

Row	Second-Year Monitoring Plan						
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2	<p><u>General Notes:</u> For all deadlines established below, the Monitoring Team and the 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 Monitoring Team, the United States, BPD 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 Monitoring Team 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 issues 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><u>Definitions:</u> 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. "Bi-monthly" means once every two calendar months. "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 day.</p>						
4	Consent Decree Paragraphs	Area	Sub-Area	Milestone	Responsible Stakeholder(s)	Deliverable	Deadline
5	6, 19-21	Community Engagement	General	<p>As required by the Consent Decree, direct community participation and involvement in police reform will continue to be an overriding objective under the Second-Year Monitoring Plan.</p> <p>This will include continuing, specific periods of community feedback and engagement provided for elsewhere in this plan in connection with proposed policies, plans, training initiatives, and other major milestones. It may also include more generalized community engagement to identify issues, feedback, concerns, experiences, values, and histories of Baltimore's diverse communities – including BPD officers – regarding the various subject matters of the Consent Decree.</p> <p>The form 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. Such outreach will also include BPD's two annual meetings per police district to discuss Consent Decree implementation, as required by paragraph 21.</p>	BPD, City, DOJ, Monitoring Team	Ongoing Community Engagement	Ongoing

6	16	Community Policing	General	BPD will submit a First Draft Community Policing Plan.	BPD	Submission of First Draft Community Policing Plan	31-May-19
7	16	Community Policing	General	BPD will work with DOJ and the Monitoring Team on the First Draft Community Policing Plan. BPD will produce subsequent iterations of the First Draft Community Policing Plan as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations of the plan.	BPD, DOJ, Monitoring Team	Collaboration Period	Through 30-Aug-19
8	15-20, 25	Community Policing	General	BPD will submit a Proposed Community Policing Plan.	BPD	Submission of Proposed Community Policing Plan to DOJ and Monitoring Team	30-Aug-19
9	15-20, 25	Community Policing	General	BPD will post the Proposed Community Policing Plan on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Plan.	BPD	Comment Period	30-Aug-19 through 27-Sept-19
10	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 then publish a Final Community Policing Plan for additional public feedback.	BPD	Consideration of Comment Period Feedback	18-Oct-19
11	15-20, 25	Community Policing	General	BPD will post the Final Community Policing Plan on its website for additional public feedback.	BPD	Second Comment Period	18-Oct-19 through 01-Nov-19
12	15-20, 25	Community Policing	General	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Community Policing Plan in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Community Policing Plan	15-Nov-19
13	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	22-Nov-19

14	15-20, 25	Community Policing	General	BPD will begin to adopt the approved Community Policing Plan per its terms, milestones, and phased implement approach. With the Monitoring Team providing technical assistance. Finalized deadlines for various milestones contained in the Plan will be incorporated by reference into this Monitoring Plan. BPD, DOJ and the Monitoring Team will meet regularly to discuss implementation and whether the objectives, goals, and milestones of the Plan are being met.	BPD, DOJ, Monitoring Team	Adoption of Community Policing Plan & Regular Implementation Status Meetings	Beginning Week of 02-Dec-19
15	16(f), (h)	Community Policing	Training	BPD will provide not fewer than eight (8) hours of cumulative, structured in-service training addressing (1) conflict resolution, including verbal de-escalation of conflict, and (2) methods, strategies, and techniques to reduce misunderstanding, conflict, and complaints due to perceived bias or discrimination. This training will occur in the context of the training on Use of Force; Stops, Searches, and Arrests; and Fair and Impartial Policing outlined below.	BPD	Provision of Training on Initial Community Policing Topics	Ongoing in 2020
16	16	Community Policing	Training	BPD will develop curriculum on (1) methods and strategies to improve public safety and prevent crime through community engagement, and (2) principles of procedural justice and its goals. BPD submits a First Draft Community Policing Training Curriculum to DOJ and Monitoring Team.	BPD	Submission of First Draft Community Policing Training Curriculum	06-Jan-20
17	16	Community Policing	Training	BPD will work with DOJ and the Monitoring Team to address the submitted initial feedback. BPD will produce subsequent iterations of the First Draft Community Policing Training Curriculum as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations of the training curriculum.	BPD, DOJ, Monitoring Team	Collaboration Period	06-Jan-20 through 02-Mar-20
18	16	Community Policing	Training	BPD will submit to DOJ and the Monitoring Team the Proposed Community Policing Training Curriculum.	BPD	Submission of Proposed Community Policing Training Curriculum	02-Mar-20
19	16	Community Policing	Training	BPD will post the Proposed Community Policing Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the curriculum.	BPD	Comment Period	02-Mar-20 through 03-Apr-20

20	16	Community 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 then publish a Final Community Policing Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	24-Apr-20
21	16	Community Policing	Training	BPD will post the Final Community Policing Training on its website for additional public feedback.	BPD	Second Comment Period	24-Apr-20 through 08-May-20
22	16	Community Policing	Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Community Policing Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Community Policing Training Curriculum	22-May-20
23	16	Community Policing	Training	The Monitoring Team approves or disapproves the Final Community 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 DOJ and the Monitoring Team, and reflects the values and specific input of community and BPD stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Community Policing Training Curriculum	29-May-20
24	16	Community Policing	Training	BPD will conduct a "Train-the-Trainers" program to orient, selected instructors to the training. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Train-the-Trainers Initiative Conducted	TBD 2020
25	16	Community Policing	Training	BPD will implement the Final Community Policing Training Curriculum. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences. During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.	BPD, DOJ, Monitoring Team,	Training Conducted	TBD 2020

26	16	Community Policing	Training	BPD will certify to the Court that all eligible BPD officers have successfully completed the required Community Policing training. To the extent that some officers who should have completed training did not, BPD will provide the Court an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.	BPD	Filing of Memorandum to the Court re: Completion of Community Policing Training	TBD 2020
27	22	Community Engagement	Assessments: BPD Community Policing Report	BPD will submit a Draft Annual Community Policing Report that complies with the requirements of paragraph 22.	BPD	Submission of Draft Annual Community Policing Report to DOJ, Monitoring Team	11-Nov-19
28	22	Community Engagement	Assessments: BPD Community Policing Report	DOJ and the Monitoring Team will review and provide feedback on the Draft Annual Community Policing Report	DOJ, Monitoring Team	Submission of Feedback re: Draft Annual Community Policing Report to BPD	02-Dec-19
29	22	Community Engagement	Assessments: BPD Community Policing Report	BPD will file with the Court and make public a Final Annual Community Policing Report that incorporates the feedback and recommendations of DOJ and the Monitoring Team, where appropriate.	BPD	Submission of Annual Community Policing Report	20-Dec-19
30	23-24	Community Survey	Resident Survey	The Monitoring Team will conduct the required survey of Baltimore residents.	Monitoring Team	Surveys Conducted	10-Dec-18 through 28-Feb-19
31	23-24	Community Survey	Resident Survey	The Monitoring Team will provide draft final reports on the surveys to the Parties for comment and feedback.	Monitoring Team	Draft Survey Reports Submitted	26-Apr-19
32	23-24	Community Survey	Resident Survey	The Parties will provide comment and feedback on the draft final survey reports.	BPD, DOJ	Feedback re: Draft Survey Reports Provided	17-May-19
33	23-24	Community Survey	Resident Survey	The Monitoring Team will file with the Court and publish on the Monitoring Team's website the final report on the surveys.	Monitoring Team	Submission of Final Reports on Survey Results	07-Jun-19
34	23-24	Community Survey	Officer Focus Groups	The focus groups will be conducted.	Monitoring Team	Officer Focus Groups Conducted	10-Dec-18 through 28-Feb-19

35	23-24	Community Survey	Officer Focus Groups	A draft final report on the Officer Focus Groups (the "Draft Officer Focus Group Report") will be provided to the Parties for comment and feedback.	Monitoring Team	Draft Officer Focus Group Report Submitted	26-Apr-19
36	23-24	Community Survey	Officer Focus Groups	The Parties will provide comment and feedback on the Draft Officer Focus Group Report.	City, DOJ	Feedback re: Draft Officer Focus Group Report Provided	17-May -19
37	23-24	Community Survey	Officer Focus Groups	A final Officer Focus Group Report 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 Officer Focus Groups	07-Jun-19
38	23-24	Community Survey	Custodial Arrestees	The Custodial Arrestees Survey will be conducted.	Monitoring Team	Custodial Arrestees Survey Conducted	10-Dec-18 through 28-Feb-19
39	23-24	Community Survey	Custodial Arrestees	A draft final report on the Custodial Arrestees Survey (the "Draft Custodial Arrestees Survey Report") will be provided to the Parties for comment and feedback.	Monitoring Team	Draft Custodial Arrestees Survey Report Submitted	26-Apr-19
40	23-24	Community Survey	Custodial Arrestees	The Parties will provide comment and feedback on the Draft Custodial Arrestees Survey Report.	City, DOJ	Feedback re: Draft Custodial Arrestees Survey Report Provided	17-May-19
41	23-24	Community Survey	Custodial Arrestees	A final Custodial Arrestees Survey Report 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 Custodial Arrestees Survey	07-Jun-19
42	166-67	Training	Training: Staffing	BPD will permanently assign a minimum of ten (10) additional well-qualified, full-time staff to the Training Academy to work exclusively on training functions. Those staff members will not be detailed to any other division, section, or function within BPD. This number will include any and all new full-time staff assigned to the Training Academy on or after January 1, 2019.	BPD	Assignment of Full-Time Training Staff	25-Feb-19
43	166-67	Training	Training: Staffing	BPD will assess whether, and to what extent, the assignment to the Training Academy of additional well-qualified, full-time staff, beyond the ten (10) assigned on or before February 25, 2019, is necessary to enable the Academy to meet the training requirements of the Consent Decree while also complying with state regulatory obligations. To the extent that it is determined that additional personnel are required, this assessment will be accompanied by a plan identifying the necessary role for each additional staff member, and the timeline for securing the transfer of those personnel.	BPD	Training Staffing Assessment	15-Mar-19

44	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 Consent 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 gauge BPD's compliance with the Consent Decree.	Monitoring Team	Monitoring of Stops, Searches, Arrests and Voluntary Police-Community Interactions	Ongoing
45	27-40, 43-44, 47-58, 60-68	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy Set III	BPD will work with DOJ and the Monitoring Team to address initial feedback during a Collaboration Period on: Civil and Criminal Citation Procedures (808), Marijuana--Uniform Civil Citation (809), Misdemeanor Shoplifting Arrest Procedures (812), and Quality of Life Offenses—Core Legal Elements (1018) (collectively "Stops, Searches, and Arrests Policy Set III" or "Policy Set III"). (Other policies relating to stops, searches, arrests, and voluntary police-community interactions have previously been finalized.) BPD will produce subsequent iterations of Policy Set III as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	31-Jul-19 through 14-Oct-19
46	27-40, 43-44, 47-58, 60-69	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy Set III	BPD will submit Proposed Stops, Searches, and Arrests Policy Set III policies.	BPD	Submission of Proposed Stops, Searches, and Arrests Policy Set III	14-Oct-19
47	27-40, 43-44, 47-58, 60-69	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy Set III	BPD will post the Proposed Stops, Searches, and Arrests Policy Set III on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policies.	BPD	Comment Period	14-Oct-19 15-Nov-19

