

Exhibit 11

PCOC Meeting (Year-Month)	Outcome	PCOC Incident Identifier	PCOC Synopsis	Coaching Summary	Policy Manual Provision	Discipline Matrix Violation Level	Baseline Discipline in Matrix
17-Jan	Sent to investigation--sent for coaching: policy violation found, officer coached	MPD P&P § 10-401-- Responsibility for Inventory of Property and Evidence	Complainant alleges he was pulled over for driving after revocation and did not receive his wallet back from the officer	N/A	MPD P&P § 10-401	C	40 hours
17-Apr	Sent to investigation--sent for coaching: policy violation found, officer coached	MPD P&P § 5-105(A)(5)-- Professional Code of Conduct	Complainant, who was with her toddler, alleges that she witnessed a woman driver with children passengers struggling to park at a local high school. As this was occurring, Complainant alleges that an officer in a marked squad "sped up" to the woman and called her a "dumb a**h*ole" and "other curse words." Due to the incident, Complainant claims that the mother was "shook up" by the incident and pulled over.	<p>Prior to being sent to coaching, the investigator conducted an investigation and uncovered the likely responsible party and produced findings including: Complainant is a credible witness; Complainant could likely--due to her physical description of the officer--identify the officer; and the language used was offensive and done in the presence of children.</p> <p>Prior to the coaching, the supervisor asserted that he had been informed of the incident by a council member's office, and had spoken to the officer about the incident, telling him that such language would not be "tolerated." He also informed the officer that an investigation had been started regarding the matter.</p> <p>Upon receipt of the coaching documentation, the supervisor contends that he again sat down with the officer and told him that he would "sustain" the violation. During the interview, the precinct supervisor claims that the officer told him that he was on his way to a "domestic" call when he encountered the woman, who was blocking the road. According to the supervisor, the officer told him that the woman's blocking of the two lanes upset him. At the end of the interview, the supervisor asserts that he told the officer that he needs, "to treat everyone with dignity and respect and to explore other ways of dealing with times of frustration."</p>	MPD P&P § 5-105(C)(1)	B	10 hours
17-May	Sent to coaching: policy violation found, officer coached	MPD P&P § 7-406.01-- Role of Officers in the Primary Pursuit Vehicle	Officers were engaged in a pursuit after a vehicle fled detention. The matter was brought before the Pursuit Review Committee (PRC) who found that the lead pursuit driver failed to air his speed during the course of the pursuit. After PRC's review of the matter, it was then forwarded to the Joint Supervisors for their review, who decided to send the matter to coaching.	<p>The matter was sent to coaching due to the allegations of failing to follow appropriate vehicle pursuit procedure. The Inspector in charge of the appropriate precinct reviewed the CAPRS report and coached the Sergeant, who was the lead on the pursuit himself, and who also supervises the other officers involved.</p> <p>The Inspector noted that the Sergeant was apologetic for his actions and that of his supervisees. The Sergeant was very receptive to feedback and would continue to be a "great leader and mentor to his officers."</p>	MPD P&P § 7-406.01	B	10 hours
17-Jun	Sent to coaching: policy violation found, officer coached	MPD P&P § 5-105(C)(1)-- Language	Complainant contends that he was assaulted by a security guard for a property when officers arrived. At the scene, Complainant alleges that the officers "inflamed" the circumstances by acting prejudicially toward Complainant. Further, Complainant asserts that he was threatened by both the guard and officers, and also claims that they physically "mishandled" him to the point of "nerve damage." He also claims that he was ridiculed for his sexual orientation by the guard and officers present. Body camera recordings captured the incident.	<p>The matter was sent to coaching the appropriate precinct supervisor who stated in the coaching document that he reviewed relevant reports, videos, and spoke with Complainant regarding the incident.