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1	Revised & Updated First-Year Monitoring Plan						
2	<p><u>General Notes:</u> This is a Revision and Update of the First-Year Monitoring Plan, originally submitted to and approved by the Court in February 2018. It contains all requirements, milestones, deliverables, and deadlines expected from September 1, 2018 through the end of the first monitoring year on February 15, 2019. For ease of review, all First-Year Monitoring Plan deadlines that already have been met are excluded. Dates that have otherwise changed or been amended since the approval of the First-Year Monitoring Plan in February are reflected in red.</p> <p>For all deadlines established below, the Monitor and Parties agree that the deadlines might, in some instances, need to be extended by a brief interval to allow or accommodate unforeseen circumstances or unexpected, minor delays. Accordingly, if and only if all of the Monitor, United States, and the City agree that an extension for any of the deadlines outlined below is warranted and acceptable, the deadline may be extended by an interval of up to 45 days without receiving formal approval of the Court for an extension of the deadline. No deadline may be extended by more than 45 days without approval of the Court. If any or all of this 45-day period is used, the Monitor will formally notify the Court of the deadline extension(s). The extension of any specific deadline, or deadlines, will not change or otherwise affect any other deadline. Unless the Monitoring Team identifies problems with a deadline extension or otherwise raises issued with the Court, none of the Parties, the Court, or the public should interpret changes in deadlines to reflect problems in implementation or a lack of progress. Instead, all should understand that, for progress to be comprehensive and enduring, it may be necessary to take more time initially to refine policies, procedures, or training so that progress, ultimately, is faster, more effective, and more efficient.</p>						
3	<p>For purposes of the following deadlines, and unless otherwise expressly noted to the contrary, "semi-annual" means two times per year at a pace of once per six months. "Annual" means once per calendar year. "Bi-weekly" means once every two calendar weeks. "Monthly" means once per calendar month. "Days" means calendar days. If a listed deadline falls on a weekend or federal, state, local, or Court holiday, the deadline may be satisfied by submission or completion of the identified deliverable on the next business and/or non-holiday day.</p>						
4	Consent Decree Paragraphs	Area	Sub-Area	Milestone	Responsible Stakeholder(s)	Deliverable	Deadline
5	6, 19-21	Community Engagement	General	As required by the Consent Decree, direct community participation and involvement in police reform will be an overriding objective and goal throughout work under the First-Year Monitoring Plan. In addition to specific periods of community feedback and engagement provided for elsewhere in this plan, during the initial 30 to 45 days of work on any specifically-designated "sub-area" of the Monitoring Plan, the Monitoring Team, potentially in partnership with the Parties and BPD, will conduct an affirmative and focused community engagement effort to identify issues, feedback, concerns, experiences, values, and histories of Baltimore's diverse communities – including BPD officers – regarding the subject matter at hand. The nature of this outreach may include, depending on the issue area, electronic feedback mechanisms; meetings with community organizations and leaders; engagement with existing BPD-community partnerships; general community forums; or community focus groups.	BPD, City, DOJ, Monitoring Team	Ongoing Community Engagement	Ongoing

6	15-20, 25	Community Policing	General	BPD will submit an outline of a plan for ensuring the specific community policing and engagement mechanisms outlined in paragraphs 19 through 21 of the Consent Decree (the "Draft Community Policing Plan"). The Plan should include specific information about particular milestones, sub-deadlines, responsible actors or stakeholders for coordination and implementation, and mechanisms for measuring success or compliance. It should also include concrete performance indicators, which will then inform required status reports.	BPD	Submission of Draft Community Policing Outline	10-Sep-18
7	15-20, 25	Community Policing	General	BPD will convene regular, ongoing meetings with the Parties and Monitoring Team leads on Community Policing and Engagement to discuss and plan for the development of the Community Policing Plan and specific community policing and engagement mechanisms outlined in paragraphs 19 through 21 of the Consent Decree.	BPD, City, DOJ, Monitoring Team	Regular, Ongoing Meetings Begin	10-Sep-18
8	15-20, 25	Community Policing	General	BPD will submit a draft plan for ensuring the specific community policing and engagement mechanisms outlined in paragraphs 19 through 21 of the Consent Decree (the "Draft Community Policing Plan"). The Plan should include specific information about particular milestones, sub-deadlines, responsible actors or stakeholders for coordination and implementation, and mechanisms for measuring success or compliance. It should also include concrete performance indicators, which will then inform required status reports.	BPD	Submission of Draft Community Policing Plan	17-Dec-18
9	15-20, 25	Community Policing	General	BPD will work with the Parties and Monitoring Team to address the submitted initial feedback by all stakeholders (Parties, community (including officers)) during the Collaboration Period. BPD will produce subsequent iterations of the Draft Community Policing Plan as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations of the Community Policing Plan.	Monitoring Team	Comment Period	17-Dec-18 through 18-Jan-19

10	15-20, 25	Community Policing	General	BPD will submit a Proposed Final Community Policing Plan.	BPD	Submission of Final Community Policing Plan to Parties, Monitoring Team	30-Jan-19
11	15-20, 25	Community Policing	General	BPD will post the Proposed Final Community Policing Plan on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Final policies.	Monitoring Team	Comment Period	30-Jan-19 through 28-Feb-19
12	15-20, 25	Community Policing	General	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit a Final Community Policing Plan or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD, City, CPC, Department of Justice	Submission of Final Community Policing Plan	08-Mar-19
13	15-20, 25	Community Policing	General	The Parties review the Final Community Policing Plan. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Community Policing Plan	22-Mar-19
14	15-20, 25	Community Policing	General	The Monitoring Team will approve or disapprove of the Final Community Policing Plan, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Community Policing Plan	05-Apr-19
15	15-20, 25	Community Policing	General	BPD will implement the approved Community Policing Plan per its terms, with the Monitoring Team providing technical assistance. BPD and the Parties will meet periodically to discuss the status of implementation.	BPD, City, DOJ, Monitoring Team	Implementation of Community Policing Plan & Periodic Implementation Status Updates	Beginning May-19
16	22	Community Engagement	Assessments: BPD Community Policing Report	BPD will submit a Draft Community Policing Report that complies with the requirements of paragraph 22.	BPD	Submission of Draft Community Policing Report to Parties	12-Nov-18
17	22	Community Engagement	Assessments: BPD Community Policing Report	The Parties and Monitoring Team will review and provide feedback on the Draft Community Policing Report	City, DOJ, Monitoring Team	Submission of Feedback re: Draft Community Policing Report to BPD	03-Dec-18

