
*City of Meridian, MS
Settlement Agreement
Civil Action No. 3:13-CV-978-HTW-LRA*

Compliance Report

***Independent Auditor:
Chief Rodney Monroe (ret.)***



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On September 26, 2016, an Interim Compliance Report¹ was submitted to the Court capturing the compliance status of remedial measures associated with City of Meridian, MS Settlement Agreement Civil Action No. 3:13-CV-978-HTW_LRA. Since that time, the Independent Auditor has continued to work with the City of Meridian to review various documents, conduct regular interviews with Meridian Police Department personnel, and research training opportunities. The Independent Auditor has led this effort by conducting several onsite visit(s)², and holding regular bi-weekly conference calls with the auditing team, the City of Meridian team and U.S. Department of Justice representatives. The City of Meridian has continued to move forward in a very positive and deliberate manner to work toward full compliance of Settlement Agreement remedial measures.

This report outlines compliance findings and observations since the Auditor's last report. Primary goals during this time were to focus on several key areas, including establishing a school based arrest policy, a Memorandum of Understanding (MOU) with the Meridian Public School District, a community engagement forum, training, and the internal affairs policy. During the past eight months, we have continued to work as a team to make significant progress and achieve substantial compliance within many areas.

Through numerous calls and reviews, the team developed, revised, and implemented two critical policies addressing school based arrest and internal affairs. These policies provide guidance on the handling of citizen complaints involving school based arrest, data collection, and periodic review of data. Each policy provides specific procedures and significant guidance for MPD response to school based incidents. It also provides protocols for citizens wishing to bring forward concerns regarding officers' conduct during encounters with juveniles in a school environment.

The school based arrest policy also requires that data be collected on all arrests, including type of arrest, arresting officer, and demographics of the arrestee. The policies govern MPD's response to various calls for service, types of arrest, and other services in which MPD may deploy resources within a school environment. Further, the policies provide citizens guidance on filing complaints regarding alleged misconduct on the part of officers handling of school based incidents.

Another significant milestone has been the development of a final Memorandum of Understanding (MOU) between the Meridian Police Department and the Meridian Public School District Police Department. The MOU provides an agreed upon a set of procedures and guidelines which both departments will follow to ensure a professional working relationship in providing constitutional policing within the Meridian Public School System. The MOU describes the duties and responsibilities of each department for response, arrest and probable cause, training, citizen complaints, and handling of conflicts of interest that occur on school property. The MOU was approved by the Meridian City Council on May 16, 2017, and is awaiting approval by the school board and final signatures from both departments.

Progress has been made in various training areas including de-escalation and conflict resolution, along with adolescent development. Training for these two important areas will begin in June 2017. All members of the MPD will participate in the training by a certified trainer selected and approved by the Auditor and the City of Meridian. The curriculum was approved and permission granted to move forward. The Department of Justice and the Independent

¹ Attached to this report as Appendix A.

² On-site visits were held on July 26, 2016 and December 8, 2016.

June 13, 2017

Auditor will visit and observe the initial training in June 2017. The City is working to identify and approve bias-free policing training curriculum, and MPD has reached out to various sources who offer the training, and hopes to identify and retain the services of a local trainer at a reasonable cost.

In December 2016, the City of Meridian prepared a Community Input Plan which was approved by the Auditor to comply with the Settlement Agreement's remedial measure to conduct a community forum. The meeting was well publicized to the public via radio, newspaper, and on the City/Police website. Requirements of the Agreement were met, regarding topic areas discussed, along with allowing feedback from citizens within the meeting. At the end of the meeting, community members were provided a written survey. The meeting was attended by the Mayor, School Board President, Chief of Police, DOJ, and Independent Auditor. Approximately 42 citizens also attended the meeting, and all were engaged in the content, making comments and asking questions.

MPD has submitted monthly reports to the Independent Auditor, that captures all calls for service to Meridian Public Schools. The reports have shown that the MPD has only responded to MPSD property for routine type calls, mainly involving alarm alerts, minor disturbances, and other incidents occurring during non-school hours. The reports show that many of the calls were turned over to MPSDPD personnel prior to MPD's arrival. In addition, monthly arrest reports over the last five months shows no arrests have been made by MPD personnel. Where an arrest occurred, which are few, the arrest was made by MPSDPD. Monthly reports on citizen complaints, and custody orders applied for and served, showed no school based incidents between September 2016 and April 2017.

The Meridian Police Department has made significant progress in complying with Settlement Agreement remedial measures, as detailed in the text below. However, progress toward several other measures remain in at a Non-Compliance and Partial Compliance level.

School Arrests and Probable Cause

1. Policy and Practices

- a. Within 90 days of the effective date, the Meridian Police Department shall have adopted practices, policies, procedures and training [regarding school-based arrest] consistent with the principles enumerated in Section III.A.1.a of the Settlement Agreement:

