

IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF MISSOURI  
EASTERN DIVISION

UNITED STATES OF AMERICA,	)	
	)	
Plaintiff,	)	
	)	No. 4:16-CV-00180-CDP
vs.	)	
	)	
CITY OF FERGUSON, MISSOURI,	)	
	)	
Defendant.	)	

STATUS HEARING

BEFORE THE HONORABLE CATHERINE D. PERRY  
UNITED STATES DISTRICT JUDGE

December 18, 2025

APPEARANCES:

Independent Monitor:	Natashia Tidwell, Esq. SAUL EWING LLP - Boston
For Plaintiff:	Jeffrey R. Murray, Esq. DEPARTMENT OF JUSTICE - CIVIL RIGHTS DIVISION
For Defendant:	Ryan M. Prisock, Esq. LEWIS RICE LLC
Consent Decree Coordinator: Patricia Washington	

Reported by:	LYNN E. BARTIMUS, RMR, CRR Official Court Reporter United States District Court 111 South Tenth Street, Third Floor St. Louis, MO 63102 (314) 244-7003
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1                                    December 18, 2025

2                                    (The following proceedings commenced at 10:17 a.m.  
3 in open court:)

4                                    THE COURT: Good morning. We are here in the case  
5 of the *United States of America v. The City of Ferguson*, Case  
6 Number 4:16-CV-180. In this closed case, we are going --  
7 monitoring the Consent Decree compliance that's going on and  
8 has been for some time. And this is a public hearing, although  
9 we are not having spoken comments from the public today. I did  
10 receive one letter, and I do appreciate that.

11                                   I want to mention to the people who are here in the  
12 audience, I want to thank you for being here. I appreciate  
13 your work in the interest -- all the citizens are showing by  
14 being here. I know many of you are the people who come all the  
15 time, and I'm glad that you continue to do so, even though it's  
16 been a while, as well as the city officials. So, welcome, and  
17 I'm glad to see you.

18                                   I'd ask the lawyers to start by just identifying  
19 yourself for the record.

20                                   For plaintiff -- or for the City, the Department of  
21 Justice. I have to look at the right people. Go ahead.

22                                   MR. MURRAY: Good morning, Your Honor. For the  
23 United States, Jeffrey Murray.

24                                   THE COURT: Thank you, Mr. Murray.

25                                   And for the City?

1 MR. PRISOCK: Good morning, Your Honor. Ryan  
2 Prisock for the City of Ferguson.

3 THE COURT: And the Monitor?

4 MONITOR TIDWELL: Good morning, Judge. Natasha  
5 Tidwell on behalf of the Monitoring Team.

6 THE COURT: And we will progress in the normal way.  
7 And that is that we will start by hearing from the City. And  
8 then we will go to the Department of Justice and then to the  
9 Monitor and to bring everybody up to date on the status and  
10 bring me up to date on the status.

11 And so, Mr. Prisock, you may proceed.

12 MR. PRISOCK: Thank you, Your Honor. First, I'd  
13 like to thank the Court for its patience in allowing us to get  
14 here. With us this morning are the city manager, John Hampton;  
15 Councilwomen Noah and Covington; Chief Doyle; and Mayor Jones;  
16 as well as the City of Ferguson's Consent Decree Coordinator  
17 and Public Relations Director Pat Washington, who you have  
18 heard from before.

19 Unless there is any questions for me, I'll go ahead  
20 and let her give you the report.

21 THE COURT: Well, I guess I -- before we hear the  
22 report, I guess I would like to know if there has been any  
23 change on the budgeting issues. I mean, obviously, in this  
24 Consent Decree, you know, the City is obligated to pay what  
25 it's obligated to pay. And there is nothing around that. And

1 I know there was an issue of whether they had budgeted the  
2 money for it. And there was some discussion that by the end of  
3 the year -- originally, back when they said they were only  
4 budgeting for the first half of the year, there was some  
5 discussion that by the end of the year, there would be some  
6 movement on that, or Mr. Cary indicated he was helpful for  
7 that. Has there been any change in the status?

8 MR. PRISOCK: It continues to be a matter of  
9 discussion. Certainly, the City meeting its obligations is  
10 something that the City takes very seriously and that we -- and  
11 counsel, accordingly. I know DOJ has been and the Monitor has  
12 been very good partners in helping us project, you know, what  
13 the costs of compliance in the future is going to look like.  
14 And so we are taking that information into account as well.

15 Other than -- other than that, you know, our budget  
16 is made in June, but -- so there is no -- nothing  
17 groundbreaking to report. Just, you know, we continue to be  
18 certain that we will continue to meet any obligations under the  
19 law.

20 THE COURT: Right. Okay. And that's what I just  
21 wanted to make sure, that there is -- the fact of the problems  
22 or the issues that the City may have in doing its budget  
23 doesn't minimize the issue that there is -- you know, that you  
24 have to pay. You know, what we are doing is what has to be  
25 done. There is no lessening of obligations under the Consent

1 Decree. And I just want to make sure the City and all the  
2 people in the city understand that.

3 MR. PRISOCK: Absolutely, Your Honor.

4 THE COURT: All right. Go ahead.

5 MR. PRISOCK: With that, I'll invite Ms. Washington  
6 to the podium to give her report.

7 THE COURT: Ms. Washington?

8 MS. WASHINGTON: Thank you. Good morning, Judge  
9 Perry. Good morning, everyone. And thank you for the  
10 opportunity to once again come and provide you with an update  
11 on the work that we are doing to not only meet compliance but  
12 to build, you know, a model police department and government  
13 operations in the City of Ferguson. So I'm happy to be here.