18	22	Community Engagement	Assessments: BPD Community Policing Report	BPD will file with the Court and make public a Final Community Policing Report that incorporates the feedback and recommendations of the Parties, where appropriate.	BPD	Submission of Community Policing Report	24-Dec-18
19	23-24	Community Survey	General	The surveys will be conducted and completed pursuant to the design, methodology, approach, and timetable outlined in the Survey Methodology Plan.	Monitoring Team	Surveys Conducted	15-Sep-18 through 30-Oct-18
20	23-24	Community Survey	General	A draft final report on the surveys will be provided to the Parties for comment and feedback.	Monitoring Team	Draft Survey Report Submitted	24-Nov-18
21	23-24	Community Survey	General	The Parties will provide comment and feedback on the draft survey report.	City, DOJ	Feedback re: Draft Survey Report Provided	15-Dec-18
22	23-24	Community Survey	General	A final report on the surveys will be provided to the Parties, BPD, and the Court and be publicly available on the Monitor's website.	Monitoring Team	Submission of Final Report on Survey Results	04-Jan-19
23	27-40, 43-44, 47-58, 60-66	Stops, Searches, Arrests and Voluntary Police-Community Interactions	General	The Monitoring Team will review evidence regarding stops, searches and arrests, including written reports and body worn camera footage, for the purposes of (1) structuring the Decree-required outcome assessments, and (2) understanding and evaluating current practices. The Monitoring Team's role is not to independently investigate BPD officer conduct in performing stops, searches and arrests. Instead, the Monitoring Team's role is to examine stops, searches, and arrests in order to identify current practices and trends, develop outcome assessment measures, and ultimately to gauge BPD's compliance with the Consent Decree.	Monitoring Team	Monitoring of Stops, Searches, Arrests and Voluntary Police-Community Interactions	Ongoing
24	27-40, 43-44, 47-58, 60-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Policy (Set I)	BPD, the Parties, and the Monitoring Team will post the Proposed Final Set I Policies on Stops, Searches, Arrests, and Voluntary Police-Community Interactions on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Proposed Final policies. Set I policies are: Policies 1112 (Field Interviews, Investigative Stops/Detentions, Weapons Pat-Downs, and Searches), 1007 (Search and Seizure Warrants), 1013 (Strip Searches and Body Cavity Searches), 1106 (Warrantless Arrest Procedures and Probable Cause Standard), and 1505 (Foot Pursuits).	BPD, City, DOJ, Monitoring Team	Comment Period	30-Jul-18 through 28-Sep-18

25	27-40, 43-44, 47-58, 60-86	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy (Set I)	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit Final Policies re: Stops, Searches, Arrests, and Voluntary Police-Community Interactions or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Submission of Final Set I Policies on Stops, Searches, Arrests, and Voluntary Police-Community Interactions	30-Sep-18
26	27-40, 43-44, 47-58, 60-86	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy (Set I)	The Parties review the Final Set I Policies. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Set I Policies on Stops, Searches, Arrests, and Voluntary Police-Community Interactions	14-Oct-18
27	27-40, 43-44, 47-58, 60-86	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy (Set I)	The Monitor approves or disapproves the Final Policies on Stops, Searches, Arrests and Voluntary Police-Community Interactions, explaining its rationale and justification with the Court. The determination will be based on the extent to which the policy adequately complies with the requirements of the Decree incorporates feedback of the Parties, and reflects the values and specific input of community and Department stakeholders. <i>Note: When approved, the Stops, Searches, Arrests and Voluntary Police-Community Interactions policies do not become effective, and officers are neither expected to conform to its requirements or be subject to discipline or any employment action pursuant to it, until the Parties and Monitor have certified that the requirements of the policy have been sufficiently communicated to officers and any necessary training completed.</i>	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Set I Policies on Stops, Searches, Arrests, and Voluntary Police-Community Interactions	31-Oct-18

28	27-40, 43-44, 47-58, 60-86	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy (Set II)	<p>BPD will work with the Parties and Monitoring Team to address initial feedback to Set II policies during the Collaboration Period. BPD will produce subsequent iterations of the Policies re: Stops, Searches, Arrests, and Voluntary Police-Community Interactions as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations. Set II policies are Policy 906 (Traffic Citations), 1002 (Securing & Interviewing Witnesses), 1104 (Arrest Warrants), 1105 (Custodial Interrogations), 1108 (DUI/DWI Arrest Procedure), and 1114 (Persons in Police Custody).</p> <p>Note: by Court Order, see ECF No. 124, deadlines for certain policies that implicate stops, searches and arrests have been moved to the first quarter of the second year of monitoring because they also implicate community policing, which will be addressed at the same time. The policies implicated are Policy 808 (Civil and Criminal Citation Procedures), 809 (Marijuana—Uniform Civil Citation), 812 (Misdemeanor Shoplifting Arrest Procedures), and 1018 (Quality of Life Offenses—Core Legal Elements). Consistent with the Court’s Order in ECF No. 124, the new deadlines for these policies will be set forth in the Second Year Monitoring Plan.</p>	BPD, City, DOJ, Monitoring Team	Collaboration Period	17-Aug-18 through 28- Sep-18
29	27-40, 43-44, 47-58, 60-86	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy (Set II)	BPD will submit Proposed Final Set II Policies re: Stops, Searches, Arrests, and Voluntary Police-Community Interactions.	BPD	Submission of Approval or Disapproval of Final Set II Policies on Stops, Searches, Arrests, and Voluntary Police- Community Interactions	05-Oct-18
30	27-40, 43-44, 47-58, 60-86	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy (Set II)	BPD, the Parties, and the Monitoring Team will post the Proposed Final Set II Policies on Stops, Searches, Arrests, and Voluntary Police-Community Interactions on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Proposed Final policies.	BPD, City, DOJ, Monitoring Team	Comment Period	05-Oct-18 through 04- Nov-18