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance Level	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Partial Compliance	Substantial Compliance	<p>Verbal directions on school-based arrest should be converted to written policies and directives.</p> <p>Policy should reflect critical issues within the Settlement Agreement as outlined below.</p> <p>Officers must be trained on the policy.</p>	<p>MPD GO-98-022: School Based Arrest Policy</p> <p>Calls for Service/Arrest/Incident Reports to all MPSD locations January - April 2017</p> <p>Juvenile Custody Orders from March 2015 – August 2016</p>	<p>GO-98-022 – Revised School Based Arrest Policy has been developed and distributed to all MPD officers. Documentation has been submitted and reviewed by the independent auditor, verifying that all MPD officers have received the new policy. The policy establishes and defines a uniform Department policy regarding the arrest of Meridian Public School District (“MPSD”) students on property owned and operated by the school district. The policy focuses its intent on the Department ensuring that all school-based arrests be dealt with in accordance with applicable state statutes and the constitutional rights of juveniles.</p> <p>Based on records reviewed, the policy was distributed between Oct 30, 2016-Jan 25, 2017. All sworn members of the department have received new policy.</p>	<p>Meridian Police Department (MPD) General Order (GO) 98-022: School Based Arrest Policy (Appendix B)</p> <p>Juvenile Custody Orders for March 2015 – August 2016. (Appendix C)</p> <p>Training on MPD GO-98-022 School Based Arrest Policy & Signature logs for training (Appendix D)</p> <p>MPD Monthly Calls for Service & Arrest Report associated with MPSD locations, and corresponding applicable</p>

		<p>Finalize Memorandum of Understanding (MOU) between MPD and MPSPD.</p> <p>MOU & policy should address procedures for handling request for police services at all MPSPD locations.</p> <p>MOU & policy should define what constitutes a school- based arrest.</p> <p>The MOU & policy should define notification process to MPSPDP when</p>	<p>MOU between the Meridian Police Department and the Meridian Public Schools Police Department (MPSPD)</p>	<p>December 2016 - Review of calls for service to all Meridian public schools for the months of August 2016 thru December 2016 shows MPD officers have not responded to MPS to engage in a school-based arrest. The majority of calls for service have been handled in their entirety by MPSPDP.</p> <p>January 2017 thru April 2017 - Review of MPD Juvenile Arrest Log did not show any arrest of juveniles within the Meridian Public School System.</p> <p><i>November 2016 - The draft MOU has been updated by both DOJ and Independent Monitor to address the following areas:</i></p> <ul style="list-style-type: none"> • <i>Limited roles and responsibilities of MPD officers</i> • <i>Defines arrest and probable cause</i> • <i>Training</i> • <i>Civilian complaints and discipline</i> • <i>Addresses conflicts of interest for MPD officers working as School Resource Officers</i> <p><i>Tasks Completed:</i> <i>The City of Meridian has completed the MOU, which was presented to and approved by the Meridian City Council on May 16, 2017.</i></p> <p><i>Tasks Still to be Completed:</i> <i>The MOU needs to be approved, signed and distributed by the Meridian School Board.</i></p>	<p>Incident Reports (Appendix E)</p> <p>Complaint documentation (Appendix H)</p> <p>MOU between the Meridian Police Department and the Meridian Public Schools Police Department (MPSPD) which has been approved by the City Council (Appendix F)</p>
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		<p>conducting law enforcement related matters on MPSD property. MOU and policy must contain verbiage that addresses Off-Duty Meridian Police Officers working for the MPSD as school resource officers (SROs). Duties and responsibilities must be clearly defined.</p> <hr/> <p>Policy and MOU must contain language prohibiting MPSPD SROs from effecting arrest on behalf of MPD.</p>	<hr/> <p>Meridian Police Department General Order 98-033, Office of Internal Affairs Policy.</p>	<hr/> <p>May 2017, GO-98-033, MPD Final Revised Office of Internal Affairs Policy approved to address the process for filing and investigating citizen complaints associated with MPD officer's conduct and violations of the School Based Arrest Policy. Policy also addresses locations where citizens will have access to complaint forms.</p> <p>Citizens will not have to swear to an affidavit to file a school based arrest complaint.</p> <p>All school based arrest complaints will be investigated by Internal Affairs.</p> <p>Complaint forms are expected to be available to citizens at all police facilities, City Hall, and on department website.</p>	<hr/> <p>MPD General Order 98-033: Office of Internal Affairs Police (Appendix G)</p>
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		<p>Juvenile Jail Arrest Log should be revised to include a section that denotes if the arrest occurred at a school.</p>	<p>Established a monthly report from MPD which captures all calls for service, arrest, and complaints associated with MPSD locations.</p>	<p>Tasks Still to Be Completed:</p> <ul style="list-style-type: none"> • Training on revised policy will be completed by June 5, 2017. • Provide complaint forms within schools and libraries. <hr/> <p>MPD has submitted a monthly report capturing various activities at MPSD locations, calls for service, juvenile arrest, citizen’s complaints, and custody orders. January 2017, 31 calls for service, sounds of gun shots, assaults, false burglar alarm, suspicious persons and observations. January 3, 2017, MPD assisted SRO’s on a call for several suspicious persons inside the school. SRO conducted the arrest of two juvenile subjects for trespassing.</p> <p>February 2017, 32 calls for service, 3 alleged shooting incidents, (all unfounded), several false burglar alarms, suspicious persons, and 1 assault. February 14, 2017, MPD received a dispatch to transport a juvenile arrest from Marion park High School, request was denied and call transferred to MPSDPD.</p> <p>March 2017, 37 calls for service, no arrest or transports. March 2, received call to transport prisoner from Marion Park High School, call was rerouted to MPSDPD.</p> <p>April 2017, 36 calls for service, no arrest. April 26, MPD received call for a runaway female, located female near school,</p>	<hr/> <p>MPD Monthly Juvenile Calls for Service & Arrest Report associated with MPSD locations, and corresponding applicable Incident Reports (Appendix E)</p> <p>Complaint documentation (Appendix H)</p>
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		<p>Policy and MOU needs to contain parameters for responding to calls for service at MPSD locations.</p> <p>Should be updated to state that violations and complaints arising from school-based arrests or complaints shall be investigated by Internal Affairs.</p>	<p>MPD Monthly Calls for Service & Arrest Report associated with MPSD locations</p>	<p>Mirandized, contacted parent and escorted back to school.</p>	<p>MPD Monthly Juvenile Calls for Service & Arrest Report associated with MPSD locations, and corresponding applicable Incident Reports (Appendix E)</p>
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- (i) Specifically, officers shall only conduct school-based arrests of juveniles under the following circumstances:
 - a. Officers have probable cause, to the extent required by law, to believe that a juvenile has committed a felony; or