48	27-40, 43-44, 47-58, 60-69	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy Set III	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Stops, Searches, and Arrests Policy Set III for additional public feedback.	BPD	Consideration of Comment Period Feedback	06-Dec-19
49	27-40, 43-44, 47-58, 60-69	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy Set III	BPD will post the Final Stops, Searches, and Arrests Policy Set III on its website for additional public feedback.	BPD	Second Comment Period	06-Dec-19 through 20- Dec-19
50	27-40, 43-44, 47-58, 60-70	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy Set III	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Stops, Searches, and Arrests Policy Set III in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Policy Set III	03-Jan-20
51	27-40, 43-44, 47-58, 60-71	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy Set III	<p>The Monitoring Team approves or disapproves the Final Stops, Searches, and Arrests Policy Set III, 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 DOJ and the Monitoring Team, and reflects the values and specific input of community and BPD stakeholders.</p> <p><i>Note: When approved, the Stops, Searches, and Arrests policies within Policy Set III do not become effective, and officers are neither expected to conform to their requirements nor be subject to discipline or any employment action pursuant to them, until BPD, DOJ and the Monitoring Team have certified that the requirements of the policies have been sufficiently communicated to officers and any necessary training completed.</i></p>	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Stops, Searches, and Arrests Policy Set III	10-Jan-20

52	82-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Data Collection & Analysis	BPD will provide a Draft First Quarterly Report on Stops, Searches, Arrests, and Voluntary Police-Community Interactions to DOJ and the Monitoring team for comment and feedback. BPD plans to analyze incidents and data occurring between January 1, 2018 and March 31, 2018. <i>Note: These and other deadlines relating to Data Collection & Analysis of Stops, Searches, Arrests, and Voluntary Police-Community Interactions are consistent with the Court-approved Investigatory Stop System Plan.</i>	BPD	Submission of Draft First Quarterly Report on Stops, Searches, Arrests, and Voluntary Police-Community Interactions	29-Apr-19
53	82-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Data Collection & Analysis	DOJ and the Monitoring Team will provide feedback on the Draft First Quarterly Report.	DOJ, Monitoring Team	Submission of Draft First Quarterly Report on Stops, Searches, Arrests, and Voluntary Police-Community Interactions	13-May-19
54	82-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Data Collection & Analysis	BPD will file the Final First Quarterly Report with the Court.	BPD	Final First Quarterly Report Submitted	28-May-19
55	82-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Data Collection & Analysis	BPD will provide a Draft Second Report on Stops, Searches, Arrests, and Voluntary Police-Community Interactions to DOJ and the Monitoring team for comment and feedback. BPD plans to analyze incidents and data occurring between April 1, 2018 and June 30, 2018.	BPD	Submission of Draft Second Quarterly Report on Stops, Searches, Arrests, and Voluntary Police-Community Interactions	26-Jul-19
56	82-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Data Collection & Analysis	DOJ and the Monitoring Team will provide feedback on the Draft First Second Report.	DOJ, Monitoring Team	Submission of Draft Second Quarterly Report on Stops, Searches, Arrests, and Voluntary Police-Community Interactions	09-Aug-19

57	82-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Data Collection & Analysis	BPD will file the Final Second Quarterly Report with the Court.	BPD	Final Second Quarterly Report Submitted	23-Aug-19
58	82-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Data Collection & Analysis	BPD will provide a Draft Third Report on Stops, Searches, Arrests, and Voluntary Police-Community Interactions to DOJ and the Monitoring team for comment and feedback. BPD plans to analyze incidents and data occurring between July 1, 2018 and September 30, 2018.	BPD	Submission of Draft Third Quarterly Report on Stops, Searches, Arrests, and Voluntary Police-Community Interactions	01-Nov-19
59	82-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Data Collection & Analysis	DOJ and the Monitoring Team will provide feedback on the Draft Third Report.	DOJ, Monitoring Team	Submission of Draft Third Quarterly Report on Stops, Searches, Arrests, and Voluntary Police-Community Interactions	15-Nov-19
60	82-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Data Collection & Analysis	BPD will file the Final Third Quarterly Report with the Court.	BPD	Final Third Quarterly Report Submitted	29-Nov-19
61	82-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Data Collection & Analysis	BPD will provide a Draft Fourth Report on Stops, Searches, Arrests, and Voluntary Police-Community Interactions to DOJ and the Monitoring team for comment and feedback. BPD plans to analyze incidents and data occurring between October 1, 2018 and December 31, 2018.	BPD	Submission of Draft Fourth Quarterly Report on Stops, Searches, Arrests, and Voluntary Police-Community Interactions	24-Jan-20

62	82-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Data Collection & Analysis	DOJ and the Monitoring Team will provide feedback on the Draft Fourth Report.	DOJ, Monitoring Team	Submission of Draft Fourth Quarterly Report on Stops, Searches, Arrests, and Voluntary Police-Community Interactions	7-Feb-20
63	82-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Data Collection & Analysis	BPD will file the Final Fourth Quarterly Report with the Court.	BPD	Final Fourth Quarterly Report Submitted	21-Feb-20
64	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD submits a First Draft Stops, Searches, and Arrests/Fair & Impartial Policing II ("SSA/FIP II") Training Curriculum.	BPD	Submission of First Draft SSA/FIP II Training Curriculum	31-May-19
65	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD will work with DOJ and Monitoring Team during the Collaboration Period. BPD will produce subsequent iterations of the First Draft SSA/FIP II Training Curriculum as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent training curriculum iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	31-May-19 through 09-Aug-19
66	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD will submit Proposed SSA/FIP II Training Curriculum.	BPD	Submission of Proposed SSA/FIP II Training Curriculum	09-Aug-19

67	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD will post the Proposed SSA/FIP II Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	09-Aug-19 through 09-Sep-19
68	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final SSA/FIP II Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	20-Sep-19
69	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD will post the Final SSA/FIP II Training on its website for additional public feedback.	BPD	Second Comment Period	20-Sep-19 through 04-Oct-19
70	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Final SSA/FIP II Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final SSA/FIP II Training Curriculum	16-Oct-19
71	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	The Monitoring Team approves or disapproves the Final SSA/FIP II 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 DOJ and the Monitoring Team, and reflects the values and specific input of community and BPD stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final SSA/FIP II Training Curriculum	23-Oct-19
72	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD will conduct a "Train-the-Trainers" program to orient, selected instructors to the training. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Train-the-Trainers Initiative Conducted	09-Aug-19 through 15-Nov-19

73	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	<p>BPD will implement the SSA/FIP II Training Curriculum. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences.</p> <p>During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.</p>	BPD, DOJ, Monitoring Team	Training Conducted	15-Nov-19 through 27-Mar-20
74	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD will certify to the Court that all eligible BPD officers have successfully completed the required SSA/FIP II Training. To the extent that some officers who should have completed training did not, BPD will provide the Court an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.	BPD	Filing of Memorandum to the Court re: Completion of SSA/FIP II Training	24-Apr-20
75	90–94, 16(h)	Impartial Policing	Training	<p>To satisfy initial requirements regarding Fair and Impartial Policing Training, BPD will conduct ongoing, integrated training throughout 2019 and into 2020.</p> <p>The first stage will consist of approximately 4 hours of training that will be part of Use of Force/Fair & Impartial Policing Training I. The focus will be on fair and impartial policing concepts that directly address officer threat assessment and decision-making in use of force contexts.</p> <p>The second stage will consist of approximately 4 hours of a separate, additional training that will be part of Stops, Searches, and Arrests/Fair & Impartial Policing Training II. The focus will be on fair and impartial policing concepts that directly address decision-making related to stops and the nature of interactions in stop, search, and arrest contexts.</p> <p>The final stage will consist of a minimum of 8 hours of separate, additional training that will be part of Advanced Tactical Fair & Impartial Policing Training (“FIP III”). The focus will be on advanced topics that build on the FIP I and FIP II courses.</p> <p>BPD will submit an initial FIP III Training curriculum.</p>	BPD	Submission of First Draft FIP III Training Curriculum	30-Oct-19

76	90–94, 16(h)	Impartial Policing	Training	BPD will work with DOJ and the Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the First Draft FIP III Training Curriculum as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	30-Oct-19 through 20-Dec-19
77	90–94, 16(h)	Impartial Policing	Training	BPD will submit Proposed FIP III Training Curriculum to DOJ and the Monitoring Team.	BPD	Submission of Proposed FIP III Training Curriculum	20-Dec-19
78	90–94, 16(h)	Impartial Policing	Training	BPD will post the Proposed FIP III Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	20-Dec-19 through 21-Jan-20
79	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 then publish a Final FIP III Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	05-Feb-20
80	90–94, 16(h)	Impartial Policing	Training	BPD will post the Final FIP III Training on its website for additional public feedback.	BPD	Second Comment Period	05-Feb-20 through 19-Feb-20
81	90–94, 16(h)	Impartial Policing	Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Final FIP III Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final FIP III Training Curriculum	28-Feb-20
82	90–94, 16(h)	Impartial Policing	Training	The Monitoring Team approves or disapproves the Final FIP III Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, 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 FIP III Training Curriculum	06-Mar-20

83	90–94, 16(h)	Impartial Policing	Training	BPD will conduct a “Train-the-Trainers” program to orient, selected instructors to the training. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Train-the-Trainers Initiative Conducted	20-Dec-19 through 10-Apr-20
84	90–94, 16(h)	Impartial Policing	Training	BPD will implement the FIP III Policing Training Curriculum. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences. During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.	BPD, DOJ, Monitoring Team	Training Conducted	10-Apr-20 through 14-Aug-20
85	90–94, 16(h)	Impartial Policing	Training	BPD will certify to the Court that all eligible BPD officers have successfully completed the required FIP III Training. To the extent that some officers who should have completed training did not, BPD will provide the Court an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.	BPD, City	Filing of Memorandum to the Court re: Completion of FIP III Policing Training	11-Sept-20
86	104	Behavioral Health Disabilities/ Crisis	General: CPIC	BPD and the Collaborative Planning and Implementation Committee (“CPIC”) will review membership and attendance of CPIC to determine the need to expand the membership to include representatives from the community listed in the Consent Decree, as well any other representatives that might be helpful to accomplish the tasks identified in the Consent Decree.	BPD, CPIC	Collaboration Period	01-Jan 19 through 31-Jan 19
87	104	Behavioral Health Disabilities/ Crisis	General: CPIC	DOJ reviews the CPIC expanded membership and indicate its formal approval or disapproval, in writing, to the Monitor.	DOJ	Approval or Disapproval of Submission of Membership List	15-Feb-19
88	104	Behavioral Health Disabilities/ Crisis	General: CPIC	The Monitoring Team will approve or disapprove of the expanded membership, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of List	22-Feb-19

