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1	Third-Year Monitoring Plan						
2	<p><u>General Notes:</u> This Third-Year Monitoring Plan contains all requirements, milestones, deliverables, and deadlines expected from February 16, 2020 through the end of the third monitoring year on February 15, 2021. 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 Third-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	15-20, 25	Community Policing	Community Policing Plan	BPD submits the Proposed Draft Community Policing Plan to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft Community Policing Plan	13-Jan-20
7	15-20, 25	Community Policing	Community Policing Plan	BPD will post the Proposed Draft Community Policing Plan on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	13-Jan-20 through 12-Feb-20
8	15-20, 25	Community Policing	Community Policing Plan	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period on the Proposed Draft Community Policing Plan. BPD will then publish a Revised Draft Community Policing Plan for additional public feedback.	BPD	Consideration of Comment Period Feedback	26-Feb-20
9	15-20, 25	Community Policing	Community Policing Plan	BPD will post the Revised Draft Community Policing Plan on its website for additional public feedback.	BPD	Second Comment Period	26-Feb-20 through 18-Mar-20

10	15-20, 25	Community Policing	Community Policing Plan	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft 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	31-Mar-20
11	15-20, 25	Community Policing	Community Policing Plan	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	31-Mar-20
12	15-20, 25	Community Policing	Community Policing Plan	BPD will begin to adopt the approved Community Policing Plan per its terms, milestones, and phased implement approach. 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 06-Apr-20
13	16	Community Policing	Training	BPD will develop curriculum on community policing consistent with the requirements of paragraph 16. BPD submits a Initial Draft Community Policing Training Curriculum to DOJ and Monitoring Team. Even as this curriculum is be developed in 2020, BPD officers will receive targeted training (such as e-learning, roll call trainings, and other initiatives) on specific items and topics related to community policing.	BPD	Submission of Initial Draft Community Policing Training Curriculum	01-Jun-20
14	16	Community Policing	Training	BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial 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 curriculum iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	01-Jun-20 through 07-Sep-20

15	16	Community Policing	Training	BPD will post the Proposed Draft Community Policing 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	07-Sep-20 through 07-Oct-20
16	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 Revised Draft Community Policing Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	21-Oct-20
17	16	Community Policing	Training	BPD will post the Revised Draft Community Policing Training on its website for additional public feedback.	BPD	Second Comment Period	21-Oct-20 through 05-Nov-20
18	16	Community Policing	Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft 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 Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final Community Policing Training Curriculum	12-Nov-20
19	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 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 Community Policing Training Curriculum	19-Nov-20
20	16	Community Policing	Training	BPD will proceed through a pilot process to orient selected instructors to the training and refine the curriculum. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Training Pilot Period	07-Oct-20 through 31-Dec-20

21	16	Community Policing	Training	<p>BPD will implement the Community Policing Training. 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	01-Jan-21 through 16-Apr-21
22	16	Community Policing	Training	<p>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 a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.</p>	BPD, City	Filing of Memorandum to the Court re: Completion of Community Policing Training	14-May-21
23	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	10-Feb-21
24	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-Mar-21
25	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	18-Mar-21
26	23-24	Community Survey	Resident Survey	The Monitoring Team and its community survey subcontractors will identify qualified statistician(s) to assist in the survey initiative.	Monitoring Team	Identification of Statistical Expert(s)	21-Feb-20

27	23-24	Community Survey	Resident Survey	<p>The Monitoring Team will conduct, using a random multistage cluster sample, the required survey of Baltimore residents. The results of the survey will be able to be generalized from the sample population to the overall Baltimore population.</p> <p>The Monitoring Team will provide the Parties with a draft instrument and methodology for conducting the survey.</p>	Monitoring Team	Submission of Draft Survey Instrument and Methodology	03-Mar-20
28	23-24	Community Survey	Resident Survey	The Monitoring Team will work with BPD and DOJ during a Collaboration Period to finalize the survey instrument and methodology.	BPD, DOJ, Monitoring Team	Collaboration Period	03-Mar-20 through 13-Apr-20
29	23-24	Community Survey	Resident Survey	The Monitoring Team will conduct the survey per the methodology established in the Collaboration Period.	Monitoring Team	Survey Conducted	27-Apr-20 through 23-Jun-20
30	23-24	Community Survey	Resident Survey	The Monitoring Team will provide the parties a draft report for comment and feedback.	Monitoring Team	Draft Survey Report Submitted	24-Jul-20
31	23-24	Community Survey	Resident Survey	The Parties will provide comment and feedback on the draft survey report.	BPD, DOJ	Feedback re: Draft Survey Report Provided	07-Aug-20
32	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 Report on Survey Results	28-Aug-20
33	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