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Partial Compliance	Substantial Compliance	Include in written policy, MOU and training on policy and MOU.	<p>Memorandum of Understanding approved by MPSPDP, MPD, DOJ, and Auditor</p> <p>Meridian Police Department</p>	MOU and School Based Arrest policy has been developed, and the School-Based Arrest policy has been issued. Both specifically detail under what circumstances MPD officers can affect arrest within the MPSD, and roll call training has been conducted.	MOU between the Meridian Police Department and the Meridian Public School District Police Department (MPSPD) which has been approved by the City Council, but

			<p>General Order 98-022 – School Based Arrest Policy</p> <p>Juvenile Arrest Reports from January-April 2017</p> <p>Training provided to MPD officers on GO 98-022.</p>	<p>January 2017 Juvenile Arrest Reports show no reports of arrest by MPD officers within MPD.</p> <p>February 2017 Juvenile Arrest Reports show no reports of arrest by MPD officers within MPD.</p> <p>March 2017 Juvenile Arrest Reports show no arrest of juveniles by MPD officers within MPD.</p> <p>April 2017 Juvenile Arrest Reports show no arrest of juveniles by MPD officers within MPD.</p>	<p>not yet approved by the School Board. (Appendix F)</p> <p>MPD Monthly Calls for Service & Arrest Report associated with MPD locations, and corresponding applicable Incident Reports (Appendix E)</p> <p>Meridian Police Department General Order 98-022 – School Based Arrest Policy (Appendix B)</p> <p>Training and signature sheets provided to MPD officers on GO 98-022 (Appendix D)</p>
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b. A criminal offense that involves a real and immediate threat to students, teachers, or public safety; or

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Partial Compliance	Substantial Compliance	Include in written policy, MOU, and training on policy and MOU.	MOU approved by the MPSPD, MPD, DOJ, and Monitor. MPD Monthly Calls for Service & Arrest Log Report	MOU and GO-98-022, School Based Arrest policy indicates under what circumstances MPD officers take enforcement action within MPD.	Meridian Police Department General Order 98-022 – School Based Arrest Policy (Appendix B)

			<p>associated with MPD locations (Auditor reviewed September 2016 thru April 2017)</p> <p>Juvenile Custody Orders (Auditor reviewed all orders from March 2015 thru August 2016 and from January 2017 through April 2017)</p> <p>(Auditor didn't look at custody orders for September 2016 to December 2016 because arrest logs indicated that no arrests were made.)</p>	<p>January, February, March, and April 2017 Juvenile Arrest Logs show no arrest of juveniles within MPD for either felony or misdemeanor offenses.</p>	<p>MPD Monthly Calls for Service & Arrest Report associated with MPD locations, and corresponding applicable Incident Reports (Appendix E)</p> <p>MPD Juvenile Custody Orders – March 2015 – August 2016. (Appendix C)</p>
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c. A misdemeanor or other indictable offense occurs in the officer's presence, except for offenses identified in (iii)(a); or

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Partial Compliance	Substantial Compliance	Include in written policy, MOU, and training on policy and MOU.	MPD GO-98-022: School Based Arrest Policy	MPD GO-98-022 - School Based Arrest Policy has been developed and issued to all MPD personnel which indicates the	Meridian Police Department General Order 98-022 – School

			<p>MOU approved by the MPSPD, MPD, DOJ, and Monitor</p> <p>Training on MPD GO-98-022 School Based Arrest Policy</p> <p>Signature logs for all MPD officers receiving new school-based arrest policy</p>	types of offenses MPD officers can affect an arrest.	<p>Based Arrest Policy (Appendix B)</p> <p>Training on MPD GO-98-022 School Based Arrest Policy & Signature logs for training (Appendix D)</p> <p>MOU between the Meridian Police Department and the Meridian Public Schools Police Department (MPSPD) which has been approved by the City Council (Appendix F)</p>
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d. A judicial warrant or custody order specifically directs the arrest of a student in a school.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Partial Compliance	Substantial Compliance	Include in written policy, MOU, and training on policy and MOU.	<p>Juvenile Custody Orders from March 2015-August 2016.</p> <p>(Auditor did not review custody orders for September 2016 to December 2016 because arrest logs indicated that no arrests were made.)</p>	Review of all Juvenile Custody Orders since last report have not shown any custody orders applied for, issued, or served on juveniles within MPSDS.	MPD Juvenile Custody Orders from March 2015 – August 2016 (Appendix C)

(ii) Officers shall avoid executing a judicial warrant at a school. A felony warrant may be executed at a school when it is not practical to conduct the arrest at alternative locations.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Non - Compliance	Substantial Compliance	MPD Juvenile Custody Orders (March 2015 – August 2016) MPD Calls for Service/Arrest Log (January 2017 – April 2017)	MPD Juvenile Custody Orders and Arrest Reports.	Review of juvenile arrest reports show no juvenile arrests occurred for January 2017 – April 2017 indicating no custody orders derived from executive of a warrant on school property. MOU and GO-98-022, School Based Arrest policy indicates MPD officers shall avoid executing a judicial warrant at any MPSDS. Juvenile Arrest Reports from January 2017 thru April 2017, have been reviewed indicating no Juvenile Custody Orders issued or served within MPSDS.	MPD Monthly Calls for Service & Arrest Report associated with MPSD locations, and corresponding applicable Incident Reports (Appendix E) Training on MPD GO-98-022 School Based Arrest Policy & Signature logs for training (Appendix D)