</p> <p>After reviewing such and speaking to the officer, the supervisor noted that Focus Officer had been coached and a policy violation was found. According to the supervisor, Focus Officer agreed with the supervisor that his use of language and tone was inappropriate. The supervisor also claims that Focus Officer claimed he would "reevaluat[e] how he deals with citizens" due to the disciplinary issues facing his former partners. Further, the supervisor contends that Focus Officer state he had "made a conscious effort to watch what he says and how he does it" in order to prevent becoming well known to the Office of Police Conduct Review and Internal Affairs. The supervisor further states that Focus Officer wishes to be a "good example" for other officers. Lastly, the supervisor contends that he stressed to Focus Officer to use deescalation techniques and avoid using harsh or derogatory language and to remain "professional in all situations."</p>	MPD P&P § 5-105(C)(1)	B	10 hours

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18-May	Sent to coaching: policy violation found, officer coached	MPD P&P § 2-500--MPD In-Service Training	It is alleged that the officer failed to attend mandatory training	N/A	MPD P&P § 2-501	B	10 hours
18-Nov	Sent to coaching: policy violation found, officer coached	MPD P&P § 5-105(C)(1)--Professional Code of Conduct	Complainant asserts that he was riding his bike in route to a park when he passed a SUV to discover that Officer 1 kneeling by a trash can was pointing a gun at it. Afterwards, Complainant alleges that Officer 2 "walked over to [him] and asked if [he] was "f*c#ng stupid," to which Complainant replied that he did not see the gun until after he passed Officer 1. Further, Complainant contends that he has disabilities and would like for the officer to apologize.	N/A	MPD P&P § 5-105(C)(1)	B	10 hours
18-Dec	Sent to coaching: policy violation found, officer coached	MPD P&P § 7-406.04(1)--Role of the Pursuit Supervisor	It is alleged that the supervisor cannot be heard acknowledging a pursuit	N/A	MPD P&P § 7-406.04(1)	B	10 hours
19-Apr	Sent to coaching: policy violation found, officer coached	MPD P&P § 7-401--Normal Vehicle Operation	It is alleged that the officer used unreasonable judgment when he hit a stationary object--a fire hydrant--while trying to move an unmarked squad	N/A	MPD P&P § 7-400/401	B	10 hours
19-Jun	Sent to investigation--sent for coaching: policy violation found, officers coached; Chief sustained violations at A level	MPD P&P § 5-103--Use of Discretion	Complainant alleges that he was sleeping when he heard knocking on his door. According to Complainant, he was asked who it was, the person behind answered "MPD" and asked if Complainant would come outside to speak with them. Complainant asserts that he asked if the person outside had a warrant, and that if they didn't, he couldn't let them in. The individual outside the door, Complainant claims, asked if he knew a certain individual and also that the individual claimed to have items in Complainant's home. Complainant contends that he told officers outside that he did not, insisting that he had instructed the individual to get her things, but she never did. When the individual didn't, Complainant claims that his girlfriend threw most of the items away except for some left hanging on the door knob. Next, Complainant contends that he heard loud booms and thought police were trying to knock down his door. Resultantly, Complainant claims that he called 911, told them that officers were trying to knock down his door, and asked the operator to tell them to stop doing so. Complainant claims that police said that they were not doing the kicking but that they were recording the individual doing so. Complainant asserts that the incident lasted for about 15-20 minutes. After this Complainant contends that he asked the operator if he could speak to a sergeant. Complainant contends that he told the sergeant that the individual did not live with him and that he had only let her stay over for a night. Next, Complainant contends that he heard a voice at the other side of the door, and that an officer responded who said Complainant's name. Complainant contends that his door was wrecked, leaving him to be evicted from his apartment. Further, he asserts that officers let the individual do this to his door because she is a "white woman" and he is a "black man."	N/A	MPD P&P § 5-103	Not listed	N/A
