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<p><b>First Year Compliance Evaluator Plan</b></p> <p><u>General Notes:</u></p> <p>SPD will draft, create, or revise its policies, procedures, programs, or trainings consistent with the goals and relevant paragraphs of the Settlement Agreement. SPD, the City, and DOJ (“the Parties”) will collaborate on the drafting, creation, or revision of the policies, programs, or trainings; reach agreement on them; and provide the agreed-upon draft policy, program, or training to the Compliance Evaluator for her approval.</p> <p><i>For policies and procedures only:</i> The Compliance Evaluator will <u>preliminarily approve</u> the Parties’ agreed-upon draft policy or procedure. Upon the Compliance Evaluator’s preliminary approval, SPD and the City will post the policy or procedure for a two-week public comment period. After the public comment period has concluded, SPD will consider whether any revisions to the policy or procedure are necessary in light of public feedback, and revise its policies as needed. The Compliance Evaluator will then provide final approval of the policy or procedure.</p> <p>Every six months, the Compliance Evaluator will conduct reviews to determine whether the City and SPD have complied with the requirements of the Settlement Agreement. Compliance requires that the City and SPD: (a) have incorporated the requirement into policy; (b) have trained all relevant personnel as necessary to fulfill their responsibilities pursuant to the requirement; and (c) are consistently following and holding SPD personnel to the requirements and standards enunciated herein. Compliance reviews will contain the elements necessary for reliability and comprehensiveness. Compliance reviews may be conducted using sampling and compilation data where appropriate. Before beginning a compliance assessment, the Compliance Evaluator will submit a report to the Parties proposing the method for conducting such an assessment.</p> <p>Although SPD, the City, and DOJ will make best efforts to meet the deadlines provided in the Settlement Agreement, the Parties recognize that it may not be feasible in all circumstances. This compliance plan adjusts some of the deadlines in the Settlement Agreement. Additionally, for all quarterly deadlines established below, the Compliance Evaluator and Parties agree that the deadlines might, in some instances, need to be extended by a brief interval to allow or accommodate unforeseen circumstances or unexpected, minor delays. Accordingly, if and only if the Compliance Evaluator and the Parties agree that an extension for any of the quarterly deadlines outlined below is warranted and acceptable, the deadline may be extended by an interval of thirty (30) calendar days without receiving formal approval of the Court for an extension of the deadline. No quarterly deadline may be extended by more than thirty (30) calendar days without approval of the Court. The extension of any specific quarterly deadline, or deadlines, will not change or otherwise affect any other deadline.</p> <p>Unless the Compliance Evaluator identifies problems with a deadline extension or otherwise raises issues with the Court, none of the Parties, the Court, or the public should interpret changes in Settlement Agreement deadlines or quarterly deadlines to reflect problems in implementation or a lack of progress. Instead, all should understand that, for progress to be comprehensive and enduring, it may be necessary to take more time initially to refine policies, procedures, or training so that progress, ultimately, is faster, more effective, and more efficient.</p>

	Decree Para.	Area	Sub-Area	Milestone	Responsible Stakeholder(s)	Deliverable	Deadline
1	19-61	Force	Policy	Upon receiving the agreed-upon drafts from SPD and DOJ, the Compliance Evaluator will review and preliminarily approve the following SPD use of force policies: 1) use of force – general; 2) use of force – foot pursuit; 3) use of force – vehicle pursuits; 4) use of force – investigation and review; and 5) use of force - reporting.	CE	Preliminary Approval or Disapproval of Force Policies	4 <sup>th</sup> Quarter 2022

2	175, 176	<b>Force</b>	<b>Policy</b>	SPD will post the use of force policies on its website for a two-week public comment period, and provide opportunities for the public to comment on the policies.	SPD	Posting of Force Policies for Public Comment	4 <sup>th</sup> Quarter 2022