31	27-40, 43-44, 47-58, 60-86	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy (Set II)	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit Final Set II Policies re: Stops, Searches, Arrests, and Voluntary Police-Community Interactions or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Submission of Final Set II Policies on Stops, Searches, Arrests, and Voluntary Police-Community Interactions	11-Nov-18
32	27-40, 43-44, 47-58, 60-86	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy (Set II)	The Parties review the Final Set II Policies. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Set II Policies on Stops, Searches, Arrests, and Voluntary Police-Community Interactions	18-Nov-18
33	27-40, 43-44, 47-58, 60-86	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy (Set II)	The Monitor approves or disapproves the Final Set II Policies on Stops, Searches, Arrests and Voluntary Police-Community Interactions, explaining its rationale and justification with the Court. The determination will be based on the extent to which the policy adequately complies with the requirements of the Decree incorporates feedback of the Parties, and reflects the values and specific input of community and Department stakeholders. <i>Note: When approved, the Stops, Searches, Arrests and Voluntary Police-Community Interactions policies do not become effective, and officers are neither expected to conform to its requirements or be subject to discipline or any employment action pursuant to it, until the Parties and Monitor have certified that the requirements of the policy have been sufficiently communicated to officers and any necessary training completed.</i>	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Set II Policies on Stops, Searches, Arrests, and Voluntary Police-Community Interactions	25-Nov-18

34	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Draft Stops, Searches, and Arrests Training Plan as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent Training Plan iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	30-Jul-18 through 30-Sep-18
35	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD provides a Final Stops, Searches, and Arrests Training Plan.	BPD	Submission of Final Stops, Searches, and Arrests Training Plan	15-Oct-18
36	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	The Parties review the Final Stops, Searches, and Arrests Training Plan. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Stops, Searches, and Arrests Training Plan	29-Oct-18
37	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	The Monitor approves or disapproves the Final Stops, Searches, and Arrests Training Plan, explaining its rationale and justification with the Court. The determination will be based on the extent to which the policy adequately complies with the requirements of the Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Stops, Searches, and Arrests Training Plan	14-Nov-18
38	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD implements the approved Stops, Searches, and Arrests training plan. The curricula for initial and/or follow-up training will be subject to the Comment and Collaboration Periods required by the Consent Decree.	BPD	Implementation of Stops, Searches, and Arrests Training Plan	Beginning 01-Jan-19

39	82-83, 86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Data Collection	BPD shall consider whether any further revisions are appropriate in light of feedback received. BPD will either submit a Final Investigatory Stop System Plan or notify the Parties and Monitoring Team that a resumption of the Collaboration Period is necessary or desired.	BPD	Submission of Final Investigatory Stop System Plan	02-Sep-18
40	82-83, 86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Data Collection	The Monitor approves or disapproves the Final Investigatory Stop System Plan, explaining its rationale and justification with the Court.	Monitoring Team	Submission of Investigatory Stop System Plan to Court	23-Sep-18
41	82-83, 86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Data Collection	BPD will implement the Investigatory Stop System Plan.	BPD	Implementation of Investigatory Stop System Plan	Beginning 01-Dec-18
42	90-94, 16(h)	Impartial Policing	Training	BPD submits a First Draft Impartial Policing Training Curriculum to the Parties and Monitoring Team.	BPD	Submission of First Draft Impartial Policing Training Curriculum	21-Sep-18
43	90-94, 16(h)	Impartial Policing	Training	The Parties and the Monitoring Team will review and provide feedback on the First Draft Impartial Policing Training Curriculum. The Parties and Monitoring Team will provide initial feedback to BPD.	City, DOJ, Monitoring Team	Submission of Initial Feedback to BPD re: First Draft Impartial Policing Training Curriculum	01-Oct-18
44	90-94, 16(h)	Impartial Policing	Training	BPD will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the First Draft Impartial Policing Training Curriculum as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	01-Oct-18 through 13-Dec-18

45	90–94, 16(h)	Impartial Policing	Training	BPD will submit Proposed Final Impartial Policing Training Curriculum.	BPD	Submission of Approval or Disapproval of Proposed Final Impartial Policing Training Curriculum	20-Dec-18
46	90–94, 16(h)	Impartial Policing	Training	BPD, the Parties, and the Monitoring Team will post the Proposed Final Impartial Policing Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Final training.	BPD, City, DOJ, Monitoring Team	Comment Period	20-Dec-18 through 21-Jan-18
47	90–94, 16(h)	Impartial Policing	Training	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit a Final Initial Impartial Policing Training Curriculum or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Consideration of Comment Period Feedback	27-Jan-19
48	90–94, 16(h)	Impartial Policing	Training	The Parties review the Final Impartial Policing Training Curriculum. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Impartial Policing Training Curriculum	11-Feb-19
49	90–94, 16(h)	Impartial Policing	Training	The Monitor approves or disapproves the Final Impartial Policing Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the policy adequately complies with the requirements of the Consent Decree, incorporates feedback of the Parties, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Impartial Policing Training Curriculum	25-Feb-19
50	96, 97, 105	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The City, through Behavioral Health Services Baltimore (BHSB), will execute a contract with a vendor selected to “conduct an assessment to identify gaps in the behavioral health service system, recommend solutions, and assist with implementation of the recommendations as appropriate.” This Needs Assessment, or Gap Analysis, should include formal public meetings and other appropriate strategies designed to obtain a wide range of community input.	Collaborative Planning & Implementation Committee (CPIC) (which includes representatives from the City, BHSB) and BPD)	Vendor Identified and Contract Executed Designated and Needs Assessment Begins	1-Aug-18 through 30-Sep-18

