



**Effective
Law Enforcement
for **ALL****

FIRST SEMIANNUAL REPORT

JANUARY – JUNE 2026

EFFECTIVE LAW ENFORCEMENT FOR ALL

PREPARED FOR THE LOUISVILLE METRO
GOVERNMENT



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A Letter to Louisville

Because everyone wants to get home safely.

This report belongs to Louisville. It is written for the residents who want to walk their block without fear, for the officer who wants to finish a shift and make it home to their family, for the parents explaining to a child why fairness matters, and for the leaders who carry the responsibility of getting this right. Whoever you are in Louisville, you share one hope with everyone else who calls this city home: that everyone gets home safely. That hope is the reason for all of it.

Louisville carries a long and complicated history—decades of harm that many residents lived and named long before others listened, and, in more recent memory, losses that drew the nation's attention, including the death of Breonna Taylor. That history is real, and it is where this work begins. It is not where the story has to end.

What matters most is not how Louisville arrived at this moment, but what the city leaders chose to do with it: to take this work on, as its own, holding itself to a promise it made freely in its commitment to the people of Louisville. The pages that follow explain that promise and how it is being kept.

Changes of this kind cannot be made to a community, or to its officers. It must be built with them—which is why your voice belongs in this work from the very start. The road is long, but the path forward has been laid. It is Louisville's road, and it belongs to all of you. Because, in the end, everyone wants to get home safely.

Respectfully,

The ELEFA Team

Effective Law Enforcement for All

Independent Monitor of the Community Commitment

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1. Executive Summary

Because everyone wants to get home safely.

Welcome

Welcome to the first semiannual report on Louisville's Community Commitment (“CC”). Whether you are a resident, a police officer, a city leader, or simply someone who cares about how Louisville is policed and protected, this report was written with you in mind. It is a public account of a shared undertaking: the Louisville Metro Government's (“LMG”) promise to make policing more fair, more accountable, more constitutional, and safer for everyone who lives, works, and travels in Louisville, together with an independent, honest check on whether that promise is being kept.

This summary is a guide to the pages that follow. It explains what the CC is and how Louisville arrived at it, how the report measures progress, what the Independent Monitor (“Monitor”) did during this period, and, most importantly, what the Monitor has found so far, both the genuine progress worth celebrating and the work that still lies ahead.

What the Community Commitment Is, and How Louisville Got Here

The Community Commitment is a voluntary initiative entered into by the Louisville Metro Government (“LMG”) and the Louisville Metro Police Department (“LMPD”) on behalf of Louisville residents. It was developed after the U.S. Department of Justice (“DOJ”) investigated LMPD and identified patterns of unlawful or unconstitutional policing. That investigation led to a proposed federal consent decree, a court-enforced agreement between LMG and the United States federal government. In 2025, before it took effect, the proposed decree was dismissed.

Rather than let the effort end there, Mayor Greenberg and Chief Humphrey chose to move forward on their own, carrying much of the proposed decree's content into a locally built agreement, known as the Community Commitment (“CC”). It rests not on a court or a federal agency, but on LMG's own promise. The CC organizes its requirements into 13 topic areas, or “Sections,” spanning topics such as use of force, behavioral-health response, search warrants, fair and impartial enforcement, misconduct and discipline, officer wellness, recruitment, and more, and it sets specific objectives the police department and local government agencies must meet for each topic area.

Effective Law Enforcement for All (“ELEFA”) serves as the Independent Monitor (“Monitor”) of the CC. Retained in October 2025, ELEFA's role is to observe the work independently, hold it to the standard Louisville set for itself through the CC, provide technical assistance when

requested, and report the state of progress to the Louisville community, LMG, and LMPD plainly, *whether the news is encouraging or difficult*.

How This Report Is Organized, and How Progress Is Measured

Although the formal reporting period runs from January through June 2026, ELEFA's work began the previous autumn, and this report reflects activity from October 14, 2025, through June 30, 2026. Those early months were foundational, spent building relationships, reporting structures, and accountability processes that deeper change requires.

The CC is made up of Principal and Auxiliary Sections. Principal Sections include Agency Management and Supervision; Use of Force; Residential Search Warrant Applications and Executions; Protests and Demonstrations; Fair and Impartial Enforcement; Street Enforcement; Individuals with Behavioral Health Disabilities; and Misconduct Investigations and Discipline. Auxiliary Sections include Community-Based Public Safety; Sexual Misconduct, Sexual Assault, and Domestic Violence; Officer and Employee Assistance and Support; and Recruitment and Hiring.

Progress in each Principal Section is measured through four review phases that build on one another in sequence: a Policy Review, then a Training Review, then a Data & Audit Review, and finally a Reporting Review according to the Year One Implementation Plan.¹ Because training should teach the new policy, and audits should measure the trained practice, a later phase generally cannot begin until the one before it is complete; however, a sequential nature is not explicitly outlined in the CC. This sequential nature is noted in the Year One Implementation Plan. The CC also distinguishes Principal Sections, which must ultimately demonstrate compliance through data and audits, from Auxiliary Sections, which are held to a narrower standard without a data and audit requirement. In the body of the report, each Section carries a status update, a visual report card (as required by the CC for Principal Sections), ELEFA's recommendations, and any barriers observed; three appendices provide the reporting requirements, a full status list of every objective, and a glossary.

Where Things Stand: A Snapshot

One point of context matters for reading what follows. **This is the first of several semiannual reports across a multi-year effort.** Substantial compliance in Principal Sections is earned over time, through revised policies, then retraining, then demonstration of practice or through sustained improvement as demonstrated by data collection and

¹ The CC outlines separate Data and Audit reviews; however, LMG and LMPD combined these reviews in the submitted Year One Implementation Plan, so the Monitor has done the same for reporting consistency.

analysis (§72). An Auxiliary Section reaches substantial compliance when policy requirements have been incorporated, personnel have been trained, and public reports are published (§74). This snapshot should be read in that light: it marks a starting line, not a finish. The tables below show where each of the 13 Sections stood at the close of this reporting period, across all review phases. It mirrors the report cards used throughout the full report and offers an at-a-glance picture of the whole compliance landscape.

Table 1. Review Phase Progress across Principal Sections, as of June 30, 2026

Principal Sections	Policy	Training	Data & Audit	Reporting
II. Agency Management & Supervision	In progress	Not started	Not started	Not started
IV. Use of Force	Complete	In progress	Not started	Not started
V. Residential Search Warrant Applications	Not started	Not started	Not started	Not started
VI. Residential Search Warrant Executions	Not started	Not started	Not started	Not started
VII. Protests & Demonstrations	Not started	Not started	Not started	Not started
VIII. Fair & Impartial Enforcement	In progress	Not started	Not started	Not started
IX. Street Enforcement	In progress	Not started	Not started	Not started
X. Individuals w/ Behavioral Health Disabilities	Not started	Not started	Not started	Not started
XII. Misconduct Investigations & Discipline	Not started	Not started	Not started	Not started

Table 2. Review Phase Progress across Auxiliary Sections, as of June 30, 2026

Auxiliary Sections ²	Policy	Training	Reporting
III. Community-Based Public Safety	In progress	Not started	Not started
XI. Sexual Misconduct, Assault & Domestic Violence	Not started	Not started	Not started
XIII. Officer & Employee Assistance & Support	In progress	Not started	Not started
XIV. Recruitment & Hiring	In progress	Not started	Not started

Read together, the snapshot tells a consistent story: this is early, foundational work. Use of Force is furthest along, the only Section with a completed Policy Review, while a handful of others have policy review underway and most remain at the beginning.³ The policy reviews for topics that have not yet started, behavioral health chief among them, are where attention is most needed now.

² It is important to note that while Auxiliary Sections are not subject to the data and audit review phases as Principal Sections, nor are scorecards for these sections required, ELEFA provides the below holistic summary in the spirit of public transparency, collaboration, and continuous improvement.

³ The Use of Force policy suite (Section IV) was finalized and approved in early July 2026, immediately after the close of the reporting period, completing that Section's Policy Review Phase.

Laying the Foundation

Two cornerstones had to be set before deeper work could proceed, and both are now in place. The first is a shared rulebook: the Monitoring Protocols (“Protocols”) that set out who is responsible for what, how ELEFA communicates with LMPD and LMPD and gains access to people and records, and how the public is invited in. Because the Protocols impact every party, the CC requires LMG to formally approve them, and that approval did not occur until March 2026, well into this reporting period. Until then, much of the machinery meant to make collaboration dependable, such as standing working groups, a regular meeting schedule, guaranteed access to information, and an agreed way to work through disagreement, was still being finalized. That timing helps explain some of the friction the report describes later.

The second cornerstone is a roadmap: the Year One Implementation Plan prepared by LMG and LMPD, which sequences the work ahead. This begins with policies, then moves into the training that brings them to life, and later the analysis of data and audits that reveal whether policy and training are working. ELEFA reviewed the plan closely and approved it in March 2026 as a starting point so work could begin in earnest, while noting candidly that it does not yet fully capture everything the CC requires. Refining it should be an ongoing and collaborative effort.

What the Monitor Did This Reporting Period

Building trust begins with showing up and listening. Over this reporting period, ELEFA team members visited Louisville repeatedly, from October 2025 kick-off meetings through community listening sessions in June 2026. ELEFA grew its outreach network from roughly 100 contacts to more than 200, spanning faith communities, immigrant- and refugee-serving groups, civil-rights and police-accountability organizations, neighborhood associations, universities, and individual residents, with Spanish and American Sign Language interpretation offered by default in the public meeting settings.

ELEFA held its first two required quarterly community meetings, at the Newburg Community Center in February 2026, drawing about 75 attendees, and at the South Central Regional Library in April 2026, rotating to a different part of the city. Through its Officer Liaison, ELEFA rode along with officers, held individual conversations, and attended a Fraternal Order of Police lodge meeting to understand the job as officers experience it. ELEFA also observed LMPD in-service training first-hand and toured the department's new wellness facility in January 2026.

What the Monitor Found: Encouraging Progress

There is early, genuine progress to report. Most visibly, LMPD worked through multiple workshopping sessions with ELEFA on its use-of-force policies, shared them with the public and officers for feedback, and resolved inconsistencies with the CC that were identified by ELEFA. Shortly after the end of the reporting period (early July 2026) ELEFA approved the use-of-force policy suite, completing that Section's Policy Review Phase. Other encouraging areas include:

- **Willingness to examine itself.** In reviewing critical incidents, ELEFA saw a department engaged in structured, multidisciplinary review through its Performance Review Board, and officers who often acted with real professionalism and courage in fast-moving, dangerous situations. ELEFA approved the revised Performance Review Board policy and began observing its monthly meetings. ELEFA also observed the first convening of the Behavioral Health Coordination and Oversight Council (“BHCOC”) Incident Review Subcommittee which examines incidents involving uses of force during mental health related calls.
- **Robust tracking systems and improved facilities.** LMPD and LMG stood up strong systems to track their own compliance, began building the capacity to audit and analyze performance, and opened new headquarters and wellness facilities.
- **A standout in officer wellness.** The department's wellness program, centered on a dedicated facility with counseling, peer support, and a full-time chaplain and psychologist, drew the most consistently positive feedback from officers of any topic ELEFA discussed. It reflects a meaningful commitment to officer wellbeing.
- **Committed instructors.** Officers engaged actively in the training ELEFA observed, and instructors brought real commitment and subject-matter expertise to the classroom.

What the Monitor Found: Areas Needing Urgent Attention

Consistent with the purpose of independent monitoring, this report documents both areas of progress and areas requiring additional attention. The findings begin with the areas most significantly affected by the circumstances described above and where sustained focus will be important moving forward.

- **Behavioral health remains at the earliest stage.** Formal reviews for this section were scheduled as the ninth in sequence according to the Year One Implementation Plan. ELEFA urged that the work start immediately rather than wait and pressed to begin review of applicable policies and requested status on a dedicated coordinator role, and the training of Advanced Behavioral Health Officers, which the CC requires.

This was timeline acceleration that was acknowledged by LMG and LMPG. ELEFA's March requests for data, policies, and training development status, as well as gaining virtual access to observe behavioral health oversight meetings were not fulfilled during the reporting period.

- **Training does not yet consistently connect to the CC.** The in-service training ELEFA observed in January 2026, though delivered by committed instructors, did not consistently link classroom content to CC requirements. It would benefit from stronger curriculum governance, more real-world scenario practice, and clearer ways to measure what officers learned. It is important to note that ELEFA's training observations were not a formal Training Review as defined by the CC; rather, LMPD was presenting the training to its command staff to obtain feedback for instructors and to obtain ELEFA's general feedback on the training.
- **Early policy progress was limited, and resources are tight.** Beyond use of force, most Sections remain at the initial policy-review stage. Real constraints on staffing and resources, including a policy-writing unit operating short-handed, may test the current timeline.
- **Communication and coordination need to be steady.** There was meaningful, good-faith collaboration, but it was not yet consistent; collaboration did not always come before key steps such as posting policies for public comment, and on two occasions ELEFA's opportunity to present to the Community Safety Commission ("CSC") was cut short or removed from the agenda. Much of this is ordinary during the building of a new relationship and the coordination of new processes, and all parties have worked to strengthen these channels as the months went on.

The Road Ahead

In the next reporting period, ELEFA will hold its third and fourth quarterly community meetings, in September and November 2026; the September meeting will invite questions about this report, and the November meeting will coincide with the National Association for Civilian Oversight of Law Enforcement ("NACOLE") Conference, hosted in Louisville. ELEFA's subject matter experts will turn next to Street Enforcement and Fair and Impartial Policing, deepen the review of policies already submitted, and begin formal review of behavioral health materials provided after the reporting period ended. As we continue through 2026, ELEFA will work with LMPD and LMG on continuing progress under the Year One Implementation Plan, with the primary goal of initiating the Policy Review Phase for all topics under the CC.

Your Invitation

For sustainable transformation to take hold in Louisville, these efforts must translate beyond documents filed away on a shelf; rather, it is a public effort that works best when the community takes an active part. When LMPD posts revised policies for comment, that feedback has the opportunity to genuinely shape the final product. When ELEFA holds a quarterly meeting, the community's voice is the reason we are there. In the end, this work will not be measured by the meetings held or the systems built, but by whether Louisville becomes a place where a person in crisis is met with the time, distance, and skill that preserves a life; whether the LMPD continues to enhance public safety; whether the community can see that change taking hold; and whether trust between the police department and the residents they serve can continue to be rebuilt. You can reach the ELEFA team anytime at LVL_Outreach@elefalvl.org. The work is only beginning, and it belongs to all of us, because everyone wants to get home safely.

Have thoughts on this report?

Here's how to tell us.

Scan the QR Code below to provide feedback.
Name and contact info optional.



2. Overview of the Community Commitment

Background

The Community Commitment (“CC”) is a voluntary police reform initiative entered into by LMG and LMPD on behalf of Louisville residents to improve police performance through enhanced policies and trainings, establish self-correcting and self-assessing processes, and to generally improve public safety.

The CC establishes a framework for implementing operational improvements that are designed to ensure constitutional, accountable, and community-centered policing. It was developed after the U.S. Department of Justice (“DOJ”) investigated LMPD and identified patterns of unlawful or unconstitutional policing practices. Although the proposed federal consent decree was not implemented through the courts, the Mayor and the Police Chief elected to proceed voluntarily with reforms by incorporating much of the agreed upon provisions of the proposed consent decree into what is now the Community Commitment.

The CC is designed to provide a clear and transparent framework for addressing the deficiencies that were identified in the DOJ investigation while continuing the policy, training, oversight, and accountability improvements spanning across 13 topic areas or “Sections.” The CC establishes key objectives in each section and lays out various requirements related to ELEFA’s role as the Independent Monitor (“Monitor”), public reporting of progress under the CC, and community engagement requirements, including community member and stakeholder participation in oversight and reform processes.

The CC also emphasizes that public safety and community trust are foundational to Louisville’s future. It aims to strengthen policing by implementing enhanced policies and training, more effective supervision and accountability systems, and a data-driven approach for measuring progress and performance. The provisions required by the CC are intended not only to ensure compliance with constitutional policing standards, but also to rebuild trust, improve transparency, and create a safer and stronger Louisville community where all individuals feel respected and protected; all while ensuring officers have the guidance, support, and resources needed to serve the public effectively.

Ultimately, the CC represents LMG and LMPD’s pledge to continue meaningful public safety improvements in partnership with its community that establish a pathway toward greater accountability, transparency, and improved public safety outcomes.

ELEFA's Role as the Independent Monitor

In October 2025, ELEFA began its work as the Monitor, which is responsible for providing independent and objective oversight, compliance assessment, technical assistance, and public reporting regarding LMG's and LMPD's implementation of the CC requirements.

This includes reviewing policies, procedures, training materials, data systems, and operational practices to determine whether LMG and LMPD have developed, implemented, and effectively operationalized CC requirements in policy, training, and practice. The Monitor also evaluates whether updated policies and training have improved operational performance as intended and are producing the outcomes contemplated by the CC.

Several terms that are frequently used throughout this report are defined here. The CC organizes its requirements into nine Principal Sections (II, IV through X, and XII) and four Auxiliary Sections (III, XI, XIII, and XIV). ELEFA measures progress toward both types of sections through Compliance Assessments, which include Policy, Training, Data & Audit, and Reporting Reviews, described further below. A Principal Section reaches Substantial Compliance when LMPD and LMG have incorporated its requirements into policy, trained relevant personnel, and demonstrated through audits and data that personnel consistently perform in accordance with its Key Objectives. An Auxiliary Section reaches Substantial Compliance on a narrower standard that does not include an audit or data requirement. These distinctions matter because they determine what LMPD and LMG must demonstrate—and for how long—before a section is no longer subject to monitoring.

In carrying out its role, the Monitor is granted access to documents, data, personnel, and facilities necessary to conduct policy reviews, training reviews, and independent assessments. The Monitor regularly engages with LMPD leadership, LMG officials, officers, LMPD professional staff, and community stakeholders to gather information and provide feedback regarding CC implementation.

A key responsibility is to produce periodic public reports that describe the status of compliance with CC requirements. These reports are intended to ensure transparency and accountability, allowing the Louisville community to understand LMG and LMPD's progress toward meeting its obligations.

In addition to evaluating compliance, the Monitor may provide recommendations and technical guidance to support effective CC implementation. However, the Monitor does not manage LMPD operations, nor does it replace the authority of LMG or LMPD leadership; instead, the Monitor serves as an independent evaluator whose role is to assess progress, identify areas for growth or improvement, and report findings publicly.

Overall, the Monitor serves as the independent mechanism that assesses whether the CC is implemented faithfully and transparently. As Monitor, ELEFA works to educate, empower, and engage members of the Louisville community with the information and tools they need to follow LMPD's and LMG's progress under the CC and to take part in the public discourse of police reform efforts.