3	175, 176	<b>Force</b>	<b>Policy</b>	SPD will consider whether any further revisions to the force policies are appropriate in light of public feedback received, and revise its policies accordingly.	SPD	Consideration of Public Comments Regarding Force Policies	4 <sup>th</sup> Quarter 2022
4	#	<b>Force</b>	<b>Policy</b>	The Compliance Evaluator will provide final approval of the use of force policies.	CE	Final Approval or Disapproval of Force Policies	4 <sup>th</sup> Quarter 2022
5	19	<b>Force</b>	<b>Training</b>	Upon receiving the agreed-upon draft training curricula from SPD and DOJ, the Compliance Evaluator will provide final approval of the training curricula for the force policies.	CE	Final Approval or Disapproval of Force Training Curricula	1 <sup>st</sup> Quarter 2023
6	19	<b>Force</b>	<b>Training</b>	Using the approved training curricula, SPD will deliver use of force training to relevant personnel.	SPD	Delivery of Use of Force Training	1 <sup>st</sup> Quarter 2023
7	196	<b>Force</b>	<b>Compliance Evaluator Assessment</b>	The Compliance Evaluator will provide SPD and DOJ with a report detailing its method for conducting the Force Assessment.	CE	Delivery of Compliance Evaluator Report regarding Force Assessment Method	1 <sup>st</sup> Quarter 2023
8	170	<b>Body Worn Cameras</b>	<b>Body Worn Camera Protocol</b>	Upon receiving the agreed-upon drafts from SPD and DOJ, the Compliance Evaluator will review and preliminarily approve the SPD's Body Worn Camera protocol.	CE	Preliminary Approval or Disapproval of Body Worn Camera Protocol	4 <sup>th</sup> Quarter 2022
9	175, 176	<b>Body Worn Cameras</b>	<b>Body Worn Camera Protocol</b>	SPD will post the Body Worn Camera protocol on its website for a two-week public comment period, and provide opportunities for the public to comment on the policies.	SPD	Posting of Body Worn Camera Protocol for Public Comment	4 <sup>th</sup> Quarter 2022
10	175, 176	<b>Body Worn Cameras</b>	<b>Body Worn Camera Protocol</b>	SPD will consider whether any further revisions to the Body Worn Camera protocol are appropriate in light of public feedback received, and revise its policy accordingly.	SPD	Consideration of Public Comments Regarding Body Worn Camera Protocol	4 <sup>th</sup> Quarter 2022
11	#	<b>Body Worn Cameras</b>	<b>Body Worn Camera Protocol</b>	The Compliance Evaluator will provide final approval of the Body Worn Camera protocol.	CE	Final Approval or Disapproval of Body Worn Camera Protocol	4 <sup>th</sup> Quarter 2022
12	170	<b>Body Worn Cameras</b>	<b>Body Worn Camera Protocol</b>	Upon receiving the agreed-upon draft training curricula from SPD and DOJ, the Compliance Evaluator will provide final approval of the training curricula for the Body Worn Camera protocol.	CE	Final Approval or Disapproval of Body Worn Camera Curricula	1 <sup>st</sup> Quarter 2023

13	170	<b>Body Worn Cameras</b>	<b>Body Worn Camera Protocol</b>	Using the approved training curricula, SPD will deliver training on the Body Worn Camera protocol to relevant personnel.	SPD	Delivery of Body Worn Camera Training	1 <sup>st</sup> Quarter 2023
14	136	<b>Force</b>	<b>UOF Data Analysis Protocol</b>	Upon receiving the agreed-upon draft from SPD and DOJ, the Compliance Evaluator will provide final approval of the Use of Force (UOF) Data Collection and Analysis protocol.	CE	Final Approval or Disapproval of the UOF Data Analysis Protocol	4 <sup>th</sup> Quarter 2022
15	141	<b>Training (Field)</b>	<b>Policy</b>	Upon receiving the agreed-upon drafts from SPD and DOJ, the Compliance Evaluator will review and preliminarily approve the SPD's Field Training and Evaluation Program (FTEP) policy.	CE	Preliminary Approval or Disapproval of FTEP Policy	4 <sup>th</sup> Quarter 2022
16	175, 176	<b>Training (Field)</b>	<b>Policy</b>	SPD will post the FTEP policy on its website for a two-week public comment period, and provide opportunities for the public to comment on the policies.	SPD	Posting of FTEP Policy for Public Comment	4 <sup>th</sup> Quarter 2022
17	175, 176	<b>Training (Field)</b>	<b>Policy</b>	SPD will consider whether any further revisions to the FTEP policy are appropriate in light of public feedback received, and revise its policy accordingly.	SPD	Consideration of Public Comments Regarding FTEP Policy	4 <sup>th</sup> Quarter 2022