34	27-40, 43-44, 47-58, 60-69	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 the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft Stops, Searches, and Arrests 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 curriculum iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	Through 21-Feb-20
35	27-40, 43-44, 47-58, 60-69	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Policy Set III	BPD will post the Proposed Draft 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 training.	BPD	Comment Period	21-Feb-20 through 23-Mar-20
36	27-40, 43-44, 47-58, 60-69	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Policy Set III	Under the Second-Year Monitoring Plan, BPD provided drafts of policies for initial community feedback 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 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 Revised Draft Stops, Searches, and Arrests Policy Set III for additional public feedback.	BPD	Consideration of Comment Period Feedback	13-Apr-20
37	27-40, 43-44, 47-58, 60-69	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Policy Set III	BPD will post the Revised Draft Stops, Searches, and Arrests Policy Set III on its website for additional public feedback.	BPD	Second Comment Period	13-Apr-20 through 27-Apr-20

38	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 Revised Draft 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 Final Policy Set III	11-May-20
39	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	15-May-20
40	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	20-Jan-20 through 01-May-20

41	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	<p>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 a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.</p>	BPD	Filing of Memorandum to the Court re: Completion of SSA/FIP II Training	01-Jun-20
42	69-74	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Supervisory Review & BPD Audits of Supervisory Reviews	Following the completion of SSA/FIP II training, BPD supervisors will receive e-learning training on reviewing reporting on stops, searches, arrests and uses of force. Supervisors will receive in-service training on such reviews in a subsequent monitoring year.	BPD	E-learning	01-Jun-20 and ongoing
43	75-79	Stops, Searches, Arrests and Voluntary Police-Community Interactions	BPD Analysis of District Court Commissioner Arrest Data	BPD will provide DOJ and the Monitoring Team with a draft methodology outlining its intended approach for the required Quarterly District Court Commissioner Arrest Data Analysis.	BPD	Submission of Quarterly District Court Commissioner Arrest Data Analysis Methodology	16-Mar-20
44	75-79	Stops, Searches, Arrests and Voluntary Police-Community Interactions	BPD Analysis of District Court Commissioner Arrest Data	BPD will work with DOJ and the Monitoring Team on the Quarterly District Court Commissioner Arrest Data Analysis Methodology 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	16-Mar-20 through 27-Apr-20
45	75-79	Stops, Searches, Arrests and Voluntary Police-Community Interactions	BPD Analysis of District Court Commissioner Arrest Data	BPD finalizes the Quarterly District Court Commissioner Arrest Data Analysis Methodology.	BPD	Completion of Final Methodology	11-May-20

46	75-79	Stops, Searches, Arrests and Voluntary Police-Community Interactions	BPD Analysis of District Court Commissioner Arrest Data	BPD will provide a Draft Quarterly District Court Commissioner Arrest Data Analysis considering data from the Second Quarter of 2020.	BPD	Submission of Draft Quarterly District Court Commissioner Arrest Data Analysis	28-Aug-20
47	75-79	Stops, Searches, Arrests and Voluntary Police-Community Interactions	BPD Analysis of District Court Commissioner Arrest Data	DOJ and the Monitoring Team provide feedback on the Draft Quarterly District Court Commissioner Arrest Data Analysis.	DOJ, Monitoring Team	Submission of Feedback re: Draft Quarterly District Court Commissioner Arrest Data Analysis	18-Sep-20
48	75-79	Stops, Searches, Arrests and Voluntary Police-Community Interactions	BPD Analysis of District Court Commissioner Arrest Data	BPD submits a Final Quarterly District Court Commissioner Arrest Data Analysis to the Court.	BPD	Submission to Court of Final Quarterly District Court Commissioner Arrest Data Analysis	09-Oct-20
49	75-79	Stops, Searches, Arrests and Voluntary Police-Community Interactions	BPD Analysis of District Court Commissioner Arrest Data	BPD will provide a Draft Quarterly District Court Commissioner Arrest Data Analysis considering data from the Third Quarter of 2020.	BPD	Submission of Draft Quarterly District Court Commissioner Arrest Data Analysis	04-Dec-20
50	75-79	Stops, Searches, Arrests and Voluntary Police-Community Interactions	BPD Analysis of District Court Commissioner Arrest Data	DOJ and the Monitoring Team provide feedback on the Draft Quarterly District Court Commissioner Arrest Data Analysis.	DOJ, Monitoring Team	Submission of Feedback re: Draft Quarterly District Court Commissioner Arrest Data Analysis	21-Dec-20
51	75-79	Stops, Searches, Arrests and Voluntary Police-Community Interactions	BPD Analysis of District Court Commissioner Arrest Data	BPD submits a Final Quarterly District Court Commissioner Arrest Data Analysis to the Court.	BPD	Submission to Court of Final Quarterly District Court Commissioner Arrest Data Analysis	11-Jan-21

