

City of Vallejo Police Department Settlement Agreement Transparency Progress Report

Number of Reforms that have completed each stage - Progress Report for YEAR ONE								
Last Update: 10/07/25								
	Number of Reforms In Each Section of Agreement	Compliance Measures Finalized	Drafting New Policies/Drafting New Trainings	In Progress Reforms	Final Submission Packet	Substantial Compliance Achieved	Share With Substantial Compliance Achieved	Percentage With Substantial Compliance Achieved
Section 1 - General Provisions	4	1	1	0	0	0	0/4	0%
Section 2 - Use of Force	21	21	8	8	6	6	6/21	29%
Section 3 - Bias Free Policing	3	3	3	1	0	0	0/3	0%
Section 4 - Stop, Seizures, and Searches	5	5	4	3	3	3	3/5	60%
Section 5 - Response to Behavioral Health	3	3	2	1	0	0	0/3	0%
Section 6 - Management and Oversight	1	0	0	0	0	0	0/1	0%
Section 7 - Community Policing	2	2	1	0	0	0	0/2	0%
Section 8 - Personnel Complaints	29	29	29	6	0	0	0/29	0%
Section 9 - Oversight and Reform	1	1	1	1	1	1	1/1	100%
Total	69	65	49	20	10	10	10/69	14%
Percentage of Reforms That Have Completed The Stage	N/A	94%	71%	29%	14%	14%	14%	N/A

Vallejo PD Settlement Agreement Progress Report Definitions

Reform Number

Reform number correlates to the paragraph number of the Settlement Agreement

Compliance Measures Finalized

VPD and Vallejo Evaluation Team (VET) have agreed upon the individual measureable criteria that will be used to evaluate and validate Substantial Compliance to the Reform.

Drafting New Policies/Drafting New Trainings

VPD is in the process of revising or drafting new policies and/or training procedures related to the applicable Reform.

In Progress Reforms

VPD has submitted documentation to the Evaluation Team towards completion of the Reform.

Final Submission Packet

VPD has submitted the Reform for final review from CalDOJ as they believe all compliance measures have been completed.

Substantial Compliance Achieved

CalDOJ has determined that VPD has achieved substantial compliance with the Reform.

Vallejo PD Settlement Agreement - Reforms in Each Stage of Completion

Last Update: 10/07/25

Reform Number	Topic	Compliance Measures Finalized	Drafting New Policies/Drafting New Trainings	In Progress Reforms	Final Submission Packet	Substantial Compliance Achieved	Objective
Section 1 - General Provisions (4 total)							
B. Implementation of Remaining Recommendations (4)							
1(B)(1)	Implement Pending Recommendations	█	█				Complete remaining OIR recommendations
1(B)(2)	Compliance Measures & Proofs						Follow compliance protocols with Evaluator oversight
1(B)(4)	Sustained Compliance						Maintain DOJ-approved compliant practices
1(B)(5)	Audits and Reviews						Continue audits and improvements
Section 2 - Use of Force (21 total)							
A. Use of Force Policies, Practices, Reporting, and Review (11)							
2(A)(1)	Revised UOF Policy Review	█	█	█	█	█	Ensure policy aligns with best practices and compliance
2(A)(2)	Revised UOF Policy Review	█					Ensure UOF policy meets law and the Agreement
2(A)(3)	Improved Reporting and Data Collection	█	█	█	█	█	Work with Evaluator to review data process
2(A)(4)	Annual Firearm Use Audit	█					Review and assess firearm-related incidents
2(A)(5)	Revised UOF Policy Review	█	█	█			Authorized force instruments policy review
2(A)(6)	Officer Accountability	█					Refer force violations for investigation
2(A)(7)	Supervisor Accountability	█					Hold supervisors responsible for inadequate oversight
2(A)(8)	Identifying Use of Force Trends	█	█	█	█	█	Take proactive measures to address force trends
2(A)(9)	Critical Incident Review Board (CIRB)	█					Assess compliance with new CIRB policy
2(A)(10)	UOF Policies, Practices, Reporting, and Review	█	█	█	█	█	Evaluate updated CIRB Policy regarding OIS
2(A)(11)	De-Escalation Commendations	█	█	█	█	█	Recognize officers excelling in de-escalation
B. Use of Force Training (4)							
2(B)(1)	Assess Use of Force Training	█	█	█			Ensure compliance with best practices
2(B)(2)	Training Evaluation	█					Annual assessment of training effectiveness
2(B)(3)	Instructor and Training Review	█					Improve selection and oversight of trainers
2(B)(4)	Annual Training Review	█					Regularly update force-related training
C. Use of Force Analysis (6)							
2(C)(1)	Analyze Use of Force Data	█					Identify and address force-related trends
2(C)(2)	Assessment of Force Incidents	█					Review frequency and nature of incidents
2(C)(3)	Policy and Training Adjustments	█					Modify based on analysis
2(C)(4)	Public Reporting of Analysis	█					Share findings with stakeholders
2(C)(5)	Community Advisory Board (CAB) Role	█	█	█	█	█	Continue engagement on policy input
2(C)(6)	Oversight Commission Support	█					Provide technical assistance
Section 3 - Bias Free Policing (3 total)							
A. Bias-Free Policing Policy and Training (1)							
3(A)(1)	Commitment to Bias-Free Policing	█	█	█			Apply policy to all VPD personnel
B. Department Review of Bias-Free Policing Data and Reporting (2)							
3(B)(1)	Annual Bias Review	█	█				Assess efforts to prevent discrimination
3(B)(2)	Annual RIPA Data Review	█	█				Analyze and report bias-related data
Section 4 - Stop, Seizures, and Searches (5 total)							
B. Actions of Officers and Member(s) of the Public During Stops (3)							
4(B)(1)	Actions of Officers & Members of the Public During Stops	█	█	█	█	█	Identify by name and rank
4(B)(2)	Actions of Officers & Members of the Public During Stops	█	█	█	█	█	Inform reason for stop
4(B)(3)	Actions of Officers & Members of the Public During Stops	█	█	█	█	█	Public's right to record LEO
C. Investigatory Stops and Detentions (1)							