(iii) Officers shall not respond to requests for school-based arrests for behavior that is appropriately addressed as a school discipline issue, including incidents involving:

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Partial Compliance	Substantial Compliance	Include in written policy, MOU, and training on policy and MOU.	MPD Juvenile Calls for Service reports.	MOU and GO-98-022, School Based Arrest Policy states: “Officers shall not respond to requests of school-based arrests for behavior that is appropriately addressed as a school discipline issue, including incidents involving: Public order offenses including disorderly conduct, disruption of schools or public	MPD Monthly Calls for Service Log & Arrest Report associated with MPSD locations, and corresponding applicable Incident Reports (Appendix E)

				assembly, trespass, loitering, profanity, dress code violations, and fighting that does not involve serious physical injury or a weapon . "	
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- a. Public order offenses including disorderly conduct, disruption of schools or public assembly, trespass, loitering, profanity, dress code violations, and fighting that does not involve serious physical injury or a weapon.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Partial Compliance	Substantial Compliance	Include in written policy and MOU.	MPD Juvenile Monthly Arrest Reports and Calls for Service Report.	<p>This verbiage is included in both the revised School Based Arrest Policy and the Proposed MOU.</p> <p>As examples of MPD responding, and handing over to MPSDPD:</p> <ul style="list-style-type: none"> On January 3, 2017, MPD responded to a call for service at Northwestern Jr. High school for a suspicious person call. MPD immediately contacted MPSDPD and turned the call over them. MPSDPD completed affidavits for two adult arrest for trespassing. Case # 17000289 On February 14, 2017, MPD received a request to a prisoner transport from Marion Park Alternative School. The call was transferred and handled by MPSDPD. MPD did not respond. Case#170450086 	<p>January Monthly Call for Service Report for Northwestern Junior High School (Appendix J)</p> <p>February Call for Service Report for Marion Park Alternative School (Appendix K)</p>

- b. Officers must document in sufficient detail the basis for any school-based arrest, including any factors that justify arresting the youth at school and factors that support a determination of probable cause:

- (i) Officers must provide Miranda warning as soon as a juvenile is placed in a situation where a youth, based on the youth’s mental and psychological maturity, would reasonably believe they are free to leave.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Non-Compliance	Substantial Compliance	Include in written policy and MOU that all Juveniles arrested shall be given Miranda rights regardless of whether the offense is a misdemeanor or felony.	MPD GO-98-022 School Based Arrest Policy September 29, 2016 email to the force from Chief Dubose.	GO 98-022, III-D-1 School Based Arrest Policy states: Officers must provide a Miranda warning as soon as a juvenile is placed in a situation where the juvenile, based on his or her mental and psychological maturity, would reasonably believe they are not free to leave.	Meridian Police Department General Order 98-022 – School Based Arrest Policy, “Rights in Custody” (Appendix B) Training on MPD GO-98-022 School Based Arrest Policy & Signature logs for training (Appendix D)
Partial Compliance	Substantial Compliance	Attach signed Miranda Rights Card ³ to Investigative Report. Documentation of every officer receiving Miranda Rights Card to be carried at all times.	MPD GO 98-022, School Based Arrest Policy “RIGHTS IN CUSTODY.”	September 29, 2016, Chief Benny Dubose issued an email to the entire department stating, “Whenever contact is made with a juvenile, they must be mirandized using the City issued Miranda Warning and dispatch must be advised so that date and time can be documented.” September 2016. Documentation was received and reviewed that all officers received a copy of Chief Dubose’s email and signed for the Miranda Rights Card. A review of the January 30, and April 26, 2017, call for service reports for suspicious persons, and runaway noted in the comment section that MPD officer	Training on MPD GO-98-022 School Based Arrest Policy & Signature logs for training (Appendix D) MPD Miranda Rights Card & Signature log reporting that all officers have received the Miranda Rights cards (Appendix L) MPD Monthly Calls for Service Log & Arrest Report associated with MPSD locations, and

³ The Miranda Rights Card is a card carried by officers that explains a citizen’s rights during police questioning.

				responding to assist MPSDPD advised juvenile of their Miranda Rights.	corresponding applicable Incident Reports (Appendix E)
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(ii) Officers must notify the juvenile’s guardian of the arrest as soon as practicable, generally no more than three hours after the arrest. If a parent is not notified within three hours, the arresting officers must document, in writing, the reason for the delay.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Partial Compliance	Substantial Compliance	<p>Include 3-hour time period to notify parent or guardian</p> <p>Arrest Reports shall reflect the time, date, and parent / guardian notified.</p>	<p>MPD General Order 98-022, School Based Arrest Policy, “Rights in Custody.”</p> <p>MPD Monthly Calls for Service & Arrest Report associated with MPSD locations.</p>	<p>GO-98-022, III, D-2 School Based Arrest Policy states: “Officers must notify the juvenile’s guardian of the arrest as soon as practicable, generally no more than three hours after the arrest. If a parent is not notified within three hours, the arresting officer must document, in writing, the reason for the delay.”</p> <p>Members who violate elements of the School-Based Arrest policy will be held accountable through the Department’s Disciplinary System.</p>	<p>Meridian Police Department General Order 98-022 – School Based Arrest Policy, “Rights in Custody” (Appendix B)</p> <p>MPD Monthly Calls for Service & Arrest Report associated with MPSD locations, and corresponding applicable Incident Reports (Appendix E)</p>