14 And I want to start today with just a look back  
15 before we go forward. So on September 4th, 2014, the United  
16 States Department of Justice notified the City that it was  
17 initiating an investigation into the Ferguson Police Department  
18 for an alleged pattern or practice of unlawful misconduct,  
19 pursuant to the Violent Crime Control and Law Enforcement Act  
20 of 1994 and the Civil Rights Act of 1964, among others. The  
21 DOJ issued a 102-page written report on March 4, 2015. The  
22 report documents the DOJ's findings of a number of patterns and  
23 practices of unconstitutional conduct, and it detailed the  
24 DOJ's concerns about a number of Ferguson's police and court  
25 policies and practices.

1                   But I want to focus on paragraph 3, because it says,  
2 while the City does not agree with every finding or opinion  
3 referenced in that pattern and practice investigation, the  
4 City -- and I quote -- "desires to focus its attention and  
5 resources on implementing a better community-oriented policing  
6 model and to become an exemplar of modern community-oriented  
7 policing for the entire region and other cities of similar  
8 size."

9                   And for the past 10 years, the City focused its  
10 efforts on becoming that exemplary police department and model  
11 government, setting the standard for community policing. Many  
12 have contributed to that effort. And progress, although  
13 tortuously slow sometimes, continues to be made.

14                   So it's hard to believe that we are at the end of  
15 2025. I can't believe it's a week before Christmas. It seems  
16 we just started the year. So today, as I summarize our latest  
17 efforts, I do so from a place of gratitude. I think given the  
18 season, it feels appropriate.

19                   And I'll start with a staffing report from the  
20 police department. We have had some new members hired since  
21 our last hearing. We are up to a total of 48 sworn officers,  
22 making our staffing of the police department, in terms of what  
23 is budgeted for the department, up to around 90 percent or more  
24 of the allocated staffing. And while that is excellent  
25 progress and recruitment continues, I should point out, as

1 Chief Doyle noted on our most recent call, that the staffing  
2 model that we currently employ is based on a population  
3 density, but we need a new staffing model because of the volume  
4 of calls that we get at the Ferguson Police Department, which  
5 is one of the highest call volumes in North County.

6 Our officers don't always have the opportunity for  
7 community policing because they are just running, simply, from  
8 call to call. It wears them out mentally; it wears them out  
9 physically. So we are starting to see, you know, and have some  
10 concern about vacation and sick time and use. And we know that  
11 that is because of the volume of calls that we are getting.  
12 And so we are going to be looking at a new staffing model and  
13 an allocation of resources so that we can provide our officers  
14 with the rest that they need and that we can allow them the  
15 ability to do their job to the best of their possible ability.

16 The new officers that we have had -- have hired are  
17 phenomenal, Judge Perry. And I really want to take a moment to  
18 point that out, because we are not just recruiting anybody who  
19 wants to apply. The officers who are coming to the department  
20 are sharp. They are having an immediate impact. We have two  
21 officers -- I think three officers who just recently are off of  
22 their probationary period, and they are doing extremely well.  
23 And they are -- they are not only contributing, but while they  
24 are learning, they are teaching some of our other officers,  
25 because they have a different perspective. They are younger



1 officers. And they have had different experiences. So we are  
2 very proud about that.

3 As the staffing increases, Chief Doyle is preparing  
4 for a new promotions process, because we need to fill some  
5 needed command-level roles and some additional supervisory  
6 roles. So now that we have that staffing up, we will be able  
7 to commence that process very soon.

8 And I want to point out we are also looking at the  
9 recruitment of more veteran and older officers who have more  
10 experience, because right now, we are a young department. The  
11 hiring that we have done has attracted some, as I mentioned,  
12 some very talented new hires. But we are trending towards  
13 younger officers. They need more guidance. They need more  
14 leadership. And so we want to try to balance that a bit, with  
15 finding more experienced officers. So we are being very  
16 intentional about recruitment in that regard.

17 One thing I do also want to point out is that we  
18 continue to hear from the people who do apply. And whether  
19 they are selected for a role with the Ferguson Police  
20 Department or not, one of the things that they continue to  
21 point out about their experience and why they wanted to join  
22 the department is because we are a reform-minded department,  
23 and we do focus on community policing. And that is attractive  
24 to people.

25 And we also have one applicant that has approved --

1 has been approved to start the county police training academy.  
2 And so we are looking forward to her joining the department  
3 after she successfully -- completes her time successfully at  
4 the academy.

5 I want to move now to training, if I can. The  
6 training schedule for October, November, and December was  
7 extremely rigorous. And we know that. Ms. Stephens and the  
8 Training Committee are to be commended for approving the  
9 curriculum, moving things through, and then scheduling what is  
10 a phenomenal amount of training in this last quarter of 2025.

11 So we want to report that all of our officers are  
12 now SARA-model trained. They have all completed the SARA model  
13 problem solving training, which as you know is foundational to  
14 community policing.

15 We also have completed the first module of our  
16 Supervisory Use of Force training. Captain Dilworth has  
17 completed that first module. There are three modules that we  
18 have had approved. We have also done the First Amendment  
19 training and the Stop, Search, and Arrest training, both  
20 high-quality trainings delivered in person to all of our police  
21 officers. We have done roll-calling trainings and refreshers  
22 about the use of body-worn cameras and when to operate and how  
23 to operate and when it's appropriate to deactivate.