51	96, 97, 105	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	<p>The selected vendor will work on and complete the Gap Analysis.</p> <p>Note: Once a draft of the Gap Analysis is completed, it will be subject, in the second monitoring year, to public comment, collaboration among the parties and the Monitor, and further revisions prior to being finalized and published. See ECF No. 129, Exhibit 1. The deadlines for all of these events will be included in the Second-Year Monitoring Plan.</p>	CPIC	Gap Analysis Conducted	30-Sep-18 through 30-Apr-19
52	98-122	Behavioral Health Disabilities/ Crisis	Policies	The CPIC Policy Subcommittee will obtain feedback from community members with vested interests in BPD behavioral health policies.	CPIC	Feedback on Policies Obtained	13-Aug-18 through 13-Nov-18
53	98-122	Behavioral Health Disabilities/ Crisis	Policies	CPIC's Policy Subcommittee reviews, meets to discuss, and offers edits to relevant BPD policies.	CPIC	Feedback on Policies Provided	16-Nov-18
54	98-122	Behavioral Health Disabilities/ Crisis	Policies	BPD considers and incorporates CPIC feedback, as appropriate, and shares a revised version of relevant BPD policies with CPIC for review.	BPD	Submission to CPIC of Revised Policies	07-Dec-18
55	98-122	Behavioral Health Disabilities/ Crisis	Policies	The CPIC Policy Subcommittee approves the final draft of relevant BPD policies.	CPIC	Policy Subcommittee Approves Final Draft	21-Dec-18
56	98-122	Behavioral Health Disabilities/ Crisis	Policies	The Full CPIC provides final review of final draft of relevant BPD policies.	CPIC	Full CPIC Approves Final Draft	31-Jan-19

57	98-122	Behavioral Health Disabilities/ Crisis	Policies	Final revised draft policies are submitted to the Monitoring Team and DOJ.	BPD, CPIC	Submission of Final Policies to DOJ, Monitoring Team	01-Feb-19
58	98-122	Behavioral Health Disabilities/ Crisis	Policies	DOJ and the Monitoring Team will work with the Subcommittee and BPD to finalize the draft policies. Note: The public comment period for, further revisions to, and finalization of the policies will occur during the first quarter of the second monitor year. The deadlines will be included in the Second-Year Monitoring Plan.	Monitoring Team, BPD, CPIC Subcommittee, DOJ	Collaboration Period	01-Feb-19 through 01-Mar-19
59	108-109, 118-119, 120	Behavioral Health Disabilities/ Crisis	Program: Crisis Plan and Selection Process	BPD's Crisis Intervention Team (CIT) Coordinator will submit Draft CIT Member Selection Criteria to CPIC, DOJ, and the Monitoring Team for discussion and revisions. The Criteria will be designed to ensure the selection of appropriate candidates for designation as CIT officers. The CIT Coordinator shall also ensure that CIT officer capacity is sufficient to ensure that, at all times of the day and in all districts, CIT officers can respond to calls and incidents involving individuals with behavioral health disabilities and in crisis.	BPD	Draft CIT Member Selection Criteria Submitted	18-Sep-18
60	108-109, 118-119, 120	Behavioral Health Disabilities/ Crisis	Program: Crisis Plan and Selection Process	BPD and CPIC will work with the Parties and Monitoring Team during the Collaboration Period on both the Crisis Intervention Plan and CIT Member Selection Criteria, and BPD will submit to DOJ and the Monitoring Team final Drafts of each. As explained in the First-Year Monitoring Plan, the Crisis Intervention Plan will be a CIT first-responder model of police-based crisis intervention with community, health care, and advocacy partnerships to assist individuals with behavioral health disabilities and individuals in crisis. The goal of the Crisis Intervention Plan will be to ensure that a CIT officer is available to respond to all calls and incidents that appear to involve an individual in crisis.	BPD, CPIC, City, DOJ, Monitoring Team	Collaboration Period on Draft Selection Criteria and Crisis Intervention Plan	19-Sep-18 through 18-Oct-18
61	108-109, 118-119, 120	Behavioral Health Disabilities/ Crisis	Program: Crisis Plan and Selection Process	DOJ will indicate its formal approval or disapproval of the Final Drafts of the Crisis Intervention Plan and CIT Member Selection Criteria, in writing, to the Monitor.	DOJ	Submission of Final Draft of Selection Criteria and Crisis Intervention Plan	28-Oct-18

62	108-109, 118-119, 120	Behavioral Health Disabilities/ Crisis	Program: Crisis Plan and Selection Process	The Monitoring Team will approve or disapprove of the Final Drafts of the Crisis Intervention Plan and CIT Member Selection Criteria, explaining its rationale and justification to the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Selection Criteria	18-Nov-18
63	122	Behavioral Health Disabilities/ Crisis	Crisis Data Form	BPD and CPIC will develop a Crisis Data Form to capture relevant data points as outlined in the Consent Decree.	BPD, CPIC	Submission of Initial Draft Crisis Data Form	02-Sep-18
64	122	Behavioral Health Disabilities/ Crisis	Crisis Data Form	BPD and CPIC will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD and CPIC will produce subsequent iterations of the Crisis Data Form as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, CPIC, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations. BPD will submit a Proposed Final Draft Crisis Data Form.	BPD, CPIC, City, DOJ, Monitoring Team	Collaboration Period	03-Sep-18 through 17-Oct-18
65	122	Behavioral Health Disabilities/ Crisis	Crisis Data Form	CPIC's Data Subcommittee and BPD incorporate CPIC feedback, finalize the Crisis Data Form, and submit to the full CPIC, DOJ, and Monitoring Team for review.	CPIC, BPD	Submission of Proposed Final Draft Crisis Data Form	30-Oct-18
66	122	Behavioral Health Disabilities/ Crisis	Crisis Data Form	CPIC, DOJ and the Monitoring will review the Final Draft Crisis Data Form and provide comments to BPD.	DOJ	Proposed Final Draft Crisis Data Form Approved/Disapproved	15-Nov-18
67	122	Behavioral Health Disabilities/ Crisis	Crisis Data Form	BPD will incorporate any feedback from CPIC, DOJ and the Monitoring Team and submit the revised Crisis Data Form to the Monitoring Team.	BPD	Submission of Final Draft Crisis Data Form	01-Dec-18
68	122	Behavioral Health Disabilities/ Crisis	Crisis Data Form	The Monitoring Team will approve or disapprove the Final Crisis Data Form, explaining its rationale and justification to the Court.	Monitoring Team	Final Draft Crisis Data Form Approved/Disapproved	15-Dec-18