52	82-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Annual BPD SSA Data Analysis	<p>Understanding that initial reports may remain progress reports on how BPD is progressing in developing the technological capacity to record and maintain data necessary, BPD will provide a methodology for conducting the required, annual analysis of stop, search, and arrest data (the "Annual BPD SSA Data Analysis").</p> <p>To the extent that there is more robust data that may be analyzed, BPD will produce a methodology for conducting an inquiry and generating a report consistent with requirements of paragraphs 82 through 86.</p>	BPD	Submission of Annual BPD SSA Data Analysis Methodology	01-Sep-20
53	82-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Annual BPD Data Analysis	BPD will work with DOJ and the Monitoring Team on the Annual BPD SSA Data Analysis Methodology 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-Sep-20 through 09-Oct-20
54	82-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Annual BPD Data Analysis	BPD will provide a Draft Annual BPD SSA Data Analysis.	BPD	Submission of Draft Annual BPD SSA Data Analysis	19-Jan-21
55	82-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Annual BPD Data Analysis	DOJ and the Monitoring Team provide feedback on the Draft Annual BPD SSA Data Analysis.	DOJ, Monitoring Team	Submission of Feedback re: Draft Annual BPD SSA Data Analysis	10-Feb-21
56	82-86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Annual BPD Data Analysis	BPD submits a Final Annual BPD SSA Data Analysis to the Court.	BPD	Submission to Court of Final Annual BPD SSA Data Analysis	03-Mar-21

57	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	<p>To satisfy initial requirements regarding Fair and Impartial Policing Training, BPD has been conducting ongoing, integrated training throughout 2019 and will continue to do so in 2020.</p> <p>The first stage occurred as part of Use of Force/Fair & Impartial Policing Training I. The focus was 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 consisted of separate, additional training that will be part of Stops, Searches, and Arrests/Fair & Impartial Policing Training II conducted in 2020. The focus is 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 two days 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 II, 2019 Use of Force, and 2020 Stop, Search, and Arrest training courses.</p> <p>In the development of FIP III, community members will be involved in the development and delivery of the training. This will include but not be limited to collaboration with BPD’s Community Training Review Committee.</p> <p>BPD will submit an Initial Draft FIP III Training curriculum to DOJ and the Monitoring Team. This draft curriculum will make clear which community advocates and organizations have participated in the development of the curriculum and set forth how and to what extent community members will participate in the delivery of training.</p>	BPD	Submission of Initial Draft FIP III Training Curriculum	16-Apr-20
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58	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial 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	16-Apr-20 through 20-May-20
59	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD will submit a Proposed Draft FIP III Training Curriculum to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft FIP III Training Curriculum	20-May-20
60	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD will post the Proposed Draft 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-May-20 through 22-Jun-20
61	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	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 Revised Draft FIP III Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	30-Jun-20
62	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD will post the Revised Draft FIP III Training on its website for additional public feedback.	BPD	Second Comment Period	30-Jun-20 through 14-Jul-20

63	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft 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	20-Jul-20
64	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	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	24-Jul-20
65	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD will proceed through a pilot process to orient selected instructors to the training and refine the curriculum. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Training Pilot Period	22-Jun-20 through 28-Aug-20
66	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	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	31-Aug-20 through 11-Dec-20