24 So those continued reminders are important because  
25 some of the findings that came out of our -- in the semi-annual

1 report and of our previous audit had some concerns about our  
2 officers and the use of those cameras. So it was important  
3 that we find a response to that that was -- didn't involve some  
4 in-depth training, but was more appropriate for the roll call  
5 training and the supervisory oversight.

6           The Training Committee and the Training Coordinator  
7 are currently meeting now to map out 2026. And this is  
8 important because not only are we mapping out the training that  
9 is to be delivered in 2026, but to your previous point, we are  
10 looking at the cost allocated for that training and being able  
11 to have a budget through 2026 that we can provide for the city  
12 manager and council so that they will have a clear  
13 understanding of really what it takes to complete training on  
14 an annual basis.

15           Training delivery will change. We are moving to  
16 more hybrid training, where there is a combination of virtual  
17 and in-person. We are doing more frequent scenario-based  
18 training instead of one long day full of scenario training.  
19 We're trying to have shorter bits of scenario training  
20 throughout the year, because the feedback from the use of force  
21 scenario-based training that we had was absolutely phenomenal.  
22 It was a rigorous day. It --

23           THE COURT: It was a full day, right?

24           MS. WASHINGTON: It was a full day. It was a full  
25 day, and it was a lot. And when you looked at the surveys and

1 the feedback that we received when we did our debrief, they  
2 found it beneficial, extremely useful. But it was rigorous.  
3 And I do want to take a moment to thank the members of the  
4 Training Committee and CRB who participated as volunteers and  
5 helped us conduct that scenario-based training. But what we  
6 have talked about, it is going to be more effective to take  
7 those topics and break them up into smaller bites and use that  
8 scenario-based training throughout the year rather than on one  
9 big training day.

10 THE COURT: That makes sense. Go ahead.

11 MS. WASHINGTON: So, again, I do want to thank  
12 everybody who helped out with that, because it was a heavy  
13 lift. And it turned out that it gave us a lot of information  
14 that we need to be able to provide a better training and  
15 learning experience for our officers.

16 I also want to talk for a minute, if I may, about  
17 the community policing and engagement. Again, we talked about  
18 the budget process. And I want to specifically thank Chief  
19 Doyle and Chief Hampton for hearing me when I talk about the  
20 budget for Community Policing and Community Engagement. There  
21 is a great deal of conversation about the cost related to the  
22 legal fees and other things, but the programming that is  
23 inherent in our sustainability efforts costs money too. It's  
24 time, effort, resources. And so I wanted to be sure that we  
25 put together a very realistic correct budget for what the City

1 can expect to implement Community Policing and Community  
2 Engagement on an annual basis. So we are reviewing that  
3 budget. They have a number. And I have been assured that we  
4 will be able to meet that number and provide those resources.  
5 So I'm confident that the programmatic side of the  
6 implementation will not be ignored. And that was key for me.

7 I'm happy to report that our Safe Streets program,  
8 which is one of the signature programs of our Community  
9 Engagement and Crime Prevention Plan, has been launched. We  
10 have already started to recruit the neighborhood volunteers,  
11 who will work with the liaison at the police department to  
12 examine data that is neighborhood specific and help us come up  
13 with intervention strategies that are neighborhood based. So  
14 we expect to have that fully implemented by first quarter of  
15 2026.

16 We also will restart our first-quarter dialog  
17 sessions, first quarter of 2026. Those are essential for us to  
18 build that foundation of trust and to be able to get that  
19 feedback from members of our community as they engage with our  
20 police officers. The initial process and the way that we were  
21 conducting those dialogues made it extremely cumbersome and  
22 difficult to meet that obligation. Officers would have to come  
23 in for three or four weeks straight, and then we would have to  
24 make sure that we had the residents who were able to come.  
25 Some would come to one session or two and then wouldn't come

1 back.

2           So what we have done with the community mediation  
3 service is developed a workaround. And someone threw this  
4 analogy out, and I don't disagree with it. We are going to go  
5 to almost a speed-dating form. So we have one room. We have  
6 officers and community members in a room. We have tables with  
7 various subject matters, and they will rotate around the  
8 tables. And then we will have facilitated conversation the  
9 latter part of the day. So that helps us cover a variety of  
10 topics all in one sitting, and it keeps us from having to pull  
11 officers off of vacation days and come in on overtime. And it  
12 also helps us attract more residents who want to participate,  
13 because they know that they don't have to give up multiple  
14 weekends or weekdays in order to participate. So we are  
15 looking forward to that in 2026.

16           We just launched a snapshot survey for the police  
17 department. And it helps me gauge. I wanted to do this to  
18 give us a quick sort of -- not an in-depth survey or study  
19 about attitudes, perceptions, or beliefs about the police  
20 department, but really just a quick snapshot that we can begin  
21 to plan a longer, in-depth survey. This survey is about 12  
22 questions. It asks if they had an encounter with police. Were  
23 police courteous. It asks people, do they feel safe in their  
24 neighborhoods and safer this year than over last. We try to  
25 ascertain information from them in terms of community policing.