69	123-79	Use of Force	General	The Monitoring Team will review evidence regarding use of force incidents, including written reports and body worn camera footage, for the purposes of (1) structuring the Decree-required outcome assessments, and (2) understanding and evaluating current practices. The Monitoring Team's role is not to independently investigate BPD officer conduct in using force. Instead, the Monitoring Team's role is to examine use of force incidents in order to identify current practices and trends, develop outcome assessment measures, and ultimately to gauge BPD's compliance with the Consent Decree.	Monitoring Team	Monitoring of Use of Force Incidents	Ongoing
70	123-65; 169-79	Use of Force	Officer Use of Force & Force Reporting Policies (Set II: 414, 710, 724, 725, 1005, 1107, 1602)	Following the period of public comment, the Parties review the Final Officer Use of Force Policies. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Officer Use of Force Policies	10-Sep-18
71	123-65; 169-79	Use of Force	Officer Use of Force & Force Reporting Policies (Set II: 414, 710, 724, 725, 1005, 1107, 1602)	The Monitor approves or disapproves the Final Policies on Officer Use of Force, explaining its rationale and justification with the Court. The determination will be based on the extent to which the policy adequately complies with the requirements of the Consent Decree, incorporates feedback of the Parties, and reflects the values and specific input of community and Department stakeholders. <i>Note: When approved, the Officer Use of Force Policies do not become effective, and officers are neither expected to conform to its requirements or be subject to discipline or any employment action pursuant to it, until the Parties and Monitor have certified that the requirements of the policy have been sufficiently communicated to officers and any necessary training completed.</i>	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Officer Use of Force Policies	17-Sep-18
72	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	BPD will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Use of Force Training as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent training iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	27-Aug-18 through 30-Oct-18

73	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	BPD will submit a Final Draft Initial Use of Force Training Curriculum.	BPD	Submission of Final Initial Use of Force Training Curriculum	15-Nov-18
74	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	BPD, the Parties, and the Monitoring Team will post the Proposed Final Draft Initial Use of Force Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the curriculum.	BPD, City, DOJ, Monitoring Team	Comment Period	15-Nov-18 through 15-Dec-18
75	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	The Parties review the Final Initial Use of Force Training Curriculum. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Initial Use of Force Training Curriculum	22-Dec-18
76	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	The Monitor approves or disapproves the Final Initial Use of Force Training Curriculum, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Initial Use of Force Training Curriculum	29-Dec-18
77	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	BPD proceeds to implement the Final Initial Use of Force Training. All training initiatives will go through a Collaboration period and approval process.	BPD	Implementation of Final Initial Use of Force Training Curriculum	Beginning 01-Jan-19
78	219	Youth	Youth-Criminal Justice Interactions Assessment	The City will engage the community in the process for developing the assessment of the City's youth diversion programs ("Youth Diversion Assessment") via focus groups, interviews, and meetings on youth-criminal justice interactions, per the Youth Diversion Assessment Timeline filed with the Court (see ECF No. 131).	City, BPD	Community Engagement	30-Aug-18 through 31-Oct-18
79	219	Youth	Youth-Criminal Justice Interactions Assessment	The City will conduct an analysis of relevant administrative data on youth diversion programs, per the Youth Diversion Assessment Timeline.	City (by consultant Children's Center for Law and Policy (CCLP))	Analysis of Administrative Data Conducted	01-Nov-18 through 01-Dec-18

80	219	Youth	Youth-Criminal Justice Interactions Assessment	Initial drafts of sections of the Youth Diversion Assessment Report will be completed, per the Youth Diversion Assessment Timeline.	City (by CCLP)	First Draft of Report Sections Completed	01-Dec-18 through 31-Dec-18
81	219	Youth	Youth-Criminal Justice Interactions Assessment	A final draft of the Youth Diversion Assessment Report will be submitted to the City and BPD for review and approval, per the Youth Diversion Assessment Timeline.	City (by CCLP)	Final Draft Submitted	01-Feb-19 through 01-03-19
82	219	Youth	Youth-Criminal Justice Interactions Assessment	The final draft of the Youth Diversion Assessment Report will be approved, per the Youth Diversion Assessment Timeline.	City, BPD	Final Report Approved	01-Mar-19 through 22-Mar-19
83	219	Youth	Youth-Criminal Justice Interactions Assessment	The final draft of the Youth Diversion Assessment Report will be published, per the Youth Diversion Assessment Timeline.	City, BPD	Final Report Published	31-Mar-19
84	219	Youth	Youth-Criminal Justice Interactions Assessment	The Monitor will approve or disapprove the final Youth Diversion Assessment Report, explaining its rationale and justification to the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Youth Diversion Assessment Report	14-April-19
85	225	Transportation of Persons in Custody	Monthly Vehicle Inspection	BPD will provide the Monitoring Team with access to the required monthly vehicle inspections. The Monitoring Team will ensure compliance with paragraph 225.	BPD, Monitoring Team	Monthly Vehicle Inspections Conducted	Beginning 01-Mar-18
86	238-56	First Amendment Protected Activities	Policies	The Monitor approves or disapproves of the Final First Amendment Protected Activities Policies, and explains its rationale with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of First Amendment Protected Activities Policies	15-Sep-18
87	258, 260-66	Sexual Assault	Policy	BPD will post the Proposed Final Policies on Sexual Assault on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Proposed Final Policies.	BPD, City, DOJ, Monitoring Team	Comment Period	15-Aug-18 through 28-Sep-18

