**Letter of Clarification for the Ferguson Consent Decree**

The purpose of this letter is to further clarify requirements within the proposed Consent Decree between the City of Ferguson and the Department of Justice and to further clarify the process for selecting a Monitor. It does not modify the Consent Decree as written, but rather provides additional clarification to some of the terms of the decree and how the decree will be implemented. The Department of Justice acknowledges that as a smaller community Ferguson faces a challenging financial situation and that providing additional clarification around cost and timing is a reasonable step to help insure the successful implementation of the Consent Decree.

**Police Salaries.** The City of Ferguson has interpreted a clause on Police salaries to obligate the City to increase police department salaries to be in the top 25% of police salaries for the region. The Department of Justice affirms that this clause does not obligate the City to increase salaries to the top 25%. The Department of Justice acknowledges the current financial situation of Ferguson, and affirms that the City will work with the Monitor to insure the City’s compensation package for its police officers allows the City to achieve the goals of the Consent Decree without causing an untenable financial burden on the City.

**Timing.** The Department of Justice acknowledges that the Consent Decree for the City of Ferguson is broader than the Consent Decrees implemented in other larger cities, and that the City of Ferguson is being asked to continue or begin a significant number of initiatives with many near-term deadlines. Further, the Department of Justice acknowledges that Ferguson currently lacks a Chief of Police and has numerous other positions unfilled, and that this lack of staffing can reasonably be expected to impact implementation timelines. The Department of Justice affirms that timelines for a Consent Decree can and are often modified by the appointed Monitor to reflect evolving situations within a given City.

**Monitor and Data Warehouse.** The parties agree and acknowledge that the City of Ferguson will begin a Request for Proposal process for possible Monitors, which shall include soliciting proposals from St. Louis area providers. The Department of Justice acknowledges that Ferguson’s approach to compliance monitoring will include a police data warehouse, and that the implementation of the data warehouse may impact the responsibilities and cost of a Compliance Monitor. If the parties are unable to agree upon a Monitor from the received proposals, each party will submit a proposed Monitor to the Federal Judge overseeing the Consent Decree and the Judge shall select the monitor.

**Acknowledged and Agreed:**

Civil Rights Division, Department of Justice City of Ferguson