

Cleveland Community Police Commission

2026 Budget Presentation

Building a Fully Functional Police Oversight Body

Executive Director Shalenah Williams
City Council Budget Hearing | February 2026

Our Mission & Mandate

Established by Issue 24 voters

Independent municipal commission ensuring accountability, transparency, and community trust in Cleveland's Division of Police through oversight of discipline, recruitment, training, and policy development.

Key Responsibilities

Discipline Oversight

- Ensure accountability
- Case review
- Evidentiary hearings

Policy Review

- Police procedures
- Training curricula
- Best practices

Community Engagement

- Public meetings
- Grantmaking
- Transparency

Executive Summary: Rebuilding the CPC

CURRENT STATUS

- Commission onboarded: March 2025
- Staff transitions: Multiple departures
- Current full-time staff: **1 person (ED hired recently)**
- Output impact: Significantly reduced

2026 STRATEGIC RESPONSE

- **Aggressive hiring timeline:** Q1-Q2 2026
- **Staff expansion:** 2 → 6 positions
- **Phased approach:** Critical roles first
- **Full functionality target:** Q3 2026

This budget enables the CPC to fulfill its Charter mandate through strategic staffing, enhanced community engagement, and robust oversight capabilities.

2026 Budget Overview

\$2,311,845

Total 2026 Budget

+1.9% from 2025 Adopted Budget

Personnel	\$709,729
Commissioners	
Benefits	211,563
Contractual Services	\$1,294,786
Subgrantees	
Operations & Training	\$80,050
Interdepartmental	\$15,717

Addressing the Staffing Gap Head-On

THE CHALLENGE

From October 2025 through January 2026, the CPC operated with only one full-time staff member due to multiple staff transitions. This created a critical capacity gap affecting:

- **Discipline case processing and hearings**
- Policy review and development
- **Community engagement activities**
- Training program implementation
- **Grant administration**

THE SOLUTION: PHASED HIRING PLAN

PHASE 1 (Q1 2026)

- Office Coordinator
- Assistant Director

Immediate capacity

PHASE 2 (Q2 2026)

- Policy Analyst
- Community Engagement Coordinator

Core functions

PHASE 3 (Q3 2026)

Final hires

- Additional Community Engagement Coord and Policy Analyst

Full team integration

Full functionality

❖ Red indicates programs that had tremendous negative impact due to lack of staffing

Executive Director's Hiring Priorities

A strategic, sequenced approach to building capacity:

1

Administrative Infrastructure

Office Coordinator to establish operational systems, HR processes, and financial controls

February-March 2026

2

Leadership & Capacity

Assistant Director to provide strategic support and ensure sustainability of operations

March-April 2026

3

Core Oversight Capacity

Legal and policy analyst focused on discipline case management and policy review to resume critical oversight functions

March -April 2026

4

Community Engagement Team

Community Engagement Coordinator for community outreach, training coordination, and program /event planning

April-May 2026

2026 Performance Targets

With full staffing by Q3 2026, the CPC will achieve:

Discipline Hearings

7+ hearings conducted *(vs. 1 in 2025)*

Community Events

7+ events hosted *(vs. 1 in 2025)*

Policy Reviews

20 policies reviewed/passed *(vs. 9 passed and 9 under review in 2025)*

Grants Awarded

\$1,000,000+ distributed *(TBD in 2025)*

Training Sessions

24 sessions delivered *(vs. 11 in 2025)*

Complaint Processing

90-day avg. resolution *(new metric)*

Commission Meetings

12 full meetings

Public Reports

Quarterly + Annual *(new capability)*

Path to Full Functionality



What This Means for Cleveland Residents

Plain Language Summary



Your Voice Will Be Heard

More staff means we can hold more community meetings, respond to complaints faster, and actually show up in your neighborhood.



Real Police Accountability

We'll be able to conduct discipline hearings, review officer misconduct cases, and make sure Cleveland police follow the rules.



Transparency You Can See

Regular public reports will show what police are doing, what we're doing, and where improvements are needed and being made.



Community-Police Partnership

We'll work with both residents and officers to build trust, improve training, and create fair policies together.



Your Money Working for You

Grant programs will fund community-led safety initiatives and programs that address root causes of crime. Regular site visits and reporting to evaluate program and community effectiveness.



Measurable Results

You'll be able to track our progress with clear goals and public updates every quarter.

The CPC Is Ready to Deliver

This budget represents more than numbers—it's Cleveland's investment in accountability, transparency, and community-centered public safety.

With your approval, we will:

- ✓ Begin hiring immediately in February 2026
- ✓ Achieve full staffing by Q3 2026
- ✓ Deliver measurable results by year-end
- ✓ Restore public trust in police oversight

Questions?

Executive Director Shalenah Williams
Cleveland Community Police Commission