3. Monitoring Activities During This Reporting Period

This section provides a summary of ELEFA activities that occurred beginning October 14, 2025, and ending June 30, 2026.⁴

ELEFA Site Visits During the Reporting Period

During the reporting period, ELEFA team members visited Louisville in:

- **October 2025:** Participated in kick-off meetings, made introductions with LMPD and LMG stakeholders, and attended the Mayor's Violence Reduction Summit.
- **December 2025:** Conducted a community information sharing and listening session on ELEFA's role as the Independent Monitor.
- **January 2026:** Observed and provided feedback on LMPD officer in-service training.
- **February 2026:** Conducted a quarterly community meeting as required by the CC, participated in meetings with several units responsible for implementing specific CC requirements, engaged directly with officers through ride-alongs in Districts 1, 3, 4, and 7, and attended a Fraternal Order of Police ("FOP") meeting.
- **April 2026:** Held the second quarterly community meeting required by the CC, conducted training division, recruitment, and behavioral-health stakeholder meetings, and presented to the CSC.
- **May 2026:** Observed the Performance Review Board ("PRB") meeting which examined critical use of force incidents (Level 4), and the BHCOC Incident Review Subcommittee meeting which examined a random selection of Level 2 uses of force related to mental health calls for service that occurred in the first quarter of 2026.
- **June 2026:** Conducted community listening sessions and relationship-building meetings with civic, faith, immigrant- and refugee-serving, and civil-rights organizations, and elected officials, and observed a PRB proceeding.

During each site visit, ELEFA also participated in working meetings with LMPD and LMG stakeholders to discuss and observe CC implementation effort status. ELEFA also participated in CSC meetings and meetings scheduled by state and local government officials to obtain feedback on the CC implementation process.

⁴ ELEFA's contract start date began on October 14, 2025. To the extent work toward implementation of the CC was performed by LMPD and LMG prior to this date, such progress will be referenced as information reported by LMPD or LMG, rather than as a direct observation of ELEFA. Such information will also indicate whether ELEFA has been able to sufficiently verify such progress through its review processes. As outlined in the Overview section, the Year 1 Implementation Plan developed by LMPD and LMG describes Year 1 as beginning January 1, 2026, through December 31, 2026. As a result, ELEFA recommended that the first semiannual report and subsequent reporting periods be aligned with the calendar established in the Implementation Plan.

Beyond the quarterly community meetings, ELEFA built and maintained a broader network of relationships with Louisville stakeholders throughout the reporting period. By December 2025, ELEFA's outreach list included approximately 100 organizational and individual contacts; that list has since grown to more than 200 and spans Metro Council, LMG offices, LMPD, faith communities, immigrant- and refugee-serving organizations, civil-rights and police-accountability organizations, service providers, neighborhood associations, universities, and individual residents. ELEFA treats this outreach list as a measure of the breadth of contacts made, distinct from the depth of an established relationship.

Across this reporting period, ELEFA engaged directly with Louisville's faith community, including Citizens of Louisville Organized and United Together ("CLOUT") and its Community Safety and Equity Committee as well as clergy across multiple congregations; with civil-rights and police-accountability organizations, including the Louisville Urban League, the National Association for the Advancement of Colored People ("NAACP") Louisville Branch, and the American Civil Liberties Union ("ACLU") of Kentucky; and with immigrant- and refugee-serving organizations and leaders, including focus groups convened in coordination with the Mayor's Office for Immigrant Affairs. ELEFA, through its Officer Liaison, built relationships with LMPD personnel below command level through ride-alongs, individual conversations, and attendance at a FOP lodge meeting. Spanish and American Sign Language interpretation was provided by default across ELEFA's public-facing engagements. This relationship-building work is distinct from the required quarterly community meetings under ¶40(c) of the CC and reflects ELEFA's broader effort to build the community capacity and trust necessary for reform to take hold beyond the monitorship itself.

Community Engagement Meetings

Paragraph 40(c) of the CC requires that ELEFA develop a protocol for communication and engagement with the public that includes at least one quarterly in-person meeting held in different areas of Louisville, in addition to scheduled CSC meetings. ELEFA's Protocols operationalize this requirement as four quarterly community meetings held each year across different parts of Louisville Metro, and establish these quarterly community meetings as a central element of ELEFA's public engagement work under the CC.



In December 2025, prior to the start of the formal quarterly meeting schedule, ELEFA conducted a community information-sharing and listening session focused on the role of the Monitor. That session provided an early opportunity for community members to learn about the monitoring process, ask questions, and engage directly with ELEFA. While not one of the four quarterly meetings required under the CC, it reflected ELEFA's commitment to early and sustained community engagement from the beginning.

ELEFA's first formal quarterly community meeting under the CC was held on February 17, 2026, at the Newburg Community Center. Approximately 75 community members from a broad range of communities attended the meeting. This was a meaningful turnout for our first public event as the newly established Monitor. ELEFA presented team members' roles, our responsibilities as Monitors, how compliance is assessed, work completed to date, and upcoming meeting dates. The question-and-answer period was very engaged, consistent

with a community that has long sought meaningful police accountability and is watching the monitoring process carefully. Valuable feedback was provided regarding community concerns, expectations for the CC and for ELEFA, and recommendations on how ELEFA can effectively engage with the community and collaborate with local stakeholders. The meeting closed with the tentative schedule for the next three quarterly meetings.

ELEFA held its second quarterly community meeting in April 2026, at the South Central Regional Library in Louisville's South End, continuing the practice of rotating meetings to different parts of the city. Approximately 40 community members attended. ELEFA opened the meeting by introducing team members and sharing their backgrounds and reasons for undertaking this work, as requested by the community, and presented portions of the monitoring work before opening an extended question-and-answer period. Community questions reflected significant concern about a fatal officer-involved shooting that had occurred during the reporting period. ELEFA responded by listening and by being transparent about the scope and limits of its role in relation to an investigation that remained active.

ELEFA Officer Liaison Observations

Among the responsibilities of the Monitor is to designate a specific member of our team to serve in the role of Officer Liaison (¶53), who serves as the point of contact for LMPD officers regarding CC-related issues. During the February 2026 visit to Louisville, the ELEFA Officer Liaison met with officers, supervisors, union leadership, and community members to make introductions and explain the officer liaison role. These introductions took place during ride-alongs, individual conversations, and formal engagements, including attendance at a FOP lodge meeting where ELEFA spoke with union leadership and members in attendance.

These interactions focused on answering questions about the monitoring process, explaining the liaison role, and listening to officers' experiences related to operations, wellness, and organizational processes. In each section of this report, when relevant, ELEFA provides a summary of these observations. While such observations do not represent a scientific or demonstrative measure of officer sentiment, they nonetheless provide important context for determining whether departmental reforms are being communicated effectively to rank and file members.

Technical Assistance Provided by ELEFA During the Reporting Period

January 2026

LMPD requested that ELEFA attend its in-service training and provide feedback on its content. A general overview of ELEFA's observations of the in-service training sessions and recommendations on their improvement are outlined in the [Agency Management and Supervision Section \(Section II\)](#) of this report.



May 2026

LMPD requested that ELEFA provide assistance with Training Plan development that is required in the [Agency Management and Supervision section \(Section II\)](#) of the CC. ELEFA was able to provide guidance on Training Plan structures used by other jurisdictions who have undergone major reforms, as well as the Training Needs Assessment process, which is a key prerequisite for identifying and prioritizing curriculum that is included in the Training Plan.

ELEFA Review of Implementation Plan

The development of the Year One Implementation Plan (a requirement of CC ¶14) reflects LMPD and LMG efforts to establish a structured roadmap for achieving compliance with CC requirements. While the plan focuses on Year One goals, it was also drafted as a five-year framework intended to guide development and improvement of policies and procedures, training, data systems, audits processes, and compliance reporting necessary for ELEFA to assess whether LMPD and LMG have achieved substantial compliance across all CC sections.

LMPD initially submitted the Implementation Plan in December 2025, outlining timelines for policy revisions, training development, and audit processes across each CC Principal Section. The plan also identified key stakeholders responsible for implementation, including LMPD command staff, the Accountability and Improvement Bureau (“AIB”), and external oversight through the CSC and the Monitor.

Following submission, ELEFA conducted its review and provided written feedback identifying several areas where the Year 1 Implementation Plan itself did not meet CC requirements and where additional clarity and planning would be necessary to ensure the plan functions as an effective compliance roadmap. ELEFA noted concerns that certain components of the plan did not clearly map implementation activities to specific CC requirements, that some foundational work—such as data architecture, policy development, and audit design—appeared deferred to future years, and that the plan sometimes treated reform tasks as sequential rather than integrated efforts involving policy, training, supervision, and data systems.

LMG subsequently issued a written response acknowledging the complexity of the reform process and emphasizing that the Year 1 Implementation Plan was designed as an initial framework that will be refined and expanded in future annual submissions. The response also noted that the CC permits the Monitor to provide recommendations, but that compliance determinations must ultimately be measured against CC requirements.

Overall, this was and will be an iterative process in which LMPD and ELEFA work to refine the structure, timelines, and level of detail necessary for an implementation plan that effectively supports compliance with the CC. ELEFA's presence in this process is intended to be **collaborative and solution-oriented**, ensuring that the implementation plan evolves into a practical, actionable, and measurable roadmap that advances the shared goal of achieving the CC reform requirements. As part of this approach, ELEFA will continue to clarify its requests and work with LMPD and LMG to strengthen the plan in the future.

Establishment of Monitoring Protocols

The Monitoring Protocols establish the structure, processes, and communication mechanisms used by ELEFA to assess CC compliance. The protocols are required under ¶40–42 of the CC and were developed collaboratively between ELEFA and LMG before being published for public transparency. The Protocols define ELEFA's roles and responsibilities as the Monitor. Each CC section is assigned a subject-matter lead responsible for coordinating policy, training, and operational practice reviews.

The protocols establish a collaborative review process for compliance activities. Monitoring work is typically organized through topic-specific working groups that include ELEFA team members and personnel from LMPD and LMG. Regular leadership meetings and ongoing communication are used to address challenges and provide technical assistance before formal compliance determinations are made. Disagreements are expected to be addressed through dialogue and, if necessary, the dispute-resolution process outlined in ¶50 of the CC.

The Monitoring Protocols also describe the structured methodology for monitoring reviews. Policy and training materials are typically reviewed through an informal technical assistance phase followed by a formal compliance review. Audit and data reviews are conducted to evaluate whether policies and training are implemented in practice, often using baseline data and performance metrics. ELEFA conducts site visits, observes training, reviews records and systems, and analyzes operational data to assess compliance. The protocols also establish transparency and public engagement mechanisms for ELEFA, including quarterly community meetings, a public monitoring website, liaison roles for community members and officers, and the publication of semiannual reports and periodic reassessment reports on LMPD's progress toward substantial compliance.



4. Progress Toward Compliance Made by Louisville Metro and LMPD

This section of the report provides an overview of LMPD and LMG activities and progress that were observed by ELEFA between October 14, 2025—June 30, 2026. The section is subdivided into the 13 sections covered by the CC. For each topic, this section will include:⁵

- A narrative of progress that LMPD and LMG have made during the reporting period,
- ELEFA's recommendations regarding necessary steps on how to move forward and achieve substantial compliance,
- Any challenges or barriers to achieving compliance that have been observed or identified by ELEFA, and
- Visual report cards of implementation compliance status across the key objectives and review phases included in the section. A visual guide for these report cards is included below as reference:

Table 3. Reference Key for Icons Used in Monitoring Review Tables

Description	Policy Review	Training Review	Data & Audit Review	Reporting Review
No fill—indicates this review phase has not started				
Partial green fill indicates this review phase is in progress toward compliance				
Filled green indicates this review phase is complete and in compliance				
Partial orange fill indicates a finding of non-compliance				

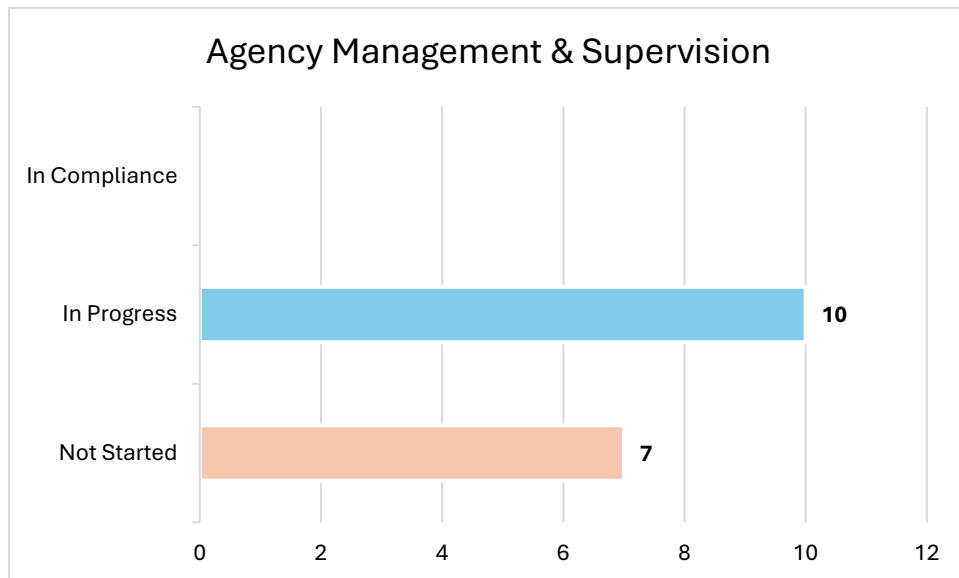
⁵ These align with the requirements of ¶48 of the CC.

Agency Management and Supervision (Section II)

Table 4. Status of Agency Management and Supervision Monitoring Reviews

Phase	Status	Update
Policy Review Phase		LMPD submitted the policies related to this section for informal review. ELEFA is reviewing these materials and will provide feedback to LMPD early in the next reporting period.
Training Review Phase		The Policy Review Phase must be completed before Training Reviews on relevant portions of this section can begin as policies often impact training curricula.
Data & Audit Review Phase		The Training Review Phase must be completed before the Data & Audit Review Phase can begin. ELEFA has begun identifying data requirements related to supporting compliance reviews for this section.
Reporting Review Phase		The Data & Audit Review must be completed before the Reporting Review can begin.

Figure 1. Status of Key Objectives for Agency Management & Supervision



Agency Management and Supervision (Section II of the CC) establishes the leadership, management, and supervisory structures necessary to ensure that reforms are implemented consistently across LMPD. The section focuses on strengthening command accountability, supervisory oversight, and internal management systems so that policy changes translate into daily operational practice. This section requires LMPD to build a management framework that ensures accountability, supervision consistency, and effective officer conduct and performance oversight. It emphasizes that reforms must be driven not only by policy changes but also by active leadership and supervisory engagement throughout the chain of command. A complete list of all Agency Management and Supervision key objectives can be found in [Appendix B](#).

Policies



Year One Implementation Plan Goals

LMPD's Year 1 Implementation Plan has a goal of completing policy reviews for a substantial number of policies before the end of 2026 so that training on most of the updated policies can commence in 2027.⁶ ELEFA developed and LMPD approved a schedule for coordinating

⁶ While this report uses the term “policy” throughout for ease, ¶1690 of the CC defines policy as “any regulation, regardless of its official title, describing the duties, functions, and obligations of LMPD officers or other LMPD or Louisville Metro personnel or specifically directing how to fulfill those duties, functions, or obligations. The

the policy review process with LMPD to ensure that all policies submitted under the CC can be reviewed in a timely and thorough manner.

The policy review prioritization schedule is as follows:

1. Use of Force
2. Street Enforcement
3. Fair and Impartial Enforcement
4. Officer and Employee Assistance
5. Recruitment and Hiring
6. Agency Management and Supervision
7. Community-Based Public Safety
8. Protests and Demonstrations
9. Individuals with Behavioral Health Disabilities
10. Residential Search Warrant Applications and Execution
11. Sexual Misconduct, Sexual Assault, and Domestic Violence
12. Misconduct Investigations and Discipline

As of the end of this review period, LMPD has provided relevant documentation to support the Policy Review phase the first seven topics on this list. Based on the Year 1 Implementation Plan, LMPD and LMG anticipate making submissions to support the Policy Review phase for the remaining topics (8 through 12) throughout the next reporting period. Our shared goal is to begin the policy review phase for all topics before the end of December 2026.

ELEFA categorizes its feedback on policies into two types: (1) revisions necessary to fully align policies with CC requirements, and (2) suggested language to align policies with observed and experienced best practices in similarly situated police jurisdictions.⁷

Status of Policy Reviews

During this reporting period, most policy reviews focused on [Use of Force “UOF” \(Section IV\)](#) Standard Operating Procedures (“SOP” or “SOPs”).⁸ In addition, ELEFA conducted a

term 'protocol' and 'procedures' have the same meaning as 'policy.'" Thus, when “policy” is used in this report, it is meant to cover the entirety of the ¶1690 definition. LMPD's own policies take the form of documents titled Standard Operating Procedures (“SOPs”); this report uses “SOP” when referring to a specific LMPD document under review, and “policy” when referring to the underlying substantive requirement.

⁷ Specifically, ELEFA provides context for suggested policy language based on best practices from police departments that reformed their policies under federal consent decree or state-level mandated agreements.

⁸ LMPD refers to its policies as “Standard Operating Procedures” or “SOPs”.

thorough review of LMPD's SOPs related to Street Enforcement and Fair and Impartial Enforcement. Additional detail on each of these policy reviews can be found in the associated sections below.

ELEFA is currently reviewing policies related to Officer and Employee Assistance and Support, Agency Management and Supervision, and Community-Based Public Safety.

LMPD Actively Tracking Policy Requirements in the CC

LMPD developed a comprehensive tracking system (“Smartsheet”) that is designed to ensure every provision of the CC that has a policy requirement is effectively addressed. LMPD's compliance coordinators are responsible for managing the tracking system inputs and ensuring implementation of the CC's policy-related requirements. ELEFA has been given view-access to their Smartsheet so that ELEFA and LMPD can maintain a mutual understanding of current policy revision efforts. ELEFA acknowledges the significant undertaking of managing these efforts and applauds the work of the compliance coordinators and the LMPD Compliance Team for developing a solid framework for project management, which will serve the department well in its implementation efforts moving forward.

ELEFA Site Visit Observations

In February 2026, ELEFA met with members of the Research and Development (“R&D”) Unit and the LMPD's compliance coordinators to establish lines of communication for ELEFA's collaborative efforts in providing feedback on the policy revision process. The meeting focused on LMPD's policy management structure, staffing resources, and the process for developing and reviewing policies related to the CC.

R&D staff explained that personnel constraints are affecting policy development, as the unit recently lost a third policy writer and now operates with only two policy writers and the supervisor. R&D has many responsibilities, including being the coordinating unit for LMPD's accreditation activities, which is another significant effort. R&D manages several types of department-wide written directives, including general orders, general memos, special orders, memo announcements, and personnel memos, with training bulletins also moving under R&D oversight during the next reporting period.

Officers acknowledge receipt and certify they have read new policy directives through PowerDMS, the department's record system for maintaining its SOPs. The full SOP manual is also available for officer reference on the department's intranet and for the general public to view on the department's website.