89	96, 105	Behavioral Health Disabilities/ Crisis	Workplan: Goals & Objectives	BPD will work with CPIC to develop a second year workplan with goals, objectives and appropriate timelines in order to ensure that when responding to individuals with behavioral health disabilities or those in crisis, BPD will use appropriate crisis response techniques. These techniques should be designed to “help prevent situations that could lead to unreasonable use of force, promote connection of people with behavioral health disabilities or in crisis to the behavioral health system, and decrease inappropriate criminal justice involvement for people with behavioral health disabilities or in crisis.” BPD will submit the Workplan.	BPD, CPIC	Submission of Initial Draft of 2nd Year Workplan	11-Mar-19
90	96, 105	Behavioral Health Disabilities/ Crisis	Workplan: Goals & Objectives	BPD and CPIC will work with the DOJ and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD and CPIC will produce subsequent iterations of the Workplan as necessary through this process, which the DOJ and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, CPIC, DOJ, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations. BPD will submit a Final Draft Workplan at the conclusion of the Collaboration Period.	BPD, CPIC, City, DOJ, Monitoring Team	Collaboration Period	11-Mar-19 through 28-Mar-19
91	96, 105	Behavioral Health Disabilities/ Crisis	Workplan: Goals & Objectives	DOJ reviews the Final Draft Workplan and indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Final Draft of 2nd Year Workplan	11-Apr-19
92	96, 105	Behavioral Health Disabilities/ Crisis	Workplan: Goals & Objectives	The Monitoring Team will approve or disapprove of the Final Workplan, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Proposed Workplan	25-Apr-19

93	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The City will "coordinate with CPIC to conduct an assessment to identify gaps in the behavioral health service system, recommend solutions, and assist with implementation of the recommendations as appropriate." The Gap Analysis should include collecting stakeholder feedback and other appropriate strategies in order to obtain wide range of community input. Once the analysis is complete and a report is developed, the recommended solutions and the plan of implementation should be presented for community feedback at a second formal public meeting. The Gap Analysis report should be reviewed by CPIC annually and should be updated each year as progress is made and/or new gaps in services are identified to the extent feasible. The Gap Analysis Report should be submitted to the City and CPIC for discussion, review, revision and initial approval. The City will submit a First Draft of the Gap Analysis Report.	City, CPIC	Submission of First Draft of the Gap Analysis Report	10-May-19
94	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The City, BPD and CPIC will work with DOJ and the Monitoring Team to address the submitted initial feedback during the Collaboration Period. The City, BPD and CPIC will produce subsequent iterations of the Draft Gap Analysis Report as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, the City, BPD, CPIC, DOJ, and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	City, BPD, CPIC, DOJ, Monitoring Team	Collaboration Period	10-May-19 through 14-Jun-19
95	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The City, BPD and CPIC will submit a Proposed Draft Gap Analysis Report.	City, BPD, CPIC	Submission of Proposed Draft Gap Analysis Report	14-Jun-19
96	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The City, BPD and CPIC will post the Proposed Gap Analysis Report on BPD's website and provide affirmative, intensive opportunities for the public to comment.	City, BPD CPIC	Comment Period	14-Jun-19 through 12-Jul-19
97	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The City, BPD and CPIC, working with DOJ and the Monitoring Team, consider additional revisions to the Gap Analysis Report in light of the public feedback. The City, BPD and CPIC submit any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	City, BPD, CPIC, DOJ	Submission and Final Gap Analysis Report for Behavioral Health Disabilities and Persons in Crisis	03-Aug-19

98	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The Monitoring Team will approve or disapprove of the Final Gap Analysis Report, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Gap Analysis Report Behavioral Health Disabilities and Persons in Crisis	10-Aug-19
99	98, 102, 108, 110, 111, 114	Behavioral Health Disabilities/ Crisis	Policy: Crisis & Dispatch	<p>BPD will revise its policy to establish a preference for the least police-involved response possible consistent with public safety. The new policy should be consistent with the terms of Consent Decree. The goal of the policy should be to "divert people with Behavioral Health Disabilities or in crisis to the Behavioral Health service system rather than jail or a hospital emergency room whenever appropriate" except when an emergency petition is involved.</p> <p>BPD will also revise its dispatch policies and protocol as necessary to meet the requirements of this Agreement, with input from the CPIC, the Monitor, and DOJ. "Calls related to crises that do not necessitate a police response will be sent to other crisis services." Additionally, "when a police response is necessary, BPD will ensure that dispatchers use all reasonable efforts to dispatch a CIT trained officer to respond to the call."</p>	BPD, CPIC	Submission of Initial Draft of the Crisis Policy for Officers & Dispatch	01-Apr-19
100	98, 102, 108, 110, 111, 114	Behavioral Health Disabilities/ Crisis	Policy: Crisis & Dispatch	BPD and CPIC will work with DOJ and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the BPD Crisis Policy as necessary through this process, which DOJ and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ, and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, CPIC, City, DOJ, Monitoring Team	Collaboration Period	01-Apr-19 through 01-May-19
101	98, 102, 108, 110, 111, 114	Behavioral Health Disabilities/ Crisis	Policy: Crisis & Dispatch	BPD and CPIC will submit a Proposed Crisis and Dispatch Policy.	BPD, CPIC	Submission of Proposed Crisis and Dispatch Policy	01-May-19

102	98, 102, 108, 110, 111, 114	Behavioral Health Disabilities/ Crisis	Policy: Crisis & Dispatch	BPD will post the Proposed Crisis and Dispatch Policy on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policy.	BPD, CPIC	Comment Period	01-May-19 through 01-Jun-19
103	98, 102, 108, 110, 111, 114	Behavioral Health Disabilities/ Crisis	Policy: Crisis & Dispatch	BPD and CPIC shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD then publish a Final Crisis and Dispatch Policy for additional public feedback.	BPD, CPIC	Consideration of Comment Period Feedback	03-Jun-19 through 17-Jun-19
104	98, 102, 108, 110, 111, 114	Behavioral Health Disabilities/ Crisis	Policy: Crisis & Dispatch	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Crisis and Dispatch Policy Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates their formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Final Draft of the Crisis and Dispatch Policy for Behavioral Health Disabilities and Persons in Crisis	17-Jun-19 through 01-Jul-19
105	98, 102, 108, 110, 111, 114	Behavioral Health Disabilities/ Crisis	Policy: Crisis & Dispatch	The Monitoring Team will approve or disapprove of the Final and Dispatch Policy, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Proposed Crisis and Dispatch Policy	15-Jul-19
106	112	Behavioral Health Disabilities/ Crisis	Training: Recruits	All new recruits should receive at least 16 hours of training in the Academy. BHD and CPIC should develop a curriculum for Recruit Training in the Academy.	BPD, CPIC	Submission of Initial Crisis Curriculum for Recruits	29-Jul-19
107	112	Behavioral Health Disabilities/ Crisis	Training: Recruits	BPD and CPIC will work with DOJ and the Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD and CPIC will produce subsequent iterations of the Crisis Intervention Curriculum for Recruits as necessary through this process, which the DOJ and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, CPIC, City, DOJ, Monitoring Team	Collaboration Period	29-Jul-19 through 23-Aug-19

108	112	Behavioral Health Disabilities/ Crisis	Training: Recruits	BPD submits a Final Crisis Intervention Curriculum for Recruits.	BPD	Submission of Final Crisis Intervention Curriculum for Recruits	23-Aug-19
109	112	Behavioral Health Disabilities/ Crisis	Training: Recruits	DOJ reviews the Final Crisis Intervention Curriculum for Recruits and indicate its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Final Crisis Intervention Curriculum for Recruits	06-Sep-19
110	112	Behavioral Health Disabilities/ Crisis	Training: Recruits	The Monitoring Team will approve or disapprove of the Final Crisis Intervention Curriculum for Recruits, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Crisis Intervention Curriculum for Recruits	20-Sep-19
111	112	Behavioral Health Disabilities/ Crisis	Training: Recruits	BPD will conduct a “Train-the-Trainers” program to orient, selected instructors to the training. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Train-the-Trainers Initiative Conducted	06-Sep-19 through 08-Nov-19
112	112	Behavioral Health Disabilities/ Crisis	Training: Recruits	BPD conducts new recruit classes using the approved curriculum.	BPD	Implementation of Revised Crisis Intervention Training Curriculum for New Recruits	11-Nov-19
113	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers	All Officers should receive at least 8 hours of annual in-service training in the Academy. BHD and CPIC should develop a curriculum for in-service Crisis Training for all Officers.	BPD, CPIC	Submission of Initial Crisis Curriculum for all Officers	15-Sep-19

114	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers	BPD and CPIC will work with DOJ and the Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD and CPIC will produce subsequent iterations of the Crisis Intervention Curriculum for Curriculum for all Officers as necessary through this process, which DOJ and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations. BPD will submit a Final Draft for the Crisis Intervention Curriculum for all Officers.	BPD, CPIC, City, DOJ, Monitoring Team	Collaboration Period	15-Sep-19 through 15-Oct-19
115	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers	DOJ reviews the Final Crisis Intervention Curriculum for all Officers and indicate its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Final Crisis Intervention Crisis Intervention Curriculum for All Officers.	29-Oct-19
116	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers	The Monitoring Team will approve or disapprove of the Final Crisis Intervention Curriculum for All Officers, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Crisis Intervention Curriculum for All Officers	12-Nov-19
117	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers	BPD will conduct a “Train-the-Trainers” program to orient, selected instructors to the training. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Train-the-Trainers Initiative Conducted	29-Oct-19 through 01-Feb-20
118	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers	BPD begins In-Service Training for all officers.	BPD	Implementation of Revised Crisis Intervention Training Curriculum During In-Service Training	01-Feb-20

119	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	All BPD dispatchers and their supervisors will receive crisis intervention training. BHD and CPIC should develop a curriculum for all BPD dispatchers and their supervisors.	BPD, CPIC	Submission of Initial Crisis Curriculum for Dispatchers & Their Supervisors	01-Dec-19
120	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	BPD and CPIC will work with DOJ and the Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD and CPIC will produce subsequent iterations of the Crisis Intervention Curriculum for dispatchers and their supervisors as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ, and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations. BPD will submit a Final Draft of the Crisis Intervention Curriculum for dispatchers and their supervisors.	BPD, CPIC, City, DOJ, Monitoring Team	Collaboration Period	01-Dec-19 through 23-Dec-19
121	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	DOJ reviews the Final Draft Crisis Intervention Curriculum for dispatchers and their supervisors and indicate its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Final Crisis Intervention Curriculum for Dispatchers & Their Supervisors	10-Jan-20
122	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	The Monitoring Team will approve or disapprove of the Final Crisis Intervention Curriculum for dispatchers and their supervisors, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Crisis Intervention Curriculum for Dispatchers & Their Supervisors	24-Jan-20
123	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	BPD will conduct a "Train-the-Trainers" program to orient, selected instructors to the training. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Train-the-Trainers Initiative Conducted	10-Jan-20 through 09-Mar-20