88	258, 260-66	Sexual Assault	Policy	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit Final Officer Use of Force Policies or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Consideration of Comment Period Feedback	30-Sep-18
89	258, 260-66	Sexual Assault	Policy	The Parties review the Final Sexual Assault Policies. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	City, DOJ	Submission of Approval or Disapproval of Final Sexual Assault Policies	15-Oct-18
90	258, 260-66	Sexual Assault	Policy	The Monitor approves or disapproves of the Final Sexual Assault Policies, and explains its rationale with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Sexual Assault Policy	06-Nov-18
91	267-78	Technology	Resource Plan	BPD submits a Draft Resource Plan to the Monitor and DOJ for review and approval.	BPD	Submission of Draft Resource Plan	22-Sep-18
92	267-78	Technology	Resource Plan	DOJ and the Monitor will "assess whether the Resource Plan sets out a reasonable and cost-effective plan for complying with the Material Requirements of the Agreement. If an objection is noted by either DOJ or the Monitor, DOJ, the Monitor, and BPD shall meet and confer to resolve any objections." (§ 273).	DOJ, Monitoring Team	Objections Identified to BPD, City	22-Oct-18
93	267-79	Technology	Resource Plan	The Monitor files a completed Resource Plan with the Court.	Monitoring Team	Filing of Approved Resource Plan with the Court	01-Dec-18
94	291-302	Training (General)	Training Plan	BPD, the Parties, and the Monitoring Team will post the Proposed Final Training Plan on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Final Training Plan.	BPD, City, DOJ, Monitoring Team	Comment Period	19-Aug-18 through 19-Sep-18
95	291-302	Training (General)	Training Plan	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit a Final Training Plan or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Submission of Final Training Plan	26-Sep-18

96	291-302	Training (General)	Training Plan	The Parties review the Final Training Plan. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Training Plan	09-Oct-18
97	291-302	Training (General)	Training Plan	The Monitor approves or disapproves the Final Training Plan, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Training Plan	30-Oct-18
98	328	Supervision	Supervision Effectiveness Protocols	BPD, the Parties, and the Monitoring Team will convene regular, ongoing meetings to develop supervision metrics. The objective is to develop evaluation metrics based on an assessment of the skills and performance necessary in high-quality supervisors.	BPD, City, DOJ, Monitoring Team	Beginning of Regular, Ongoing Meetings	22-Oct-18
99	329	Supervision	Supervision Effectiveness Protocols	BPD produces Draft Supervision Effectiveness Protocols, consistent with discussions in the regular, ongoing meetings.	BPD	Submission of Draft Supervision Effectiveness Protocols to Parties	17-Dec-18
100	330	Supervision	Supervision Effectiveness Protocols	The Parties and Monitoring Team will review and provide feedback on the Draft Supervision Effectiveness Protocols.	City, DOJ, Monitoring Team	Submission of Comments re: Draft supervision Effectiveness Protocols to BPD	07-Jan-19
101	331	Supervision	Supervision Effectiveness Protocols	BPD provides Final Supervision Effectiveness Protocols.	BPD	Submission of Final Supervision Effectiveness Protocols.	04-Feb-19
102	332	Supervision	Supervision Effectiveness Protocols	The Parties review the Final Supervision Effectiveness Protocols. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Supervision Effectiveness Protocols	18-Feb-19
103	333	Supervision	Supervision Effectiveness Protocols	The Monitor approves or disapproves the Final Supervision Effectiveness Protocols, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Training Plan	11-Mar-19

104	329-415	Misconduct Investigations & Discipline	General	The Monitoring Team will review internal affairs investigation records for the purposes of (1) structuring the Decree-required outcome assessments, and (2) understanding and evaluating current practices. The Monitoring Team's role is not to independently investigate BPD officers who are the subject of internal affairs investigations. Instead, the Monitoring Team's role is to examine internal affairs investigations in order to identify current practices and trends, develop outcome assessment measures, and ultimately to gauge BPD's compliance with the Consent Decree.	Monitoring Team	Monitoring of Misconduct Investigations & Discipline	Ongoing
105	329, 333-43, 392, 394, 398	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD will submit a final draft policy on complaint intake, classification, and communication with complainants consistent with Paragraphs 329, 333-42, 392, 394, 398, and 400 of the Consent Decree.	BPD	Submission of Final Draft Complaint Intake, Classification, and Communication Policy	05-Oct-18
106	339	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD will submit final draft protocols delineating the responsibilities of OPR and the Civilian Review Board (CRB) for (i) complaint intake and classification and (ii) the exchange of information between CRB and OPR at the beginning of an investigation, consistent with Paragraph 339 of the Consent Decree.	BPD	Submission of Final Draft OPR-CRB Protocols re: Complaint Intake/Classification	05-Oct-18
107	338	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD will submit a final draft protocol for the classification of complaints pursuant to Paragraph 338(a) of the Consent Decree.	BPD	Submission of Final Draft Complaint Classification Protocol	05-Oct-18