(iii) Officers shall only interview a detained youth in the presence of the juvenile’s guardian or attorney.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Partial Compliance	Substantial Compliance	<p>Written policy (GO-98-022) must also state that all Juvenile arrestees are given Miranda rights before the interview or interrogation.</p> <p>Directive associated with the changed policy to be sent by Chief Dubose to all MPD officers.</p>	MPD General Order 98-022, School Based Arrest Policy, "Rights in Custody."	<p>Addressed in revised MPD GO-98-022, III, D-3 School Based Arrest Policy. Now states: "Officers shall only interview a detained juvenile in the presence of juvenile's guardian or attorney."</p> <p>General Order 98-022: GO 98-022, III-D-1 School Based Arrest Policy states: Officers must provide a Miranda warning as soon as a juvenile is placed in a situation where the juvenile, based on his or her mental and psychological maturity, would reasonably believe they are not free to leave.</p> <p>September 29, 2016, Chief Benny Dubose issued an email to the entire department stating, "Whenever contact is made with a juvenile, they must be mirandized using the City issued Miranda Warning and dispatch must be advised so that date and time can be documented."</p> <p>September 2016. Documentation was received and reviewed that all officers received a copy of Chief Dubose's email and signed for the Miranda Rights Card.</p> <p>A review of the January 30, and April 26, 2017, call for service reports for suspicious persons, and runaway noted in the comment section that MPD officer responding to assist MPSPDP advised juvenile of their Miranda Rights.</p>	<p>Meridian Police Department General Order 98-022 – School Based Arrest Policy, "Rights in Custody" (Appendix B)</p> <p>Juvenile Custody Orders - January 2017 to April 2017 (Appendix I)</p>

2. Training.

- a. Within six months of the effective date, Meridian Police Department shall provide officers with pre-service and annual in-service training regarding interactions with juveniles while on Meridian Public School District premises, including de-escalation techniques, conflict resolution, child and adolescent development, and age appropriate responses and bias-free policing.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Partial Compliance	Partial Compliance	Identify and develop training curriculum in the areas of de-escalation, conflict resolution, child and adolescent development, and bias-free policing.	Training curriculum for De-escalation, Conflict Resolution, and Child and Adolescent.	<p>Tasks Completed: April 2017 – City of Meridian, USDOJ, and Auditor approved training curriculum (with modifications suggested) and trainer to begin department-wide training in the areas of de-escalation techniques, conflict resolution, and child and adolescent development. The training is to begin in the month of June 2017, and will be conducted by Dr. Lee Marlow, a Licensed Psychologist. The training will focus on providing MPD Officers with the tools needed to de-escalate an Adolescent/Minor (AM) that has escalated and may be in a crisis so that the AM and the MPD may resolve the crisis with the least amount of disruption necessary for safety while maintaining dignity and respect.</p> <p>Tasks still to be completed: Finalizing Training curriculum and Trainer for bias-free policing. Implementation/execution of de-escalation, conflict resolution & child and adolescent development training.</p>	Most recent draft of De-escalation training curriculum (Appendix M)

b. This training shall be conducted by qualified instructors.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Non-Compliance	Partial Compliance	<p>Ensure trainers are certified to provide training in areas of de-escalation, conflict resolution, child and adolescent development, and bias-free policing.</p> <p>Identify additional trainers.</p>	<p>Certification of Instructor Dr. Marlow</p> <p>Interviewed Instructor Dr. Marlow.</p>	<p>Tasks Completed: Dr. Marlow has the following credentials making her qualified to deliver training to MPD personnel:</p> <ul style="list-style-type: none"> • Clinical Director, Weems Community Mental Health Center, Meridian Mississippi; • Director, Children and Youth Services, Weems Community Mental Health Center, Meridian, Mississippi; • Licensed Psychologist, Children and Youth Services, Weems Community Mental Health Center, Meridian, Mississippi License number Mississippi 40-014; • Adjunct Assistant Professor, Mississippi State University Meridian Branch, Meridian, Mississippi; and • Consultant, Bradley Sanders Adolescent Complex, East Mississippi State Hospital, Meridian Mississippi. <p>Tasks Still to be Completed: As of May 2017, MPD continues to identify a qualified trainer & curriculum for Bias Free Policing training. Execution of other training will occur on June 13-14 2017.</p>	Dr. Lee Marlow's CV (Appendix N)

c. MPD shall provide roll call trainings regarding these policies as needed.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Non-Compliance	Partial Compliance	Develop roll call training curriculum on these policies	MPD GO-033: Office of Internal Affairs Policy, and MPD GO-022: School Based Arrest policy. Signature logs for the distribution and discussion of new policies.	Tasks Completed: Roll Call Training for both MPD GO-022 has been completed for all sworn officers. Tasks still to be Completed: Roll Call Training for MPD GO-033 is in process and will be completed by June 5, 2017.	Meridian Police Department General Order 98-022 – School Based Arrest Policy (Appendix B) Training on and signature logs for MPD GO-98-022 School Based Arrest Policy (Appendix D) Meridian Police Department General Order 98-033 – Office of Internal Affairs Policy (Appendix G)

d. MPD shall document that all officers have received the required training.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Non-Compliance	Partial Compliance	Develop Curriculum	Roll call rosters reviewed for distribution and instructions on new policies (GO-022 and GO-033).	Tasks Completed: Development of curriculum for De-escalation, Conflict Resolution, Child & Adolescent Development. Development and execution of roll call training for revised policy. Class rosters and attendance records will be provided and inspected for all participants attending both roll call	Meridian Police Department General Order 98-022 – School Based Arrest Policy (Appendix B)