19-Aug	Sent to coaching: policy violation found, officer coached	MPD P&P § 7-401--Normal Vehicle Operation	Complaint alleges that Officer 1 was going to assist in a traffic stop close to his location when he struck, "a box to a skidsteer (metal bucket)," causing damage to the squad's front bumper. Further, the complaint alleges Officer 1 did not turn on his BWC until he was in route to the Garage. Incident was marked as preventable.	N/A	MPD P&P § 7-400/401	B	10 hours
19-Aug	Sent to coaching: policy violation found, officer coached	MPD P&P § 7-401--Normal Vehicle Operation	It is alleged that the officer was in a preventable accident	N/A	MPD P&P § 7-400/401	B	10 hours
19-Nov	Sent to coaching: policy violation found, officer coached	MPD P&P § 4-602--Report Writing	It is alleged that the officer failed to respond to a court mandated appearance. Also, it is alleged that the officer failed to provide a supplement upon request to do so by the City Attorney's Office	The supervisor discussed the complaint with the focus officer. The focus officer stated that he emailed the City Attorney explaining his attempts to contact her. Further, the focus officer commented that, after the attorney responded that she was able to speak to another officer who provided information needed to resolve the case, he did not respond with further information. The supervisor reminded the focus officer the importance of complying with requests and advised the officer he needs to respond to requests made by MCAO, including responding to subpoenas and supplement requests. The supervisor modified the original alleged violation and sustained a policy violation	MPD P&P § 3-707 MPD P&P § 4-602	B	10 hours

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20-Mar	Sent to investigation--panel found merit, Chief referred case to coaching	MPD P&P § 7-403--Vehicles-Emergency Response	Allegation that officer failed to keep sirens on for a continuous manner during a code 3 response.	N/A	MPD P&P § 7-403	B	10 hours
20-Mar	Sent to coaching: policy violations found, officer coached	MPD P&P § 5-104.01--Professional Policing	Complainant alleges that the officers who arrived at her home forced/ coerced her to fill out forms and felt threatened by the officer's comments.	The officer was coached, and policy violations were found for 5-104.01 Professional Policing, 5-105(A)(5) Professional Code of Conduct, and 5-105 (C)(1) Professional Code of Conduct.	MPD P&P § 5-104.01 MPD P&P § 5-105(A)(5) MPD P&P § 5-105(C)(1)	5-104.01, 5-105(A); A-D 5-105(C)(1):B	10 hours
21-Jan	Sent to coaching: policy violations found, officer coached	MPD P&P § 4-220--Computer Use and Electronic Communication	It is alleged that an officer created a post on social media that stated, "If you look at this picture, and you freak out due to the fact that you think these are scary 'assault weapons' then I accomplished my goal ;)"	N/A	MPD P&P § 4-220	B	10 hours
21-Jan	Sent to coaching: policy violations found, officer coached	MPD P&P § 7-405--Initiating or Continuing a Pursuit	It is alleged that officers were travelling through a green traffic light when a vehicle driving perpendicular to them ran a red light. Officers followed the vehicle in order to initiate a traffic stop. The vehicle did slow before fleeing from officers, resulting in a pursuit being initiated. The pursuit was quickly terminated.	N/A	MPD P&P § 7-405	C	40 hours
21-Mar	Sent to coaching: policy violations found, officer coached	MPD P&P § 10-401.1--Property and Evidence Acquired Or Temporarily Stored At Precincts MPD P&P § 5-105 (B)(4)--Professional Code of Conduct	It is alleged that an officer tossed the complainant's belongings in the trash after the complainant was arrested. It is also alleged that officers on the scene did not wear the necessary PPE required by MPD.	The officer was not coached and a policy violation was not found for 10-401.1 - Property and Evidence Acquired Or Temporarily Stored At Precincts. The supervisor found that the officer was professional and asked the individual over 5 times if the backpack belonged to the individual and did not have access to property and evidence during the shift. This was later amended, to find a policy violation and coaching.	MPD P&P § 10-401.1 MPD P&P § 5-105 (B)(4)	10-401: C	40 hours