1 Do they see police in their neighborhood? Do they see police  
2 at neighborhood meetings?

3 So we just launched that survey on yesterday. It's  
4 open until January 9th. I sent out over 200 e-mails yesterday.  
5 Those will be going to community organizations. We have got QR  
6 codes that will be posted at the library, the community center,  
7 pretty much anyplace you can work, shop, or play in Ferguson.  
8 Again, it's not an in-depth survey. It's not designed to  
9 capture narrative feedback. But it will give me, as I said, a  
10 benchmark. It will give us something that as we are planning  
11 activities, that we can be sure to address anything that's  
12 expressed as a concern and continue to do those things that  
13 people feel are valuable and useful.

14 Our Youth Advisory Board. That's another big thing  
15 that I'm excited about. We are working very hard to establish  
16 that board. The Ferguson youth initiative executive director  
17 is on the chief's community engagement council. So they are  
18 working with us to put that in place. One of the ways that we  
19 are going to select youth for this advisory board is we are  
20 going to have an open discussion with our young people. And  
21 it's called, "Speaking Truth to Power," Ferguson youth. And  
22 they are going to talk to us about their experience, their  
23 perceptions of police, their perceptions of their quality of  
24 life in Ferguson. That is going to be in the spring of 2026.  
25 And from that gathering, we are go be to be recruiting young

1 people to serve on our youth advisory boards. So I'm really  
2 excited about. And that event is going to be at the Boys and  
3 Girls and Club on West Florissant in the spring.

4 I'm also happy to report that Chief Doyle and  
5 Detective Numan and Detective Wooldridge recently had a  
6 briefing for our faith leaders. We were concerned about some  
7 of the incidents that have been happening across the country  
8 and even right here with violence in our places of worship.  
9 And so that was a very timely community engagement activity.  
10 We had probably about 20, 25 houses of worship represented at  
11 that meeting. And not only were they provided with information  
12 about how to stay safe, but they also had the option of having  
13 a safety checkup at their house of worship by FPD and other  
14 agencies. So we want to continue to engage with them to help  
15 them feel safe.

16 And we had them all, Judge. We had from the little  
17 bitty church on the corner that might have eight members,  
18 right, to huge, multi-campus congregations at that meeting.  
19 And some of them had very sophisticated security efforts. But  
20 they appreciated the information that came out of that  
21 workshop.

22 THE COURT: That's great.

23 MS. WASHINGTON: And so we also conducted a  
24 neighborhood meeting again around being responsive to our  
25 community. And in full disclosure, this neighborhood meeting



1 was conducted with my neighborhood association. I've only  
2 lived there for maybe a couple of years. And once my neighbors  
3 found out that I work for the City of Ferguson and specifically  
4 with the police department, they let me know about their  
5 concerns and some of the things that were happening in the  
6 neighborhood.

7                   And I shared that in a command briefing. Captain  
8 Dilworth arranged a meeting to meet with them. We had about 25  
9 members of the neighborhood there. They came. They talked  
10 about neighborhood vandalism. They talked about car thefts.  
11 They talked about concerns with illegal parking. And based on  
12 that, and I -- based on that, there is a plan that's being put  
13 together for our neighborhood that was actually replicated from  
14 a plan from another neighborhood that we met with earlier in  
15 the year. So we are really being intentional about being  
16 responsive to neighborhood concerns.

17                   Now, I'd like to think that the responsiveness was  
18 not because I live there, but it is because that's what we do,  
19 and that's who we are. And so I appreciated being there and  
20 listening to my neighbors and seeing that they did feel safe.  
21 Many of them have been there 40, 50 years. And it was the  
22 first time they had ever come to the police department for  
23 anything. So that's progress.

24                   I also want to take just a moment as I kind of wrap  
25 up my comments here to talk about -- to thank -- we have our

1     audit coming off of Community Policing and Engagement. I want  
2     to thank Dr. Leigh Anderson for working with us, thinking  
3     through things with us, and just being a trusted resource as we  
4     went through the audit. She is not here just checking the  
5     boxes and seeing what we are doing, but when we are mentioning  
6     that we need to look at something differently or think through  
7     something, she has been able to help us process. And I  
8     appreciate that. It just shows that you -- it's not a punitive  
9     situation. It is really one where we are in partnership. So I  
10    do want to thank her for that.

11                 And I also want to note that we have started our  
12    Force Review Board. They have had one -- I think two meetings  
13    now. Chief has appointed those three members. They are  
14    meeting. They are setting their process. They are putting a  
15    process together, starting to review different use-of-force  
16    cases and understanding how they are going to operate. And we  
17    had not had the Force Review Board. We had the citizen -- we  
18    had the CRB, but the Force Review Board had not been put in  
19    place. So that is a major milestone for us in terms of that  
20    effort.

21                 So I just want to, really again, express gratitude  
22    for all the work that's being done. The thing that I'm -- one  
23    of the things that I'm most grateful for is the work in our  
24    courts. And I have said this before, and I will repeat it here  
25    again. Our courts are phenomenal. The work that has been done

1 by that team is nothing short of remarkable. And there is only  
2 one small thing that is keeping them from being in full  
3 compliance. And so I would ask again today that we move with  
4 all deliberate speed to rectify whatever that assessment issue  
5 is or evaluation effort is because we need to get courts one  
6 hundred percent compliant and start their review process. And  
7 so that will be a major step for the City of Ferguson and for  
8 everybody who engages with our court process.

9           They have proven they are far better. They are not  
10 even a shadow of what they used to be. When they said they are  
11 firm, fair, and for everyone, that's exactly what I have  
12 witnessed in the operations of the Court. So I would like to  
13 thank them for all the work that they are doing. And the  
14 sooner that we can get them a compliance finding, the better.

