



U.S. Department of Justice
Civil Rights Division

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DJ 207-57-4

Special Litigation Section - PHB
950 Pennsylvania Ave, NW
Washington DC 20530

July 2, 2019

Via Electronic Mail

Mr. Greg Hicks
Law Director
City of Warren, Ohio
City Hall
391 Mahoning Ave., NW
Warren, OH 44483-4634

RE: United States v. City of Warren (4:12-cv-00086): Final Compliance Report

Dear Mr. Hicks:

This letter and the attached compliance chart provide our updated assessment of the City of Warren's (City) and the Warren Police Department's (WPD) compliance with the 2012 Settlement Agreement in the above-referenced action. This letter and compliance chart are based on our review of WPD actions taken throughout 2018 regarding the subject areas covered by the Agreement, including WPD's policies, practices, reviews, and training regarding use of force; public complaints; and managing and supervising its officers. Based on our review, we find that WPD maintained full and faithful compliance with each provision of the Agreement during 2018.

We appreciate WPD's implementation efforts, and we are especially encouraged by its commitment to ongoing improvement over the past two years. City leaders, WPD leadership, supervisors, and officers have been integral to transforming WPD into a more effective police department. We also note the collaborative and accommodating spirit that City and police leaders, staff members, and officers have devoted to this process. We also recognize the energy that WPD has devoted to ensuring that it continues to comply with the requirements of the Agreement.

Consistent with previous reviews, we completed a multifaceted review of WPD's police actions during 2018. We reviewed 90 use-of-force incidents and 17 investigations of civilian complaints, ensuring that WPD thoroughly investigated these matters during the year. We also examined a sample of 27 of the 96 alerts that officer actions triggered in WPD's Early Intervention System (EIS) and WPD's response to those alerts, as well as all reports, audits, and assessments that WPD was required to complete as part of its EIS.

We further examined WPD's semi-annual reviews of use-of-force training and policies as well as training material that WPD used for its 2018 in-service and other trainings. We observed

in-service training classes relevant to the Agreement, such as those covering using force and handling public complaints, and we met with WPD's Chief, Training Director, command staff, and other officers to discuss measures that WPD was taking to implement and track requisite training and other requirements of the Agreement.

Our review found that WPD sustained its compliance with the requirements of the Agreement. We continued to see improvements in WPD's force investigations and public complaint investigations. During this past year, we were pleased to see marked improvement in WPD's Force Review Board's assessments of officers' actions. WPD has also ensured that its EIS functions properly and that supervisors follow up on alerts in a timely manner. The department's training effectively instructs officers on key policy provisions, and WPD analyzes both its force training and policies to ensure that they are appropriate based on factors such as emerging case law; officer feedback; and trends in calls for service, use-of-force incidents, and public complaints.

We were pleased to see that WPD had begun the process of self-correction and self-improvement during this year's annual training. WPD's Training Committee identified deficient practices and techniques that WPD officers used in 2018. WPD has implemented significant reforms over the past seven years, which have resulted in greatly improved law enforcement services to Warren residents. We are confident that WPD will continue its efforts to provide effective, constitutional policing.

Now that WPD has maintained full and faithful compliance for the past two years, it is appropriate to terminate the Agreement. We will be contacting you soon to discuss the process for doing so.

We appreciate the professionalism extended to Department of Justice personnel and WPD's willingness to accept technical assistance during the implementation period. We congratulate the City of Warren on reaching this milestone and on the significant improvements it has made to the Warren Police Department.

Sincerely,



Steven H. Rosenbaum
Chief
Special Litigation Section

cc: Traci Timko Sabau
Assistant Law Director
City of Warren, Ohio

Michelle Heyer
Assistant United States Attorney
Northern District of Ohio