4(C)(4)	Investigatory Stop Standards						Collect all RIPA stop data immediately
F. Supervisory Review of Searches and Seizures (1)							
4(F)(6)	Annual Stop Data Analysis						Adjust policy based on findings
Section 5 - Response to Behavioral Health (3 total)							
A. Policy Improvement, Protocol, and Training (2)							
5(A)(2)	Crisis Recognition Training						Train personnel to identify mental health issues
5(A)(3)	No Assumptions on Dangerousness						Avoid bias in force decisions
B. Development of Crisis Intervention Team (1)							
5(B)(6)	CIT Commendation						Reward effective crisis intervention
Section 6 - Management and Oversight (1 total)							
A. Policy, Guidelines, and Supervisory Training (1)							
6(A)(1)	Supervisor Accountability Training						Improve oversight and impartial investigations
Section 7 - Community Policing (2 total)							
A. Community Engagement and Strategic Policing Plan (1)							
7(A)(1)	Enhance Community Partnerships						Strengthen engagement and transparency
B. Community and Problem-Oriented Policing (1)							
7(B)(6)	Bilingual Public Information						Improve communication strategies
Section 8 - Personnel Complaints (29 total)							
	Fair complaint investigations						Policy 1011 - update
A. Complaint/Commendation Intake and Process (5)							
8(A)(1)	Centralized Complaint Management						Improve intake and tracking
8(A)(2)	Public Access to Complaints						Expand complaint submission options
8(A)(3)	Accept Anonymous Complaints						Ensure complaints are received in all forms
8(A)(4)	Implement RIPA Best Practices						Improve transparency and trust
8(A)(5)	Revise Complaint Form						Include anti-retaliation statements
B. Complaint Classification (5)							
8(B)(1)	Ensure Proper Classification						Prevent misclassification
8(B)(2)	Standardized Complaint Definition						Adopt RIPA-recommended definitions
8(B)(3)	Internal Affairs Review						Verify classification accuracy
8(B)(4)	Investigate Misconduct Thoroughly						Address all issues in investigations
8(B)(5)	Complaint Coordination						IA is central coordinator and quality control of complaints
C. Complaint Investigations (6)							
8(C)(1)	Thorough and Objective Investigations						Improve case handling
8(C)(2)	No Conflicts in Investigations						Prohibit biased investigators
8(C)(3)	Identify All Witnesses						Ensure full scene assessment
8(C)(4)	Written Statements for All						Require comprehensive documentation
8(C)(5)	Record Interviews						Standardize evidence collection
8(C)(6)	Summarized Investigation Reports						Improve documentation
D. Management Review and Adjudication of Complaints (5)							
8(D)(1)	Command Officer Oversight						Ensure proper review
8(D)(2)	Standardized Complaint Resolution						Follow legal classifications
8(D)(3)	Guidelines for Discipline						Use consistent disciplinary measures
8(D)(4)	Fair Discipline Process						Ensure transparency and consistency
8(D)(5)	Accurate Complaint Tracking						Maintain thorough records
E. Complaint Review and Investigation Training (3)							
8(E)(1)	Train Officers on Complaints						Improve handling of public concerns
8(E)(2)	Investigative Training for Officers						Ensure objective misconduct investigations
8(E)(3)	Review Officer Training						Improve review process
F. Personnel Complaint Audits (4)							
8(F)(3)	Regular Process Assessment						Improve complaint effectiveness
8(F)(2)	Evaluator Review						Independent review of complaint handling
8(F)(3)	Regular Policy Assessment						Improve response to complaints
8(F)(4)	Annual Complaint Report						Publish data on misconduct cases
Section 9 - Oversight and Reform (1 total)							
E. Development of Policies, Procedures, and Training (1)							
9(E)(6)	Personnel Awareness of Agreement						Ensure all staff are informed in regards to Agreement