			<p>De-escalation, Conflict Resolution, Child & Adolescent Development and Bias-free policing Training logs reviewed after training is executed throughout department.</p>	<p>training and De-escalation, Conflict Resolution, Child & Adolescent Development and Bias-free policing classes.</p> <p>Auditor and DOJ plan on attending initial training in June 2017.</p> <p><u>Tasks to be Completed:</u></p> <ul style="list-style-type: none"> • Execution of IA Policy Roll Call training and review of signatures. • Execution of De-escalation, Conflict Resolution, Child & Adolescent Development Training and review logs by Auditor. • Identification, execution and review of logs for Bias-free policing by Auditor. 	<p>Training on and signature logs for MPD GO-98-022 School Based Arrest Policy (Appendix D)</p> <p>Meridian Police Department General Order 98-033 – Office of Internal Affairs Policy (Appendix G)</p>
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3. Civilian Complaints & Discipline.

- a. Within six months of the effective date, MPD shall ensure that an effective process is in place to consider complaints regarding MPD conduct in the schools, including school-based arrests. MPD shall ensure that community members, including students, parents and guardians, have access to complaint forms to express concerns about MPD. To achieve this outcome, MPD shall ensure that complaint forms are available from the MPD and at City Hall, public libraries, and police stations. MPD shall also make the complaint form available on its website and work with MPSD to make forms available in schools.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Non-Compliance	Substantial Compliance	<p>Policy must be developed and should outline complaint process from submission through investigation to officer discipline/accountability.</p> <p>Eliminate requirement to have complaint form notarized prior to submission, which will allow complaint</p>	<p>MPD GO-98-033: Office of Internal Affairs Policy</p> <p>Sections of policy addressing locations where citizens can file complaints.</p> <p>Section of policy allowing citizens to file complaints without having to swear to affidavit.</p>	<p>GO-98-033: Office of Internal Affairs Policy outlines the process for citizen complaints, to include the reporting and investigation of all complaints to include those emanating from School Based Arrest. Below are excerpts from the policy as they relate to school based arrest:</p> <p>“This directive sets forth policies and procedures regarding the reporting and investigation of citizen complaints, including those relating to school-based arrests, and the disciplinary process including summary punishment, emergency suspension and administrative leave. The comprehensive format includes the Administrative Hearing procedures. (Sample forms pertaining to the investigative and disciplinary processes are also included).”</p> <p>GO-98-033, V-A-2, states:</p> <p>“In addition, officers assigned to OIA shall have the authority to receive and investigate all complaints associated with MPD members conduct within the Meridian Public Schools, including School-Based arrests.”</p>	<p>Meridian Police Department General Order 98-033 – Office of Internal Affairs Policy (Appendix G)</p>

		forms to be placed online and at other locations. Greater clarity and accountability towards handling citizen complaints to include filing, assigning, investigating, and follow up		<p>GO-98-033, V-A-2-C states: “Complaints involving School-Based arrests need not be sworn to before a Notary Public in order to require formal investigation.”</p> <p>GO-98-033, V-A, states: “Upon receipt of a complaint and determination by departmental leadership that an investigation is necessary, the complaint shall be assigned an Internal Investigations Unit Case number. All complaints regarding MPD conduct in schools, including School-Based arrests, shall be documented and investigated.”</p> <p>GO-98-033, VI-A-8, states: “Any Citizen Complaint filed regarding MPD conduct in schools, to include a School-Based arrest situation, shall be investigated by IA. The complaints will not be required to be ‘duly sworn.’”</p>	
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b. MPD shall specifically track complaints arising from school-based arrests.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Non-Compliance	Substantial Compliance	Develop written policy and process for tracking complaints	MPD GO-98-033: Office of Internal Affairs Policy	GO-98-033, V-E-1, requires an OIA log to be maintained to record all complaints regarding MPD conduct in schools, including School-Based arrests. This log will include the following information: a. Name of accused employee(s) b. Name of complainant c. District of complaint	Meridian Police Department General Order 98-033 – Office of Internal Affairs Policy (Appendix G)

				d. Nature of complaint e. OIA control number f. Date complaint received g. Date and time of incident h. Unit assigned to investigate i. Disposition	
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c. MPD shall routinely assess the need for improvements to its training based on these complaints.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Non-Compliance	Substantial Compliance	Policy should include that MPD should routinely assess improvements based on juvenile complaints.	MPD GO-98-033: Office of Internal Affairs Policy	GO-98-033, VII-D-1&2 states the following: “The OIA shall, on a monthly basis, forward to the Deputy Chief a written report detailing the open and closed investigations involving School-Based arrests in OIA records and the status of any open investigations, as well as the number of juveniles referred to MPD that month by the Meridian Public School District. The report should include information regarding the juvenile’s age, race, and gender, as well as the race and gender of the officer and the misconduct alleged. The Deputy Chief shall then file a report with the Chief based on the OIA report. The Chief shall assess the need for improvements to training based on any patterns and trends noted in the report regarding School-Based arrests.”	Meridian Police Department General Order 98-033 – Office of Internal Affairs Policy (Appendix G)