67	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	<p>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 a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.</p>	BPD, City	Filing of Memorandum to the Court re: Completion of FIP III Policing Training	11-Jan-21
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68	96, 105	Behavioral Health Disabilities/ Crisis	Workplan: Goals & Objectives	<p>BPD and the City will work with CPIC to develop a third 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 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. The workplan will include: 1) a series of steps to accomplish the items contained in the Monitoring Plan, 2) the steps toward implementation of recommendations set forth in the Gap Analysis report during the third year, including prioritization of those recommendations, which will be updated each year, and 3) an on-going annual review of the policies and trainings revised by BPD with CPIC assistance.</p> <p>The above-referenced annual review of policies will include BPD Behavioral Health related units revising their policies so as to ensure consistency with the goals of the Consent Decree. These units include the Law Enforcement Assisted Diversion (LEAD) and the Homeless Outreach Team (HOT).</p> <p>The workplan should be consistent with the model used by the Monitoring plan to include a period of review, a collaboration period with all parties, significant community input and comment throughout the process, periods for revisions, approval by the City, DOJ, the Monitoring Team and submission to the Court. BPD and the City will submit the Initial Draft of the Third-Year CPIC Workplan to DOJ and the Monitoring Team as of this date.</p>	BPD, City, CPIC	Submission of Initial Draft of the Third-Year CPIC Workplan	24-Feb-20
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69	96, 105	Behavioral Health Disabilities/ Crisis	Workplan: Goals & Objectives	BPD, the City, and CPIC will work with the DOJ and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD, the City, and CPIC will produce subsequent iterations of the Initial Draft 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, the City, CPIC, DOJ, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent CPIC Workplan iterations. BPD and the City will submit a Final CPIC Workplan at the conclusion of the Collaboration Period.	BPD, CPIC, City, DOJ, Monitoring Team	Collaboration Period	24-Feb-20 through 23-Mar-20
70	96, 105	Behavioral Health Disabilities/ Crisis	Workplan: Goals & Objectives	DOJ reviews the Final CPIC Workplan and indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Final Third-Year CPIC Workplan	30-Mar-20
71	96, 105	Behavioral Health Disabilities/ Crisis	Workplan: Goals & Objectives	The Monitoring Team will approve or disapprove of the Final CPIC Workplan, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final CPIC Workplan	6-Apr-20
72	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/ Gap Analysis	In order to comply with the Consent Decree, the needs assessment process (Gap Analysis) will eventually include an analysis of a sample of police interactions with people with Behavioral Health Disabilities to identify systemic barriers and solutions, including what precipitated the crisis, what services could have prevented the crisis, how police became involved, how the response to the crisis could be improved, and what can be done to prevent the crisis in the future. CPIC, BPD and the City will review the Crisis Data Form and identify the qualitative and quantitative strategies and data collection processes needed to complete the analysis.	CPIC, CPIC Data Subcmte., BPD, City	Submission of Needs Assessment/Gap Analysis	28-Aug-20

73	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/ Gap Analysis	BPD, the City, and CPIC will work with the DOJ and Monitoring Team to address the submitted initial feedback during the Collaboration Period for the Strategy and Process for Analyzing Police Interactions. BPD, the City, and CPIC will produce subsequent iterations of the drafts 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, the City, CPIC, DOJ, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations. BPD will submit a Proposed Draft at the conclusion of the Collaboration Period.	CPIC, CPIC Data Subcmte., BPD, City, DOJ, Monitoring Team	Collaboration Period	28-Aug-20 through 28-Sep-20
74	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/ Gap Analysis	BPD and the City will submit the Proposed Draft of the Strategy and Process for Analyzing Police Interactions to DOJ and the Monitoring Team.	BPD, City	Submission of Proposed Draft of Strategy and Process for Analyzing Police Interactions	28-Sep-20
75	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/ Gap Analysis	BPD and the City will post the Proposed Draft of the Strategy and Process for Analyzing Police Interactions on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD, City	Comment Period	28-Sep-20 through 28-Oct-20
76	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/ Gap Analysis	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 Revised Draft of the Strategy and Process for Analyzing Police Interactions for additional public feedback.	BPD, CPIC, City	Consideration of Comment Period Feedback	09-Nov-20