124	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	BPD begins Crisis Intervention Training for dispatchers.	BPD	Implementation of Revised Crisis Intervention Training Curriculum During Dispatcher Training	09-Mar-20
125	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD will provide enhanced, specialized training in responding to individuals in crisis to certain officers (“CIT officers”). All officers will receive some intervention training for responding to individuals in crisis; that training is separate and distinct from the training and qualifications required to be a CIT officer.	BPD, CPIC	Submission of Initial Enhanced Crisis Curriculum for CIT Officers	14-Feb-20
126	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD and CPIC will work with DOJ and the Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD and CPIC will produce subsequent iterations of the enhanced Crisis Intervention Curriculum for CIT Officers as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ, and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations. BPD will submit a Final Draft of the Enhanced Crisis Intervention Curriculum for CIT Officers.	BPD, CPIC, City, DOJ, Monitoring Team	Collaboration Period	14-Feb-20 through 20-Mar-20
127	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	DOJ reviews the Final Draft of the Enhanced Crisis Intervention Curriculum for CIT Officers and indicate its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Final Enhanced Crisis Intervention Curriculum for CIT Officers	16-Mar-20
128	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	The Monitoring Team will approve or disapprove of the Final enhanced Crisis Intervention Curriculum for CIT Officers, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Enhanced Crisis Intervention Curriculum for CIT Officers	26-Mar-20

129	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD will conduct a “Train-the-Trainers” program to orient, selected instructors to the training. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Train-the-Trainers Initiative Conducted	TBD 2020
130	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD begins enhanced crisis Intervention Training for CIT Officers	BPD	Implementation of Revised Crisis Intervention Training Curriculum for CIT 40 Hour Training	TBD 2020
131	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	BPD will work with DOJ and the Monitoring Team on the Use of Force/Fair & Impartial Policing I Curriculum (“UOF/FIP I Training Curriculum”). BPD will produce subsequent iterations of the Use of Force/FIP I Training Curriculum as necessary through this process, which the DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ, and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	Through 22-Mar-19
132	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	BPD will submit a Proposed UOF/FIP I Training Curriculum.	BPD	Submission of Proposed UOF/FIP I Training Curriculum	22-Mar-19
133	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	BPD will post the Proposed UOF/FIP I Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the curriculum.	BPD	Comment Period	22-Mar-19 through 15-Apr-19
134	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final UOF/FIP I Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	26-Mar-19

135	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	BPD will post the Final UOF/FIP I Training on its website for additional public feedback.	BPD	Second Comment Period	26-Mar-19 through 10-Apr-19
136	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	BPD, DOJ, and the Monitoring Team consider additional changes to the Final UOF/FIP I Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final UOF/FIP I Training Curriculum	24-Apr-19
137	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	The Monitoring Team approves or disapproves the Final UOF/FIP I Training Curriculum, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final UOF/FIP I Training Curriculum	06-May-19
138	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	BPD will conduct a “Train-the-Trainers” program to orient, selected instructors to the training. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Train-the-Trainers Initiative Conducted	22-Mar-19 through 07-Jun-19
139	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	<p>BPD will implement the UOF/FIP I Training Curriculum. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences.</p> <p>During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.</p>	BPD, DOJ, Monitoring Team	Training Conducted	07-Jun-19 through 11-Oct-19

140	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	BPD will certify to the Court that all eligible BPD officers have successfully completed the required UOF/FIP I Training. To the extent that some officers who should have completed training did not, BPD will provide the Court an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.	BPD	Filing of Memorandum to the Court re: Completion of UOF/FIP I Policing Training	08-Nov-19
141	201-06	Use of Force	SIRT	BPD will implement the requirements of previously-approved policies relating to SIRT and paragraphs 201 through 210. BPD, DOJ and the Monitoring Team will convene bi-monthly meetings regarding the implementation of SIRT policies. The purpose of these meetings is to understand in real-time the current status of implementation and compliance, as well as for DOJ and the Monitoring Team to provide any necessary technical assistance as SIRT implements new requirements.	BPD, DOJ, Monitoring Team	Ongoing, Regular Bi-Monthly Meetings re: SIRT	04-Feb-19
142	207-10	Use of Force	Performance Review Board	BPD will identify initial members of the Performance Review Board ("PRB") pursuant to paragraph 208 and the requirements of the previously-approved PRB policy.	BPD	Identification to DOJ and the Monitoring Team of PRB Membership	04-Apr-19
143	207-10	Use of Force	Performance Review Board	BPD will provide the BPD-wide UOF/FIP I Training to PRB Members.	BPD	Deadline for Providing UOF/FIP I Training to PRB Members	04-Jun-19
144	207-10	Use of Force	Performance Review Board	BPD will submit a Draft PRB Orientation Training to DOJ and the Monitoring Team for review. The purpose of this Orientation is to (1) provide additional instruction pursuant to the obligations of paragraph 209 helpful to the PRB role and duties, and (2) provide specific expectations about the function of the PRB.	BPD	Submission of Draft PRB Orientation	04-Apr-19
145	207-10	Use of Force	Performance Review Board	BPD, DOJ and the Monitoring Team will collaborate on the PRB Orientation. BPD will produce subsequent iterations of the PRB Orientation as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	04-Apr-19 through 21-Jun-19
146	207-10	Use of Force	Performance Review Board	BPD will submit a final PRB Orientation to DOJ and Monitoring Team.	BPD	Submission of Final PRB Orientation	21-Jun-19

147	207-10	Use of Force	Performance Review Board	DOJ and the Monitoring Team will indicate their respective approvals or disapprovals of the Final PRB Orientation to BPD.	DOJ, Monitoring Team	Approval or Disapproval of Final PRB Orientation	28-Jun-19
148	207-10	Use of Force	Performance Review Board	BPD will provide the Final PRB Orientation to selected PRB members.	BPD	Deadline for Conducting PRB Orientation	12-Aug-19
149	207-10	Use of Force	Performance Review Board	PRB will convene on an identified schedule, per the requirements of BPD policy and paragraphs 207-10.	BPD	PRB Convenes	Beginning on or after 19-Aug-19
150	219	Youth	Youth-Criminal Justice Interactions Assessment	A final draft of the Youth-Criminal Justice Interactions Assessment Report will be submitted by the Center for Children's Law and Policy to the City for approval, per the Youth Diversion Assessment Timeline.	City	Final Draft Submitted	28-Feb-19
151	219	Youth	Youth-Criminal Justice Interactions Assessment	The City, BPD, DOJ, and the Monitoring Team will review the final draft of the Youth-Criminal Justice Interactions Assessment Report, per the Youth Diversion Assessment Timeline; make comments; and approve or disapprove.	BPD, City, DOJ, Monitoring Team	Final Report Approved	01-Mar-19 through 22-Mar-19
152	219	Youth	Youth-Criminal Justice Interactions Assessment	The City and BPD will publish the final draft of the Youth-Criminal Justice Interactions Assessment Report, per the Youth Diversion Assessment Timeline.	BPD, City	Final Report Published	01-Apr-19
153	220	Youth	Policy	BPD will identify to the DOJ and Monitoring Team the policies it believes are implicated by the youth provision of the Consent Decree and need to be addressed in the subsequent Collaboration Period.	BPD	Identification of Youth Policies	31-Mar-19
154	220	Youth	Policy	BPD will submit proposed revisions to the identified policies relating to youth.	BPD	Submission of First Draft Youth Policies	15-Apr-19

155	220	Youth	Policy	<p>BPD will work with DOJ and Monitoring Team to assess its current policy relating to Youth and will revise policies, or add additional policies, to ensure that BPD provides officers with guidance consistent with paragraph 220 and other requirements of the Consent Decree. This process will be substantially informed by the Final Youth-Criminal Justice Interactions Assessment Report. At the outset, the process will involve (1) identification of existing policies that address or implicate youth, (2) an appraisal of whether those existing policies should be modified in light of the Assessment Report or Consent Decree, and (3) an identification of potential additional policies that should address or implicate youth (including, but by not be limited to, revision of existing BPD policy 1105.1 (interrogations involving youth)).</p> <p>BPD will produce iterations of various policies relating to or implicating issues important to Youth (collectively, the “Youth Policies”) as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.</p>	BPD, DOJ, Monitoring Team	Collaboration Period	15-Apr-19 through 15-Jul-19
156	220	Youth	Policy	BPD will submit Proposed Youth Policies to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft Youth Policies	15-Jul-19
157	220	Youth	Policy	BPD will post the Proposed Youth Policies on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policies.	BPD	Comment Period	15-Jul-19 through 26-Aug-19
158	220	Youth	Policy	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish Final Youth Policies for additional public feedback.	BPD	Consideration of Comment Period Feedback	17-Sep-19

159	220	Youth	Policy	BPD will post the Final Youth Policies on its website for additional public feedback.	BPD	Second Comment Period	17-Sep-19 through 01-Oct-19
160	220	Youth	Policy	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Community Policing Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ and the Monitoring Team indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final Youth Policies	15-Oct-19
161	220	Youth	Policy	The Monitoring Team approves or disapproves the Final Youth Policies, explaining its rationale and justification with the Court. The determination will be based on the extent to which the policies adequately comply with the requirements of the Decree incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and BPD stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Youth Policies	22-Oct-19
162	220-21	Youth	Training	BPD submits a First Draft Youth Training Curriculum to DOJ and the Monitoring Team.	BPD	Submission of First Draft Youth Training Curriculum	20-Dec-19
163	220-21	Youth	Training	BPD will work with DOJ and the Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the First Draft Youth Training Curriculum as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent training iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	20-Jan-20 through 16-Mar-20

164	417	Coordination with Baltimore School Police	Assessment	BPD will submit to DOJ and the Monitoring Team a proposed methodology for performing an assessment of how Baltimore School Police (“BSP”) has used BPD’s authorization to exercise law enforcement powers under BSP’s Memorandum of Understanding (“MOU”) with BPD (“MOU Assessment”). The MOU Assessment will include (1) a compilation and analysis of reports for calendar years 2016, 2017 and 2018 regarding calls, incidents, stops, arrests, and uses of force involving BSP officers exercising law enforcement powers under the MOU, (2) an analytical survey of joint BPD-BSP operations, and (3) an analytical study of BSP administrative investigations in incidents involving both its officers and BPD officers.	BPD	Development of Methodology	03-May-19
165	417	Coordination with Baltimore School Police	Assessment	BPD will work with DOJ and the Monitoring Team to finalize the methodology for performing the MOU Assessment. BPD will produce iterations of the methodology as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ, and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations of the methodology.	BPD, DOJ, Monitoring Team	Collaboration Period	03-May-19 through 07-Jun-19
166	417	Coordination with Baltimore School Police	Assessment	Using the finalized methodology, BPD will perform the MOU Assessment.	BPD	Assessment Period	10-Jun-19 through 16-Aug-19
167	417	Coordination with Baltimore School Police	Assessment	BPD will prepare and submit to DOJ and the Monitoring Team an initial draft of a report that contains (1) the findings from the MOU Assessment and (2) recommendations for changes to the MOU based on the findings from the MOU Assessment, including but not limited to proposed protocols for joint BPD-BSP investigations and for investigations of civilian complaints against BSP officers involving incidents in which BSP officers exercise law enforcement powers under the MOU (“MOU Assessment Report”).	BPD	Submission of Initial Draft of MOU Assessment Report	09-Sept-19