108	329, 333–43, 392, 394, 398	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD, DOJ, and Monitoring Team will seek public comment on (i) the final draft policy on complaint intake, classification, and communication with complainants; (ii) the final draft protocols on OPR's relationship to CRB; and (iii) the final draft protocol for complaint classification.	BPD, City, DOJ, Monitoring Team	Public Comment Period	06-Oct-18 through 02-Nov-18
109	329, 333–43, 392, 394, 398	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD will determine and notify DOJ and the Monitoring Team whether, following the public comment period, any additional collaboration and revision is needed to (i) the final draft policy on complaint intake, classification, and communication with complainants; (ii) the final draft protocols on OPR's relationship to CRB; and (iii) the final draft protocol for complaint classification.	BPD	Notification to Parties, Monitoring Team Re: Necessity for Further Collaboration and Revision	16-Nov-18
110	329, 333–43, 392, 394, 398	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	The Parties will review (i) the final draft policy on complaint intake, classification, and communication with complainants; (ii) the final draft protocols on OPR's relationship to CRB; and (iii) the final draft protocol for complaint classification. DOJ will indicate its formal approval or disapproval, in writing, to the Monitoring Team.	DOJ	Submission of Approval or Disapproval of Final OPR Policies & Manual re: Complaint Intake, Classification, and Transparency	30-Nov-18
111	329, 333–43, 392, 394, 398	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	The Monitoring Team will approve or disapprove (i) the final draft policy on complaint intake, classification, and communication with complainants; (ii) the final draft protocols on OPR's relationship to CRB; and (iii) the final draft protocol for complaint classification.	Monitoring Team	Filing of Memorandum to the Court re: Final OPR Policies & Manual re: Complaint Intake, Classification, and Transparency	10-Dec-18

112	329, 333–43, 392, 394, 398	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	<p>BPD will submit final draft manual provisions on complaint intake, classification, and communication with complainants consistent with Paragraphs 329, 333–42, 392, 394, 398, and 400 of the Consent Decree and the previously-developed policy.</p> <p>Note: As per the Court's prior order, see ECF No. 125 at 4-5, the public comment period on, further revisions of, and finalization of these manual provisions will occur during the first quarter of the second monitoring year. The deadlines set forth in that Court order will be included in the Second-Year Monitoring Plan. Deadlines for revisions to OPR's policies and manual provisions addressing the investigation of complaints, consistent with Paragraphs 334, 339, 342-44, 247-52 and 354-71 of the Consent Decree, will also be included in the Second-Year Monitoring Plan. These deadlines are also outlined in the Court's prior order, see ECF No. 125 at 5-6.</p>	BPD	Submission of Final Draft Manual re: Complaint Intake, Classification, and Communication with Complainants	01-Feb-19
113	271	Technology	Body-Worn Cameras: Policy	The Monitor approves or disapproves the Final Body-Worn Camera Policies, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Body-Worn Camera Policies	05-Sep-18
114	271	Technology	Body-Worn Cameras: Training	BPD provides the Parties and Monitoring Team with a proposed curriculum for updating officers, via electronic or in-class training, on the revised Body-Worn Cameras Policy (the "Body-Worn Cameras Training Curriculum").	BPD	Submission of Draft Body-Worn Cameras Training Curriculum	10-Oct-18
115	271	Technology	Body-Worn Cameras: Training	BPD will work with the Parties and Monitoring Team to refine the Body-Worn Cameras Training. The Monitoring Team will produce subsequent iterations of the Body-Worn Cameras Training as necessary through this process, which BPD and the Parties will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent training iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	10-Oct-18 through 27-Nov-18
116	271	Technology	Body-Worn Cameras: Training	BPD submits Proposed Final Body-Worn Cameras Training Curriculum.	BPD	Submission of Final Body-Worn Camera Training Curriculum	05-Dec-18

117	271	Technology	Body-Worn Cameras: Training	The Parties review the Final Body-Worn Camera Training Curriculum. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	City, DOJ	Submission of Approval or Disapproval of Final Body-Worn Camera Training Curriculum	19-Dec-18
118	271	Technology	Body-Worn Cameras: Training	The Monitor approves or disapproves the Final Body-Worn Cameras Training Curriculum, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Body-Worn Cameras Training	02-Jan-19
119	420-22	Recruitment, Hiring, and Retention	Hiring Process & Policy Review/Report	BPD will work with the Parties and Monitoring Team to refine the Draft Hiring Process & Policy Report. The Monitoring Team will produce subsequent iterations of the Hiring Report as necessary through this process, which BPD and the Parties will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	14-Aug-18 through 15-Oct-18
120	420-22	Recruitment, Hiring, and Retention	Hiring Process & Policy Review/Report	BPD submits a Final Hiring Process & Policy Review Report	BPD	Submission of Final Hiring Process & Policy Report	12-Nov-18
121	420-22	Recruitment, Hiring, and Retention	Hiring Process & Policy Review/Report	The Parties review the Final Hiring Report. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Hiring Report	26-Nov-18
122	420-22	Recruitment, Hiring, and Retention	Hiring Process & Policy Review/Report	The Monitor approves or disapproves the Final Hiring Report, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Hiring Report	10-Dec-18
123	428	Staffing, Performance Evaluations, and Promotions	Staffing Study	The Monitor approves or disapproves the Final Staffing Study, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Staffing Study	11-Sep-18

124	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD, the Parties, and the Monitoring Team will commence regular, ongoing meetings regarding the completion of the required Staffing Plan that provides sufficient personnel and resources per the requirements of the Decree. (¶ 429).	BPD, City, DOJ, Monitoring Team	Regular, Ongoing Meetings	14-Aug-18
125	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	Reflecting the outcomes of the Staffing Study, BPD will produce a Staffing Plan that conforms to the requirements of the Decree and enables sufficient personnel levels and deployment to perform effective, efficient, and constitutional policing.	BPD	Submission of Draft Staffing Plan	23-Nov-18
126	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD will work with the Parties and Monitoring Team to refine the Draft Staffing Plan. The Monitoring Team will produce subsequent iterations of the Staffing Plan as necessary through this process, which BPD and the Parties will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	24-Nov-18 through 31-Jan-19
127	436-37	Officer Assistance and Support	Employee Assistance Program	The Parties review the Final EAP Protocols. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final EAP Protocols	16-Oct-18
128	436-37	Officer Assistance and Support	Employee Assistance Program	The Monitor approves or disapproves the Final EAP Protocols, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final EAP Protocols	06-Nov-18
129	439-40	Officer Assistance and Support	Traumatic and High-Stress Incident Protocols	The Parties review the Final Traumatic and High-Stress Incident Protocols. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Traumatic and High-Stress Incident Protocols	18-Sep-18
130	439-40	Officer Assistance and Support	Traumatic and High-Stress Incident Protocols	The Monitor approves or disapproves the Final Traumatic and High-Stress Incident Protocols, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Traumatic and High-Stress Incident Protocols	09-Oct-18