15           So I have shared a little bit about our process in  
16 key areas, but I want to go beyond that checklist that I just  
17 shared with you. And I want to paint a picture of what  
18 progress actually looks like.

19           Progress looks like the little black girl who during  
20 a recent neighborhood association meeting in a park trusted a  
21 white police officer enough to take his hand and hold his hand  
22 while she is walking through the park during a neighborhood  
23 association meeting.

24           Progress looks like residents honking and giving  
25 thumbs up to the FPD as they drove by a neighborhood roll call

1 that they were conducting in the early morning hours in an  
2 apartment complex when generally they only see us when we are  
3 responding to a call. That's gratitude.

4 Progress is the long-time resident of a neighborhood  
5 that is plagued by gunshots who took to social media to say how  
6 nice it is to see Ferguson police patrols in her neighborhood,  
7 that they no longer feel isolated or abandoned.

8 Progress is having a municipal court that is firm,  
9 fair, and for everyone, in which both the judges and the staff  
10 treat people with dignity and respect and provide them with the  
11 opportunity to rectify whatever wrong they are showing up in  
12 court for.

13 Progress looks like ensuring that our chaplains get  
14 involved with families after there has been a homicide or other  
15 tragedy in a household.

16 Progress looks like working with the entire  
17 community to prevent crime, not just blaming certain members of  
18 the community for the crime.

19 This is what progress looks like, and it's what  
20 community looks like. Are we perfect? Not at all. But we are  
21 perfectly situated to be that model police department mentioned  
22 in paragraph three of the amended and restated Consent Decree  
23 in the *United States v. The City of Ferguson*.

24 As we approach municipal election season, there is  
25 no doubt the political noise will increase. And the hyperbole

1 and rhetoric of the misinformed will rage. But I implore my  
2 colleagues and all who have a part in moving this forward, do  
3 that to which you are called to do. Don't get lost in the  
4 rhetoric. Stay focused, and we will continue to move forward.

5 And for that, I'm thankful. And I hope everyone has  
6 a happy holiday.

7 THE COURT: Let me ask you this because you just  
8 mentioned it. I know I can look it up and should know it.  
9 When are the municipal elections? You say we are approaching  
10 that. But is that in the fall or the spring?

11 MS. WASHINGTON: Spring.

12 THE COURT: Spring, yeah. So that makes sense.  
13 Okay. Thank you very much.

14 MS. WASHINGTON: Any questions for me?

15 THE COURT: I don't have any, but we will see if  
16 there is any raised by the other comments. Thank you very  
17 much, and thank you for all you are doing.

18 MS. WASHINGTON: Thank you.

19 THE COURT: Mr. Prisock, any other presentations  
20 from the City or anything further?

21 MR. PRISOCK: No further presentations, Your Honor.

22 THE COURT: All right. Mr. Murray, on behalf of the  
23 Department?

24 MR. MURRAY: Thank you, Your Honor. I don't have  
25 many comments. I didn't want to create a false impression by

1 the computer.

2           The United States is very encouraged by the progress  
3 made in Ferguson. We are really glad to see so many areas  
4 coming up and coming online. I even had the opportunity to sit  
5 in and listen in remotely on the Supervised Use of Force  
6 training a few weeks ago, and I was very impressed by the  
7 delivery the instructor and the command of the subject matter  
8 and the involvement of the officers who were taking that  
9 training.

10           I think over the coming few months, in the next  
11 quarter, our expectations will be that we hope to get together  
12 with the City's attorneys and work out whether there are parts  
13 of the decree that we can either refine or streamline, based on  
14 either the progress that's been made or assessments of what is  
15 and isn't working, you know, what is a must have and what might  
16 be good to have that isn't necessarily proving to be effective.  
17 None of that has been solidified yet, but it's something that  
18 we have started the conversations on it, and we hope to be able  
19 to bring that through to summarize a realization, with a real  
20 focus on remedying these Constitutional violations that our  
21 investigation uncovered 10 or 11 years ago. I hope we can get  
22 together and talk about that later today.

23           Before the hearing, I also got a bit of a sneak  
24 preview by -- from the Monitor about what she is finding in the  
25 assessments. I'm very encouraged by those. I think if this

1 progress continues, we can see real benefits from the reforms  
2 of the Consent Decree in the nearby future.

3 And that's all I have unless Your Honor has  
4 questions.

5 THE COURT: All right. No, I think that's fine.

6 Ms. Tidwell? I know you have been working on all  
7 sorts of things including the audits. And I am, like everyone  
8 else here, I'm hopeful that we will find some areas where we  
9 say, yes, that's done, and we have substantial compliance in  
10 some areas, which I think we are very close to.

11 MONITOR TIDWELL: Thank you, Judge. I also want to  
12 echo your thanks to the community member who took time to  
13 submit written comments in advance of today's hearing and to  
14 also thank the members of the community who continue to engage  
15 meaningfully in this process and who show up here for those  
16 hearings and are at town halls and various other community  
17 events. So we appreciate their engagement and their continued  
18 commitment.

19 As usual, Ms. Washington summarized most of the work  
20 completed and started since last year. So I won't rehash  
21 everything. I'll simply highlight a few areas.