Each LMPD unit also maintains its own operations manual to govern its specific responsibilities. These are developed by the unit commander and collected annually by R&D for legal review. LMPD's compliance coordinators are reviewing existing manuals to assess alignment with CC requirements.

The discussion also addressed policy updates related to the CC, including the status of policies identified in the Year 1 Implementation Plan. Participants discussed whether policy review should occur once policy suites are finished or through a phased approach. ELEFA emphasized that early collaboration prior to formal submission and public comment can improve the quality of policies earlier in the process and could ultimately reduce delays. LMPD leadership has agreed to allow ELEFA team members to collaborate with departmental subject matter experts, R&D personnel, and compliance coordinators to adopt this recommendation. ELEFA encourages LMPD to continue to actively collaborate with ELEFA on its feedback to avoid any potential confusion or misunderstanding that would cause unnecessary delays in finalizing policies that incorporate the CC's requirements.

Meeting participants also discussed Year One Implementation Plan sections that do not yet have an identified LMPD SOP or applicable LMG policy (to address requirements for non-LMPD entities identified in the CC). ELEFA will continue to collaborate with LMPD and LMG personnel to ensure the appropriate CC requirements are reflected in other forms of guidance, such as unit operational manuals for certain specialized units.

Additional topics of discussion included LMPD's Kentucky Association of Chiefs of Police ("KACP") accreditation process, internal and public feedback mechanisms for policy input, and the department's use of Smartsheet and PowerBI for tracking feedback and data. The group also discussed the possibility of monthly coordination meetings to track policy development progress.

Training Generally, Field Training Program, and Supervisory Training



Year One Implementation Plan Goals

LMPD's Year One Implementation Plan set a goal of commencing training reviews in 2027 and 2028 (except for UOF which has a goal of commencing in 2026). As referenced above, ELEFA developed a schedule with LMPD for coordinating the policy review process to ensure that all policies submitted for revision under the CC can be reviewed in a timely and thorough manner to serve as a resource for effective and compliant training development.

Training Plan Submission

In December 2025, LMPD submitted an initial draft of its 2025 Training Report and 2026 Master Training Plan that outlined the structure, mission, and activities of the Training Division, including staffing, instructional programs, and professional development initiatives. The document also summarized training delivered in 2025—such as academy training, in-service programs, leadership development, and firearms qualification—and described planned training for 2026. The document emphasized evidence-based instruction, scenario-based learning, partnerships with academic and law enforcement organizations, and efforts to improve officer performance, leadership, and compliance with departmental and state training requirements.

ELEFA provided a formal review of the initial draft to determine whether it met the requirements for the Training Plan as outlined by the CC. While the document outlined a

robust amount of training activity, it functioned more as a training report and course catalog rather than a compliant Training Plan. ELEFA provided several suggestions to LMPD on how to better align the Training Plan with CC requirements and LMPD provided an updated Training Plan in January 2026. The revised document represents a meaningful improvement over the earlier version. The updated Training Plan introduces several structural elements consistent with modern training design standards, including clearer instructional philosophy, requirements for learning objectives, and new evaluation tools for instructors and course delivery. The Training Plan also includes expanded appendices, instructional design guidance, and initial efforts to connect certain training topics with CC provisions. These additions demonstrate progress toward establishing a more systematic training framework.

Despite these improvements, the Training Plan did not yet fully satisfy CC requirements before the end of the reporting period. Most notably, the original submission did not sufficiently identify organizational risks, policy requirements, or performance gaps that inform training priorities. In addition, while the Training Plan introduced evaluation concepts, it did not yet establish a comprehensive framework for assessing the content and delivery of training or using evaluation results to revise curricula.

Overall, the revised Training Plan reflects progress toward a more structured and evidence-based training program. However, additional development is necessary before the Training Plan can be considered fully compliant with the CC's requirements related to needs-driven training design, performance evaluation, and accountability mechanisms.⁹ ELEFA has begun to provide technical assistance at the request of LMPD during the reporting period, with the goal of ensuring a 2027 Training Plan submission can be made that fully incorporates CC requirements in the third quarter of 2026.

ELEFA Observation of 2026 In-Service Training

During the reporting period, LMPD invited ELEFA to attend and observe select 2026 in-service training courses, including:

- Sexual Assault Investigations
- Domestic Violence
- Link Training (Animal Abuse/Domestic Violence)
- Command & Control
- Decision-Making & De-Escalation

⁹ The specific requirements for the Training Plan are outlined in ¶190 of the CC.

- Duty to Intervene
- Evidence-Based Policing
- Fair & Impartial Policing
- Sexual Harassment Prevention
- Traffic Stops
- Vehicle Stops & Enforcement

There were clear and consistent themes that emerged across the series of in-service training that ELEFA observed during the January 2026 session. These themes include inconsistent instructional quality, policy misalignment, and a lack of organizational readiness related to CC implementation. While each training block addressed a distinct subject matter, ELEFA's observations collectively revealed structural gaps that, once sufficiently addressed, would strengthen training effectiveness, instruction quality, officer competency, and compliance outcomes. It is important to note that ELEFA's training observations for this session were not a formal Training Review as defined by the CC; rather, LMPD was presenting the training to its command staff to obtain feedback for instructors and to obtain ELEFA's general feedback on the training.

The themes across sessions point to a need for:

- Stronger curriculum governance
- Clearer alignment between policy and practice
- More rigorous scenario-based learning
- Enhanced instructor development
- Standardized examples and legal thresholds
- Consistent integration of CC expectations across all training blocks

Addressing these opportunities for growth will improve training coherence, reinforce constitutional policing, ensure adherence to LMPD policies, and support LMPD's broader reform and accountability goals as outlined in the CC.

Instructors demonstrated commitment and subject matter expertise, yet variability in delivery, pacing, and learner engagement suggests opportunities for more unified standards and shared best practices. Participants responded most positively when training emphasized practical application, transparent expectations, and opportunities for guided discussion, all of which are consistent with adult learning principles as required by the CC.

These insights reinforce the importance of cross-unit collaboration as LMPD prepares for the 2027 in-service training cycle—specifically, a coordinated effort to co-design curriculum, streamline instructional methods, incorporate instruction on policy revisions required by

the CC, and build a shared framework that elevates consistency, quality, and accountability across all training blocks. This collaborative approach will ensure that 2027 in-service training not only meets compliance requirements but also strengthens operational readiness and supports a culture of continuous improvement.

Body-Worn Cameras and Early Intervention



ELEFA is currently reviewing LMPD's BWC and EIS SOPs. LMPD is also assessing its system-design requirements to determine what changes may be needed to comply with CC requirements. ELEFA subject matter experts will collaborate with LMPD on both topics (BWC and EIS) during the next reporting period.

Performance Evaluations and Promotions



Community Commitment Summary

The CC requires LMPD to implement fair, transparent, and objective performance evaluation and promotion systems that incorporate demonstrated adherence to departmental policies, community-oriented policing principles, supervisory leadership, and constitutional policing practices.

ELEFA is currently reviewing LMPD's SOPs in this topic area. LMPD is also assessing its system design requirements to determine what changes may be needed to performance management systems to comply with CC requirements. ELEFA subject matter experts will collaborate with LMPD on both topics (performance evaluations and promotional processes) during the next reporting period to determine what level of revision or review may be required to align LMPD with CC requirements.

Performance Review Board



Community Commitment Summary

The CC requires LMPD to maintain a Performance Review Board (“PRB”) to examine significant incidents—such as uses of force, critical events, or other high-risk actions—to determine whether officers complied with policy and training. The Board must identify policy, training, tactical, or supervisory issues revealed by these incidents and recommend corrective actions, including policy revisions, additional training, or operational improvements to reduce future risk.

LMPD first established the PRB in its current form in 2023. Over the years, LMPD has updated and modified its approach to ensure a multi-disciplinary lens in looking back at critical incidents to determine what lessons can be learned and what department improvements may be needed.

In late 2025, LMPD submitted the draft SOP for its PRB for informal review, which ELEFA provided feedback and recommended revisions as part of the overall submission for UOF related policies. An updated SOP was provided by LMPD, along with its formal submission of all UOF SOPs, for formal compliance review in June 2026. At the time of this report's writing (early July 2026), ELEFA completed the Policy Review process for PRB and approved the new policy for distribution to LMPD members.

LMPD continues to examine significant incidents in the PRB setting. ELEFA began attending and observing the monthly PRB meetings in May and June 2026. The PRB reviewed four cases during these two sessions with both critical and non-critical incidents, including three fatal officer-involved shootings, one involving a behavioral health crisis response, and a vehicle pursuit involving less-lethal force. (The second behavioral health-related fatal officer-involved shooting from this period had not yet come before the PRB as of the end of the reporting period.) Across these sessions, the PRB demonstrated a consistent commitment to structured review, multidisciplinary participation, and candid discussion of tactical and procedural challenges. At the same time, the reviews revealed recurring challenges that could impact LMPD's operational effectiveness and public trust. As examples, during the sessions observed by ELEFA, the PRB identified areas where existing policy could be enhanced, including:

- Vehicle intervention tactics
- Confined-space operations
- High-risk arrest warrant planning
- Less-lethal integration in restricted environments
- Emergency Medical Services (“EMS”) staging during foreseeable high-risk encounters

These gaps point to the need for updated policies and expanded scenario-based training, which ELEFA will give consideration for during future Policy and Training Reviews.

Addressing challenges identified by the PRB process will require sustained investment in training, clearer policy frameworks, improved supervisory practices, and a continued commitment to a culture of accountability and learning. The CC requires the Chair of the PRB, or the Chair's designee, to send the Board's recommendations to the appropriate commanding officer for action (§124) and other CC provisions require that LMPD conduct

audits of these functions (§129-133). ELEFA will continue to develop methods to track PRB-reviewed events to verify that appropriate corrective actions are being effectively implemented.

Audits and Data Analytics



Year One Implementation Plan Goals

LMPD's Year One Implementation Plan set a goal of starting data and audit reviews upon successful conclusion of training reviews. In the plan, the LMPD reports that it currently conducts several operational audits related to CC topics, including audits of vehicular and pedestrian stops, plainclothes enforcement units, and field operations. LMPD states that these audits use questions derived from departmental policy and applicable law to evaluate officer activity and are conducted on a recurring schedule, generally every three months for stop and patrol functions and every six months for plainclothes units. ELEFA will collaborate with LMPD in future reporting periods to determine if these processes sufficiently align with CC requirements and key objectives.

LMPD also stated in the Implementation Plan that it intends to maintain specialized units that will be responsible for performance audits and data analysis, including hiring a qualified director and additional trained auditors and analysts to support these functions on an ongoing basis by the first quarter of 2027. The audit unit is intended to identify deficient performance, evaluate supervisory oversight, and assess compliance with departmental policies and reform requirements on an ongoing basis.

LMPD also reports that it will develop an audit plan describing its audit methodologies, conduct periodic audits in key operational areas such as UOF, search warrants, and street enforcement activities, and implement corrective actions when deficiencies are identified. Audit findings will eventually be summarized in public reports describing the methodology, data sources, and conclusions of each audit. ELEFA is encouraged by the prioritization of these functions which are critical to ensuring the department can effectively self-assess and self-correct.

LMPD's Proposed Analytical Approach to Identifying Disparities in Decision-Making

As outlined in the Year One Implementation Plan, audits and training reviews have not yet begun; however, LMPD has started considering how to most effectively analyze and detect disparities in officer decision-making. At present, there is no widely accepted evidence-based or best-practice model for identifying and addressing systemic bias in policing, making this issue particularly difficult to measure and understand, so it is encouraging that LMPD is giving this approach so much attention.

In February 2026, ELEFA learned that LMPD had entered into a contract with a company to design a data analytics platform for LMPD that uses statistical modeling and benchmarking techniques to analyze police activity data to examine potential bias and disparities in police enforcement (i.e., stops, searches, citations, arrests). LMPD anticipated that analytics generated through this platform could provide an important tool for ELEFA to consider in relation to key objectives outlined in the CC.

LMPD hosted a meeting between ELEFA and the vendor to review how the analyses are conducted, how the data sources are incorporated into the platform, and how interactive dashboards display trends, benchmarks, and indicators may support reform monitoring and reporting. Soon after this meeting, ELEFA learned that the contract with the vendor was coming to an end and would not be renewed. Subsequently, in May 2026 ELEFA learned the work performed by the previous vendor would be absorbed into a pre-existing contract with another data service provider used by the department for intelligence and enforcement support. ELEFA looks forward to learning more about how LMPD's proposed analytical approach to identifying disparities in officer decision-making will continue and has changed as the work has transitioned to a new vendor.

Staffing, Resources, Equipment, and Facilities



Community Commitment Summary

The CC requires LMPD and LMG to ensure LMPD has sufficient personnel, resources, equipment, and facilities to effectively implement the CC's requirements and support constitutional policing. LMG and LMPD must assess staffing levels across key functions—including supervision, investigations, training, data analysis, and behavioral-health response—and allocate resources necessary to meet reform requirements. LMPD and LMG are also required to maintain systems for regularly reviewing and maintaining officer equipment and operational resources, ensuring that supervisors identify and address damaged, outdated, or unsafe equipment so officers can safely and effectively perform their duties as well as producing a comprehensive strategic plan to improve LMPD and LMG facilities.

LMPD and LMG are in the initial stages of planning and completing the requirements of this section. ELEFA subject matter experts will collaborate with LMPD and LMG on the CC requirements related to this section during the next reporting period to determine the status of these efforts.

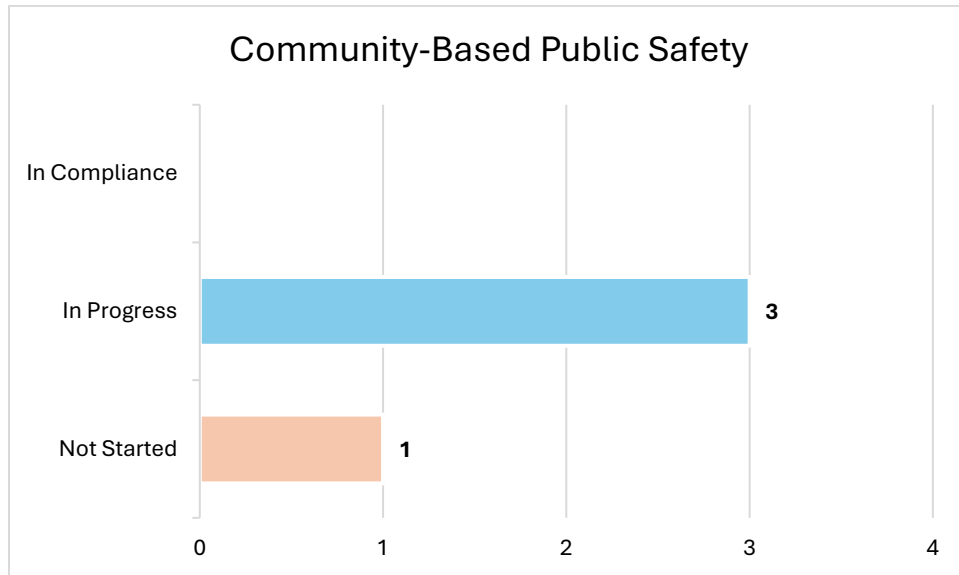
Officer Liaison Observations

During ELEFA's February 2026 site visit, the ELEFA Officer Liaison interacted with multiple officers who mentioned that patrol vehicles do not currently have in-car radios. Officers described this change as affecting how they communicate or monitor radio traffic while in the field. Officers spoke positively about department-issued cell phones, noting that translation/interpretation applications are available and used during interactions with community members who speak different languages.

With respect to facilities, officers at the 4th Division noted that the division had been operating out of a building with significant condition concerns, including issues serious enough that officers were required to sign an acknowledgment waiver about the state of the facility. At the time of the site visit, the division was in the process of relocating to a new building, and officers expressed notable enthusiasm about the move to the improved space.

Community-Based Public Safety (Section III)

Figure 2. Status of Key Objectives for Community-Based Public Safety



A complete list of all Community-Based Public Safety key objectives can be found in [Appendix B](#).



Community Commitment Summary

Community-Based Public Safety (Section III) requires LMPD and LMG to develop and maintain an evidence-based public safety plan and regularly update it using reliable data and ongoing input from community groups, service providers, stakeholders, and affected neighborhoods. It also requires community engagement and non-enforcement public-safety strategies, regular command-level review of community-safety data, annual qualitative and data-driven assessments of effectiveness, public reporting on progress and deficiencies, corrective action when needed, and community surveys to measure public experience, trust, and perceptions of safety.

Safe Louisville Plan

The Safe Louisville Plan (“The Plan”) was publicly unveiled by Mayor Greenberg and LMG in April 2025, when city officials released the document online and held a public announcement outlining its goals and strategies. The plan was introduced as a five-year strategy (2025–2030) aimed at reducing violent crime in Louisville with coordination across city agencies and community partners. It also includes the creation of the Community Safety Commission (“CSC”), made up of stakeholders from government, business, nonprofit organizations, and the criminal justice system.¹⁰



The Plan is designed to be a Metro-wide public-safety strategy to coordinate prevention, intervention, and enforcement efforts across multiple agencies and community organizations. It is intended to complement existing policing strategies, including LMPD crime reduction plans, while expanding the use of non-law-enforcement approaches to violence prevention. The Plan establishes a central goal of reducing violent crime through coordinated action across government departments, community partners, and the private sector.

The Plan emphasizes long-term prevention strategies that address the root causes of violence and emphasizes the importance of strengthening community-based violence interruption programs, which are coordinated through Louisville's violence prevention infrastructure. The Plan also includes traditional public safety strategies, such as

¹⁰ The CSC is the same entity that receives updates from ELEFA on the status and progress of CC implementation efforts.

addressing high-risk locations and repeat offenders and improving coordination across city agencies and the criminal justice system. The Plan requires ongoing data collection and public reporting to measure progress and facilitate crime trend tracking.

ELEFA will collaborate with LMPD and LMG over the next reporting period to review The Plan as drafted and determine if it is aligned with CC requirements.

Outreach Team and Community Policing



LMG and LMPD are in the initial stages of developing capacity and protocols for its Outreach Team and community policing plans. ELEFA is currently reviewing LMPD's and LMG's written protocols on these topics. LMPD's community policing officers are assigned to work with community organizations to reduce crime through partnerships, problem solving, and non-enforcement strategies. LMPD has uploaded documentation related to patrol division community meetings and the way such meetings were publicized. LMPD provides quarterly community meeting reports for each patrol division that document general attendance and community concerns, but the information in these reports is minimal, and in one division's submission for Q2, there was no information filled on the submitted form other than the location and date of the meeting. ELEFA subject matter experts will collaborate with LMPD and LMG on the CC requirements related to this section during the next reporting period to determine how these reports of community meetings can be improved over time.