18	#	<b>Training (Field)</b>	<b>Policy</b>	The Compliance Evaluator will provide final approval of the FTEP policy.	CE	Final Approval or Disapproval of FTEP Policy	4 <sup>th</sup> Quarter 2022
19	141, 142	<b>Training (Field)</b>	<b>Training</b>	Upon receiving the agreed-upon draft training curricula from SPD and DOJ, the Compliance Evaluator will provide final approval of the training curricula for the FTEP policy.	CE	Final Approval or Disapproval of FTEP Training Curricula	1 <sup>st</sup> Quarter 2023
20	142	<b>Training (Field)</b>	<b>Training</b>	Using the approved training curricula, SPD will deliver training on the FTEP policy to relevant personnel.	SPD	Delivery of FTEP Training	1 <sup>st</sup> Quarter 2023
21	116	<b>Accountability</b>	<b>Board of Police Commissioners</b>	Upon receiving the agreed-upon draft from SPD and DOJ, the Compliance Evaluator will provide final approval of the process for serving on the Board of Police Commissioners (BPC) and the posting of BPC terms and open vacancies on the City's website.	CE	Final Approval or Disapproval of BPC Application Process and Posting of BPC Terms and Open Vacancies	1 <sup>st</sup> Quarter 2023
22	207	<b>Public Engagement</b>	<b>Community Engagement Plan</b>	Upon receiving the agreed-upon drafts from SPD and DOJ, the Compliance Evaluator will provide final approval of SPD's community engagement plan.	CE	Final Approval or Disapproval of SPD Community Engagement Plan	1 <sup>st</sup> Quarter 2023
23	209	<b>Public Engagement</b>	<b>Community Outreach and Public Information Program</b>	Upon receiving the agreed-upon drafts from SPD and DOJ, the Compliance Evaluator will provide final approval of SPD's community outreach and public information program.	CE	Final Approval or Disapproval of SPD Community Outreach and Public Information Program	1 <sup>st</sup> Quarter 2023

24	129	<b>Accountability</b>	<b>Disciplinary Matrix</b>	Upon receiving the agreed-upon drafts from SPD and DOJ, the Compliance Evaluator will review and preliminarily approve the SPD's Disciplinary Matrix.	CE	Preliminary Approval or Disapproval of Disciplinary Matrix	
25	175, 176	<b>Accountability</b>	<b>Disciplinary Matrix</b>	SPD will post the Disciplinary Matrix on its website for a two-week public comment period, and provide opportunities for the public to comment on the policies.	SPD	Posting of Disciplinary Matrix for Public Comment	
26	175, 176	<b>Accountability</b>	<b>Disciplinary Matrix</b>	SPD will consider whether any further revisions to the Disciplinary Matrix are appropriate in light of public feedback received, and revise its policy accordingly.	SPD	Consideration of Public Comments Regarding Disciplinary Matrix	
27	#	<b>Accountability</b>	<b>Disciplinary Matrix</b>	The Compliance Evaluator will provide final approval of the Disciplinary Matrix.	CE	Final Approval or Disapproval of Disciplinary Matrix	
28	129	<b>Accountability</b>	<b>Disciplinary Matrix</b>	Upon receiving the agreed-upon draft training curricula from SPD and DOJ, the Compliance Evaluator will provide final approval of the training curricula for the Disciplinary Matrix.	CE	Final Approval or Disapproval of Disciplinary Matrix Curricula	
29	129	<b>Accountability</b>	<b>Disciplinary Matrix</b>	Using the approved training curricula, SPD will deliver training on the Disciplinary Matrix to relevant personnel.	SPD	Delivery of Disciplinary Matrix Training	
30	118	<b>Accountability</b>	<b>Board of Police Commissioners Manual</b>	Upon receiving the agreed-upon drafts from SPD and DOJ, the Compliance Evaluator will provide final approval of the BPC Manual.	CE	Final Approval or Disapproval of BPC Manual	1st Quarter 2023
31	86	<b>Accountability</b>	<b>Internal Investigations Unit</b>	Upon receiving the agreed-upon drafts from SPD and DOJ, the Compliance Evaluator will review and preliminarily approve SPD's Internal Investigations (IIU) policies.	CE	Preliminary Approval or Disapproval of IIU Policies	4 <sup>th</sup> Quarter 2022
32	175, 176	<b>Accountability</b>	<b>Internal Investigations Unit</b>	SPD will post the IIU policies on its website for a two-week public comment period, and provide opportunities for the public to comment on the policies.	SPD	Posting of IIU Policies for Public Comment	4 <sup>th</sup> Quarter 2022