168	417	Coordination with Baltimore School Police	Assessment	BPD will work with DOJ and the Monitoring Team on the Draft MOU Assessment Report. BPD will produce subsequent iterations of the Draft MOU Assessment Report as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ, and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations of the draft report.	BPD, DOJ, Monitoring Team	Collaboration Period	09-Sept-19 through 07-Oct-19
169	417	Coordination with Baltimore School Police	Assessment	BPD will submit a Proposed MOU Assessment Report.	BPD	Submission of Proposed MOU Assessment Report	07-Oct-19
170	417	Coordination with Baltimore School Police	Assessment	BPD will post the Proposed MOU Assessment Report on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on it.	BPD	Comment Period	07-Oct-19 through 15-Nov-19
171	417	Coordination with Baltimore School Police	Assessment	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final MOU Assessment Report for additional public feedback.	BPD	Consideration of Comment Period Feedback	15-Nov-19 through 29-Nov-19
172	417	Coordination with Baltimore School Police	Assessment	BPD will post the Final MOU Assessment Report on its website for additional public feedback.	BPD	Second Comment Period	29-Nov-19 through 16-Dec-19

173	417	Coordination with Baltimore School Police	Assessment	BPD, DOJ, and the Monitoring Team will consider additional changes to the Final MOU Assessment Report in light of the public feedback. BPD will submit any revisions to DOJ and the Monitoring Team. DOJ will indicate its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ, Monitoring Team	Submission of Final MOU Assessment Report	10-Jan-20
174	417	Coordination with Baltimore School Police	Assessment	The Monitoring Team will approve or disapprove of the Final MOU Assessment Report, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final MOU Assessment Report	17-Jan-20
175	418	Coordination with Baltimore School Police	MOU with Baltimore School Police	Based on the MOU Assessment and MOU Assessment Report, BPD will prepare and finalize a new three-year MOU with BSP.	BPD	Finalize New MOU	On or before 28-Feb.20
176	225, 236–37	Transportation of Persons in Custody	Monthly Vehicle Inspection	BPD will provide the Monitoring Team with access to BPD records reflecting required monthly vehicle inspections and quarterly audits of compliance with transportation procedures. The Monitoring Team will ensure compliance with paragraph 225 and 236.	BPD, Monitoring Team	Monthly Vehicle Inspections Conducted & Quarterly Audits Conducted	Ongoing
177	238-56	First Amendment Protected Activities	Mobile Field Force Policy	BPD will submit an initial Mobile Field Force Policy to the DOJ and Monitoring Team for review.	BPD	Initial Draft Submitted	28-Sep-19

178	238-56	First Amendment Protected Activities	Mobile Field Force Policy	BPD will work with DOJ and the Monitoring Team to create a policy/standard operating procedures for the Mobile Field Force (the "Mobile Field Force Policy").	BPD, DOJ, Monitoring Team	Collaboration Period	28-Sep-19 through 03-Dec-19
179	238-56	First Amendment Protected Activities	Mobile Field Force Policy	BPD will submit a Proposed Mobile Field Force Policy.	BPD	Submission of Proposed Mobile Field Force Policy	03-Dec-19
180	238-56	First Amendment Protected Activities	Mobile Field Force Policy	BPD will post the Proposed Mobile Field Force Policy on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policy.	BPD	Comment Period	03-Dec-19 through 03-Jan-20
181	238-56	First Amendment Protected Activities	Mobile Field Force Policy	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Mobile Field Force Policy for additional public feedback.	BPD	Consideration of Comment Period Feedback	24-Jan-20
182	238-56	First Amendment Protected Activities	Mobile Field Force Policy	BPD will post the Final Mobile Field Force Policy on its website for additional public feedback.	BPD	Second Comment Period	24-Jan-20 through 07-Feb-20
183	238-56	First Amendment Protected Activities	Mobile Field Force Policy	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Mobile Field Force Policy in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Mobile Field Force Policy	21-Feb-20

184	238-56	First Amendment Protected Activities	Mobile Field Force Policy	The Monitoring Team approves or disapproves the Final Mobile Field Force Policy, 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 DOJ and the Monitoring Team, and reflects the values and specific input of community and BPD stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Mobile Field Force Policy	28-Feb-20
185	238-54, 255-56	First Amendment Protected Activities	Annual BPD Assessment	BPD will provide DOJ and the Monitoring Team with a draft methodology outlining its intended approach for the Annual First Amendment Protected Activity Assessment (the "First Amendment Protected Activity Assessment Methodology").	BPD	Submission of First Amendment Protected Activity Assessment Methodology	01-Aug-19
186	238-54, 255-56	First Amendment Protected Activities	Annual BPD Assessment	BPD will work with DOJ and the Monitoring Team on the Annual BPD Assessment to address comments and feedback. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations.	DOJ, Monitoring Team	Collaboration Period	01-Aug-19 through 01-Oct-19
187	238-54, 255-56	First Amendment Protected Activities	Annual BPD Assessment	BPD will provide a Draft Annual First Amendment Protected Activity Assessment. Consistent with Paragraphs 255 and 256, it will include (1) review and analysis of complaints alleging misconduct related to First Amendment protected activity, (2) analysis of BPD responses to public protests or assemblies, and (3) identification of deficiencies and opportunities for improvement, corrective action or improvement measures, and documentation of such measures. BPD may elect to consult with the Monitoring Team and DOJ beginning on or about August 1, 2019 to discuss methodology and approach in conducting the assessment.	BPD	Submission of Draft Annual First Amendment Protected Activity Assessment	01-Nov-19

188	238-54, 255-56	First Amendment Protected Activities	Annual BPD Assessment	DOJ and the Monitoring Team provide feedback on the Draft Annual First Amendment Protected Activity Assessment.	DOJ, Monitoring Team	Submission of Feedback re: Draft Annual First Amendment Protected Activity Assessment	20-Nov-19
189	238-54, 255-56	First Amendment Protected Activities	Annual BPD Assessment	BPD submits a Final Annual First Amendment Protected Activity Assessment to the Court.	BPD	Submission to Court of Final Annual first Amendment Protected Activity Assessment	18-Dec-19
190	257-66	Sexual Assault	Officer- Involved Sexual Assault Policy	BPD will submit an Initial Officer-Involved Sexual Assault Policy to the DOJ and Monitoring Team for review.	BPD	Initial Draft Submitted	04-Jun-19
191	257-66	Sexual Assault	Officer- Involved Sexual Assault Policy	BPD will work with DOJ and the Monitoring Team to develop an Officer-Involved Sexual Assault Policy. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	04-Jun-19 through 18- Sep-19
192	257-66	Sexual Assault	Officer- Involved Sexual Assault Policy	BPD submits to DOJ and the Monitoring Team Proposed Officer-Involved Sexual Assault Policy.	BPD	Submission of Proposed Officer- Involved Sexual Assault Policy	18-Sep-19
193	257-66	Sexual Assault	Officer- Involved Sexual Assault Policy	BPD will post the Proposed Officer-Involved Sexual Assault Policy on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policy.	BPD	Comment Period	18-Sep-19 through 18- Oct-19

194	257-66	Sexual Assault	Officer-Involved 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 then publish a Final Officer-Involved Sexual Assault Policy for additional public feedback.	BPD	Consideration of Comment Period Feedback	08-Nov-19
195	257-66	Sexual Assault	Officer-Involved Sexual Assault Policy	BPD will post the Final Officer-Involved Sexual Assault Policy on its website for additional public feedback.	BPD	Second Comment Period	08-Nov-19 through 22-Nov-19
196	257-66	Sexual Assault	Officer-Involved Sexual Assault Policy	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Officer-Involved Sexual Assault Policy in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Officer-Involved Sexual Assault Policy	06-Dec-19
197	257-66	Sexual Assault	Officer-Involved Sexual Assault Policy	The Monitoring Team approves or disapproves the Final Officer-Involved Sexual Assault Policy, explaining its rationale and justification to the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Officer-Involved Sexual Assault Policy	13-Dec-19
198	257-64	Sexual Assault	Investigator Training	BPD will develop and submit to DOJ and the Monitoring Team comprehensive, scenario-based training on the new Sexual Assault Investigations policy for relevant detectives and units. It is currently contemplated that the training will be conducted live and in-class.	BPD	Submission of First Draft Sexual Assault Investigations Training for Investigators/ Relevant Personnel	25-Sep-19
199	259	Sexual Assault	Investigator Training	BPD will work with DOJ and the Monitoring during the Collaboration Period. BPD will produce subsequent iterations of the First Draft Sexual Assault Investigations Training for Investigators/Relevant Personnel as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	25-Sep-19 through 12-Nov-19

200	259	Sexual Assault	Investigator Training	BPD will submit Proposed Sexual Assault Investigations Training for Investigators/Relevant Personnel.	BPD	Submission of Proposed Sexual Assault Investigations Training for Investigators/Relevant Personnel	03-Dec-19
201	259	Sexual Assault	Investigator Training	BPD will provide the Proposed Sexual Assault Training for Investigators/Relevant Personnel to the Sexual Assault Response Team (“SART”) and provide SART opportunities to comment on the training.	BPD	Comment Period	03-Dec-19 through 03-Jan-20
202	259	Sexual Assault	Investigator Training	BPD shall consider whether any further revisions are appropriate in light of SART feedback received in the Comment Period. BPD will then publish a Final Sexual Assault Training for Investigators/Relevant Personnel for additional SART feedback.	BPD	Consideration of Comment Period Feedback	17-Jan-20
203	259	Sexual Assault	Investigator Training	BPD will post the Final Sexual Assault Training for Investigators/Relevant Personnel on its website for additional SART feedback.	BPD	Second Comment Period	31-Jan-20
204	259	Sexual Assault	Investigator Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Sexual Assault Training for Investigators/Relevant Personnel in light of SART feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	DOJ	Submission and Approval or Disapproval of Final Sexual Assault Investigations Training for Investigators/Relevant Personnel	14-Feb-20
205	259	Sexual Assault	Investigator Training	The Monitoring Team approves or disapproves the Final Sexual Assault Investigations Training for Investigators/Relevant Personnel, 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 DOJ and the Monitoring Team, 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 Sexual Assault Investigations Training for Investigators/Relevant Personnel	21-Feb-20

206	259	Sexual Assault	Investigator Training	<p>BPD will implement the Sexual Assault Investigations Training for Investigators/Relevant Personnel. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences.</p> <p>During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.</p>	BPD, DOJ, Monitoring Team	Training Conducted	21-Feb-20 through 14-Apr-20
207	259	Sexual Assault	Investigator Training	BPD will certify to the Court that all eligible and relevant BPD personnel have successfully completed the required Sexual Assault Investigations Training for Investigators/Relevant Personnel. To the extent that some officers who should have completed training did not, BPD will provide the Court an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.	BPD, City	Filing of Memorandum to the Court re: Completion of Sexual Assault Investigations Training for Investigators/Relevant Personnel	14-May-20
208	257-64	Sexual Assault	Officer Training (E-Learning)	BPD submits a First Draft Sexual Assault Training Curriculum for all officers to DOJ and the Monitoring Team. It is currently contemplated that this training will be conducted via BPD's electronic learning platform.	BPD	Submission of First Draft Sexual Assault Training Curriculum	15-Apr-19
209	259	Sexual Assault	Officer Training (E-Learning)	BPD will work with DOJ and the Monitoring Team during the Collaboration Period. BPD will produce subsequent iterations of the First Draft Sexual Assault Training Curriculum as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	15-Apr-19 through 14-Jun-19
210	259	Sexual Assault	Officer Training (E-Learning)	BPD will submit Proposed Sexual Assault Training Curriculum to DOJ and the Monitoring Team.	BPD	Submission of Proposed Sexual Assault Training Curriculum	24-Jun-19