77	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/ Gap Analysis	BPD and CPIC will work with the DOJ and Monitoring Team to address the submitted initial feedback during the Collaboration Period for the Revised Draft of the Strategy and Process for Analyzing Police Interactions and the Type of Data and Information Contained in the Quarterly Report to CPIC. BPD and CPIC will produce subsequent iterations of the drafts 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 Strategy and Process for Analyzing Police Interactions at the conclusion of the Collaboration Period.	BPD, CPIC, City	Second Collaboration Period	09-Nov-20 through 23-Nov-20
78	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/ Gap Analysis	DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission and Approval or Disapproval of Final Strategy and Process for Analyzing Police Interactions	7-Dec-20
79	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/ Gap Analysis	The Monitoring Team approves or disapproves the Final Strategy and Process for Analyzing Police Interactions, explaining its rationale and justification with the Court. The determination will be based on the extent to which the reports 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 the Final Strategy and Process for Analyzing Police Interactions	21-Dec-20
80	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report/Gap Analysis	The City and BPD will submit a report to CPIC detailing progress towards completing the Analysis of a Sample of Police Interactions with People with Behavioral Health Disabilities. BPD will notify DOJ and the Monitoring Team of the submission and provide a copy of the report.	City, BPD	Submission of Progress towards completing both the Sample Police Interaction	18-Dec-20

81	121,122	Behavioral Health Disabilities/ Crisis	Crisis Data Collection, Analysis, and Reporting	BPD and the City will analyze crisis event data on an ongoing basis to drive improvement toward the goals of Paragraph 96 and report the data on a quarterly basis to the Crisis Intervention Coordinator and CPIC. CPIC, BPD and the City will engage in the process of defining the report variables needed into measurable factors. In doing so, CPIC, BPD and the City will review the Crisis Data Form and other existing and needed data sources and identify specific types of data and information to be contained in the quarterly report.	BPD, City, CPIC	Submission of Quarterly Reports	31-Dec-20 30-Mar-21
82	96	Behavioral Health Disabilities/ Crisis	Policy	BPD, CPIC, DOJ and the Monitoring Team have recommended that the BPD Behavioral Health related policies are reviewed and revised so as to ensure consistency with the goals of the Consent Decree. These include, but are not necessarily limited: <ul style="list-style-type: none"> - 806, <i>Law Enforcement Assisted Diversion</i> - 821, <i>Use of Naloxone/Narcan for Opioid Drug Overdoses</i> - 801, <i>Overdose Response and Investigation Protocol</i> 1739, <i>Special Considerations for Persons with Intellectual Developmental Disabilities</i>	BPD, CPIC, CPIC Policy Subcmte.	Submission of Initial Draft of Policies	13-May-20
83	96	Behavioral Health Disabilities/ Crisis	Policy	BPD and CPIC will work with the DOJ and Monitoring Team to address the submitted initial feedback during the Collaboration Period for the Policies. BPD and CPIC will produce subsequent iterations of the drafts 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 Proposed Draft at the conclusion of the Collaboration Period.	BPD, CPIC, CPIC Policy Subcmte., DOJ, Monitoring Team	Collaboration Period	13-May-20 through 15-Jun-20
84	96	Behavioral Health Disabilities/ Crisis	Policy	BPD will submit Proposed Draft Policies to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft Specialized Unit Policies	15-Jun-20
85	96	Behavioral Health Disabilities/ Crisis	Policy	BPD will post the Proposed Final Policies on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	15-Jun-20 through 15-Jul-20

86	96	Behavioral Health Disabilities/ Crisis	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 the Revised Draft Specialized Unit Policies Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	06-Aug-20
87	96	Behavioral Health Disabilities/ Crisis	Policy	BPD will post the Revised Draft Policies on its website for additional public feedback.	BPD	Second Comment Period	06-Aug-20 through 20-Aug-20
88	96	Behavioral Health Disabilities/ Crisis	Policy	BPD and CPIC will submit the Final Policies to DOJ and the Monitoring Team.	BPD	Submission of Final Policies	27-Aug-20
89	96	Behavioral Health Disabilities/ Crisis	Policy	DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission and Approval or Disapproval of Final	03-Sep-20
90	96	Behavioral Health Disabilities/ Crisis	Policy	The Monitoring Team approves or disapproves the Final Policies, explaining its rationale and justification with the Court. The determination will be based on the extent to which the reports 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 Policies	10-Sep-20
91	96	Behavioral Health Disabilities/ Crisis	Training: All Officers	BPD will proceed through a pilot process to orient selected instructors to the Behavioral Health Disabilities/Crisis training for officers and refine the curriculum. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Training Pilot Period	01-Mar-20 through 10-May-20
92	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers	BPD begins the Behavioral Health Disabilities/Crisis In-Service Training for all officers per the curriculum previously developed and approved.	BPD	Implementation of Revised Crisis Intervention Training Curriculum During In-Service Training	11-May-20 through 21-Aug-20