33	175, 176	<b>Accountability</b>	<b>Internal Investigations Unit</b>	SPD will consider whether any further revisions to the IIU policies are appropriate in light of public feedback received, and revise its policy accordingly.	SPD	Consideration of Public Comments Regarding IIU Policies	4 <sup>th</sup> Quarter 2022
34	#	<b>Accountability</b>	<b>Internal Investigations Unit</b>	The Compliance Evaluator will provide final approval of the IIU policies.	CE	Final Approval or Disapproval of IIU Policies	4 <sup>th</sup> Quarter 2022
35	86	<b>Accountability</b>	<b>Internal Investigations Unit</b>	Upon receiving the agreed-upon draft training curricula from SPD and DOJ, the Compliance Evaluator will provide final approval of the training curricula for the IIU policies.	CE	Final Approval or Disapproval of IIU Policies Curricula	4 <sup>th</sup> Quarter 2022

36	86	<b>Accountability</b>	<b>Internal Investigations Unit</b>	Using the approved training curricula, SPD will deliver training on the IIU policies.	SPD	Delivery of IIU Policies	4th Quarter 2022
37	87	<b>Accountability</b>	<b>Internal Investigations Unit Manual</b>	Upon receiving the agreed-upon drafts from SPD and DOJ, the Compliance Evaluator will review and preliminarily approve SPD's Internal Investigations (IIU) Manual.	CE	Preliminary Approval or Disapproval of IIU Manual	1st Quarter 2023
38	175, 176	<b>Accountability</b>	<b>Internal Investigations Unit Manual</b>	SPD will post the IIU Manual on its website for a two-week public comment period, and provide opportunities for the public to comment on the manual.	SPD	Posting of IIU Manual for Public Comment	1st Quarter 2023
39	175, 176	<b>Accountability</b>	<b>Internal Investigations Unit Manual</b>	SPD will consider whether any further revisions to the IIU Manual are appropriate in light of public feedback received, and revise its manual accordingly.	SPD	Consideration of Public Comments Regarding IIU Manual	1st Quarter 2023
40	#	<b>Accountability</b>	<b>Internal Investigations Unit Manual</b>	The Compliance Evaluator will provide final approval of the IIU Manual.	CE	Final Approval or Disapproval of IIU Manual	1st Quarter 2023
41	113	<b>Accountability</b>	<b>Internal Investigations Unit Manual</b>	Upon receiving the agreed-upon draft training curricula from SPD and DOJ, the Compliance Evaluator will provide final approval of the training curricula for the IIU Manual.	CE	Final Approval or Disapproval of IIU Manual Curricula	2nd Quarter 2023
42	113	<b>Accountability</b>	<b>Internal Investigations Unit Manual</b>	Using the approved training curricula, SPD will deliver training on the IIU Manual.	SPD	Delivery of IIU Manual Training	2nd Quarter 2023
43	196	<b>Accountability</b>	<b>Compliance Evaluator Assessment</b>	The Compliance Evaluator will provide SPD and DOJ with a report detailing its method for conducting the IIU Assessment.	CE	Delivery of Compliance Evaluator Report regarding IIU Assessment Method	2nd Quarter 2023
44	196	<b>Accountability</b>	<b>Compliance Evaluator Assessment</b>	The Compliance Evaluator will conduct the IIU Assessment.	CE	Conduct IIU Assessment	2nd Quarter 2023
45	119	<b>Accountability</b>	<b>Board of Police Commissioners</b>	Upon receiving the agreed-upon drafts from the City and DOJ, the Compliance Evaluator will review and preliminarily approve the training curricula for BPC.	CE	Preliminary Approval or Disapproval of BPC Training	1st Quarter 2023
46	175, 176	<b>Accountability</b>	<b>Board of Police Commissioners</b>	The City will post the BPC training on its website for a two-week public comment period, and provide opportunities for the public to comment on the training.	City	Posting of BPC Training for Public Comment	1st Quarter 2023
47	175, 176	<b>Accountability</b>	<b>Board of Police Commissioners</b>	The City will consider whether any further revisions to the BPC training are appropriate in light of public feedback received, and revise its training accordingly.	City	Consideration of Public Comments Regarding BPC Training	2nd Quarter 2023

48	#	<b>Accountability</b>	<b>Board of Police Commissioners</b>	The Compliance Evaluator will provide final approval of the BPC training.	CE	Final Approval or Disapproval of BPC Training	2nd Quarter 2023
