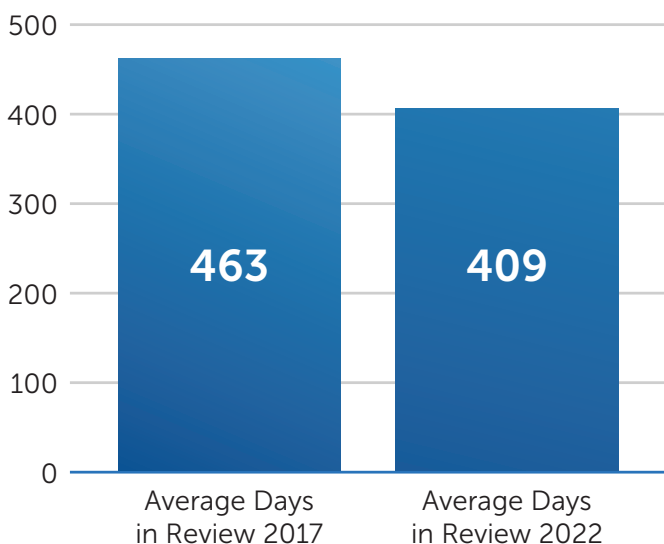


## New Recommendations: What Next?

*16 of the recommendations from PBI Part I were implemented fully; 8 of the recommendations are in progress. More areas for improvement have been addressed in the report, including:*

- PPD must continue to find ways to shorten the investigation and discipline process to increase the likelihood that residents will report misconduct.
  - An average of 80 days pass between the date an investigation is completed and the final review and signature from IAD occurs.
  - The average amount of time it takes for a misconduct investigation to move through the investigation and discipline charging processes has decreased over time but remains high:
    - For cases received at PBI in 2022, the average length of time to go from the complaint being received at IAD, through the investigation, reviews, and charging was 409 days – down from 463 in 2017.

Average Time for a CAP to Get Through Investigation and Review Processes



- The backlog of cases waiting to be resolved at PBI remains high. Additional resources and personnel will be needed to address disciplinary matters in a timely manner.
- PBI board members should be given full copies of PC memos, charges, and all interview memos as a matter of PBI hearing procedure.
- If a civilian complainant does not appear, it should not impact the vote of the PBI panel. This should be a formal instruction to the PBI panel.
- PBI colloquies that decide discipline for officers who plead guilty to more serious offenses include negotiation between the PBI Department Advocate and the FOP attorney representing the accused officer. Colloquy negotiations should be observed by the PBI panel present for the case.
- PBI voting sheets should be transitioned to a digital format for easier access, readability, and data collection.