d. Officers who violate MPD’s juvenile arrest policies shall be held accountable through the department’s disciplinary system.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Non-Compliance	Substantial Compliance	Policy does exist. However, juvenile arrest policy should be revised to state within the juvenile procedures section that, "a violation of this policy can and will result in disciplinary action."	MPD GO-98-033: Office of Internal Affairs Policy This policy supersedes Juvenile Arrest Policy as it applies to school-based arrests.	GO-98-033 VII, E-1&2 states the following: <p>"Final Disposition: All apparent violations of law, ordinance, Rules, Regulations, Articles and General Orders shall be noted when the final report is forwarded to the Chief for review and action. Once the final investigative report is filed with the Chief of Police by the OIA officer/investigator, the Chief will review the recommendation and case findings to determine the appropriate course of action. Except in extraordinary situations, the Chief shall, within 72 hours, make a final determination on the case."</p> <p>"Once the final disposition is completed, the officer shall be notified and a copy of the results of the action shall be forwarded to the OIA for inclusion in the case file."</p> <p>Although the juvenile arrest policy does not contain language explicitly stating that a violation of its policy will result in disciplinary action, MPD's Internal Affairs policy makes it clear that officers who violate departmental orders will be subject to discipline.</p>	Meridian Police Department General Order 98-033 – Office of Internal Affairs Policy (Appendix G)

4. Data Collection.

a. MPD shall collect statistical data on the number of juveniles referred to the MPD by the MPSD and the number of arrests that arise out of behavior allegedly occurring in the Meridian public schools or at school events, including age, race, gender, and alleged misconduct

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Non-Compliance	Substantial Compliance	Develop format for data collection and tracking to include: Age, race, gender, and alleged misconduct for all juvenile arrests. Report should be generated and submitted to chief quarterly.	January-April 2017 Reports showing all calls for service, arrest and complaints emanating from MPSD locations	Currently, administrative staff supplies the Independent Auditor with a monthly report that lists, by call type, all calls for service to MPSD locations to include disposition, arrest occurring at MPSD, (including incident and arrest reports), and citizen complaints. *It should be noted no arrest of juvenile offenders on Meridian school property have been recorded since the last compliance report. Monitor recommends Chief of Police continues to receive these reports either on a monthly or quarterly basis.	MPD Monthly Calls for Service & Arrest Report associated with MPSD locations, and corresponding applicable Incident Reports (Appendix E) Complaint documentation (Appendix H)

b. This data shall be made public on the City’s website on a semi-annual basis.

Compliance Level (at 6-months)	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documents Attached
Non-Compliance	Non-Compliance	Compile data and place online at least semi-annually.	MPD Website	GO-98-033, VII-2, states: “The statistical information contained in the reports shall be made public on the City’s website on a semi-annual basis.”	None.

				As of May 2017, the website has not been developed to post statistical information.	
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5. Coordination with Meridian Public School District Police Department.

- a. Consistent with paragraph 92 of the MPSD/EOS Agreement, within 90 days of the effective date, the City shall seek a Memorandum of Understanding (MOU) between the MPSDPD and the MPD that delineates authority and specifies procedures for effectuating arrests of students while on school grounds.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Partial Compliance	Substantial Compliance	MOU should be modified and signed by both parties. ⁴ Include references to SROs.	MOU between the Meridian Police Department and the Meridian Public School District Police Department (MPSPD)	The MOU has been drafted, agreed upon by MPD, MPSDPD, DOJ, and the Independent Auditor. It finalized, signed by the Mayor and City Council, and is awaiting approval and dissemination by school board. The MOU adopted all recommendations listed in Interim Compliance Report.	Interim Compliance Report submitted to the Court in September 2016 (Appendix A). MOU between the Meridian Police Department and the Meridian Public School District Police Department (MPSPD) which has been approved by the City Council. (Appendix F)

⁴ Recommendations were made by the Auditor on items to include in the MOU.

A. Within six months of the effective date, the City, in consultation with the Police Independent Auditor and the United States, shall develop and implement a community input program to keep the community informed about the progress of its reforms as outlined herein and to hear ongoing community questions and concerns regarding the implementation of this Settlement Agreement. The community input program shall include a process for receiving and responding to input from interested members of the community.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Non - Compliance	Substantial Compliance	Identify time, location, topic areas, and process for receiving and responding to input from community.	MPD Community Input Plan	<p>November 2016 - the MPD and City developed a Community Input Program designed to discuss the Settlement Agreement (“Agreement”) that was entered into by the United States of America through the Department of Justice (“United States”) and the City of Meridian (collectively, the “Parties”) to address the administration of juvenile justice for children arrested in Meridian schools. It is the intention of the parties to allow the Meridian community to be given a forum to fully understand, ask questions and provide feedback on the issues in the Agreement.</p> <p>The plan included:</p> <ul style="list-style-type: none"> • posting and publishing of the community meeting date, time and location 10 days prior to the meeting; • preparation of an agenda; • surveying of participants; and • evaluating feedback. 	MPD Community Input Plan (Appendix O)

B. The community input program shall require at least one open community meeting every six months for the duration of this Agreement. A representative for the City shall be required to attend the open meeting so long as this Agreement is in place. A representative for the US will also attend. The open meetings shall inform the public about the requirements of this Agreement, the City’s progress in each substantive area of the Agreement, and address community concerns related to the implementation of this agreement. The meetings shall be held in a location that is accessible to the public. At least one week before the open meetings, the City shall widely publicize the meetings using print media, radio, and the Internet.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Formerly Identified as Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Non - Compliance	Substantial Compliance	Develop community input framework, action plan, and identify participants (to include police, city representatives , and DOJ) for the open community meeting.	<p>Attended MPD Community Input Forum.</p> <p>Reviewed signature log.</p>	<p>December 8, 2016, a community forum was held to discuss MPD and the City’s Settlement Agreement with the Department of Justice.</p> <p>Approximately 42 community members were in attendance (signed the attendance roster) including, the Mayor, the U.S. Department of Justice, President of School Board, Chief of Police, City Attorney, member of NAACP, former teachers, other interested parties and Independent Monitor.</p> <p>The meeting agenda included the following:</p> <ul style="list-style-type: none"> • A brief explanation of the Settlement Agreement and procedural history of lawsuit; • Explanation of the purpose of meeting, including a process for information received; • Explanation of policies and remedial measures taken to comply with agreement. 	Public Notice (in Meridian Star) of Meridian Police Department Community Meeting held on December 8, 2016. (Appendix P).