49	119	<b>Accountability</b>	<b>Board of Police Commissioners</b>	Using the approved training curricula, the City will deliver BPC training to relevant personnel.	City	Delivery of BPC Training	2 <sup>nd</sup> Quarter 2023
50	69	<b>Force</b>	<b>Use of Force Committee</b>	Upon receiving the agreed-upon drafts from SPD and DOJ, the Compliance Evaluator will review and preliminarily approve the SPD's Use of Force Committee (UFC) policy.	CE	Preliminary Approval or Disapproval of UFC Policy	1st Quarter 2023
51	175, 176	<b>Force</b>	<b>Use of Force Committee</b>	SPD will post the UFC policy on its website for a two-week public comment period, and provide opportunities for the public to comment on the policies.	SPD	Posting of UFC Policy for Public Comment	1 <sup>st</sup> Quarter 2023
52	175, 176	<b>Force</b>	<b>Use of Force Committee</b>	SPD will consider whether any further revisions to the UFC policy are appropriate in light of public feedback received, and revise its policy accordingly.	SPD	Consideration of Public Comments Regarding UFC Policy	1st Quarter 2023
53	#	<b>Force</b>	<b>Use of Force Committee</b>	The Compliance Evaluator will provide final approval of the UFC policy.	CE	Final Approval or Disapproval of UFC Policy	1st Quarter 2023
54	71	<b>Force</b>	<b>Use of Force Committee</b>	Upon receiving the agreed-upon draft training curricula from SPD and DOJ, the Compliance Evaluator will provide final approval of the training curricula for the UFC policy.	CE	Final Approval or Disapproval of UFC Training Curricula	2 <sup>nd</sup> Quarter 2023
55	71	<b>Force</b>	<b>Use of Force Committee</b>	Using the approved training curricula, SPD will deliver training on the UFC policy to relevant personnel.	SPD	Delivery of UFC Training	2nd Quarter 2023
56	64	<b>Force</b>	<b>FIT Manual</b>	Upon receiving the agreed-upon drafts from SPD and DOJ, the Compliance Evaluator will review and preliminarily approve the SPD's Force Investigations Team (FIT) Manual.	CE	Preliminary Approval or Disapproval of FIT Manual	1 <sup>st</sup> Quarter 2023
57	175, 176	<b>Force</b>	<b>FIT Manual</b>	SPD will post the FIT Manual on its website for a two-week public comment period, and provide opportunities for the public to comment on the manual.	SPD	Posting of FIT Manual for Public Comment	1 <sup>st</sup> Quarter 2023
58	175, 176	<b>Force</b>	<b>FIT Manual</b>	SPD will consider whether any further revisions to the FIT Manual are appropriate in light of public feedback received, and revise the manual accordingly.	SPD	Consideration of Public Comments Regarding FIT Manual	1 <sup>st</sup> Quarter 2023
59	#	<b>Force</b>	<b>FIT Manual</b>	The Compliance Evaluator will provide final approval of the FIT Manual.	CE	Final Approval or Disapproval of the FIT Manual	1 <sup>st</sup> Quarter 2023
60	64	<b>Force</b>	<b>FIT Manual</b>	Upon receiving the agreed-upon draft training curricula from SPD and DOJ, the Compliance Evaluator will provide final approval of the training curricula for the FIT Manual.	CE	Final Approval or Disapproval of FIT Manual	2nd Quarter 2023
61	64	<b>Force</b>	<b>FIT Manual</b>	Using the approved training curricula, SPD will deliver training on the FIT Manual to relevant personnel.	SPD	Delivery of FIT Manual Training	2 <sup>nd</sup> Quarter 2023

62	148	<b>Training</b>	<b>Electronic Tracking System</b>	Upon receiving notice that SPD and DOJ have collaborated on the system and agree, the Compliance Evaluator will provide final approval of SPD's electronic tracking system for training.	CE	Final Approval or Disapproval of Electronic Tracking System	2 <sup>nd</sup> Quarter 2023
63	167	<b>Supervision</b>	<b>Promotions and Assignments</b>	Upon receiving the agreed-upon drafts from SPD and DOJ, the Compliance Evaluator will review and preliminarily approve the SPD's promotions and assignments policies.	CE	Preliminary Approval or Disapproval of Promotions and Assignments Policies	2 <sup>nd</sup> Quarter 2023
64	175, 176	<b>Supervision</b>	<b>Promotions and Assignments</b>	SPD will post the promotions and assignments policies on its website for a two-week public comment period, and provide opportunities for the public to comment on the policies.	SPD	Posting of Promotions and Assignments Policies for Public Comment	2 <sup>nd</sup> Quarter 2023