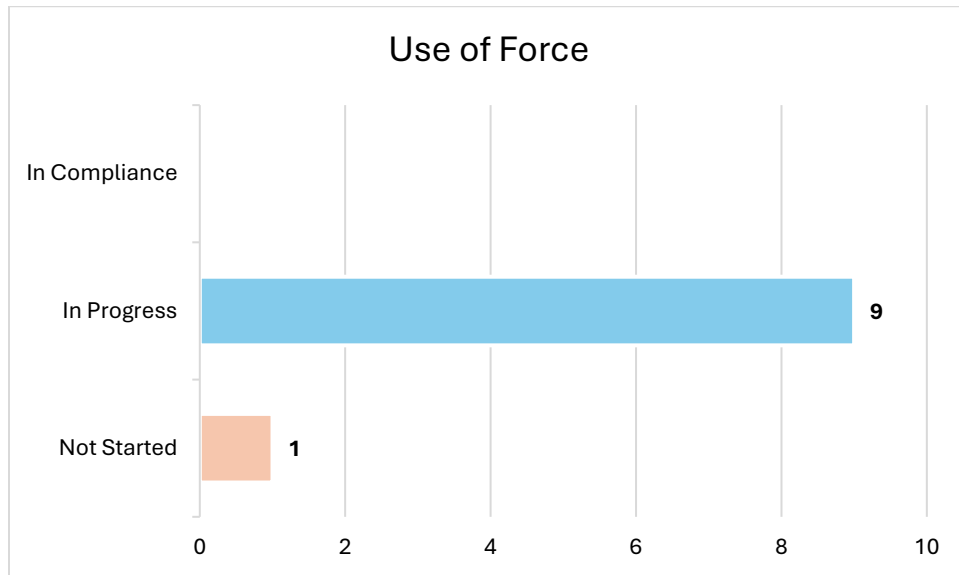
Community Surveys

The CC requires LMG and LMPD to conduct surveys to assess the Louisville community's experience with and perceptions of LMPD, LMPD's relationship with the Louisville community, and public safety generally. The Year One Implementation Plan states that these surveys are anticipated to be conducted in early 2027. During the review period, LMPD reported that individual surveys are being disseminated through the vendor ZenCity, which provides members of the public who interact with LMPD during calls for service with the opportunity to provide feedback. ELEFA has yet to receive data from this effort for review. ELEFA subject matter experts will collaborate with LMPD and LMG to schedule a meeting to discuss the ZenCity survey specifically and on the CC requirements related to this section during the next reporting period to determine the status of these efforts.

Use of Force (Section IV)

Table 5. Status of Use of Force Monitoring Reviews

Phase	Status	Update
Policy Review Phase		ELEFA reviewed and collaborated with LMPD on the first set of these policies under the informal technical assistance review process. After posting for public and officer feedback, LMPD submitted these policies for formal review and ELEFA identified a series of inconsistencies with CC requirements that had not yet been fully resolved. Shortly after the close of this reporting period, ELEFA and LMPD discussed these outstanding items which resulted in sufficient revisions to the policies to align them with CC requirements. ELEFA has provided its approval of the UOF policy suite. Policy Review Phase Completed.
Training Review Phase		With the completion of the Policy Review Phase, ELEFA anticipates completing the Training Review phase on relevant portions of this section during the next reporting period.
Data & Audit Review Phase		The Training Review Phase must be completed before the Data & Audit Review Phase can begin. ELEFA has begun identifying data requirements related to supporting compliance reviews for this section.
Reporting Review Phase		The Data & Audit Review must be completed before the Reporting Review can begin.

Figure 3. Status of Key Objectives for Use of Force

A complete list of all UOF key objectives can be found in [Appendix B](#).



Community Commitment Summary

Use of Force (Section IV) of the CC establishes comprehensive standards governing when and how LMPD may use force. The section requires LMPD to adopt policies emphasizing the sanctity of human life, proportionality, and de-escalation, and to clearly define when different types of force—including deadly force—may be used. Officers must attempt de-escalation when safe and feasible and must intervene or report when another officer uses excessive force. The section also requires detailed documentation, supervisory review, and investigation of force incidents, including separate review processes for more serious uses of force. LMPD must train officers on these standards, collect and analyze force data, and use findings from reviews and audits to improve policies, training, and supervision.

Policy Requirements

LMPD released draft policies for UOF (Section IV) for public and departmental feedback in October 2025. These included the following SOPs:

- 2.34: Performance Review Board
- 4.3: Class A Uniform
- 4.4: Class B Uniform
- 4.5: Class C Uniform
- 4.6: Class D Uniform
- 4.7: Class E Uniform
- 4.13: Firearms
- 9.1: Use of Force
- 9.2: Use of Intermediate Force Tools
- 9.3: Use of Force Reporting and Review
- 9.4: Level 4 Reportable Use of Force
- 10.5: Handcuffing and Prisoner Transportation
- 12.17: Foot Pursuits

ELEFA first began its review of the above-listed SOPs in November 2025 after public and departmental feedback had been collected. ELEFA's comprehensive review of the policies entailed a comparison of the policies against CC requirements, as well as providing feedback based on experience, expertise, best practices, operational viability, clarity, and flow.

ELEFA appreciates LMPD's diligent efforts to incorporate CC requirements into these policies, and its specific citation of CC language and requirements by paragraph number within the revised UOF policies, which greatly assists ELEFA's compliance review process.

ELEFA first submitted its comments on the primary policy, SOP 9.1, Use of Force, in early January 2026. Soon thereafter, ELEFA met with LMPD virtually to discuss ELEFA's recommendations. LMPD then resubmitted an updated version of SOP 9.1 for ELEFA's review, and in late January 2026, ELEFA provided in-depth feedback on all of the above SOPs to LMPD and encouraged the department to hold collaboration sessions or reach out with any questions.



Empower

Lead Safe and Effective Law Enforcement

LMPD policies are posted for public comment before they are finalized. Community members and organizations can review each policy and provide feedback.

Provide feedback on posted policies at
<https://www.lmpd.gov/882/LMPD-Public-Review-of-Policy>

ELEFA and LMPD did not meet to discuss ELEFA's recommendations on the remaining policies prior to LMPD posting updated versions of the policies for public and officer feedback in early April 2026. ELEFA recommends scheduling a collaboration session if there are any lingering questions or concerns with provided recommendations prior to posting. As this was the first policy review process, ELEFA will work with LMPD and LMG to continue to strengthen and streamline the process to ensure it meets both parties' needs and results in policies that comply with all CC requirements and best practices.

After the close of the comment period, LMPD and ELEFA engaged in two virtual collaboration sessions in April and May 2026 with the goal of ensuring the policies are aligned with CC requirements.

After making additional policy updates, LMPD submitted the entire suite of UOF SOPs for a formal submission in June 2026. Per ¶18 of the CC, ELEFA had 14 days to conduct a review of the policies, which it completed on time. In ELEFA's response to LMPD, it noted some remaining SOP language that did not fully align with CC requirements and provided additional policy recommendations for LMPD to consider prior to finalizing these policies. ELEFA and LMPD subsequently met immediately after the reporting period closed (early July 2026) to discuss these items, and to bring them into full alignment with CC requirements. The dialogue was productive and resulted in resolution of all outstanding items.

A central issue raised by LMPD during the review concerned the use of “should” versus “shall/will” in policy language. “Shall” or “will” creates a mandatory, enforceable obligation, the action is required, and non-compliance can be treated as a violation of policy. “Should”

signals a recommendation or best practice, leaving room for discretion, so using it where a firm requirement is intended can create ambiguity and undermine enforcement. ELEFA, LMPD, and LMG met regarding this concern, worked through the agreed upon collaborative process, and reached an agreement on the use of “should” versus “shall/will” in policies.

In ELEFA's meeting with LMPD in early July 2026, LMPD articulated the following oversight and accountability measures as it related to the enforcement of “should” provisions for its UOF policies:

- Officers are expected to follow any direction that uses the “should” standard as if it were a requirement, and that officers must articulate any deviation from this direction.
- Such articulation must be in written form and must be reasonable.
- Commanding officers (supervisors) must review and concur with the officer's rationale for deviation for it to be considered appropriate.
- All UOFs are reviewed through the supervisory chain of command (sergeant, lieutenant, major) and separately by the Force Investigations Review Unit. The standard of review includes reviewing the appropriateness of any deviation from “should” directives.
- Instances where the articulation is not sufficient or not appropriate must be referred to an administrative investigation for a potential policy violation.

ELEFA will conduct future Audit Reviews on UOF as outlined in the LMPD Year One Implementation Plan for the CC. During those Audit Reviews, ELEFA will revisit this topic and these accountability measures to ensure they are working appropriately to hold members accountable to the standards required by the CC.

In the event the data and analysis from these Audit Reviews reveals a deficiency in the accountability process outlined above by LMPD, ELEFA will revisit this issue to determine whether “should” language must be replaced with “shall” or “will” to ensure compliance with CC requirements and performance standards.

Overall, the UOF policy suite has improved significantly since the process began late last year. SOPs were restructured, reformatted, and made significantly easier to understand and reference. Collaboration between LMPD and ELEFA—though inconsistent—was productive when it occurred. It must become more structured and regularly scheduled to ensure open lines of communication as work toward the shared goal of compliance with the CC is achieved.

Officer Liaison Observations

During ELEFA's February 2026 site visit, the Officer Liaison inquired about officers' comfort level with UOF policies. Several officers described some confusion or uncertainty about policy language and about what actions were fully allowed or expected during encounters. More than one officer stated that the policies can be difficult to understand, particularly for personnel who have worked under earlier policy structures.

Training

During the reporting period, LMPD provided ELEFA with written curriculum titled “LMPD's 2026 Dynamic Decision-Making Course” as well as the 2026 spring and fall firearms courses, which are all taught at the Firearms Training Center. ELEFA's review of the training determined that it does not fully align with CC UOF requirements. It also did not incorporate adult learning or performance-based training standards that are required by the CC. In particular:

- While some scenario-based components were included, there was no documented evaluation methodology or performance assessment criteria associated with those scenarios.
- Required role-playing scenarios or interactive exercises were not consistently included in the lesson plans.
- Much of the content recited existing policy language; however, UOF policies are currently under revision through the CC process and as a result this content is not yet in full alignment with CC requirements.
- The Axon-developed materials were comparatively comprehensive, but they did not clearly connect the training content to LMPD policy requirements or the specific principles outlined in the CC.
- The lesson plans did not consistently reflect supervisory-level review.
- ELEFA noted formatting inconsistencies, typographical errors, and structural gaps that suggest the materials would benefit from a more formal quality-control process prior to submission.
- Several presentations appeared to rely heavily on policy text transferred directly into PowerPoint format without sufficient instructional design elements (e.g., defined learning objectives, practical application, use of facilitated discussion, group tasks, example case studies, assessment tools, or documentation of mastery).

ELEFA will coordinate with LMPD on future training review submissions to ensure that all trainings relevant to a CC topic are provided in a complete set of curriculum documents to ensure that all CC required principles are fully covered across the complete set of trainings. Such submissions should also be provided *after* the underlying policy revisions have been completed so that in-service training sessions can be leveraged to inform officers of what has recently changed in policy.

ELEFA Site Visit Observations of 2026 In-Service Training

ELEFA observed two in-service training sessions delivered by LMPD that addressed officer decision-making, de-escalation, and duty to intervene.

ELEFA's attendance at these sessions is intended to support LMPD and Command Staff in refining training content and delivery before the full in-service cycle begins. At an executive level, the observations highlight both strengths—such as instructor commitment and foundational policy grounding—and opportunities to enhance consistency, deepen practical application, and more fully integrate CC requirements. Addressing these areas will help ensure that the 2026 training cycle equips officers with the skills, clarity, and confidence necessary to meet CC requirements and support effective, accountable policing across the department.

The Decision Making and De-Escalation course introduced LMPD's PIETO decision-making framework and discussed verbal and tactical de-escalation techniques, including considerations when individuals may appear noncompliant due to medical conditions, developmental disabilities, mental health, or behavioral health crises.¹¹ The training referenced departmental policy and briefly incorporated Integrating Communication, Assessment, and Tactics (“ICAT”) concepts, which LMG reports that LMPD is recognized as a flagship agency.

The Duty to Intervene course emphasized officer accountability and the responsibility of members to intervene when unethical or improper behavior is observed. Instruction referenced departmental policy and highlighted LMPD's CORE principles (Communications, Observation, Response, and Engagement) emphasizing ethical behavior, accountability, community service, and preservation of human life.

ELEFA observed that both courses addressed important foundational concepts related to officer decision-making, accountability, and alternatives to force. Classroom engagement

¹¹ PIETO is an acronym that stands for: Priorities, Intelligence, Environment/Emotion, Tools/Tactics, and Officer Instincts.

techniques, including use of a multi-screen environment and instructor-led discussion, supported participation in portions of the training.

However, several opportunities for improvement were identified. Instruction often focused on conceptual discussion with limited practical application through scenarios or structured examples. In the Decision Making and De-Escalation course, certain instructional material was covered quickly, limiting discussion depth regarding the operational application of PIETO and de-escalation techniques. In the Duty to Intervene training, the course did not sufficiently address the complexities of subordinate officers intervening with supervisors or higher-ranking personnel.

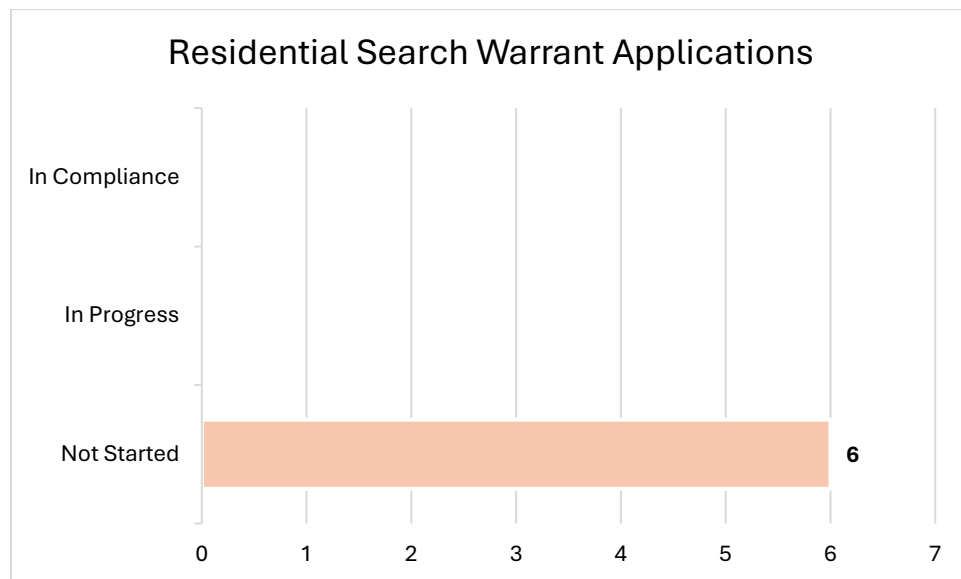
ELEFA also observed limited integration of CC requirements within both training blocks. Additional opportunities exist to strengthen training by incorporating scenario-based exercises, clearer examples of expected officer conduct, and guidance regarding documentation or tracking of intervention behaviors, including potential connections to early intervention systems. These enhancements would help ensure officers understand how these principles translate into operational decision-making and accountability in the field.

Residential Search Warrant Applications (Section V)

Table 6. Status of Residential Search Warrant Application Monitoring Reviews

Phase	Status	Update
Policy Review Phase		LMPD has begun its internal review and revisions to related policies for this section but has not yet provided any policies for ELEFA to review. ELEFA plans to start collaboration with LMPD on these policies during the next reporting period.
Training Review Phase		The Policy Review Phase must be completed before Training Reviews on relevant portions of this section can begin as policies often impact training curricula.
Data & Audit Review Phase		The Training Review Phase must be completed before the Data & Audit Review Phase can begin. ELEFA has begun identifying data requirements related to supporting compliance reviews for this section.
Reporting Review Phase		The Data & Audit Review must be completed before the Reporting Review can begin.

Figure 4. Status of Key Objectives for Residential Search Warrant Applications



A complete list of all Residential Search Warrant Applications key objectives can be found in [Appendix B](#).



Policy Requirements

LMPD is in the initial stages of reviewing current policies and system design to determine what changes may be needed to comply with CC requirements. ELEFA subject matter experts will collaborate with LMPD during the next reporting period to determine what level of revision or review may be required to align LMPD's SOPs with CC requirements.

Training

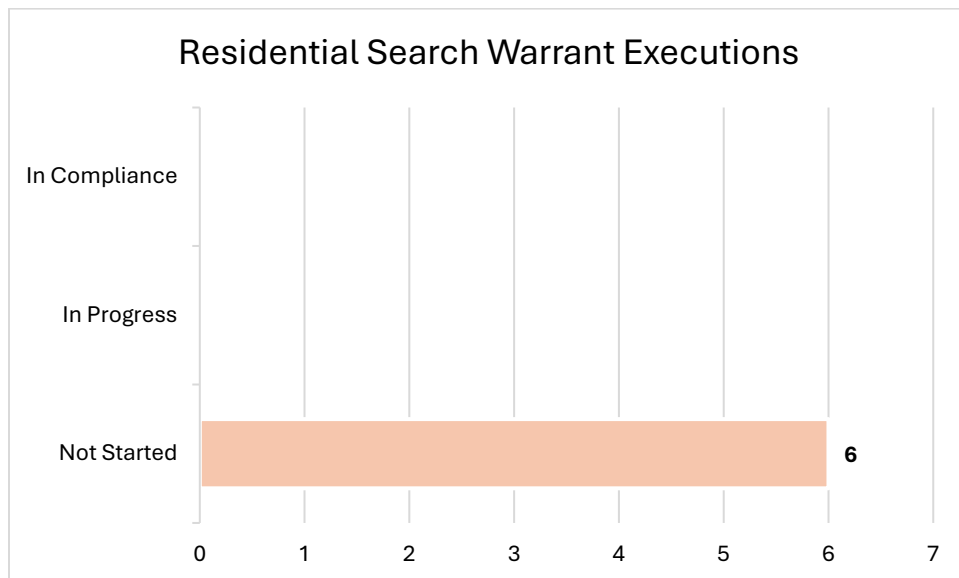
ELEFA will conduct training reviews upon completion of the policy review process to ensure that all policy requirements of the CC have been incorporated into LMPD's SOPs before they are used to support training revisions.