211	259	Sexual Assault	Officer Training (E-Learning)	BPD will post the Proposed Sexual Assault Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	24-Jun-19 through 24-Jul-19
212	259	Sexual Assault	Officer Training (E-Learning)	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Sexual Assault Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	14-Aug-19
213	259	Sexual Assault	Officer Training (E-Learning)	BPD will post the Final Sexual Assault Training on its website for additional public feedback.	BPD	Second Comment Period	14-Aug-19 through 28-Aug-19
214	259	Sexual Assault	Officer Training (E-Learning)	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Sexual Assault Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Sexual Assault Training Curriculum	09-Sep-19
215	259	Sexual Assault	Officer Training (E-Learning)	The Monitoring Team approves or disapproves the Sexual Assault 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 DOJ and the Monitoring Team, 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 Sexual Assault Training Curriculum	16-Sep-19
216	259	Sexual Assault	Officer Training (E-Learning)	BPD will implement the Sexual Assault Training.	BPD, DOJ, Monitoring Team	Training Conducted	17-Sep-19 through 30-Oct-19
217	259	Sexual Assault	Officer Training (E-Learning)	BPD will certify to the Court that all eligible BPD officers have successfully completed the required Sexual Assault Training. To the extent that some officers who should have completed training did not, BPD will provide the Court an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.	BPD, City	Filing of Memorandum to the Court re: Completion of Sexual Assault Training	25-Nov-19

218	264	Sexual Assault	Data Analysis	BPD will submit a Draft Annual Sexual Assault Investigations Data Report that reports and analyzes the data outlined in paragraph 264. The Report will address data from the calendar year 2018.	BPD	Submission of Draft Annual Sexual Assault Investigations Data Report	12-Apr-19
219	264	Sexual Assault	Data Analysis	DOJ and the Monitoring Team will review and provide feedback on the Draft Sexual Assault Investigations Data Report.	DOJ, Monitoring Team	Submission of Feedback re: Draft Annual Sexual Assault Investigations Data Report	29-Apr-19
220	264	Sexual Assault	Data Analysis	BPD will revise the Sexual Assault Investigations Data Report in light of received feedback, complete a Final Annual Sexual Assault Investigations Data Report, and file this report with the Court and make the report available on its website.	BPD	Submission of Final Sexual Assault Data Report to Court	31-May-19
221	267-79	Technology	Resource Plan	BPD will submit a detailed plan identifying how BPD will implement the required elements of the Technology Resource Plan (the "Technology Resource Plan Implementation Strategy").	BPD	Submission of Technology Resource Plan Implementation Strategy	29-Mar-19
222	276	Technology	Enforcement Equipment/Technology Procurement Policy	BPD will submit a First Draft policy that memorializes a specific process for meeting the requirements of paragraph 276 (the "Enforcement Equipment/Technology Procurement Policy").	BPD	Submission of First Draft Enforcement Equipment/Technology Procurement Policy	05-Feb-19
223	276	Technology	Enforcement Equipment/Technology Procurement Policy	<p>BPD and the City will work with DOJ and the Monitoring Team on the Enforcement Equipment/Technology Procurement Policy.</p> <p>BPD and the City will produce iterations of such a proposed policy as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the City, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.</p>	BPD, City, DOJ, Monitoring Team	Collaboration Period	05-Feb-19 through 30-Apr-19

224	276	Technology	Enforcement Equipment/Technology Procurement Policy	BPD and the City will submit a Proposed Enforcement Equipment/Technology Procurement Policy.	BPD, City	Submission of Proposed Enforcement Equipment/Technology Procurement Policy	30-Apr-19
225	276	Technology	Enforcement Equipment/Technology Procurement Policy	BPD will post the Proposed Enforcement Equipment/Technology Procurement Policy on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policy.	BPD, City	Comment Period	30-Apr-19 through 30-May-19
226	276	Technology	Enforcement Equipment/Technology Procurement Policy	BPD and the City shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD then publish a Final Enforcement Equipment/Technology Procurement Policy for additional public feedback.	BPD, City	Consideration of Comment Period Feedback	20-Jun-19
227	276	Technology	Enforcement Equipment/Technology Procurement Policy	BPD will post the Final Enforcement Equipment/Technology Procurement Policy on its website for additional public feedback.	BPD	Second Comment Period	20-Jun-19 through 08-Jul-19
228	276	Technology	Enforcement Equipment/Technology Procurement Policy	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Enforcement Equipment/Technology Procurement Policy in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Enforcement Equipment/Technology Procurement Policy	22-Jul-19

229	276	Technology	Enforcement Equipment/Technology Procurement Policy	The Monitoring Team approves or disapproves the Final Enforcement Equipment/Technology Procurement Policy, 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 DOJ and the Monitoring Team, and reflects the values and specific input of community and BPD stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Enforcement Equipment/Technology Procurement Policy	29-Jul-19
230	271	Technology	Body-Worn Cameras: Training	BPD provides DOJ and the 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"). Note: the Monitoring Team and DOJ approved a new curriculum for BWC training in early January 2019, but BPD will be acquiring new BWCs in the coming months, so the approved curriculum will need to undergo certain revisions to adapt to the new BWCs.	BPD	Submission of Draft Body-Worn Cameras Training Curriculum	15-Apr-19
231	271	Technology	Body-Worn Cameras: Training	BPD will work with DOJ and the Monitoring Team to refine the Body-Worn Cameras Training. BPD will produce subsequent iterations of the Body-Worn Cameras Training as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent training iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	15-Apr-19 through 31-May-19
232	271	Technology	Body-Worn Cameras: Training	BPD submits Proposed Body-Worn Cameras Training Curriculum to DOJ and the Monitoring Team.	BPD	Submission of Proposed Body-Worn Camera Training Curriculum	31-May-19
233	271	Technology	Body-Worn Cameras: Training	BPD will post the Proposed Body-Worn Cameras Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on it.	BPD	Comment Period	31-May-19 through 28-Jun-19

234	271	Technology	Body-Worn Cameras: Training	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Body-Worn Cameras Training Curriculum for additional public feedback.	BPD	Consideration of Comment Period Feedback	19-Jul-19
235	271	Technology	Body-Worn Cameras: Training	BPD will post the Final Body-Worn Cameras Training Curriculum on its website for additional public feedback.	BPD	Second Comment Period	19-Jul-19 through 02-Aug-19
236	271	Technology	Body-Worn Cameras: Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Body-Worn Cameras Training Curriculum in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Body-Worn Cameras Training Curriculum	16-Aug-19
237	271	Technology	Body-Worn Cameras: Training	The Monitor approves or disapproves the Final Body-Worn Cameras Training Curriculum, explaining its rationale and justification to the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Body-Worn Cameras Training Curriculum	30-Aug-19
238	271	Technology	Body-Worn Cameras: Training	BPD will implement the Body-Worn Cameras Training approved under the First-Year Monitoring Plan.	BPD, DOJ, Monitoring Team	Training Conducted	03-Sept-19 through 01-Oct-19
239	271	Technology	Body-Worn Cameras: Training	BPD will certify to the Court that all eligible BPD officers have successfully completed the required BWC Training. To the extent that some officers who should have completed training did not, BPD will provide the Court an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.	BPD, City	Filing of Memorandum to the Court re: Completion of Body-Worn Cameras Training	30-Sep-19

240	330	Supervision	Supervision Effectiveness Protocols	BPD will work with DOJ and the Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Supervision Effectiveness Protocols as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	Through 06-Mar-19
241	331	Supervision	Supervision Effectiveness Protocols	BPD provides Final Supervision Effectiveness Protocols to DOJ and the Monitoring Team.	BPD	Submission of Final Supervision Effectiveness Protocols	06-Mar-19
242	332	Supervision	Supervision Effectiveness Protocols	DOJ and the Monitoring Team 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	20-Mar-19
243	333	Supervision	Supervision Effectiveness Protocols	The Monitoring Team 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	04-Apr-19
244	329-415	Misconduct Investigations & Discipline	General	The Monitoring Team will review internal affairs investigation records for the purposes of (1) structuring Consent 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

245	339	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency – OPR-CRB Protocols	BPD submits to DOJ and the Monitoring Team protocols delineating the responsibilities of OPR and CRB for (i) complaint intake and classification, and (ii) the exchange of information between CRB and OPR at the beginning of an investigation (“Proposed OPR-CRB Protocols”) consistent with Paragraph 339 of the Consent Decree.	BPD	Submission of Proposed OPR-CRB Protocols re: Complaint Intake/Classification	21-Dec-18
246	329, 333–43, 392, 394, 398	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency – OPR-CRB Protocols	BPD will post the Proposed OPR-CRB Protocols on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment.	BPD	Comment Period	21-Dec-18 through 28-Jan-19
247	329, 333–43, 392, 394, 398	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency – OPR-CRB Protocols	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish Final OPR-CRB Protocols for additional public feedback.	BPD	Consideration of Comment Period Feedback	18-Feb-19
248	329, 333–43, 392, 394, 398	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency – OPR-CRB Protocols	BPD will post the Final OPR-CRB Protocols on its website for additional public feedback.	BPD	Second Comment Period	18-Feb-19 through 04-Mar-19

249	329, 333–43, 392, 394, 398	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency – OPR-CRB Protocols	BPD, DOJ, and the Monitoring Team consider additional changes to the Final OPR-CRB Protocols in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final OPR-CRB Protocols	18-Mar-19
250	329, 333–43, 392, 394, 398	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency – OPR-CRB Protocols	The Monitoring Team approves or disapproves the Final OPR-CRB Protocols.	Monitoring Team	Filing of Memorandum to the Court re: Final OPR-CRB Protocols	25-Mar-19
251	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	BPD will submit to DOJ and the Monitoring Team Draft OPR Policies and a Draft Manual regarding the mechanics, conduct, and expectations for complaint, administrative misconduct, and criminal investigations (the "OPR Investigation Policies & Manual") (¶¶ 329, 334, 339, 342–71).	BPD	Submission of Draft OPR Policies & Draft Manual	22-Feb-19
252	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	BPD will work with DOJ and the Monitoring Team to refine the Draft OPR Investigation Policies & Manual. BPD will produce subsequent iterations of the draft policies and manual as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	22-Feb-19 through 03-May-19

253	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	BPD submits Proposed OPR Investigation Policies & Manual to DOJ and the Monitoring Team.	BPD	Submission of Proposed OPR Investigation Policies & Manual	03-May-19
254	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	BPD will post the Proposed OPR Investigation Policies & Manual on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment.	BPD	Comment Period	03-May-19 through 07-Jun-19
255	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish Final OPR Investigation Policies & Manual for additional public feedback.	BPD	Consideration of Comment Period Feedback	28-Jun-19
256	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	BPD will post the Final OPR Investigation Policies & Manual on its website for additional public feedback.	BPD	Second Comment Period	28-Jun-19 through 12-Jul-19
257	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	BPD, DOJ, and the Monitoring Team consider additional changes to the Final OPR Investigation Policies & Manual in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final OPR Investigation Policies & Manual	26-Jul-19