65	175, 176	<b>Supervision</b>	<b>Promotions and Assignments</b>	SPD will consider whether any further revisions to the promotions and assignments policies are appropriate in light of public feedback received, and revise its policies accordingly.	SPD	Consideration of Public Comments Regarding Promotions and Assignments Policies	2 <sup>nd</sup> Quarter 2023
66	#	<b>Supervision</b>	<b>Promotions and Assignment</b>	The Compliance Evaluator will provide final approval of the promotions and assignments policies.	CE	Final Approval or Disapproval of Promotions and Assignments Policies	2 <sup>nd</sup> Quarter 2023
67	167	<b>Supervision</b>	<b>Promotions and Assignments</b>	Upon receiving the agreed-upon draft training curricula from SPD and DOJ, the Compliance Evaluator will provide final approval of the training curricula for the promotions and assignment policies.	CE	Final Approval or Disapproval of Promotions and Assignments Curricula	2 <sup>nd</sup> Quarter 2023
68	167	<b>Supervision</b>	<b>Promotions and Assignments</b>	Using the approved training curricula, SPD will deliver training on the promotions and assignment policies to relevant personnel.	SPD	Delivery of Promotions and Assignments Training	3 <sup>rd</sup> Quarter 2023
69	122	<b>Accountability</b>	<b>Summary of BPC Meetings</b>	SPD will post a quarterly summary of BPC meetings and hearings on the City's website.	SPD	Posting of BPC quarterly summary	1 <sup>st</sup> Quarter 2023
70	169	<b>Supervision</b>	<b>Officer Assistance and Support</b>	Upon receiving the agreed-upon draft from SPD and DOJ, the Compliance Evaluator will provide final approval of SPD's officer wellness program.	CE	Final Approval or Disapproval of Officer Wellness Program	2 <sup>nd</sup> Quarter 2023
71	169	<b>Supervision</b>	<b>Officer Assistance and Support</b>	SPD will implement the approved officer wellness program.	SPD	Implementation of Approved Officer Wellness Program	2 <sup>nd</sup> Quarter 2023

72	152	<b>Supervision</b>	<b>General Supervisor Training</b>	Upon receiving the agreed-upon draft training curricula from SPD and DOJ, the Compliance Evaluator will provide final approval of the general supervisor training curricula.	CE	Final Approval or Disapproval of General Supervisor Training Curricula	2 <sup>nd</sup> Quarter 2023
73	152	<b>Supervision</b>	<b>General Supervisor Training</b>	Using the approved training curricula, SPD will deliver training on the general supervisor training to relevant personnel.	SPD	Delivery of General Supervisor Training	2 <sup>nd</sup> Quarter 2023
74	124	<b>Accountability</b>	<b>Annual Report re Complaints and Discipline</b>	SPD will publish an annual report that summarizes, at minimum, complaint trends, disposition of complaints, the Board of Police Commissioners' discipline decisions, and its public outreach functions.	SPD	Final Approval or Disapproval of Annual Report	2 <sup>nd</sup> Quarter 2023
75	140	<b>Training</b>	<b>Training Plan</b>	Upon receiving the agreed-upon draft from SPD and DOJ, the Compliance Evaluator will provide final approval of the written training plan.	CE	Final Approval or Disapproval of Training Plan	3 <sup>rd</sup> Quarter 2023
76	155, 160	<b>Supervision</b>	<b>Early Intervention System</b>	SPD will develop Early Intervention System (EIS), EIS protocol, and individualized interventions.	SPD	Final Approval or Disapproval of Early Intervention System	4 <sup>th</sup> Quarter 2023
77	164	<b>Supervision</b>	<b>Early Intervention System Training</b>	Upon receiving the agreed-upon draft training curricula from SPD and DOJ, the Compliance Evaluator will provide final approval of the EIS training curricula.	CE	Final Approval or Disapproval of EIS Curricula	4 <sup>th</sup> Quarter 2023
78	164	<b>Supervision</b>	<b>Early Intervention System Training</b>	Using the approved training curricula, SPD will deliver EIS training to relevant personnel.	SPD	Delivery of EIS Training	4 <sup>th</sup> Quarter 2023
79	212	<b>Public Engagement</b>	<b>Survey</b>	The City and SPD will design and conduct a survey of the Springfield community's experience with and perceptions of SPD in general, the Firearms Investigation Unit, in particular, and public safety	City	Conduct Survey	4 <sup>th</sup> Quarter 2023
80	212	<b>Public Engagement</b>	<b>Annual Report re Community Engagement Efforts</b>	SPD will post a publicly available report of its community engagement efforts, including a breakdown by district.	City	Posting of Community Engagement Report	4 <sup>th</sup> Quarter 2023