Residential Search Warrant Executions (Section VI)

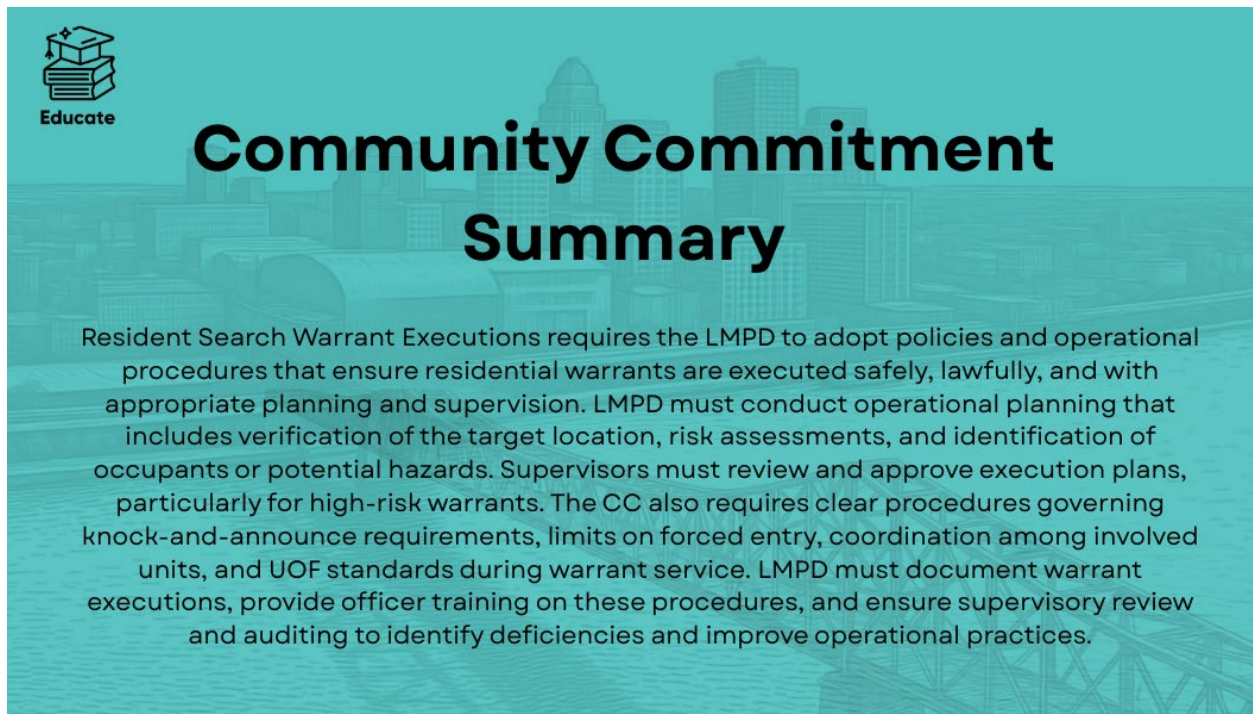
Table 7. Status of Residential Search Warrant Executions Monitoring Reviews

Phase	Status	Update
Policy Review Phase		LMPD has begun its internal review and revisions to related policies for this section but has not yet provided any policies for ELEFA to review. ELEFA plans to start collaboration with LMPD on these policies during the next reporting period.
Training Review Phase		The Policy Review Phase must be completed before Training Reviews on relevant portions of this section can begin as policies often impact training curricula.
Data & Audit Review Phase		The Training Review Phase must be completed before the Data & Audit Review Phase can begin. ELEFA has begun identifying data requirements related to supporting compliance reviews for this section.
Reporting Review Phase		The Data & Audit Review must be completed before the Reporting Review can begin.

Figure 5. Status of Key Objectives for Residential Search Warrant Executions



A complete list of all Residential Search Warrant Executions key objectives can be found in [Appendix B](#).



Policy Requirements

LMPD is in the initial stages of reviewing current policy and system design to determine what changes may be needed to comply with CC requirements. ELEFA subject matter experts will collaborate with LMPD on this topic during the next reporting period to determine what level of revision or review may be required to align LMPD's SOPs with CC requirements.

Training

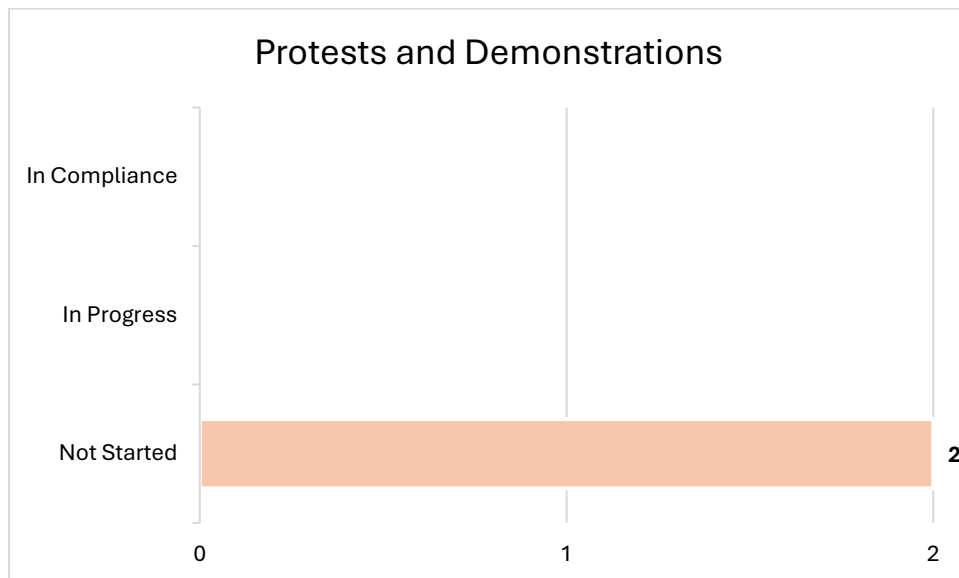
ELEFA will conduct training reviews for this topic upon completion of the policy review process to ensure that all CC policy requirements have been incorporated into LMPD's SOPs before they are used to support training revisions.

Protests and Demonstrations (Section VII)

Table 8. Status of Protests and Demonstrations Monitoring Reviews

Phase	Status	Update
Policy Review Phase		LMPD has begun its internal review and revisions to related policies for this section but has not yet provided any policies for ELEFA to review. ELEFA plans to start collaboration with LMPD on these policies during the next reporting period.
Training Review Phase		The Policy Review Phase must be completed before Training Reviews on relevant portions of this section can begin as policies often impact training curricula.
Data & Audit Review Phase		The Training Review Phase must be completed before the Data & Audit Review Phase can begin. ELEFA has begun identifying data requirements related to supporting compliance reviews for this section.
Reporting Review Phase		The Data & Audit Review must be completed before the Reporting Review can begin.

Figure 6. Status of Key Objectives for Protests and Demonstrations



A complete list of all Protests and Demonstrations key objectives can be found in [Appendix B](#).



Policy Requirements

LMPD is in the initial stages of reviewing current policy and system design to determine what changes may be needed to comply with CC requirements. ELEFA subject matter experts will collaborate with LMPD on this topic during the next reporting period to determine what level of revision or review may be required to align LMPD's SOPs with CC requirements.

Training

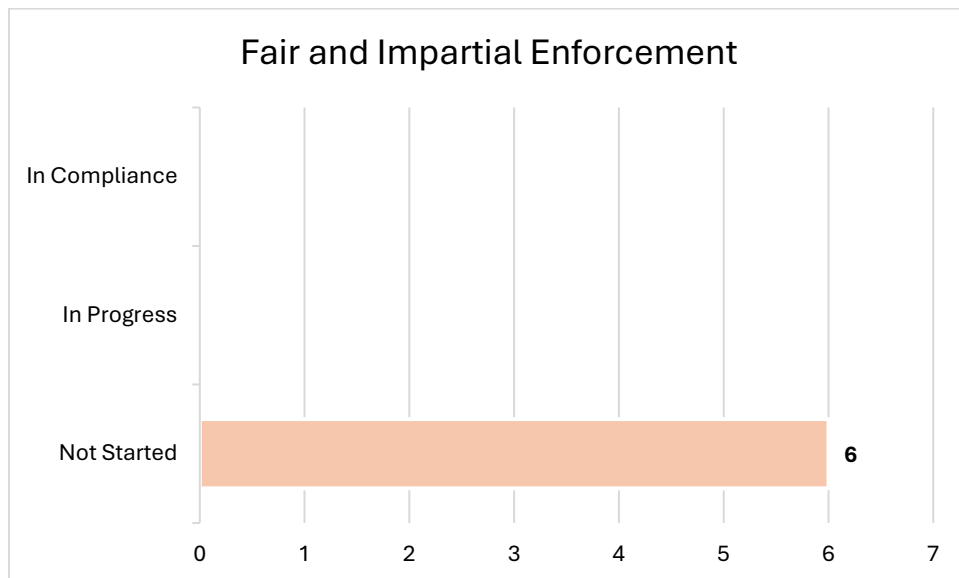
ELEFA will conduct training reviews for this topic upon completion of the policy review process to ensure that all CC policy requirements have been incorporated into LMPD's SOPs before they are used to support training revisions.

Fair and Impartial Enforcement (Section VIII)

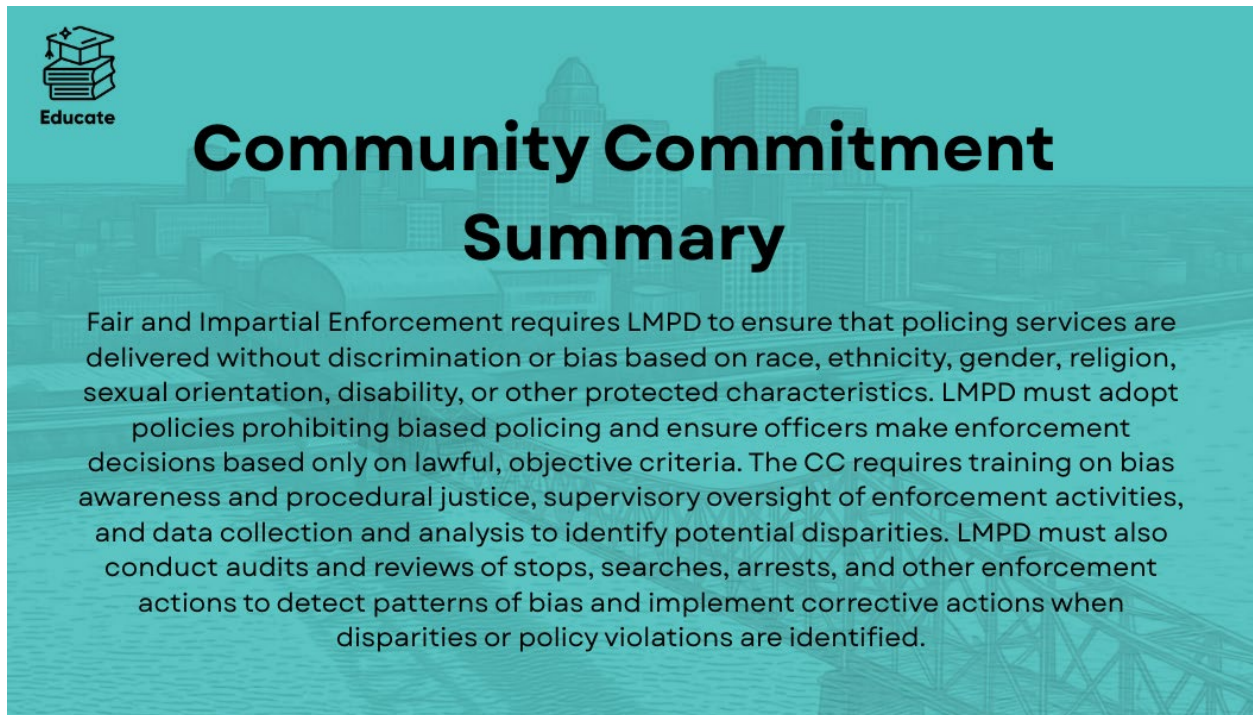
Table 9. Status of Fair and Impartial Enforcement Monitoring Reviews

Phase	Status	Update
Policy Review Phase		LMPD submitted these policies to ELEFA for informal review. ELEFA has provided initial feedback on these policies to LMPD and will collaborate with LMPD to support efforts to finalize these policies during the next reporting period.
Training Review Phase		The Policy Review Phase must be completed before Training Reviews on relevant portions of this section can begin as policies often impact training curricula.
Data & Audit Review Phase		The Training Review Phase must be completed before the Data & Audit Review Phase can begin. ELEFA has begun identifying data requirements related to supporting compliance reviews for this section.
Reporting Review Phase		The Data & Audit Review must be completed before the Reporting Review can begin.

Figure 7. Status of Key Objectives for Fair and Impartial Enforcement



A complete list of all Fair and Impartial Enforcement key objectives can be found in [Appendix B](#).



Policy Requirements

LMPD submitted its SOPs related to Fair and Impartial Enforcement, along with its SOPs related to Street Enforcement in April 2026. The policies submitted under this section included:

- 3.6 Field Contact-Investigative Stops-Pat Down Searches
- 4.2 Uniform Guidelines
- 5.1 Rules of Conduct
- 7.12 Traffic Stops and Enforcement
- 8.8 Biased Law Enforcement Practices
- 8.24 Warrantless Searches
- 8.45 Recording Police Activity
- 10.1 Enforcement
- 10.7 Juvenile Public Offenders
- 10.8 Juvenile Status Offenders

ELEFA conducted a thorough policy review of these SOPs and provided feedback to LMPD in May and June 2026. ELEFA and LMPD had one virtual collaboration session to begin discussions about the Fair and Impartial Enforcement policies in June 2026. ELEFA looks

forward to additional discussion and collaboration with LMPD during the next reporting period to help advance LMPD's efforts to fully align these SOPs with CC requirements.

Training

ELEFA will conduct formal training reviews for this topic upon completion of the policy review process to ensure that all CC policy requirements have been incorporated into LMPD's SOPs before they are used to support training revisions.

ELEFA Site Visit Observations of 2026 In-Service Training

ELEFA observed a two-hour Fair and Impartial Policing in-service training delivered by LMPD in January 2026. The training was designed to address concepts such as procedural justice, implicit bias, community relations, and officer discretion. The training included discussion-based exercises prompting officers to define fairness, impartiality, and legitimacy, and introduced topics such as pretextual stops, Limited English Proficiency resources, and community trust-building.

ELEFA observed that the course encouraged participation and reflection; however, several areas for improvement were identified. Instructional examples intended to illustrate implicit bias appeared to reflect explicit preferences rather than unconscious bias, which may reduce conceptual clarity. LMPD reported that it has conducted training on implicit and explicit bias since 2016. Community history—including references to Breonna Taylor and civil rights protests—was mentioned but not explored in ways that fully contextualized current community-police dynamics. More intentional integration of local history would help officers understand how past harms inform present-day trust and expectations. ELEFA also noted that procedural justice concepts were discussed but were not explicitly embedded in current policy language, and the connection between community outreach activities and fair and impartial policing principles was not clearly articulated. Overall, the training demonstrated meaningful progress in LMPD's effort to strengthen constitutional policing but would benefit from clearer alignment between policy, historical context, and operational application of fair and impartial policing principles.

Street Enforcement (Section IX)

Table 10. Status of Street Enforcement Monitoring Reviews

Phase	Status	Update
Policy Review Phase		LMPD submitted these policies to ELEFA for informal review. ELEFA provided initial feedback on these policies to LMPD and will collaborate with LMPD to support efforts to finalize the policies during the next reporting period.
Training Review Phase		The Policy Review Phase must be completed before Training Reviews on relevant portions of this section can begin as policies often impact training curricula.
Data & Audit Review Phase		The Training Review Phase must be completed before the Data & Audit Review Phase can begin. ELEFA has begun identifying data requirements related to supporting compliance reviews for this section.
Reporting Review Phase		The Data & Audit Review must be completed before the Reporting Review can begin.

Figure 8. Status of Key Objectives for Street Enforcement



A complete list of all Street Enforcement key objectives can be found in [Appendix B](#).



Community Commitment Summary

Street Enforcement establishes requirements governing how LMPD should conduct pedestrian stops, vehicle stops, searches, and other street-level enforcement activities. The section requires officers to ensure all enforcement actions are based on lawful, articulable justification and are conducted in a manner that respects constitutional rights. Officers must clearly document the basis for stops, searches, and enforcement decisions, and supervisors must review these activities for compliance with policy and law. The CC also requires training on lawful stop and search standards, data collection and analysis of enforcement activity to identify trends or disparities, and audits to ensure officers conduct street enforcement fairly, consistently, and in accordance with constitutional policing principles.

Policy Requirements

LMPD submitted these policies, along with the Fair and Impartial Enforcement policies, in April 2026 for ELEFA's review. The complete list of policies is detailed in the [Fair and Impartial Enforcement](#) section above.

ELEFA conducted its detailed review of these SOPs and provided feedback to LMPD in May and June 2026 and looks forward to collaborating with LMPD in the next reporting period to ensure the SOPs fully align with the CC requirements.

Officer Liaison Observations Related to Street Enforcement

During ELEFA's February 2026 site visit, ELEFA's Officer Liaison spoke with several officers about documentation requirements for enforcement actions. Several stated that issuing a warning involves more paperwork than issuing a citation. Officers explained that current license-scanning technology supports citation writing, but does not apply to warnings, which instead requires additional manual entry. Some officers shared that this difference could influence decisions about what enforcement activity is chosen (when discretion on whether to cite or give a warning is permitted). ELEFA recommends that LMPD review this for potential re-structure as it may introduce individuals, especially vulnerable populations, to the criminal justice system before necessary.

Training

ELEFA will conduct training reviews for this topic upon completion of the policy review process to ensure that all CC policy requirements have been incorporated into LMPD's SOPs before they are used to support training revisions.

ELEFA Site Visit Observations of 2026 In-Service Training

ELEFA observed two in-service training sessions on this topic delivered by LMPD during its January 2026 site visit. The trainings were designed to address traffic stops and vehicle stops, focusing on Fourth Amendment standards, applicable Kentucky law, departmental policy, and operational decision-making. Instruction included legal principles governing reasonable suspicion, case law such as *Rodriguez v. United States* and *Whren v. United States*, departmental SOPs, and scenario-based exercises designed to evaluate officer performance in areas such as approach, scene control, communication, evidence handling, and legal knowledge.

ELEFA observed that the training provided useful legal instruction and incorporated practical insights from litigation involving vehicle operations. Scenario-based exercises allowed officers to apply traffic stop procedures and reinforced concepts such as lawful duration of stops and the limits of reasonable suspicion. However, several areas require improvement to ensure clear alignment with departmental policy and the CC. Instruction regarding pretextual stops referenced legal case law and definitions but did not clearly explain that such stops are generally prohibited under the CC except in limited circumstances. Similarly, scenario-based exercises created ambiguity regarding constitutional standards for removing occupants from vehicles and conducting frisks, particularly when a firearm is present, but when no specific articulable threat is identified.

Additional concerns include limited references to relevant policies beyond those related to currency seizure, unclear explanations distinguishing lawful firearm possession from reasonable suspicion of danger, and uncertainty regarding documentation requirements for stops and occupant removal. ELEFA also observed opportunities to strengthen instructional design, including clearer scenario debriefs, identifying correct versus improper officer actions, broader participation during classroom discussion, and standardized instructional examples illustrating Fourth Amendment “reasonableness.”