131	471-72	Monitor Reports	Second Semiannual Report	The Monitoring Team "will provide a copy" of its Draft Second Semiannual Report "to the Parties . . . to allow the Parties to comment on the reports." (§ 472).	Monitoring Team	Provision of Draft Second Semiannual Report to Parties	20-Nov-19
132	471-72	Monitor Reports	Second Semiannual Report	The Parties will provide feedback and comments on the Draft Second Semiannual Report, as well as any comments that the Parties request be posted on the Monitor's website.	City, DOJ	Submission of Feedback re: Draft Second Semiannual Report to Monitoring Team	20-Dec-19
133	471-72	Monitor Reports	Second Semiannual Report	The Monitor will file the Second Semiannual Report with the Court and "post the final report[], along with comments by the Parties that the Parties request be posted, and the Monitor's response, if any, to its website."	Monitoring Team	Filing of Second Semiannual Report with Court	05-Jan-19
134	471-72	Monitor Reports	Second Semiannual Report	The Monitor will hold one of its required, quarterly community meetings (see line 282) to brief community members on the Second Semiannual Report.	Monitoring Team	Quarterly Community Meeting on Semiannual Report Held	12-Jan-19
135	471-72	Monitor Reports	Second Semiannual Report	The Court will hold one of its quarterly, public hearings (see line 284) to discuss the Second Semiannual Report and overall progress to date.	BPD, Parties, Monitoring Team	Quarterly Public Hearing Held	19-Jan-19
136	461	Monitor Reports	Quarterly Meetings	The Monitoring Team will hold, not less frequently than quarterly, "hold in-person meetings in different Baltimore neighborhoods." The Monitoring Team has elsewhere committed to more frequent community engagement and public meetings throughout the monitoring year.	Monitoring Team	Quarterly Meetings	TBD-Nov-18 10-Jan-19
137	461	Monitor Reports	Monthly Meetings with Court	The Monitoring Team and Parties will, per the Court's instructions, meet with the Court to discuss specific subject areas to discuss progress made to date in those identified areas.	BPD, City, DOJ, Monitoring Team	Participation in Monthly Meetings with Court	06-Sep-18 02-Oct-18 15-Nov-18 17-Dec-18 03-Jan-19
138	461	Monitor Reports	Monthly Meetings with Court	The Court will hold quarterly, public hearings to discuss the overall status of progress.	BPD, City, DOJ, Monitoring Team	Quarterly Public Hearings	09-Oct-18 10-Jan-19

139	461	Monitoring Plan	Updated First-Year Monitoring Plan	The Monitoring Team will revise the Draft Updated First-Year Monitoring Plan, as appropriate, and file the Final Updated First-Year Monitoring Plan with the Court.	Monitoring Team	Filing of Final Updated First-Year Monitoring Plan with Court	13-Sep-18
140	461	Monitoring Plan	Second-Year Monitoring Plan	The Monitor will submit a draft of the Second-Year Monitoring Plan to BPD and the Parties. The Second-Year Monitoring Plan will cover the period of January 1, 2019 through December 31, 2019.	Monitoring Team	Submission of Draft Second-Year Monitoring Plan	03-Dec-18
141	461	Monitoring Plan	Second-Year Monitoring Plan	BPD and the Parties will provide feedback on the Draft Second-Year Monitoring Plan.	BPD, Parties	Submission of Feedback re: Draft Second-Year Monitoring Plan	17-Dec-18
142	461	Monitoring Plan	Second-Year Monitoring Plan	BPD, the Parties, and the Monitoring Team will actively and affirmatively seek community feedback and public comment on the Draft Second-Year Monitoring Plan.	BPD, Parties, Monitoring Team	Comment Period	20-Dec-18 through 24-Jan-19
143	461	Monitoring Plan	Second-Year Monitoring Plan	The Monitoring Team will revise the Draft Second-Year Monitoring Plan, as appropriate, and file the Final Second-Year Monitoring Plan with the Court.	Monitoring Team	Filing of Final Updated Second-Year Monitoring Plan with Court	05-Feb-19
144	448	Monitoring Plan	Second-Year Budget	The Monitoring Team will submit a budget for the second year of monitoring to the Court and the Parties for review.	Monitoring Team	Submission of Second-Year Budget	17-Dec-18
145	448	Monitoring Plan	Second-Year Budget	The Parties will provide feedback on the Second-Year Budget.	City, DOJ	Submission of Feedback on Second-Year Budget	31-Dec-18
146	448	Monitoring Plan	Second-Year Budget	The Monitoring Team will provide a finalized Second-Year Budget to the Court.	Monitoring Team	Submission of Second-Year Budget to Court	14-Jan-19
147	451	Monitoring Plan	Monthly Invoices	The Monitoring Team will submit invoices on a monthly basis to the Parties by the 15th day of the month (or the next earliest business day) following the performance of duties. The Parties shall promptly review and communicate any and all questions, comments, or feedback to the Monitoring Team. The invoice shall be submitted to the Court by the 20th day of the month (or the next earliest business day) with an accompanying cover letter.	Monitoring Team	Submission of Monthly Invoices to Parties, Court	Ongoing