B. The community meetings shall include summaries of the Action Plan and Compliance Reports required by this Agreement during the period prior to the meeting and any policy changes or other significant actions taken as a result of this Agreement. The City shall make any written summary of policy changes or other significant actions taken as a result of this Agreement publicly available on a public website they create or maintain.

Compliance Level (as stated in the 1 st Compliance Report)*	Current Compliance	Tasks Needed to Come into Compliance	Materials Reviewed	Current Review/Status/Findings	Support Documentation
Non - Compliance	Non - Compliance	Develop Action Plans and make Compliance Reports, revised policies, training curriculum, MOU and other materials developed under this agreement available during community meetings and in public locations.	MPD Citizen surveys Discussions with MPD Chief Dubose.	<p>Tasks Completed: The majority of comments and questions made during the meeting centered on previous incidents occurring within MPSD.</p> <p>Community surveys were distributed during the meeting. Seven surveys were completed and returned. The findings included:</p> <ul style="list-style-type: none"> • Majority stated the presentation was informative; • Majority had clear understanding of the Settlement Agreement; • Majority believed community forum was helpful; and • Majority stated their general concerns surrounded more opportunities for students and greater cooperation between schools, police and community. <p>Tasks Still to be Completed: While the community survey was a step in the right direction, the MPD has not regularly made action plans, compliance reports, revised policies, training curriculum, MOU or other materials developed under this agreement accessible to the public via the Internet or paper copies.</p>	Community surveys returned during community forum (Appendix Q).

While significant progress has been made in implementing many of the remedial measures inherent to the Settlement Agreement, a couple of critical areas remain that require additional work and monitoring.

The Independent Auditor will be attending the June training session on June 13-14, 2017 to evaluate the de-escalation and adolescent development training, and to audit final compliance in several areas.

Areas that currently appear to require more work include the following:

- A certified training curriculum for Bias Free Policing identified and executed;
- Final distribution of GO-98-33, Internal Affairs Policy to all personnel;
- Community Forum Update;
- Ensuring a description of the MPD Citizen Complaint Process and the Citizen Complaint Form are available on the Departmental website; and
- Public access to complaint filing process for citizen complaints.

Based on current progress status, the above areas continue to be of great interest to the City and progress continues move forward. The Independent Auditor recommends that these areas continue to be a focus and that the City of Meridian continue to work toward substantial compliance for each remedial measure in the Settlement Agreement. We believe that the remaining measures can be completed in the next three to four months.

COMPLIANCE LEVEL DEFINITIONS

Each provision within the settlement agreement has been given a compliance assessment rating ranging from non-compliance to substantial compliance, as defined below.

- **Non-compliance** - The MPD has made no notable progress in achieving compliance on any of the key components of the provision.
- **Beginning compliance** - The MPD has made notable progress in achieving compliance with a few, but less than half, of the key components of the provision.
- **Partial compliance** – The MPD has made notable progress in achieving compliance with the key components of the provision, but substantial work remains.
- **Substantial compliance** - The MPD has met or achieved all or nearly all the components of a particular provision.

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- Appendix A:** Interim Compliance Report (submitted to the Court on September 26, 2016)
- Appendix B:** Meridian Police Department General Order 98-022 - School Based Arrest Policy
- Appendix C:** Meridian Police Department Juvenile Custody Orders – January 2015 to August 2016*
- Appendix D:** Training and Signature logs for all MPD officers trained on and receiving MPD GO 98-022 – School Based Arrest Policy
- Appendix E:** MPD Monthly Calls for Service & Arrest Report associated with MPSD locations, and corresponding applicable Incident Reports - January 2017 to April 2017*
- Appendix F:** Memorandum of Understanding between the Meridian Police Department and the Meridian Public Schools Police Department (MPSPD) – Not yet approved by Meridian School Board
- Appendix G:** Meridian Police Department General Order 98-033 - Internal Affairs Policy
- Appendix H:** Complaint Documentation*
- Appendix I:** Juvenile Custody Orders – January 2017 to April 2017*
- Appendix J:** Case #17000289 - January Monthly Call for Service Report for Northwestern Junior High School*
- Appendix K:** Case #170450086 - February Call for Service Report for Marion Park Alternative School*
- Appendix L:** MPD Miranda Rights Card, Distribution Email and Roster

- Appendix M:*** De-escalation Training Curricula Materials
- Appendix N:*** Dr. Lee Marlow's Curricula Vitae (CV)
- Appendix O:*** Meridian Police Department Community Input Plan
- Appendix P:*** Public Notice of Meridian Police Department Community Meeting held on December 8, 2016.
- Appendix Q:*** Community Surveys returned during Community Forum

***All items noted with an asterisk in the Appendices above contain sensitive juvenile information, and may be made available upon request.**