



	<p>City hire an Outreach Coordinator to oversee FPD's relationships with various neighborhood associations and to assist the City in setting up a mediation program and finding a neutral facilitator to lead the series of small-group structured dialogues.</p> <ul style="list-style-type: none"><li>• This summer, the MT will release the results of the Officer Attitudes and Perceptions Survey and will focus on the administration of a community survey.</li></ul>
<b>Bias-Free Police &amp; Court Practices</b>	<ul style="list-style-type: none"><li>• The Parties will initiate and complete policy development in this area over the course of the next year.</li></ul>
<b>Voluntary Contacts, Stops, Searches, Citations, &amp; Arrests</b>	<ul style="list-style-type: none"><li>• The Parties have initiated policy development in this area and will be holding policy forums to solicit community feedback. Once policy development is complete, the Parties will submit the policies to the MT for final review.</li><li>• This summer, the MT will review FPD citations, arrest reports, and field inquiry reports.</li></ul>
<b>Use of Force</b>	<ul style="list-style-type: none"><li>• The parties have drafted a number of policies related to the use of force. The Parties held multiple policy forums in which community members provided feedback on these policies.</li><li>• The MT reviewed these policies and gave comments to the Parties in March 2018. Once the MT's comments have been added to the policies, the training phase will begin.</li><li>• This summer, the MT will review FPD use of force and incident reports.</li></ul>
<b>Recruitment</b>	<ul style="list-style-type: none"><li>• The Parties have drafted a Recruitment Plan, which included input from the Neighborhood Policing Steering Committee. The MT has reviewed the plan, but final approval is still pending as the City has not yet developed a long-term plan for complying with the requirement that the City offer salaries that place FPD among the most competitive of similarly sized agencies in St. Louis County.</li><li>• A background investigation manual and screening system were developed by FPD and approved by the MT and DOJ, and the manual is currently in use by FPD.</li><li>• This summer, Chief Moss will train FPD personnel on the Recruitment Plan and the MT will review job applications and background investigation files to assess compliance.</li></ul>
<b>Municipal Court Reform</b>	<ul style="list-style-type: none"><li>• Reform of the Municipal Court has progressed quite a bit under the Consent Decree. The MT will review the parts of the Consent Decree that relate to Municipal Court reform twice per year. The MT reviewed the progress of this reform in August 2017 and March 2018. A summary of the August 2017 review is provided in the Monitor's spring 2018 status report (<i>see</i> status report at 18-21). In the fall, the MT will publish the results of its March 2018 review and will conduct a September 2018 review.</li><li>• The Monitor has recommended that the City focus on putting together a public education campaign regarding Municipal Court operations and reforms.</li></ul>
<b>Municipal Code Reform</b>	<ul style="list-style-type: none"><li>• The City must begin working on a plan for the ongoing reassessment and revision of the Municipal Code.</li></ul>

	<ul style="list-style-type: none"><li>• The City should continue to get feedback from the Ferguson community, including ongoing review of the Municipal Code by the NPSC.</li></ul>
<b>Accountability</b>	<ul style="list-style-type: none"><li>• The Parties have drafted three policies with respect to FPD accountability: (1) Duty to Report Misconduct; (2) Duty of Candor; and (3) Internal Investigations.</li><li>• The Duty to Report Misconduct and Duty of Candor policies are in use by FPD. In March 2018, the MT submitted additional comments on the Internal Investigations policy to the Parties. In addition, the Parties hosted three accountability forums in order to seek input from the community on the Internal Investigations policy.</li><li>• This summer, the Parties will submit a Professional Standards and Disciplinary Procedures policy for final MT review.</li><li>• Training on all accountability policies will occur over the next year. The MT will also conduct a review of internal investigations.</li></ul>
<b>School Resource Officer Program</b>	<ul style="list-style-type: none"><li>• The Parties have completed a Memorandum of Understanding (“MOU”) between FPD and Ferguson-Florissant School District (“FFSD”), and the City is working with FFSD to reach agreement on that MOU. The Parties have begun developing a School Resource Officer program and operations manual and will seek input from FFSD faculty and staff, the Youth Advisory Board, and other FFSD stakeholders on that manual.</li><li>• Implementation of the MOU and the development of a program and operations manual will occur over the course of the next year.</li></ul>
<b>Body-Worn &amp; In-Car Cameras</b>	<ul style="list-style-type: none"><li>• The Parties developed body-worn and in-car camera policies and submitted them to the MT for final approval.</li><li>• FPD personnel have been outfitted with body cameras.</li><li>• Over the course of the next year, the Parties will focus on, among other things, the public’s access to body-worn and in-car camera recordings.</li></ul>

In conclusion, the Monitor reports that there is much work that remains to be done on the Consent Decree. The Monitor is concerned that progress may stall unless the City hires additional personnel or consultants. The Monitor recommends that the City hire the following three people: (1) an outreach coordinator to work with the Ferguson community and help with public education efforts; (2) a Municipal Court employee to assist with policy development and training; and (3) an FPD employee to support policy development, assist with trainings, and evaluate external training programs. The City should prioritize identifying talented people to serve in these positions. Even though there is more work to do, the Monitoring Team notes that FPD and the Municipal Court have made a strong effort to comply with the Consent Decree. The Monitoring Team will continue to work with the Parties and will continue to detail its progress through semi-annual reports to the Court.