22 During the last hearing, in October, I updated the  
23 Court on the Monitoring Team's most recent virtual town hall  
24 meeting, during which we presented an overview of the first  
25 part of the semiannual report, which was filed in August. It

1 was in that meeting that the monitoring team heard concerns and  
2 input from community members regarding the scope and approach  
3 to an audit of the City's compliance, with the Consent Decree's  
4 community policing and engagement provisions.

5               These conversations were crucial to our efforts to  
6 design and audit methodology that appropriately assesses the  
7 City and FPD's efforts and steady process in implementing Chief  
8 Doyle's vision. The Monitoring Team thanks those members of  
9 the community who attended the town hall for their  
10 participation and thoughtful feedback.

11               In November, the parties approved the proposed  
12 methodology that the Monitoring Team created, based on that  
13 feedback. The audit, led by Dr. Leigh Anderson, our lead  
14 subject matter expert in this area, who is here today, includes  
15 both on-site and virtual components. And I would just like to  
16 take a moment and ask Dr. Anderson to stand. I don't think you  
17 have had an opportunity to --

18               THE COURT: I don't think I have actually met her.  
19 I have heard your name a lot, Dr. Anderson. Thank you for  
20 being here.

21               DR. ANDERSON: Thank you, Judge. It's nice to be  
22 here at this time.

23               MONITOR TIDWELL: Dr. Anderson has been in Ferguson  
24 this week and reports that the City and FPD have made  
25 significant progress towards substantial compliance with most



1 of the Community Policing and Community Engagement provisions  
2 of the Consent Decree. As she described to me, based on her  
3 interviews of command staff members, FPD personnel, and  
4 community members, coupled with observations that she has made  
5 during ride-alongs and attendance at community meetings, the  
6 Department is well on its way -- I'm sorry. My computer  
7 keeps -- has a mind of its own. So I'm going to --

8 THE COURT: If you need to take a moment, go ahead.  
9 That happens to all of us from time to time.

10 MONITOR TIDWELL: There. The Department is well on  
11 its way to demonstrating substantial compliance. The  
12 foundational policies and plans that the Monitoring Team and  
13 the parties spent months, in some instances years, drafting and  
14 revising, have been Constitutionalized and permeate the work of  
15 the entire department. The City is implementing those plans in  
16 creative and innovative ways, as you heard from Ms. Washington.

17 Equally importantly, according to Dr. Anderson's  
18 report, is that the City also seems to know what it didn't  
19 know, meaning Chief Doyle and his team have a keen awareness of  
20 compliance gaps that may exist and are actively engaging  
21 internally and externally to determine the best path to address  
22 those gaps. We look forward to the completion of  
23 Dr. Anderson's work and thank the City for its efforts to  
24 facilitate her visit and ensure a smooth audit process.

25 Community policing and engagement is a difficult and

1 nuanced area to audit, as it does not lend itself to objective  
2 analysis of crime data and incident reports like other areas.  
3 Rather, it requires a hands-on, tactile approach. It is here,  
4 above most other areas, that the City's placement of committed  
5 staff in key areas is the most beneficial. City Manager  
6 Hampton and Chief Doyle have put a team in place that not only  
7 gets things done, but are also able to show their work in an  
8 organized and systematic way.

9           This is not to say that the FPD's commitment to  
10 community policing and engagement is a recent phenomenon. As  
11 Ms. Washington pointed out in her remarks, it is not. The City  
12 has been doing the work for several years. However, without a  
13 coordinated effort and evidence of systemized -- a systemized  
14 feedback mechanism, demonstrating how all these pieces fit  
15 together and assessing compliance was a nearly impossible task.  
16 And I'm really heartened to see that we are well on our way to  
17 be able to dig in and give the City credit for the work that  
18 they have been doing for all this time.

19           Since the last hearing, the Monitoring Team has also  
20 issued audit notices for three other areas: Stop, search and  
21 arrest, First Amendment protected activity, and use of force.  
22 The proposed methodology was approved, and our team has been  
23 working with Ms. Washington to obtain incident data that will  
24 shape our identification of the 100 or so incidents that will  
25 form the basis for the audit.

1           Another update, since the last hearing, is in  
2     training, as Ms. Washington outlined. In the last hearing, I  
3     discussed one example of how Ms. Stephens and the training  
4     committee's work processes support overall compliance. It  
5     involved their incorporation of concerns raised by the  
6     Monitoring Team and the DOJ about FPD's reporting and  
7     investigation of uses of force. FPD incorporated that feedback  
8     into a curriculum for the supervisor use of force training.  
9     That training was delivered last month. And Darryl Owens, the  
10    Monitoring Team's lead subject matter expert in this area,  
11    observed one session. The session was led by Captain Dilworth,  
12    and Mr. Owens rated it as excellent, highlighting Captain  
13    Dilworth's mastery of the subject matter and ability to engage  
14    the attendee in a substantive discussion.

15           Other trainings observed by the Monitoring Team  
16    received similarly high marks. The Monitoring Teams  
17    observations are included in the upcoming status report. But  
18    suffice to say, we are optimistic that the City's focused,  
19    evidence-based training will lead to better outcomes in  
20    subsequent audits and ultimately substantial compliance.

21           The Monitoring Team has upgraded its compliance  
22    assessments for the trainings that it recently observed. And  
23    those updated assessments are in the -- will be in the next  
24    semiannual report.