258	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	The Monitoring Team approves or disapproves the Final OPR Investigation Policies & Manual, explaining its rationale and justification to the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final OPR Investigation Policies & Manual	02-Aug-19
259	329, 333–43, 392, 394, 398	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD will work with DOJ and the Monitoring Team to refine the OPR Manual provisions that incorporate the previously-approved policies on complaint intake, classification, communications with complainants, and transparency (“OPR Manual re: Complaint Intake, Classification, Communications with Complainants, and Transparency”). BPD will produce subsequent iterations of the draft manual as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent manual iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	Through 03-May-19
260	329, 333–43, 392, 394, 398	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD submits to DOJ and the Monitoring Team a Proposed OPR Manual re: Complaint Intake, Classification, Communication with Complainants, and Transparency.	BPD	Submission of Proposed OPR Manual	03-May-19
261	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD will post the Proposed OPR Manual re: Complaint Intake, Classification, Communication with Complainants, and Transparency on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on it.	BPD	Comment Period	03-May-19 through 07-June-19

262	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final OPR Manual re: Complaint Intake, Classification, Communication with Complainants, and Transparency for additional public feedback.	BPD	Consideration of Comment Period Feedback	28-June-19
263	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD will post the Final OPR Manual re: Complaint Intake, Classification, Communication with Complainants, and Transparency on its website for additional public feedback.	BPD	Second Comment Period	28-June-19 through 12-Jul-19
264	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD, DOJ, and the Monitoring Team consider additional changes to the Final OPR Manual re: Complaint Intake, Classification, Communication with Complainants, and Transparency in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final OPR Manual	26-Jul-19
265	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	The Monitoring Team approves or disapproves the Final OPR Manual re: Complaint Intake, Classification, Communication with Complainants, and Transparency, explaining its rationale and justification to the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final OPR Manual	02-Aug-19
266	409-15	Misconduct Investigations & Discipline	OPR Training	BPD will produce a draft, 40-hour training plan for OPR investigators that addresses the OPR Policies & Manual and the requirements of paragraphs 409 through 415. The plan will include (1) a detailed outline of a proposed curriculum, and (2) a timeline for design, collaboration, approval, and implementation of the required training. This detailed outline will not be a comprehensive curriculum; instead, it will be a sufficiently detailed overview that addresses what content and training objectives will be addressed in a subsequently-developed training curricula.	BPD	Draft OPR Investigator Training Plan	12-Aug-19

267	409-15	Misconduct Investigations & Discipline	OPR Training	DOJ and the Monitoring Team will provide comments and feedback on the Draft OPR Investigator Training Plan.	DOJ, Monitoring Team	Submission of Feedback re: Draft OPR Investigator Training Plan	19-Sep-19
268	409-15	Misconduct Investigations & Discipline	OPR Training	BPD will submit a Final Draft OPR Investigator Training Plan to DOJ and the Monitoring Team.	BPD	Submission of Final OPR Investigator Training Plan	03-Oct-19
269	409-15	Misconduct Investigations & Discipline	OPR Training	BPD will proceed to implement the OPR Investigator Training Plan. The various milestones and deadlines of the Final Plan will be incorporated by reference into this Monitoring Plan.	BPD	OPR Investigator Training Plan Implemented	Ongoing After 06-Oct-19
270	329-415	Misconduct Investigations & Discipline	<i>Brady/Giglio</i> Obligations	BPD will work with DOJ and the Monitoring Team to address BPD's policy guidance on matters involving <i>Brady, Giglio</i> , and other obligations regarding officer truthfulness. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	30-Mar-19 through 08-Jun-19
271	329-415	Misconduct Investigations & Discipline	<i>Brady/Giglio</i> Obligations	BPD submits to DOJ and the Monitoring Team Proposed Polices re: <i>Brady/Giglio</i> Obligations.	BPD	Submission of Proposed Polices re: <i>Brady/Giglio</i> Obligations	08-Jun-19
272	329-415	Misconduct Investigations & Discipline	<i>Brady/Giglio</i> Obligations	BPD will post the Proposed Polices re: <i>Brady/Giglio</i> Obligations on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on them.	BPD	Comment Period	08-Jun-19 through 09-Jul-19
273	329-415	Misconduct Investigations & Discipline	<i>Brady/Giglio</i> Obligations	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Polices re: <i>Brady/Giglio</i> Obligations for additional public feedback.	BPD	Consideration of Comment Period Feedback	30-Jul-19

274	329-415	Misconduct Investigations & Discipline	Brady/Giglio Obligations	BPD will post the Final Polices re: <i>Brady/Giglio</i> Obligations on its website for additional public feedback.	BPD	Second Comment Period	30-Jul-19 through 13-Aug-19
275	329-415	Misconduct Investigations & Discipline	Brady/Giglio Obligations	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Polices re: <i>Brady/Giglio</i> Obligations in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Polices re: <i>Brady/Giglio</i> Obligations	27-Aug-19
276	329-415	Misconduct Investigations & Discipline	Brady/Giglio Obligations	The Monitoring Team approve or disapprove the Final Polices re: <i>Brady/Giglio</i> Obligations, explaining its rationale and justification to the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Polices re: <i>Brady/Giglio</i> Obligations	03-Sep-19
277	420-25	Recruitment, Hiring, and Retention	Hiring Process & Policy Review/Report	BPD will implement the various requirements of the Final Hiring Report approved in the first year of monitoring.	BPD	Implementation of Final Hiring Report	TBD
278	426	Recruitment, Hiring, and Retention	Retention Plan	BPD will submit to DOJ and the Monitoring Team a Draft Retention Plan pursuant to the requirements of paragraph 426.	BPD	Submission of Draft Retention Plan	14-Jun-19
279	426	Recruitment, Hiring, and Retention	Retention Plan	BPD will work with DOJ and the Monitoring Team to refine the Draft Retention Plan. BPD will produce subsequent iterations of the Retention Plan as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations of the plan.	BPD, DOJ, Monitoring Team	Collaboration Period	15-Jun-19 through 30-Sep-19
280	426	Recruitment, Hiring, and Retention	Retention Plan	BPD will submit a Proposed Retention Plan to DOJ and the Monitoring Team.	BPD	Submission of Proposed Retention Plan	30-Sep-19

281	426	Recruitment, Hiring, and Retention	Retention Plan	BPD will post the Proposed Retention Plan on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Proposed Retention Plan.	BPD	Comment Period	30-Sep-19 through 30-Oct-19
282	426	Recruitment, Hiring, and Retention	Retention Plan	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Retention Plan for additional public feedback.	BPD	Submission of Final Retention Plan	12-Nov-19
283	426	Recruitment, Hiring, and Retention	Retention Plan	BPD will post the Final Retention Plan on its website for additional public feedback.	BPD	Second Comment Period	12-Nov-19 through 26-Nov-19
284	426	Recruitment, Hiring, and Retention	Retention Plan	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Retention Plan in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Retention Plan	10-Dec-19
285	426	Recruitment, Hiring, and Retention	Retention Plan	The Monitoring Team approves or disapproves the Final Retention Plan, explaining its rationale and justification to the Court. The determination will be based on the extent to which the Plan adequately complies with the requirements of the Decree incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and BPD stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Retention Plan	29-Nov-19
286	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	Reflecting the outcomes of the previously-conducted Staffing Study, BPD will produce a Staffing Plan that conforms to the requirements of the Decree and provides for the personnel needed to perform effective, efficient, and constitutional policing.	BPD	Submission of Draft Staffing Plan	31-May-19
287	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD will work with DOJ and the Monitoring Team to refine the Draft Staffing Plan. BPD will produce subsequent iterations of the Staffing Plan as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating on and exchanging subsequent iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	Through 30-Aug-19

288	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD will submit a Proposed Staffing Plan to DOJ and the Monitoring Team.	BPD	Submission of Proposed Staffing Plan	30-Aug-19
289	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD will post the Proposed Staffing Plan on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the plan.	BPD, DOJ, Monitoring Team	Comment Period	30-Aug-19 through 27-Sept-19
290	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Staffing Plan for additional public feedback.	BPD	Submission of Final Staffing Plan	18-Oct-19
291	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD will post the Final Staffing Plan on its website for additional public feedback.	BPD	Second Comment Period	18-Oct-19 through 01-Nov-19
292	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Staffing Plan in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Staffing Plan	15-Nov-19
293	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	The Monitoring Team approves or disapproves the Final Staffing Plan, explaining its rationale and justification to the Court. The determination will be based on the extent to which the Plan adequately complies with the requirements of the Decree incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and BPD stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Staffing Plan	22-Nov-19
294	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD implements the Staffing Plan, adhering to the various milestones and deadlines set forth in the Plan. BPD, DOJ and the Monitoring Team will convene at least monthly to discuss the implementation of the Plan in real-time. The purpose is to allow DOJ and the Monitoring Team to provide continual oversight and real-time technical assistance as changes in BPD staffing are implemented.	BPD, DOJ, Monitoring Team	Staffing Plan Implemented & Monthly Implementation Meetings Commence	On or after 22-Nov-19

295	438	Officer Assistance and Support	Peer Support Program	The Monitoring Team and Parties will convene ongoing, regular meetings to discuss the structure and development of the peer support program required in paragraph 438(a).	BPD, DOJ, Monitoring Team	Ongoing, Regular Meetings Commence	22-Apr-19
296	438	Officer Assistance and Support	Peer Support Program	BPD will submit to DOJ and the Monitoring Team a Draft Peer Support Program policy and/or plan that outlines, with specificity, the elements of the implementation process for paragraph 438 requirements (such as the assignment of staff coordinating the programs, the development of training, the design and implementation of officer and supervisor training, etc.).	BPD	Submission of Draft Peer Support Program Policy/Plan	12-Jun-19
297	438	Officer Assistance and Support	Peer Support Program	BPD will work with DOJ and the Monitoring Team to refine the Draft Staffing Plan. BPD will produce subsequent iterations of the Peer Support Program/Plan as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating on and exchanging subsequent iterations.	DOJ, Monitoring Team	Collaboration Period	12-Jun-19 through 12-Aug-19
298	438	Officer Assistance and Support	Peer Support Program	BPD will submit a Proposed Peer Support Program Policy/ Plan to DOJ and the Monitoring Team.	DOJ, Monitoring Team	Submission of Proposed Peer Support Program/Plan	09-Aug-19
299	438	Officer Assistance and Support	Peer Support Program	BPD will post the Proposed Peer Support Program Policy/Plan on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Policy/Plan.	BPD, DOJ, Monitoring Team	Comment Period	09-Aug-19 through 09-Sep-19
300	438	Officer Assistance and Support	Peer Support Program	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Peer Support Program Policy/Plan for additional public feedback.	BPD	Submission of Final Peer Support Program Policy/Plan	30-Sep-19
301	438	Officer Assistance and Support	Peer Support Program	BPD will post the Final Peer Support Program Policy/Plan on its website for additional public feedback.	BPD	Second Comment Period	30-Sep-19 through 14-Oct-19

