter.

**VIII. In-Car and Body-Worn Cameras**

<b>Achievement</b>	<b>Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
<b>NPD will develop a policy to designate which cars and officers are exempt from the general in-car and body-worn camera requirements. (¶103)</b>			
NPD will review and revise its current policy or policies to ensure compliance with Consent Decree.	November 1, 2017	Initial Development	See Second Quarterly Report, Section IV(K)(2).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (¶ 11)	Within 60 days after approval of the SOP	Not Assessed	The SOP was not approved during this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (¶11)	Within 60 days after approval of the SOP	Not Assessed	The SOP was not approved during this quarter.
<b>In consultation with the DOJ and Monitor, NPD will develop a policy regarding footage and audio recordings from its in-car and body-worn cameras. (¶ 104)</b>			
NPD will review and revise its current policy or policies to ensure compliance with Consent Decree.	November 1, 2017	Initial Development	See Quarterly Report, Section IV(K)(2).
NPD will create a training curriculum for (1) NPD personnel who are responsible for storing body and car camera footage and audio on, and (2) officers on the revised policy, upon the Monitor and DOJ's approval of the SOP. (¶ 11)	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved during this quarter.

**In-Car and Body-Worn Cameras Continued**

<b>Achievement</b>	<b>Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (¶11)	Within 60 days after approval of SOP	Not Assessed	The SOP was not approved during this quarter.
<b>NPD will begin the work required to equip all marked patrol cars with video cameras and require all officers, except those set forth in ¶¶103-104, to wear body cameras and microphones with which to record enforcement activity. (¶ 103)</b>			
NPD will conduct pilot program on body worn and develop recommendations for possible device implantation based on the results of the pilot.	November 1, 2017	Initial Development	See Quarterly Report, Section IV(K)(1).

**IX. General Officer Training**

<b>Achievement</b>	<b>Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
<p><b>NPD will provide officers at least 40 hours of in-service training each year. NPD will provide additional training as necessary to address changes in the law, or issues identified through its review of use of force incidents, arrest reports, misconduct complaints, or other means. All training will be consistent with and incorporate current law, professional police standards and best practices. (§§ 9, 14)</b></p> <p><b><u>Note:</u> The timelines for training requirements in other Sections of the Consent Decree (e.g., use of force, bias policing), are located in those Sections of this Chart.</b></p>			
NPD will review and revise its current General Orders to ensure compliance with Consent Decree.	October 1, 2017	Initial Development	See Second Quarterly Report, Section III(A).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (§ 11)	Within 60 days after approval of individual SOPs	Not Assessed	The SOPs were not approved during this quarter.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§11)	Within 60 days after approval of individual SOPs	Not Assessed	The SOPs were not approved during this quarter.
<b>NPD and Monitor Team to review the recruit training being provided by the State and NPD for newly hired members.</b>			

**General Officer Training Continued**

<b>Achievement</b>	<b>Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
NPD and Monitor will review the current State and NPD curricula and course materials for new recruits to identify areas where State/NPD curricula differs from the Consent Decree.	April 17, 2017	Preliminary Compliance	See Second Quarterly Report, Section III(A).
<b>NPD will maintain complete and consistent training records for all officers. (§ 12)</b>			
NPD will develop a protocol to gauge retention of training and approve testing mechanisms to ensure compliance with Consent Decree.	February 28, 2017	Non-Compliance	See Second Quarterly Report Section IV(J).

**X. Consent Decree Implementation and Enforcement**

<b>Achievement</b>	<b>Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
<b>Interdisciplinary Unit: The City and NPD will form an interdisciplinary unit to facilitate the implementation of the Consent Decree. (¶ 196)</b>			
The City implementation unit will file a status report with the Court, delineating the items set forth in the Consent Decree. (¶ 197)	September 26, 2016	Operational Compliance – Deadline Met	To date, NPD has filed two status reports with the Court.