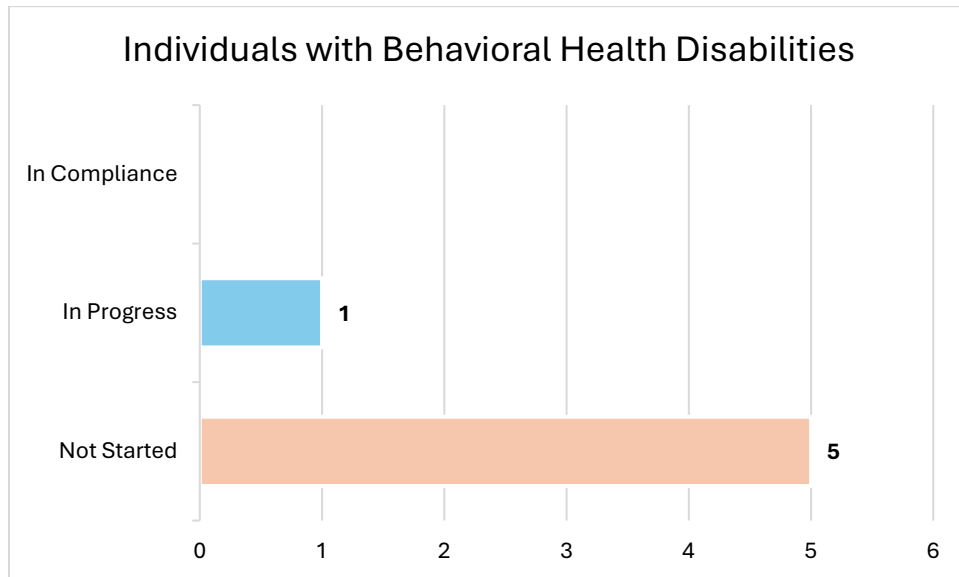
Overall, while the training reflects progress in addressing legal standards for vehicle enforcement, clearer articulation of policy requirements and prohibited practices is necessary to ensure officers consistently apply constitutional and CC standards during traffic stop encounters.

Individuals with Behavioral Health Disabilities (Section X)

Table 11. Status of Individuals with Behavioral Health Disabilities Monitoring Reviews

Phase	Status	Update
Policy Review Phase		LMPD and LMG have indicated that they have begun internal review to identify revisions to related policies for this section but had not yet provided any policies for ELEFA to review as of the close of the reporting period. This section was ninth in the original schedule for policy reviews; however, ELEFA requested acceleration of the policy review timeline and made requests for policy documentation in March 2026. ELEFA intends to schedule collaboration with LMG and LMPD on these policies during the next reporting period. ¹²
Training Review Phase		The Policy Review Phase must be completed before Training Reviews on relevant portions of this section can begin as policies often impact training curricula.
Data & Audit Review Phase		The Training Review Phase must be completed before the Data & Audit Review Phase can begin. ELEFA has begun identifying data requirements related to supporting compliance reviews for this section.
Reporting Review Phase		The Data & Audit Review must be completed before the Reporting Review can begin.

¹² On July 10, 2026—after this reporting period closed—LMG provided ELEFA with a set of behavioral health-related materials, including BHCOC meeting records and policy-related documents. ELEFA has not yet reviewed this material, and its formal Policy Review of this Section has not yet begun.

Figure 9. Status of Key Objectives for Individuals with Behavioral Health Disabilities

A complete list of all Individuals with Behavioral Health Disabilities key objectives can be found in [Appendix B](#).



Community Commitment Summary

Individuals with Behavioral Health Disabilities establishes requirements for how LMPD and LMG must provide appropriate responses to individuals experiencing mental or behavioral health crisis. The section requires LMG and LMPD to develop policies and training that emphasize de-escalation, crisis recognition, and use of the least restrictive and safest response options. Officers must coordinate with behavioral health professionals and specialized response programs when appropriate and prioritize connecting individuals to treatment and services rather than relying on criminal justice involvement. The CC also requires LMPD to develop a Crisis Intervention Program which uses specially trained Advanced Behavioral Health Response Officers; improve coordination with behavioral health providers; expand crisis response resources; and supervisory review of incidents involving individuals with behavioral health disabilities to identify training, policy, or tactical improvements; and ensure responses are safe, humane, and consistent with constitutional policing principles.

ELEFA acknowledges that during the reporting period, two individuals experiencing behavioral health crises lost their lives in officer-involved shootings. LMPD has begun to provide ELEFA with more timely notification of officer-involved shootings so that context for such incidents can be provided. Both incidents remain under investigation, and out of

respect for everyone affected, this report draws no conclusion about what happened in either case.

Close scrutiny of both incidents is warranted, and the first incident was reviewed by LMPD in May 2026 during its monthly PRB process. ELEFA was present during that PRB to observe the discussion. While administrative investigations into officer conduct are ongoing at the time of this report's publication, the PRB process is designed to identify whether there are opportunities to improve training, policy, and tactics to better prepare officers for critical incidents and improve outcomes involving individuals experiencing behavioral health crisis overall. For example, in many such situations, creating distance between officers and a person experiencing a behavioral health crisis can slow things down, gain better situational awareness, and allow for additional de-escalation tactics, use of less-lethal force options, and leveraging specialized resources if available.

In the wake of these tragic incidents, the feedback ELEFA has heard from the Louisville community has been consistent: LMPD and LMG should prioritize consideration of this topic area as soon as possible. As the Policy and Training Review phases for this section move forward, ELEFA will bring these considerations to its work with LMPD and LMG, drawing on best practices and the requirements of the CC.

Policy Requirements

LMG and LMPD reported that they are reviewing current policy and system design to determine what changes may be needed to comply with CC requirements, and developing new procedures and working groups, including the Behavioral Health Coordination and Oversight Council (“BHCOC”). As of the end of the reporting period, ELEFA had not received the BHCOC meeting records or documentation sufficient to begin the Policy Review phase for this section. On July 10, 2026—after this reporting period closed—LMG provided ELEFA with a set of behavioral health-related materials, including BHCOC meeting records and policy-related documents. ELEFA has not yet fully reviewed this material, and the formal Policy Review of this section has not yet begun. ELEFA encouraged LMPD and LMG to prioritize the formal Policy Review efforts for this section after the two officer-involved fatalities involving individuals experiencing behavioral health crises occurred. ELEFA subject matter experts stand ready to collaborate with LMG and LMPD when revised policies are received.

ELEFA also requested relevant LMG or LMPD protocols related to behavioral health response (§430) to begin collaboration on implementing the many requirements of this section. The Year One Implementation Plan set the timelines for these reviews as the ninth topic area in sequence, slated for the second quarter of 2027; however, ELEFA has

recommended these efforts be prioritized for July 2026. LMG and LMPD acknowledged that data production for the above noted March data requests was delayed and were not provided to ELEFA until after the close of the reporting period.

Policy Reviews are only the first step to implementing these important requirements, but it will be vital to clarify the responsibilities of both LMG and MetroSafe for dispatching the right resources for each call for service. This includes deployment of non-law enforcement alternative response resources or co-responder resources, based on CC requirements.

Overall, ELEFA will review these requirements considering an “ecosystem” analysis, rather than a siloed one that only looks at each resource in isolation. An integrated review will also help ELEFA, LMPD, and MetroSafe determine whether existing policies, protocols, and training effectively address all CC requirements. Where revisions may be needed, and where new policies need to be developed, ELEFA will collaborate with LMPD and LMG as needed. As an example, LMPD does not yet have the required Advanced Behavioral Health Response Officers, and there are no current policies or protocols guiding the robust requirements related to these specialized officers. ELEFA subject matter experts have extensive experience in developing such policies for other police departments in major cities and can offer that experience in the form of technical assistance upon LMG's and/or LMPD's request.

Training

ELEFA will conduct training reviews for this topic upon completion of the policy review process to ensure that all CC policy requirements have been incorporated into LMPD's SOPs and LMG policies before they are used to support training revisions.

ELEFA Observations Related to Behavioral Health Response and Training

LMG reported establishing the Office of Behavioral Health in October 2025 to coordinate much of the work associated with this section. In March 2026, ELEFA met virtually with LMPD and LMG stakeholders to coordinate monitoring efforts related to Individuals with Behavioral Health Disabilities requirements. In April 2026, ELEFA met in person with community members, LMG, and LMPD stakeholders who are familiar with and responsible for implementation of the requirements of this section.

LMPD also reported they require the completion of a 40-hour Crisis Intervention Team (“CIT”) training in the recruit academy. The training referenced departmental policy and briefly incorporated ICAT concepts, and LMG reported that LMPD is a flagship ICAT agency. While this provides members with a good foundation, there is no formal CIT Refresher training curricula, nor training related to specialized LMPD response protocols. LMPD

reported that themes related to behavioral health crisis response are integrated into other trainings; however, the CC calls for robust, intentional, stand-alone training related to this topic. Refresher training on CIT topics should also occur on a regular cadence either through annual in-service or through structured Refresher CIT curricula delivered to specialized LMPD officers. Since LMPD does not yet have Advanced Behavioral Health Response Officers, there is significant work to be done to bring LMPD into full compliance with this section.

During ELEFA's meeting with stakeholders, LMPD reported that a patrol sergeant leads CIT instruction. ELEFA was informed that the sergeant is assigned to patrol duty on a full-time basis rather than serving as a permanent trainer and CIT coordinating resource; however, given the extensive CC requirements related to this topic, LMPD acknowledged the need for a full-time position to manage these efforts but has faced staffing shortages that have inhibited their current ability to create this role. The CC also requires a supervisor to act as a Behavioral Health Response Coordinator and lead the Behavioral Health Response Program and specified outreach (§464-465). The CC does not require this position to be full-time; however, in similarly situated jurisdictions, the CIT Coordinator is often a full-time dedicated position. This coordinator role is not only responsible for serving as a key subject matter expert for policy and training development but often serves as the liaison to community and stakeholder groups and advisory boards, all while facilitating robust data collection and analysis of the progress and departmental performance related to behavioral health crisis response. ELEFA recommends that LMPD evaluate if a full-time, dedicated position would be an appropriate staffing model for Louisville.

In March 2026, ELEFA submitted a series of data requests of LMG and LMPD stakeholders who are responsible for management of the Behavioral Health Response Program to assess the state of current policies, training, and data systems to determine what additional efforts may be required to achieve the key objectives outlined in the CC. On July 10, 2026—after this reporting period closed—LMG provided ELEFA with a set of behavioral health-related materials, including BHCOC meeting records and policy-related documents. ELEFA has not yet reviewed this material, and its formal Training Review of this section will not begin until the Policy Review Phase is completed.

Officer Liaison Observations Related to Behavioral Health Response

During ELEFA's February 2026 site visit, questions related to behavioral health response were discussed with patrol officers to gather baseline information about current operational experience. Officers shared that CIT training is provided during their initial academy instruction and through periodic refreshers, although the refresher content and cadence

remained unclear. Officers described training related to this topic as geared primarily toward actions taken during the initial response rather than tactics to ensure a successful resolution to a prolonged or complex service call.

Officers were often able to identify the department's primary mental health resource and training lead, although some were unsure of specific advanced behavioral health certifications or specialized roles within the department, which ELEFA confirmed do not currently exist. Several officers said that calls involving arguments, assaults, or references to violence are typically handled by patrol, because Deflection resources and public safety criteria may preclude a civilian response. Officers described receiving mental health-related calls regularly, including neighbor disputes and interpersonal conflicts.

Officers also spoke about the expanded availability of the civilian deflection/mobile crisis team. Some officers shared that the team often requires direct contact with the individual in crisis or other eligibility conditions be met before responding, which can prevent deployment on calls where it could be useful. Communication between patrol and Deflection was described as primarily routed through dispatch. ELEFA will assess both availability and actual deployment through policy, data, and audit reviews.

Officers also discussed hospital transport practices and described encounters involving repeat individuals who cycle through hospitals, the jail, and the community. Some officers shared that they frequently transport individuals to nearby hospitals and described limitations related to hospital intake or bed availability. Officers referenced both voluntary and involuntary transport processes and described interactions with several local facilities. These are common experiences in jurisdictions across the country and important to understand and contextualize before LMPD and LMG begin efforts to make improvements.

Behavioral Health Coordination and Oversight Council

The CC has robust requirements for the LMG-led Behavioral Health Coordination and Oversight Council, including reviewing progress, coordinating agencies and providers, convening incident review, and making recommendations that LMG, LMPD, and MetroSafe must publicly address. Based on documents provided by LMG, the BHCOC first met in March 2026 with subsequent meetings held in April and May 2026. Another meeting was scheduled for July 2026. ELEFA requested to observe these meetings virtually, and be included on calendar invitations, but no virtual option was available to facilitate observation during the reporting period.¹³

¹³ LMG has been able to accommodate virtual participation for ELEFA's observation of the BHCOC for the July 2026 meeting and subsequent meetings, which will be reported upon during the next semiannual report.

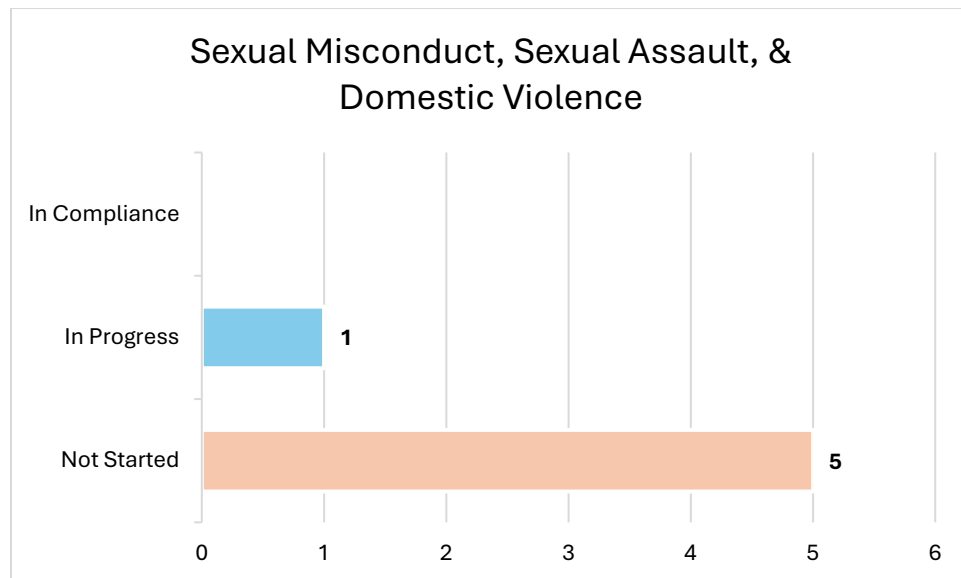
ELEFA also requested the participant names and contact information for this council, along with materials from any prior meetings. ELEFA received the participant information in June 2026; the BHCOC meeting records were provided separately by LMG in July 2026, after the reporting period closed.

In May 2026, ELEFA also observed the convening of the Incident Review Subcommittee of the BHCOC (¶424), which reviewed several Level 2 UOF incidents that occurred in the first quarter of 2026. The process for these incident reviews is still under development. ELEFA will review future convenings of this subcommittee, subcommittee membership, review processes and mechanisms, and public reporting as outlined in ¶429 before it makes a determination of CC compliance.

The CSC also established, separate from the required BHCOC, the CSC Mental Health subcommittee. It is one of three subcommittees dedicated to different topics: Youth Violence Prevention; Mental Health; and Domestic Violence Prevention. These subcommittees were created by the CSC itself and are distinct from the BHCOC, which carries specific obligations under the CC. ELEFA has observed several of these subcommittee meetings virtually and appreciates the invitations. As with any newly formed body, ELEFA observed members still working to define their role and function. ELEFA sees value in that engagement and encourages the CSC's continued interest in the behavioral health work underway across Louisville Metro.

Sexual Misconduct, Sexual Assault, & Domestic Violence (Section XI)

Figure 10. Status of Key Objectives for Sexual Misconduct, Sexual Assault, & Domestic Violence



A complete list of all Sexual Misconduct, Sexual Assault, and Domestic Violence key objectives can be found in [Appendix B](#).



Community Commitment Summary

Sexual Misconduct, Sexual Assault, and Domestic Violence establishes requirements for how LMPD must prevent, investigate, and respond to allegations involving sexual misconduct, sexual assault, and domestic violence by department members. The section requires LMPD to maintain clear policies prohibiting such conduct, ensure allegations are promptly reported and thoroughly investigated, and apply appropriate disciplinary action when violations are sustained. The CC also requires specialized training for officers and supervisors on identifying, reporting, and investigating these offenses, as well as safeguards to protect victims and ensure accountability. LMPD must track and review complaints involving these allegations and use the findings to improve policies, training, supervision, and investigative practices.

Policy Requirements

LMPD is in the initial stages of reviewing current policy requirements to determine what changes are needed to comply with the CC. ELEFA subject matter experts will collaborate with LMPD on this topic during the next reporting period to determine what level of revision or review may be required to align LMPD's SOPs and other written directives with CC requirements.

Training

ELEFA will conduct formal Training Reviews for this topic upon completion of the policy review process to ensure that all CC policy requirements have been incorporated into LMPD's SOPs before they are used to support training revisions.

ELEFA Site Visit Observations of 2026 In-Service Training

ELEFA observed a two-hour Sexual Harassment Awareness and Prevention training delivered by LMPD during its January 2026 site visit. The training is designed to address workplace harassment, discrimination, retaliation, and reporting obligations under federal law and departmental policy. The training reviewed the requirements of Title VII of the Civil Rights Act, LMPD SOP 2.10.5 (Harassment/Sexual Harassment/Sexual Abuse and Discrimination), and SOP 2.10.7 (Retaliation Prohibited), and emphasized reporting pathways that allow members to bypass the chain of command and report concerns through multiple channels. Interactive exercises and table discussions were used to engage participants and reinforce expectations regarding misconduct and accountability.

ELEFA observed that the training clearly highlighted retaliation as a key risk factor in harassment claims and reinforced available reporting options. However, opportunities exist to strengthen the course by incorporating real-world departmental examples to clarify expectations and encourage discussion of common workplace scenarios. Additional improvements could include a pre-training assessment to gauge baseline knowledge, clearer guidance on technology use during training, and greater instructor movement within the classroom to enhance engagement.

Overall, the training reflects LMPD's ongoing efforts to meet its CC obligations by providing instruction on harassment prevention, reporting responsibilities, and professional conduct. Continued refinement of instructional methods, integration of practical examples, and enhanced policy clarity will support more effective learning and help ensure personnel understand both the behavioral expectations and the mechanisms available to report concerns safely and without fear of retaliation.

Sexual Assault Response Advisory Board

During the reporting period, LMPD provided a copy of the draft bylaws that will cover protocols for the formalization of its Sexual Assault Response Advisory Board (“SARAB”), which is a required committee as outlined in the CC. ELEFA reviewed the draft bylaws and provided LMPD with verbal feedback during the February 2026 site visit. ELEFA noted that the draft is a good starting point, but additional details are needed to ensure the Board is working as outlined by the CC. As a follow up to our feedback, ELEFA provided LMPD with several examples and templates to use as a reference to develop the SARAB bylaws and protocols.