25           That report, in draft form, was sent to the parties

1 earlier this week. Pursuant to the Consent Decree, the parties  
2 have 15 days to review and to comment. And once that review  
3 period ends, we will file the report, likely in early January.  
4 The report includes compliance assessments for the Consent  
5 Decree sections that were not included in the August 2025  
6 semiannual report, specifically Sections 13 through 21, which  
7 includes supervision, recruitment, accountability, and civilian  
8 oversight. The Monitoring Team also included in the draft  
9 report the findings of its accountability audit for the parties  
10 to review while they were reviewing the semiannual report.

11 I gave a preview of the compliance assessments in  
12 those remaining areas, as well as a lengthy summary of the  
13 accountability audit's findings, including potential growth  
14 areas, during the last hearing, so I won't rehash them here.  
15 At a high level, I will just say that the audit reviewed that  
16 FPD has made great strides in the development and enhancement  
17 of its internal investigations function, particularly in the  
18 wake of the centralization of that function in a single command  
19 led by Lieutenant Rice. Since 2022, FPD's investigations  
20 exhibited an increasingly improved level of organization,  
21 focus, and accessibility to decision-makers. Similarly,  
22 investigative practices become more rigorous and standardized  
23 with more in-depth questioning of complainants, witnesses, and  
24 FPD personnel. While improvement opportunities remain, we were  
25 generally pleased with the degree of FPD's compliance with the

1 Consent Decree in this area, especially given the Department's  
2 size and available resources.

3           Because these streamlined and improved processes  
4 were best illustrated in the post 2022 cases, many of the  
5 provisions in the accountability and civilian oversight  
6 sections received partial compliance ratings, based on our view  
7 that the sample size did not yield enough information to  
8 warrant a substantial compliance finding at this time.

9           The disciplinary outcomes is one such area where we  
10 just need more data to issue a compliance assessment. As such,  
11 we will make a supplemental request for documents to include  
12 investigations from this past year and update our compliance  
13 findings accordingly. Those preliminary findings will be  
14 included in the semiannual report when filed. And as in the  
15 past, after the report is filed, the Monitoring Team will  
16 schedule another virtual town hall meeting to provide an  
17 overview to the community and to answer questions.

18           To the municipal court, Ms. Washington renewed her  
19 call for completion of the municipal court self-assessment. I  
20 know that the parties are working collaboratively to create a  
21 tool to which the City could demonstrate its compliance with  
22 the provisions in that area. So that based on the Monitoring  
23 Team's view, that auditing by the Monitoring Team is no longer  
24 necessary because the City could demonstrate that it is, you  
25 know, as Ms. Washington said, working and complying with

1 everything. We look forward to reviewing whatever work product  
2 emerges from that joint effort, and the Monitoring Team stands  
3 ready to work with the parties to get that section -- to  
4 terminate that section successfully and focuses on other areas.

5 So I'll leave it there until the Court has other  
6 questions.

7 THE COURT: I think that's a very good place to  
8 leave it, because it sounds optimistic. I'm hoping -- I'm  
9 hopeful that is where we are headed. I think the initial  
10 things I've seen indicate that, you know, to some extent,  
11 where there -- where you haven't been able to reach conclusions  
12 is because you just didn't have enough incidents to audit. And  
13 that's fine. That means, you know, that you need to audit  
14 more, right? That's what -- and I know that's the tack you are  
15 taking. And I am -- but I appreciate it, and I think it's -- I  
16 mean, there is lot going on with the auditing. And that's a  
17 big function of the Monitoring Team throughout.

18 You know, obviously, the Monitoring Team has been  
19 intimately involved in all the policy developments and review  
20 of the developments that have been agreed to by the parties and  
21 suggestions in helping with subject matter experts. But then  
22 also now that we are to the point of auditing, it's a lot.

23 And that's a very important part of the Consent  
24 Decree. We have to not just know that -- you know, everybody  
25 says we are doing it; we have to actually see that we can show

1 that it's being done. And that is why it's so important. So  
2 thank you.

3 MONITOR TIDWELL: Thank you, Judge.

4 THE COURT: Mr. Murray, after everything -- I'm  
5 sorry. I'm going to the wrong person. I'm looking at -- I'm  
6 looking and Mr. Prisock and calling him Mr. Murray. And you  
7 should know when I'm in trial, I do that all the time to the  
8 lawyers.

9 Anyway, Mr. Prisock, did any of this -- do you have  
10 anything further to add, given everything everyone else has  
11 said?

12 MR. PRISOCK: Just one quick note, Your Honor. I  
13 neglected to mention we also have Ms. Michelle Richmond,  
14 Captain Dilworth, and Ms. Lisa Stephens with the City. They  
15 are very dedicated public servants, and I've worked with them  
16 personally, so it would have been a disappointment if I had  
17 failed to acknowledge them. So I just wanted to make sure I  
18 did so.

19 THE COURT: And I want to thank them too, because I  
20 know they have done a lot. The training has been terrific.  
21 And, of course, I said this before. Community Court changes  
22 have been amazing. And all of you -- and Captain Dilworth is,  
23 once again, above -- always going above and beyond. I don't  
24 know how this process could have gone forward without him and  
25 all of his contributions.

1                   So, Mr. Murray, now I'll turn to you. Anything else  
2 you would like to add, given what everyone else has said?