302	438	Officer Assistance and Support	Peer Support Program	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Peer Support Program Policy/Plan in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Peer Support Program Policy/Plan	28-Oct-19
303	438	Officer Assistance and Support	Peer Support Program	The Monitoring Team approves or disapproves the Final Peer Support Program Policy/Plan, explaining its rationale and justification to the Court. The determination will be based on the extent to which the Plan adequately complies with the requirements of the Decree incorporates feedback of DOJ and the Monitoring Team and reflects the values and specific input of community and BPD stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Peer Support Program Policy/Plan	04-Nov-19
304	454–61	Compliance Reviews & Outcome Assessments	General Assessments	The Monitoring Team will conduct a structured qualitative analysis of internal investigations to obtain baseline outcome assessment determinations.	Monitoring Team	Internal Investigation Analysis Conducted	01-Mar-19 through 15-May-19
305	454–61	Compliance Reviews & Outcome Assessments	General Assessments	The Monitoring Team will summarize the results for the Parties. The Parties will have an opportunity to provide comments and make inquiries.	Monitoring Team	Debriefing Period re: Internal Investigation Analysis	15-May-19 through 14-Jun-19
306	456-61	Compliance Reviews & Outcome Assessments	General Assessments	The Monitoring Team will conduct a structured qualitative analysis of use of force incidents to obtain baseline outcome assessment determinations.	Monitoring Team	Use of Force Analysis Conducted	16-Apr-19 through 08-Jul-19
307	454–61	Compliance Reviews & Outcome Assessments	General Assessments	The Monitoring Team will summarize the results for the Parties. The Parties will have an opportunity to provide comments and make inquiries.	Monitoring Team	Debriefing Period re: Use of Force Analysis	08-Jul-19 through 05-Aug-19
308	456-61	Compliance Reviews & Outcome Assessments	General Assessments	The Monitoring Team will conduct a structured qualitative analysis of stops, searches, and arrests to obtain baseline outcome assessment determinations.	Monitoring Team	Stops, Searches, and Arrests Analysis Conducted	08-Jul-19 through 04-Sep-19
309	454–61	Compliance Reviews & Outcome Assessments	General Assessments	The Monitoring Team will summarize the results for the Parties. The Parties will have an opportunity to provide comments and make inquiries.	Monitoring Team	Debriefing Period re: Stops, Searches, and Arrests Analysis	04-Sep-19 through 04-Oct-19
310	454–61	Compliance Reviews & Outcome Assessments	Outcome Assessments	<i>[Deadlines regarding quantitative outcome assessments forthcoming.]</i>			
311	471–72	Monitor Reports	Third Semiannual Report	The Monitoring Team "will provide a copy" of its Draft Third Semiannual Report "to the Parties . . . to allow the Parties to comment ..." (§ 472).	Monitoring Team	Provision of Draft Third Semiannual Report to Parties	07-Jun-19

312	471-72	Monitor Reports	Third Semiannual Report	The Parties will provide feedback and comments on the Draft Third Semiannual Report, as well as any comments that the Parties request be posted on the Monitoring Team's website.	BPD, DOJ	Submission of Feedback re: Draft Third Semiannual Report to Monitoring Team	5-Jul-19
313	471-72	Monitor Reports	Third Semiannual Report	The Monitoring Team will file the Third 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 Third Semiannual Report with Court	19-Jul-19
314	471-72	Monitor Reports	Third Semiannual Report	The Monitor will hold one of its required, quarterly community meetings to brief community members on the Third Semiannual Report.	Monitoring Team	Quarterly Community Meeting on Semiannual Report Held	TBD
315	471-72	Monitor Reports	Third Semiannual Report	The Court will hold one of its quarterly, public hearings to discuss the Third Semiannual Report and overall progress to date.	BPD, DOJ, Monitoring Team	Quarterly Public Hearing Held	25-Jul-19
316	471-72	Monitor Reports	Fourth Semiannual Report	The Monitoring Team "will provide a copy" of its Draft Fourth Semiannual Report "to the Parties . . . to allow the Parties to comment on the reports." (¶ 472).	Monitoring Team	Provision of Draft Fourth Semiannual Report to Parties	13-Dec-19
317	471-72	Monitor Reports	Fourth Semiannual Report	The Parties will provide feedback and comments on the Draft Fourth 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 Fourth Semiannual Report to Monitoring Team	03-Jan-19
318	471-72	Monitor Reports	Fourth Semiannual Report	The Monitor will file the Fourth 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 Fourth Semiannual Report with Court	20-Jan-20
319	471-72	Monitor Reports	Fourth Semiannual Report	The Monitor will hold one of its required, quarterly community meetings to brief community members on the Fourth Semiannual Report.	Monitoring Team	Quarterly Community Meeting on Semiannual Report Held	TBD
320	471-72	Monitor Reports	Fourth Semiannual Report	The Court will hold one of its quarterly, public hearings (to discuss the Fourth Semiannual Report and overall progress to date.	BPD, City, DOJ, Monitoring Team	Quarterly Public Hearing Held	22-Jan-20

321	461	Monitor Reports	Quarterly Meetings	The Monitoring Team will, 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
322	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	07-Feb-19 07-Mar-19 04-Apr-19 16-May-19 06-Jun-19 11-Jul-19 05-Sept-19 11-Oct-19 08-Nov-19 06-Dec-19 16-Jan-20
323	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	04-Apr-19 25-Jul-19 16-Oct-19 22-Jan-20
324	461	Monitoring Plan	Updated Second-Year Monitoring Plan	After consultation with the Parties, the Monitoring Team will submit an Updated Second-Year Monitoring Plan with the Court.	Monitoring Team	Filing of Final Updated First-Year Monitoring Plan with Court	13-Sep-19
325	461	Monitoring Plan	Third-Year Monitoring Plan	The Monitoring Team will submit a draft of the Third-Year Monitoring Plan to the Parties. The Third-Year Monitoring Plan will cover the period of February 16, 2020 through February 15, 2021.	Monitoring Team	Submission of Draft Third-Year Monitoring Plan	06-Dec-19
326	461	Monitoring Plan	Third-Year Monitoring Plan	The Parties will provide feedback on the Draft Third-Year Monitoring Plan.	BPD, City, DOJ	Submission of Feedback re: Draft Third-Year Monitoring Plan	20-Dec-19
327	461	Monitoring Plan	Third-Year Monitoring Plan	BPD, DOJ, and the Monitoring Team will actively and affirmatively seek community feedback and public comment on the Draft Third-Year Monitoring Plan.	BPD, City, DOJ Monitoring Team	Comment Period	20-Dec-19 through 24-Jan-20

328	461	Monitoring Plan	Third-Year Monitoring Plan	The Monitoring Team will revise the Draft Third-Year Monitoring Plan, as appropriate, and file the Final Third-Year Monitoring Plan with the Court.	Monitoring Team	Filing of Final Updated Third-Year Monitoring Plan with Court	07-Feb-20
329	448	Monitoring Plan	Budget	The Monitoring Team will submit to the Parties for review a budget covering the period July 30, 2019 – June 30, 2020, which coincides with the City's fiscal year.	Monitoring Team	Submission of Budget	05-Jun-19
330	448	Monitoring Plan	Budget	The Parties will provide feedback on the proposed Budget.	BPD, City, DOJ	Submission of Feedback on Budget	19-Jun-19
331	448	Monitoring Plan	Budget	The Monitoring Team will submit a finalized Budget to the Court for approval.	Monitoring Team	Submission of Budget to Court	26-Jun-19
332	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 as soon as possible thereafter) 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 as soon as possible thereafter) with an accompanying cover letter.	Monitoring Team	Submission of Monthly Invoices to Parties, Court	Ongoing

Overview of Major Monitoring Tasks, Years 3 through 5

How to Read this Chart: This chart provides a general overview of projected timing for major monitoring tasks beyond those covered in the second-year monitoring plan. It is not an exhaustive inventory, as implementation and continued progress on work commenced in the first two years will be required, and the Monitoring Team will provide ongoing technical assistance in those areas. The goal remains to have a substantial majority of the major policy, procedure, process and training reforms fully implemented by the end of Year Three.

Consent Decree Paragraphs	Area	Sub-Area	Year 3				Year 4				Year 5			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
16	Community Policing	Annual Community Policing Training		■	■	■		■	■	■		■	■	■
22	Community Engagement Assessments	BPD community policing assessments				■				■				■
23-26	Community Engagement Assessments	Community Surveys					■	■	■	■				
67-68	Stops, Searches, and Arrests	Annual 4-hour follow-up training		■	■			■	■			■	■	
84,87	Stops, Searches, and Arrests	BPD annual stop data analysis				■	■			■	■			
166-67	Use of Force	Office use of force training (ongoing)		■	■			■	■	■		■	■	■
112	Behavioral Health Disabilities/Crisis	Training: Recruits, Designed & Conducted			■	■			■	■			■	■
99, 100, 112	Behavioral Health Disabilities/Crisis	Training: All Officer, Designed & Conducted	■	■	■		■	■	■		■	■	■	

Consent Decree Paragraphs	Area	Sub-Area	Year 3				Year 4				Year 5			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
113	Behavioral Health Disabilities/Crisis	Training: Dispatchers, Designed & Conducted												
106-107	Behavioral Health Disabilities/Crisis	Training: CIT Officers: Designed & Conducted												
120-22	Behavioral Health Disabilities/Crisis	Evaluation of CIT Data, CIT Data Report												
218,220	Interactions with Youth	Youth Interactions Training												
239-54	First Amendment Protected Activities	First Amendment Training												
255-6	First Amendment Protected Activities	Annual First Amendment Protected Activity Report												
259	Sexual Assault	Sexual Assault Training (ongoing)												
291-304	Supervision	Field Training Officer ("FTO") program												
304, 435, others	Supervision	Assessment/revision of Promotional Criteria												
308,	Supervision	New Promotion Supervisor Training												
310	Supervision	Annual in-service supervisory training												

Consent Decree Paragraphs	Area	Sub-Area	Year 3				Year 4				Year 5			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
312-27	Supervision	Early Intervention System Policy												
312-27	Supervision	Early Intervention System Training												
372-88, 403-405	Misconduct Investigations & Discipline	Disciplinary System Policies												
372-89	Misconduct Investigations & Discipline	Disciplinary System Policy Active Implementation												
402	Transparency	OPR/CRB Quarterly Reports												
405	Transparency	Annual Discipline System Audit												
408	Transparency	Annual Civilian Complaint Report												
409-15	Transparency	OPR Training												
432	Staffing	Annual Performance Evaluations												
436-39	Officer Assistance & Support	Employee Assistance Program ("EAP") Policy												
454-55	Compliance Reviews	Compliance Reviews & Audits Conducted												
456-60	Outcome Assessments	Annual Outcome Assessments												
456-61	Outcome Assessments	Annual Outcome Assessments Conducted/Reported (BPD)												

Consent Decree Paragraphs	Area	Sub-Area	Year 3				Year 4				Year 5				
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
469	Comprehensive Reassessment	Comprehensive Reassessment Conducted	█	█	█							█	█		
471	Monitor Reports	Monitoring Reports Filed		█		█		█		█		█			█
471	Monitoring Plan	Monitoring Plans Updated/Filed		█		█		█		█		█			█