The first meeting of the SARAB took place in March 2026. ELEFA requested to observe the meeting virtually to assist with monitoring the early efforts of SARAB establishment and protocol development, but ELEFA was told that remote observation was not an option. LMPD requested that observations occur in person given the multi-disciplinary SARAB makeup and sensitivity of the cases. ELEFA will continue to collaborate with LMPD and the SARAB to find ways for ELEFA to observe the SARAB's efforts so that it can assist LMPD and committee stakeholders with establishing a Board that aligns with CC requirements.

Additional Monitoring Activities

ELEFA Site Visit Meetings

During the February 2026 site visit, ELEFA met with key LMPD commanders and supervisors who oversee the Special Victims Unit, which contains the Domestic Violence Unit; the Office of Sexual and Physical Investigations (“OSPI”), and the Victim Services Unit. The purpose of the meeting was to establish working relationships that will allow for continued collaboration as CC implementation progresses. During the meeting, LMPD commanders and supervisors explained the structure of the unit, discussed recent procedural improvements and challenges, and took ELEFA on a tour of the facilities used by their units to conduct investigations. ELEFA appreciated LMPD's willingness to engage and begin discussions about CC requirements.

ELEFA Observations of CSC Domestic Violence Subcommittee

In May 2026, ELEFA virtually observed a meeting of the CSC Domestic Violence Subcommittee, to gain an understanding of the CSC's work and role in implementing and/or supporting the CC's requirements regarding domestic violence response. The meeting featured a presentation by LMG's Domestic Violence Prevention Coordinating Council's (“DVPCC”) Fatality Review Committee. The presenters discussed their comprehensive report on Domestic Violence Fatalities in the Louisville Metro from

2023 through 2024. A brief discussion occurred regarding LMPD's 'shall arrest' policy, and LMPD's/LMG's lethality assessment procedures. CSC Domestic Violence Subcommittee members asked the presenters many questions and seemed interested in learning how the subcommittee can support LMG's efforts toward domestic violence prevention and intervention.

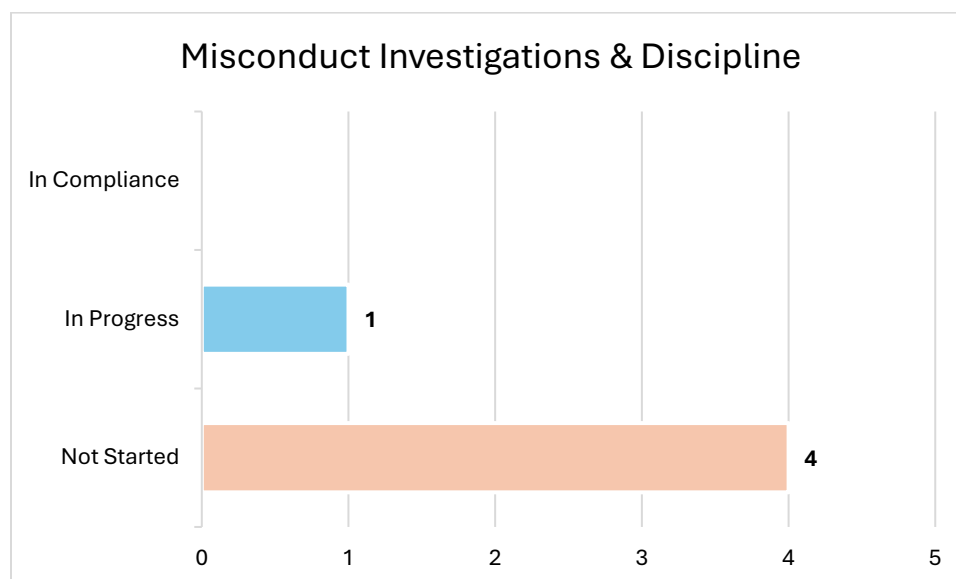
ELEFA recognizes that the CSC Domestic Violence Subcommittee is still very new, and it appeared that the members were working to better define the subcommittee's role and purpose. After observing the meeting, ELEFA recommends that the CSC Domestic Violence Subcommittee consult with the DVPCC, which has been active for around 30 years, to gain a better understanding of how the subcommittee could supplement or support the DVPCC's work. In addition, if indeed part of the CSC Domestic Violence Subcommittee's purpose is to support LMPD's and LMG's implementation of CC requirements, the Domestic Violence Subcommittee could focus on assisting CC requirement implementation by researching policy and training best practices regarding domestic violence response; reviewing LMPD's and LMG's draft policies, protocols, and training; and even advising LMPD and LMG on policy decisions regarding improving domestic violence response. ELEFA recommends that the CSC Domestic Violence Subcommittee focuses on developing their mission, purpose, and protocols so that it can enhance LMG's and LMPD's already active work to combat domestic violence, as well as to support efforts to implement CC requirements.

Misconduct Investigations and Discipline (Section XII)

Table 12. Status of Misconduct Investigations and Discipline Monitoring Reviews

Phase	Status	Update
Policy Review Phase		LMPD has begun its internal review and revisions to related policies for this section but has not provided any policies for ELEFA to review. ELEFA is scheduling collaboration with LMPD on these policies in Q4 of 2026 based on the Year 1 Implementation Plan.
Training Review Phase		The Policy Review Phase must be completed before Training Reviews on relevant portions of this section can begin as policies often impact training curricula.
Data & Audit Review Phase		The Training Review Phase must be completed before the Data & Audit Review Phase can begin. ELEFA has begun identifying data requirements related to supporting compliance reviews for this section.
Reporting Review Phase		The Data & Audit Review must be completed before the Reporting Review can begin.

Figure 11. Status of Key Objectives for Misconduct Investigations and Discipline



A complete list of all Misconduct Investigations and Discipline key objectives can be found in [Appendix B](#).



Policy Requirements

LMPD is in the initial stages of reviewing current policy and system design to determine what changes may be needed to comply with CC requirements. ELEFA subject matter experts will collaborate with LMPD on this topic during the next reporting period to determine what level of revision or review may be required to align LMPD's SOPs with CC requirements.

Training

ELEFA will conduct training reviews for this topic upon completion of the policy review process to ensure that all CC policy requirements have been incorporated into LMPD's SOPs before they are used to support training revisions.

Civilian Review and Accountability Board and the Office of Inspector General

During the reporting period, the Office of Inspector General ("OIG") provided a draft of an updated Memorandum of Understanding ("MOU") with LMPD reflecting the CC requirements, which will govern the relationship between the two agencies. The CC requires LMPD and LMG to formalize their working relationship with the OIG through the MOU and to clearly define investigative responsibilities and information-sharing procedures related to police misconduct oversight.

Paragraph 606 of the CC ties the MOU's purpose to specific functions and needs. The MOU is intended to ensure that OIG's Complaint Investigations and LMPD's Misconduct investigations do not interfere with each other, and that investigators from each agency can communicate and coordinate. It is intended to ensure that OIG receives regular reporting on complaints, direct read-only access to LMPD's video evidence systems, and access to other data that may be needed to carry out its duties. Paragraph 607 separately establishes the process for referring civilian complaints between OIG and LMPD's Professional Standards Division, and Paragraph 609 recognizes CR&AB and OIG's authority to operate independently of the Mayor's Office, Metro Council, and LMPD.

Whether any individual item is addressed directly in the MOU, or through LMPD and OIG's practices under the CC more broadly, is for LMPD and OIG to determine the details of the MOU consistent with ¶606's revision process. All updates to the MOU must remain consistent with the CC as outlined in ¶615. During the review period, the CR&AB approved a revised MOU, drafted by the OIG, in February 2026 and it is currently with LMPD and ELEFA for review.



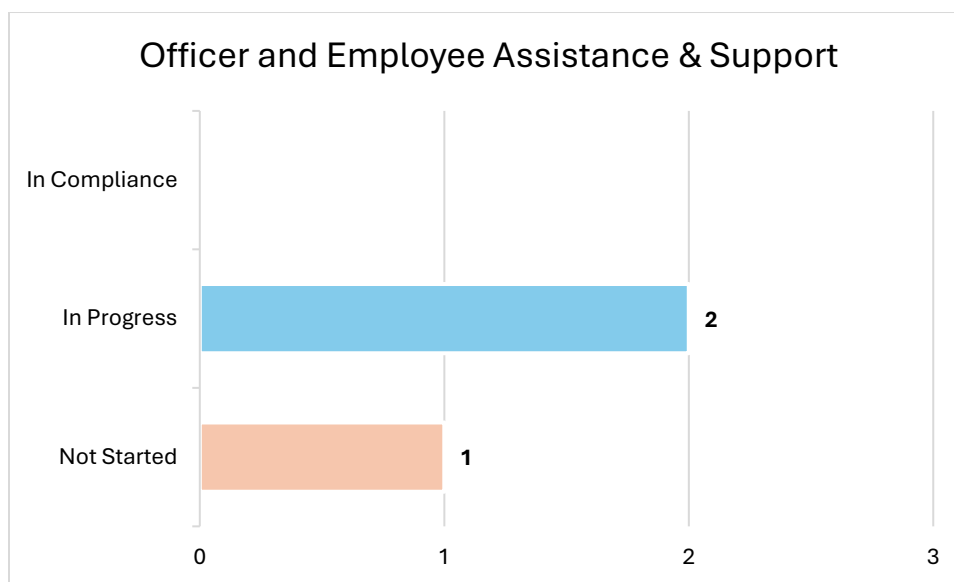
Lead Safe and Effective Law Enforcement

The OIG holds government officials accountable for efficient, cost-effective government operations and prevents, detects, identifies, exposes, and eliminates fraud, waste, corruption, illegal acts, and abuse.

File a complaint with the OIG at
<https://louisvilleky.gov/government/office-inspector-general-lmpd-complaint-form>

Officer and Employee Assistance and Support (Section XIII)

Figure 12. Status of Key Objectives for Officer and Employee Assistance and Support



A complete list of all Officer and Employee Assistance and Support key objectives can be found in [Appendix B](#).



Community Commitment Summary

Officer and Employee Assistance and Support requires LMPD to provide resources that support the health, wellness, and professional development of its personnel.

The section requires programs that address stress, trauma exposure, and behavioral health needs through services such as peer support, counseling, and employee assistance programs. LMPD must also provide training and supervisory guidance to help identify personnel who may need support and ensure employees can access services without stigma. These efforts are intended to promote officer well-being, resilience, and effective performance while supporting a healthy workplace culture.

Policy Review

During this reporting period, LMPD shared relevant policies, largely related to critical incident response, administrative leave, employee support, and procedures for line of duty deaths, which upon review, included requirements for the peer support team and wellness unit. Since policies related to peer support and wellness were not produced for review, ELEFA requested a meeting with the Wellness Unit, where it was learned that there were operation manuals for both the Wellness Unit and Peer Support Team, along with additional wellness related activities and resources. At the end of the reporting period, supporting documents were informally submitted to ELEFA and are presently under review. ELEFA looks forward to scheduling a collaboration session during the next reporting period to discuss observations and recommendations.

Based on ELEFA's preliminary discussions and review of materials, it appears LMPD has operationalized a sound officer wellness program, including a peer support team, a dedicated Wellness Unit focused on holistic health, a monthly newsletter produced by the Wellness Unit which contains valuable information on physical, mental, financial, and spiritual health and resources, and a wellness challenge coin with a QR code on it linked to wellness resources. Additionally, LMG's Employee Assistance Program ("EAP") provides five free counseling sessions, six lifestyle coaching sessions, and access to a wellbeing app, wellness related webinars, and articles etc. which are identified in a brochure. These resources appear to be accessible to all LMPD and LMG employees. Use of wellness services and resources is an important assessment tool, and ELEFA will obtain a better understanding of what anonymized use data LMG and LMPD may currently track.

LMPD's Peer Support Team appears to be well trained in conducting debriefings, defusings, and providing educational resources on post traumatic growth and "normal reactions to abnormal events." Finally, the Wellness Unit has a full-time chaplain and a full-time psychologist on staff, in addition to its sworn members, which is another demonstration of LMPD's commitment to providing holistic health resources for its members.

Employee Wellness Resources and the LMPD Wellness Center

ELEFA Observations Related to the Wellness Center Site Visit

During ELEFA's November 2025 and January and April 2026 site visits, team members conducted tours of The Summit, LMPD's dedicated wellness and resilience facility. Across all visits, active use of the space and engagement with its services were observed. Personnel present at the facility described The Summit as a valued resource that offers practical

support for managing occupational stress, maintaining physical and mental health, and accessing confidential assistance. Members consistently expressed appreciation for the facility and the range of services available. ELEFA also observed the gym, a meditation room, the mental health counseling offices, and the physical therapy and workplace injury treatment area all located inside The Summit building.

The physical environment, programming, and staff presence at The Summit reflect an intentional effort by LMPD to normalize help-seeking and integrate wellness into the department's operational culture. These observations indicate that LMPD has taken meaningful steps toward meeting the expectations of the Officer and Employee Assistance and Support section of the CC by providing accessible, wellness resources in a reduced stigma environment.

Officer Liaison Observations Related to Officer and Employee Assistance and Support

During ELEFA's February 2026 site visit, the Officer Liaison spoke with officers who referenced the department's wellness resources, including the Wellness Center, peer support, and counseling services. Several officers described receiving support following critical incidents and spoke about access to fitness resources and counseling for officers and families. Of all the topic areas discussed during officer conversations, wellness resources generated the most consistently positive feedback received throughout the site visit. Officers spoke with genuine appreciation about the department's investment in their wellbeing, and the availability of these resources was frequently cited without prompting. This is an encouraging sentiment that LMPD should be proud of. ELEFA looks forward to the opportunity to highlight these findings in the next reporting period.

Recruitment and Hiring (Section XIV)

Figure 13. Status of Key Objectives for Recruitment and Hiring



A complete list of all Recruitment and Hiring key objectives can be found in [Appendix B](#).



Community Commitment Summary

Recruitment and Hiring requires LMPD and LMG to develop and implement recruitment strategies designed to attract a broad spectrum of qualified applicants whose perspectives reflect the entire community. LMPD must conduct proactive outreach and engagement to encourage individuals from across Louisville's communities to apply and to promote policing as a profession grounded in service, professionalism, and constitutional policing. LMPD must also collect and analyze recruitment data, evaluate the effectiveness of its outreach and hiring efforts, and adjust strategies as necessary to strengthen the overall quality and breadth of the applicant pool.

Recruitment, Hiring and Background Investigations

ELEFA met with individuals involved with recruitment during the April 2026 site visit and obtained several documents related to recruitment operations and background file processing. LMPD also provided a synopsis of the hiring process for new officers and information on their new website <https://lmpdjobs.com/> which seeks to better attract qualified applicants.

ELEFA provided feedback on submitted documents to LMPD regarding areas where more information is required to show alignment with CC requirements. ELEFA subject matter experts will coordinate with LMPD on evaluating recruitment efforts during the next reporting period.

ELEFA provided feedback on submitted documents to LMPD regarding areas where more information is required to show alignment with CC requirements. ELEFA subject matter experts will coordinate with LMPD on reviewing its background investigation process during the next reporting period.

5. Projected Work to be Completed During the Next Reporting Period

As the monitoring process enters the next reporting period, ELEFA will continue deepening its engagement with LMPD, LMG, community members, and key stakeholders to strengthen shared understanding of the CC and expand opportunities for dialogue around the Monitor's goals and responsibilities. This ongoing engagement is essential to ensure that the monitoring process remains transparent, accessible, and grounded in the lived experiences and expectations of Louisville's communities. Through meetings, listening sessions, and continued collaboration with departmental personnel, ELEFA will work to build a more nuanced understanding of how the CC's requirements intersect with community needs and LMPD's operational realities.

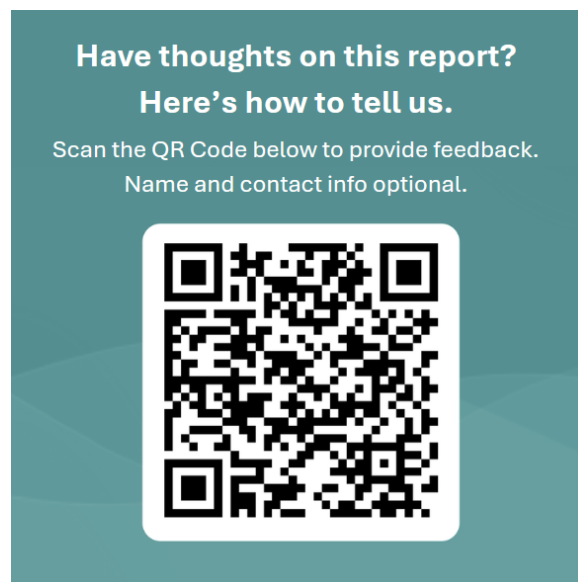
During the next reporting period, ELEFA will hold its third and fourth quarterly community meetings, in September and November 2026 in different areas of Louisville. The September meeting will include an opportunity for community members to raise questions or discuss the findings of this report. The November meeting will coincide with the National Association for Civilian Oversight of Law Enforcement's ("NACOLE") annual conference, hosted in Louisville.

In the next reporting period, ELEFA's subject matter experts will also focus on reviewing policies relating to Street Enforcement and Fair and Impartial Policing. This work will ultimately help ELEFA assess how revised policies are being translated into daily practice, whether enforcement decisions reflect constitutional standards, and how supervisors guide and review officer activity. It will further support evaluation of LMPD's efforts to ensure bias-free policing, strengthen decision-making in the field, and build data systems capable of identifying patterns that require supervisory intervention. Together, these areas will help determine LMPD's readiness to implement the CC's requirements in a consistent, equitable, and accountable manner.

One anticipated challenge for the coming reporting period is continued constraints on ELEFA's opportunities to present its work in public forums. In April 2026, ELEFA's CSC presentation time was reduced from the promised hour to roughly twenty-five minutes, and its agenda item was removed altogether, mid-meeting, during the June 2026 CSC meeting. Absent a change in practice, ELEFA anticipates this pattern will continue to limit the public's opportunity to hear directly from ELEFA and ELEFA's ability to provide real-time updates and information to the community and the CSC between semiannual reports.

ELEFA will continue to actively engage with the work outlined in the Year 1 Implementation Plan, using those activities as a foundation for assessing progress and identifying areas

where additional clarity, coordination, or support may be needed. Notably, the CC requires significant updates to policy and protocols as the first steps. Therefore, much focus during the next reporting period will involve substantive policy and protocol review and collaboration with the goal of finalizing as many policies as possible over the next twelve months. This work will set the stage for the subsequent work on training, implementation, and audits that are required by the CC. Through this combined focus—community engagement, collaborative problem-solving with LMPD and LMG, and focused subject-matter review—ELEFA aims to support a monitoring process that advances the goals of the CC while strengthening trust, transparency, and shared responsibility across the Louisville community.