3                   MR. MURRAY: No, thank you, Your Honor.

4                   THE COURT: So, Mr. Murray, I do appreciate your  
5 newness, but I know you are dedicated to this, and it's very  
6 important. So thank you. And I'm glad we get to not be in a  
7 government shutdown anymore and hope we don't have any more  
8 coming. But one of the things is if the worst should happen  
9 and we should end up in another shutdown in January -- which I  
10 have no more knowledge about than anyone else as to whether  
11 that will happen, and I'm hoping it will not, because it's very  
12 hard on everyone -- but we will move forward on this. Because  
13 whatever happens, this case will move forward. I will be at  
14 work whether the Government shuts down or not, as well -- the  
15 courts are -- because the court's function is essential and we  
16 can't stop, we do continue. It's very hard on our employees  
17 not to be getting paid. We will be here, and if anything would  
18 happen that we wouldn't go forward, I hope it would be very  
19 short. Surely the politicians know better than to make us go  
20 through that again. Spoken as a non-politician.

21                   But I do want to thank everyone here. I'm -- we  
22 talked the last couple of times we are here, and with the  
23 changes we had with the turnover in lawyers as well as the  
24 government shutdown, it -- you know, it was a problem and  
25 caused some hiccups. But it's really essential we continue on.



1 As I said, the last time we were together -- and I hate to  
2 sound like a broken record, but I have -- this is what I see  
3 when I review this. This has been a long slog for everyone,  
4 but we are finally really moving. The momentum right now is  
5 exactly what we have need right now. It's finally really  
6 happening, and it's happening in a way that I hope will be --  
7 we will see real results here.

8 And I'm hoping to -- you know, as we've said, the  
9 goal is for there to be substance compliance with the  
10 provisions of the Consent Decree. And, of course, for the real  
11 goal, long-term, is that the City will continue in these  
12 improvements long after the Consent Decree period is over, when  
13 there is substantial compliance. We want the City to continue.  
14 This is not a one-time thing. This is a changing your life  
15 thing, as I think the city officials know and the workers  
16 certainly know. And I think we are really there. The idea  
17 that the Ferguson municipal courts have improved the way they  
18 have and that the police department -- that, you know, the  
19 people who want to work for Ferguson now are people who  
20 understand, we are doing policing the right way. And we  
21 wanted -- we want people who are willing to do policing the  
22 right way, and that's the Constitutional way, so it protects  
23 all the citizens.

24 I mean, nobody -- all citizens want Constitutional  
25 policing because Constitutional policing is what protects us

1 and works and protects everyone's rights. And so I think  
2 that's the goal. And it's the goal that will continue long  
3 after the Consent Decree it concluded. But I'm hoping in the  
4 meantime that we continue this momentum, because I'm very  
5 hopeful about seeing the light at the end of the tunnel and  
6 thinking that things are really happening. And these are  
7 important changes.

8 I would just say that the comments that we've  
9 received before and at the last meeting, as well as otherwise,  
10 about the community members who were able to observe the  
11 training that went on in the police department and how  
12 impressed everyone was with that, these are things that are  
13 just really important. And it's what we need to be doing all  
14 the time. And I want to see that this continues. And I think  
15 the lessons from the training and the fact that it was  
16 indicated the City is -- the training is being modified to  
17 affect what you learn from doing the full day, but also learn  
18 how effective that full day was. Everyone gave it very high  
19 marks. And seeing what -- what actually goes into it is  
20 important. And I think getting the delivery methods down,  
21 fine-tuning those, is a really important thing.

22 So I look forward to seeing the rest of the audit  
23 and the Monitor's report and talking to you all again.

24 I do need to talk to the lawyers really briefly,  
25 because we didn't talk about the fact that our next telephone

1 call is scheduled for New Year's Day, and I'm not planning on  
2 being here for that day. So the following week would be my  
3 proposal. Let my office know if that following week at the  
4 same time, the following Thursday at 1:00 p.m. works. If that  
5 doesn't work, notify my office, and we will find another date  
6 to have a telephone call. But I meant to ask you all that  
7 earlier and I forgot.

8           So with that said, thank you to everyone here. You  
9 all have continued to come in, and I really appreciate it. The  
10 dedication the City has shown and all the people sitting over  
11 here in the -- and here, in the courtroom, are -- is really  
12 essential. And I want to City to continue doing that. You are  
13 doing what you ought to be doing. And this is to have an  
14 ultimate goal of having a police department and a city  
15 government that serves the people in a way that everyone can be  
16 proud of. And I think we are -- we are really getting there.

17           And so I want to thank all the citizens who've come.  
18 And please keep coming. We appreciate your being here. And  
19 the next time you are here, obviously, we will hear from you if  
20 you wish to speak. We're happy to hear from you all as many  
21 times as you want to speak. I'm looking at Ms. Butler. You  
22 are not the only one. I hope everyone will continue to  
23 participate as they have, because it's helping for all of us.

24           So with that said, I wish you all a good holiday  
25 season. And let's keep moving, keep working.

1 All right. Thank you very much for everything.

2 Court's in recess.

3 (The proceedings concluded at 11:07 a.m.)

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CERTIFICATE

I, Lynn E. Bartimus, Certified Realtime Reporter, hereby  
certify that I am a duly appointed Official Court Reporter of  
the United States District Court for the Eastern District of  
Missouri.

I further certify that the foregoing is a true and  
accurate transcript of the proceedings held in the  
above-entitled case and that said transcript is a true and  
correct transcription of my stenographic notes.

I further certify that this transcript contains pages 1  
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party other than this reporter.

Dated at St. Louis, Missouri, 22nd day of December, 2025.

/s/ Lynn E. Bartimus  
Lynn E. Bartimus, RMR, CRR  
Official Court Reporter