Appendix A: Community Commitment Semiannual Progress Reports Requirements

For reference, the following is an excerpt of the CC requirements for semiannual reporting by the Monitor as outlined by ¶48 and 49:

48. The Monitor will file final semiannual written reports covering each reporting period with the CSC. These reports will also be posted on the Monitor’s website and will include:

- The progress made by LMG and LMPD under the Implementation Plan, as well as an overall assessment of LMG and LMPD’s progress to date in complying with the Agreement’s terms;
- The specific findings of each Compliance Assessment conducted, redacted as necessary for privacy concerns and legal compliance and the methodology used;
- A projection of the work to be completed during the upcoming reporting period and any anticipated challenges or concerns related to CC implementation;
- The Monitor’s recommendations regarding necessary steps to achieve Substantial Compliance with the Agreement; and
- A visual report card listing each Principal Section of the Agreement to be evaluated in a Compliance Assessment, the required Policy, Training, Audit, Data, and Reporting Reviews, and stating whether the requirement is “In Compliance,” “In Progress,” or “Not Started.”

49. The Monitor will provide LMG and LMPD with a copy of the semiannual reports in draft form at least four weeks prior to CSC filing and public release. LMG and LMPD will have 14 days to provide comments. The Monitor will have 14 days to review and make any revisions based on LMG and LMPD’s feedback. The Monitor will also establish an electronic mechanism for receiving public feedback on the reports.

Appendix B: Status of Progress for Key Objectives

This Appendix provides the status of progress as of the end of this reporting period for each key objective listed in the CC. Status is listed as one of three compliance ratings based on ¶48: “In Compliance”, “In Progress”, or “Not Started.”

ELEFA acknowledges that work may have been initiated in some key objective areas that have not yet been submitted for review. Status ratings reflected in this Appendix are based solely on documentation and information received by ELEFA during this reporting period and should not be interpreted as a comprehensive assessment of all work undertaken.

Table 13. Key Objectives Status Table

Number	CC Topic	Key Objective	Status
02.01	Agency Management & Supervision	LMPD develops and distributes policies required by this Agreement pursuant to the process set out in this section.	In Progress
02.02	Agency Management & Supervision	LMPD solicits and considers public and officer input in developing, distributing, and updating all policies specifically required by this section.	In Progress
02.03	Agency Management & Supervision	LMPD develops a written Training Plan for its training required by this Agreement.	In Progress
02.04	Agency Management & Supervision	LMPD reviews all training curricula and lesson plans required by this Agreement for consistency, quality, and compliance with applicable law, LMPD policy, and this section.	Not Started
02.05	Agency Management & Supervision	Instructors responsible for training will be proficient in their subject matter.	Not Started
02.06	Agency Management & Supervision	LMPD will enhance its existing field training program for new recruits to provide in-the-field training on basic patrol skills.	Not Started
02.07	Agency Management & Supervision	LMPD develops and implements ongoing supervisory training for all current supervisors that covers the required elements.	Not Started
02.08	Agency Management & Supervision	LMPD supervisors regularly review the performance of subordinate officers according to policy.	Not Started
02.09	Agency Management & Supervision	LMPD officers activate their BWC when engaging in law enforcement activity with a member of the public, except where privacy or law enforcement needs outweigh the benefits of BWC use.	In Progress
02.10	Agency Management & Supervision	LMPD maintains its procedure describing the circumstances under which BWC footage of a critical incident will be publicly released and the timing and procedures of such release.	Not Started
02.11	Agency Management & Supervision	LMPD uses the Early Intervention Program (EIP) as a flexible management resource to promote supervisory awareness and proactively identify potentially problematic behavior by officers and deliver individualized interventions to address problematic or potentially problematic officer behavior.	In Progress

Number	CC Topic	Key Objective	Status
02.12	Agency Management & Supervision	LMPD has established a performance evaluation policy and form that meet the requirements of this section.	In Progress
02.13	Agency Management & Supervision	LMPD considers candidates' performance evaluations and disciplinary histories during the promotion process.	Not Started
02.14	Agency Management & Supervision	The LMPD Performance Review Board provides executive-level review of agency performance as required by this section.	In Progress
02.15	Agency Management & Supervision	The LMPD Performance Review Board identifies opportunities for improvement and makes appropriate recommendations.	In Progress
02.16	Agency Management & Supervision	LMPD conducts performance audits of operations with the goal of assessing compliance and opportunities for improvement, as required by this section.	In Progress
02.17	Agency Management & Supervision	LMPD will conduct regular analysis of data collected by Louisville Metro and LMPD pursuant to this Agreement, where relevant, to support LMPD's capacity to self-correct and continuously improve.	In Progress
03.01	Community Based Public Safety	Louisville Metro and LMPD are implementing an evidence-based Community Safety Plan and engaging community stakeholders on the plan.	In Progress
03.02	Community Based Public Safety	LMPD encourages community policing that supports community engagement, collaborative problem solving, and regular assessment of community policing initiatives.	In Progress
03.03	Community Based Public Safety	Louisville Metro operates an Outreach Team to respond to situations involving unhoused individuals that do not warrant a law enforcement or behavioral health crisis response.	Not Started
03.04	Community Based Public Safety	Louisville Metro conducts perception surveys of Louisville residents and LMPD officers.	In Progress
04.01	Use of Force	LMPD's use of force complies with law and LMPD policy.	In Progress
04.02	Use of Force	Where safe and feasible, LMPD uses de-escalation techniques before resorting to force.	In Progress
04.03	Use of Force	LMPD uses force tools in accordance with the law and LMPD policy.	In Progress
04.04	Use of Force	LMPD uses canines in accordance with the law and LMPD policy.	In Progress
04.05	Use of Force	LMPD reports and reviews Level 1 Uses of Reportable Force in accordance with the requirements outlined in this section.	In Progress
04.06	Use of Force	LMPD reports and reviews Level 2 Uses of Reportable Force in accordance with the requirements outlined in this section.	In Progress
04.07	Use of Force	LMPD reports and reviews Level 3 Uses of Reportable Force in accordance with the requirements outlined in this section.	In Progress
04.08	Use of Force	LMPD reports and reviews Level 4 Uses of Reportable Force in accordance with the requirements outlined in this section.	In Progress
04.09	Use of Force	Louisville Metro and LMPD regularly analyzes qualitative and quantitative data of Uses of Reportable Force to identify significant	In Progress

Number	CC Topic	Key Objective	Status
		trends, to correct deficient policies and practices, and to improve performance and supervision.	
04.10	Use of Force	LMPD identifies and holds officers accountable for uses of force that are objectively unreasonable or otherwise violate law or policy.	Not Started
05.01	Residential Search Warrant Applications	Residential search warrant applications include the necessary specificity and detail to establish individualized probable cause for each person, place, or item proposed to be searched.	Not Started
05.02	Residential Search Warrant Applications	Information from confidential informants for narcotics-related residential search warrant applications is used appropriately to establish probable cause.	Not Started
05.03	Residential Search Warrant Applications	LMPD limits requests to seal residential search warrant applications to legitimate enforcement interests, such as protecting the integrity of a criminal investigation or the identity of confidential informants.	Not Started
05.04	Residential Search Warrant Applications	LMPD complies with Jefferson County Courts' search warrant review protocols.	Not Started
05.05	Residential Search Warrant Applications	LMPD supervisors review residential search warrant applications as required by this Agreement and hold officers accountable for violations of policy relating to residential search warrant applications as required by this Agreement.	Not Started
05.06	Residential Search Warrant Applications	LMPD collects data for residential search warrant applications as required by this Agreement.	Not Started
06.01	Residential Search Warrant Executions	LMPD accurately completes and reviews risk matrices for residential search warrant executions.	Not Started
06.02	Residential Search Warrant Executions	LMPD accurately completes and reviews operations plans which consider safety priorities when selecting tactical methods of operations.	Not Started
06.03	Residential Search Warrant Executions	LMPD executes residential search warrants during the appropriate time of day as required by this section.	Not Started
06.04	Residential Search Warrant Executions	LMPD executes residential search warrants after complying with the Knock and Announce procedures required by this section.	Not Started
06.05	Residential Search Warrant Executions	LMPD officers record residential search warrant executions on their body-worn cameras as required by this section.	Not Started
06.06	Residential Search Warrant Executions	LMPD reviews and assesses every residential search warrant with an after-action report as required by this section.	Not Started
07.01	Protests and Demonstrations	Louisville Metro complies with its policies that protect the First Amendment right to engage in lawful public protest, including the permit application process, that are required by this section.	Not Started

Number	CC Topic	Key Objective	Status
07.02	Protests and Demonstrations	LMPD complies with its policies that protect the First Amendment right to engage in lawful public protest that are required by this section.	Not Started
08.01	Fair and Impartial Enforcement	LMPD consistently collects accurate, complete, and reliable data to enable assessments of compliance with the other Key Objectives of this section.	Not Started
08.02	Fair and Impartial Enforcement	LMPD consistently conducts pedestrian stops in a manner that does not discriminate based on race, pursuant to the analytical methodologies established in accordance with this section.	Not Started
08.03	Fair and Impartial Enforcement	LMPD consistently conducts traffic stops in a manner that does not discriminate based on race, pursuant to the analytical methodologies established in accordance with this section.	Not Started
08.04	Fair and Impartial Enforcement	LMPD consistently conducts warrantless searches in a manner that does not discriminate based on race, pursuant to the analytical methodologies established in accordance with this section.	Not Started
08.05	Fair and Impartial Enforcement	LMPD consistently issues citations in a manner that does not discriminate based on race, pursuant to the analytical methodologies established in accordance with this section.	Not Started
08.06	Fair and Impartial Enforcement	LMPD consistently conducts arrests in a manner that does not discriminate based on race, pursuant to the analytical methodologies established in accordance with this section.	Not Started
09.01	Street Enforcement	LMPD officers consistently conduct pedestrian stops in accordance with the requirements of this section.	Not Started
09.02	Street Enforcement	LMPD officers consistently conduct traffic stops in accordance with the requirements of this section.	Not Started
09.03	Street Enforcement	LMPD officers consistently conduct weapons pat-downs in accordance with the requirements of this section.	Not Started
09.04	Street Enforcement	LMPD officers consistently conduct warrantless searches in accordance with the requirements of this section.	Not Started
09.05	Street Enforcement	LMPD officers consistently make arrests and issue citations only when justified by probable cause.	Not Started
09.06	Street Enforcement	LMPD supervisors will monitor the performance of their officers to ensure compliance with law and policy relating to stops, pat-downs, searches, citations, and arrests and address deficiencies by taking appropriate corrective action and documenting such action.	Not Started
09.07	Street Enforcement	LMPD collects the data required by this section, regularly conducts the audits and analyses required by this section, takes appropriate corrective action in response to any problems identified, and uses such analyses to evaluate practices and improve performance and supervision.	Not Started
10.01	Individuals with Behavioral Health Disabilities	Louisville Metro provides an emergency response to people experiencing a behavioral health crisis that includes the most behavioral health-involved and least police-involved response appropriate and consistent with public safety.	Not Started

Number	CC Topic	Key Objective	Status
10.02	Individuals with Behavioral Health Disabilities	Louisville Metro convenes and oversees a Behavioral Health Coordination and Oversight Council that meets regularly to review relevant incidents and Louisville Metro's progress toward its goals and that makes recommendations to support the successful implementation of those goals.	In Progress
10.03	Individuals with Behavioral Health Disabilities	Louisville Metro operates its deflection program as required by this section.	Not Started
10.04	Individuals with Behavioral Health Disabilities	MetroSafe call-takers identify, triage, and dispatch deflection-eligible calls as required by this section.	Not Started
10.05	Individuals with Behavioral Health Disabilities	LMPD operates a Behavioral Health Response Program according to the requirements of this section.	Not Started
10.06	Individuals with Behavioral Health Disabilities	Louisville Metro and LMPD regularly analyze qualitative and quantitative data of calls involving identified behavioral health issues, as required by this section, to improve Louisville Metro's and LMPD's operations with respect to complying with the Americans with Disabilities Act.	Not Started
11.01	Sexual Misconduct, Sexual Assault, & Domestic Violence	LMPD personnel provide responses to and investigations of sexual assault reports.	Not Started
11.02	Sexual Misconduct, Sexual Assault, & Domestic Violence	LMPD personnel document and provide responses to and investigations of domestic violence reports.	Not Started
11.03	Sexual Misconduct, Sexual Assault, & Domestic Violence	LMPD personnel provide responses to and investigations of reports of sexual misconduct, sexual assault, and domestic violence involving LMPD members.	Not Started
11.04	Sexual Misconduct, Sexual Assault, & Domestic Violence	LMPD establishes and operates Louisville's Sexual Assault Response Advisory Board (SARAB).	In Progress
11.05	Sexual Misconduct, Sexual Assault, & Domestic Violence	LMPD supervisors consistently and sufficiently review investigations of sexual assault and domestic violence reports.	Not Started

Number	CC Topic	Key Objective	Status
11.06	Sexual Misconduct, Sexual Assault, & Domestic Violence	LMPD regularly conducts the analysis required by this section, takes appropriate corrective action in response to any problems identified, and uses such analysis to evaluate practices and improve performance and supervision.	Not Started
12.01	Misconduct Investigations & Discipline	LMPD's complaint intake process does not present unnecessary burdens to civilian complainants.	Not Started
12.02	Misconduct Investigations & Discipline	LMPD investigates all complaints and internal misconduct reports as required by this Agreement.	Not Started
12.03	Misconduct Investigations & Discipline	LMPD takes appropriate action to address all sustained allegations of misconduct in accordance with the requirements of this Agreement.	Not Started
12.04	Misconduct Investigations & Discipline	Louisville Metro and LMPD provide Civilian Review and Accountability Board (CR&AB) and OIG the resources, information, and cooperation according to this Agreement that are necessary for them to carry out their duties of providing independent civilian oversight of LMPD.	In Progress
12.05	Misconduct Investigations & Discipline	LMPD follows the documentation, data collection, and transparency practices set forth in this section.	Not Started
13.01	Officer and Employee Assistance & Support	Louisville Metro provides sufficient officer and employee support services to LMPD and MetroSafe staff.	In Progress
13.02	Officer and Employee Assistance & Support	LMPD provides peer intervention training to all members.	Not Started
13.03	Officer and Employee Assistance & Support	Louisville Metro and LMPD assess support services, identify opportunities for improvement, and initiate appropriate actions to improve services.	In Progress
14.01	Recruitment & Hiring	LMPD implements a recruitment and hiring program designed to attract diverse groups of well-qualified individuals.	In Progress
14.02	Recruitment & Hiring	LMPD conducts background investigations that appropriately evaluate whether candidates should become officers.	Not Started

Appendix C: Abbreviations and Common Terms

ACLU—American Civil Liberties Union

AIB—Accountability and Improvement Bureau

BHCOC—Behavioral Health Coordination and Oversight Council

BWC—Body-Worn Camera

CC—Community Commitment

CIT—Crisis Intervention Team

CLOUT—Citizens of Louisville Organized and United Together

CORE—Communications, Observation, Response, and Engagement

CR&AB—Civilian Review and Accountability Board

CSC—Community Safety Commission

DOJ—U.S. Department of Justice

DVPCC—Domestic Violence Prevention Coordinating Council

EAP—Employee Assistance Program

EIP—Early Intervention Program

EIS—Early Intervention System

ELEFA—Effective Law Enforcement for All

EMS—Emergency Medical Services

FOP—Fraternal Order of Police

ICAT—Integrating Communications, Assessment, and Tactics

Independent Monitor—Monitor (ELEFA)

KACP—Kentucky Association of Chiefs of Police

LMG—Louisville Metro Government

LMPD—Louisville Metro Police Department

Monitoring Protocols—Protocols

MOU—Memorandum of Understanding

NAACP—National Association for the Advancement of Colored People

NACOLE—National Association for Civilian Oversight of Law Enforcement

Next Reporting Period—Refers to the next six-month duration following the one listed on the cover of this report

OIG—Office of Inspector General

OSPI—Office of Sexual and Physical Investigations

PRB—Performance Review Board

PIETO—Priorities, Intelligence, Environment, Tools/Tactics, Officer Instincts

R&D—Research and Development

Reporting Period—Refers to the six-month duration listed on the cover of this report

SARAB—Sexual Assault Response Advisory Board

SOP—Standard Operating Procedures

UOF—Use of Force



OFFICE OF THE MAYOR
CRAIG GREENBERG

August 5, 2026

Dear Members of the Louisville Community,

Louisville Metro Government (LMG) and the Louisville Metro Police Department (LMPD) reaffirm our commitment to the Community Commitment and welcome the ELEFA's First Semiannual Report. All parties are on track and on schedule to meet the deadlines established in the Community Commitment. Independent oversight strengthens public confidence and helps ensure that reform remains transparent and measurable. We value ELEFA's review, collaboration, and community engagement. ELEFA's Report recognizes the meaningful progress made during the first six months of monitoring and highlights the significant work ahead.

ELEFA's Report identifies extensive progress. Highlights include:

- Finalization of the Monitoring Protocols that will govern the relationship among ELEFA, LMG, and LMPD for the duration of independent monitoring.
- Completed Year One Implementation Plan.
- Establishment of a strong compliance-monitoring system.
- Successful completion of the use-of-force policy review. The policies address de-escalation, decision-making, reporting, medical care, supervisory review, and accountability.
- Approval of LMPD's Performance Review Board policy.
- Implementation of successful officer wellness programs.
- Recognition by ELEFA of the good-faith collaboration among ELEFA, LMG and LMPD, as well as the professionalism of the officers and the committed instructors.

We appreciate ELEFA's constructive feedback and its partnership in identifying opportunities to strengthen our implementation efforts. Going forward, LMG and LMPD will sharpen our focus on maintaining the pace and organizational capacity necessary to achieve the objectives outlined in the Community Commitment. We will also strengthen coordination with ELEFA by refining our document-review and collaboration processes to improve efficiency, communication, and timely implementation. Additionally, LMPD will incorporate ELEFA's recommendations as it finalizes its Training Plan and enhances curriculum governance, instructional quality, and training evaluation to better support long-term compliance and continuous improvement.

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We agree that improving responses to people experiencing behavioral health crises must remain a priority. We are moving forward with additional policy development, coordination, and training in this area. Louisville already has substantial operations in place, including Deflection, Crisis Triage, mobile-crisis response, the Behavioral Health Coordination and Oversight Council, and its Incident Review Subcommittee. The next phase is to align those operations with the Behavioral Health section's policy, dispatch, training, advanced-response, quality-review, data, and reporting requirements.

During the next reporting period, LMG and LMPD will build on this momentum by advancing scheduled policy reviews, finalizing and implementing the department's comprehensive Training Plan, and putting newly approved use-of-force policies into practice. We will also accelerate work on behavioral health initiatives, strengthen specialized behavioral health response capabilities, expand our audit and data analytics capacity, and continue improving coordination and communication with ELEFA, the Community Safety Commission, Metro Council, and the community we serve.

We are encouraged by the progress recognized in this first report and remain committed to the work ahead. The Community Commitment is a multi-year effort, and this report demonstrates that Louisville has established a strong foundation for lasting change. We are grateful to our community partners, officers, Metro employees, and stakeholders whose collaboration makes this work possible. We look forward to continuing our work with ELEFA, the Community Safety Commission, Metro Council, and the people of Louisville as we advance the goals of the Community Commitment.

Respectfully,

Craig Greenberg
Mayor

Paul Humphrey
Chief, Louisville Metro Police
Department