93	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers	<p>BPD will certify to the Court that all eligible BPD officers have successfully completed the required Behavioral Health Disabilities/Crisis In-Service Training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.</p>	BPD, City	Filing of Memorandum to the Court re: Completion of Behavioral Health Disabilities/Crisis In-Service Training	21-Sep-20
94	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers	BPD will submit an initial plan for continuing education of all officers for Behavioral Health In-Service Training for 2021.	BPD	Submission of Initial Draft 2021 IST Behavioral Health Training Plan	9-Nov-20
95	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	BPD will submit initial training for Dispatchers on Behavioral Health Disabilities and Crisis (the "Dispatcher Training Curriculum").	BPD, CPIC	Submission of Initial Draft of Dispatcher Training Curriculum	20-Feb-20
96	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	BPD and CPIC will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Dispatcher 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, CPIC, City, DOJ, Monitoring Team	Collaboration Period	20-Feb-20 through 20-Apr-20
97	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	BPD provides the Final Dispatcher Training to DOJ and the Monitoring Team.	BPD	Submission of Final Dispatcher Training	20-Apr-20

98	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission and Approval or Disapproval of Final Dispatcher Training Curriculum	27-Apr-20
99	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	The Monitoring Team approves or disapproves the Dispatcher Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the reports 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: Dispatcher Training Curriculum	04-May-20
100	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	BPD will proceed through a pilot process to orient selected instructors to the Behavioral Health Disabilities/Crisis training for dispatchers and refine the curriculum. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Training Pilot Period	13-Mar-20 through 15-May-20
101	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	25-May-20 through 10-Jul-20
102	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	BPD will certify to the Court that all dispatchers have received the Crisis Intervention Training for Dispatchers. To the extent that some dispatchers who should have completed training did not, BPD and/or the City will provide the Court an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those dispatchers. BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.	BPD, City	Filing of Memorandum to the Court re: Completion of Dispatcher Crisis Intervention Training	24-Jul-20

103	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 Draft Enhanced Crisis Curriculum for CIT Officers	22-May-20
104	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD and CPIC will work with DOJ and the Monitoring Team to address 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 Proposed Draft of the Enhanced Crisis Intervention Curriculum for CIT Officers.	BPD, CPIC, City, DOJ, Monitoring Team	Collaboration Period	26-May-20 through 10-Jul-20
105	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD will post the Proposed Draft CIT Officer curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Public Comment	13-Jul-20 through 13-Aug-20
106	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the comment period.	BPD, DOJ, MT	Consideration of Comment Period Feedback	3-Sep-20
107	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD will post the Revised Draft CIT Officer curriculum on its website for additional feedback.	BPD	Second Comment Period	03-Sep-20 through 17-Sep-20
108	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD submits any revisions to the Revised Draft CIT Officer curriculum to the DOJ and Monitoring Team	BPD	Final Submission	24-Sep-20

109	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Approval or Disapproval of Final CIT Officer Curriculum	1-Oct-20
110	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	The Monitoring Team approves or disapproves the Final CIT Officer 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	Approval or Disapproval of Final CIT Officer Curriculum	8-Oct-20
111	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD will proceed through a pilot process to orient selected instructors to the Behavioral Health Disabilities/Crisis training for CIT officers and refine the curriculum. This will include practice sessions and/or pilot classes. DOJ, CPIC, and the Monitoring Team will participate and provide feedback.	BPD, CPIC, DOJ, MT	Train the Trainer Pilot Period	13-Aug-20 through 8-Oct-20
112	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD will implement CIT training for officers who successfully complete the selection process.	BPD	Implementation of CIT Training	19-Oct-20
113	207-10	Use of Force	Performance Review Board: Policy	BPD will submit a revised and updated Performance Review Board Policy (the "PRB Policy").	BPD	Initial Submission	04-May-20
114	207-10	Use of Force	Performance Review Board: Policy	BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the PRB 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, 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	04-May-20 through 29-May-20

115	207-10	Use of Force	Performance Review Board: Policy	BPD will submit a Proposed Draft PRB Policy to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft PRB Policy	29-May-20
116	207-10	Use of Force	Performance Review Board: Policy	BPD will post the Proposed Draft PRB Policy on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policies.	BPD	Comment Period	29-May-20 to 29-Jun-20
117	207-10	Use of Force	Performance Review Board: 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 Revised Draft PRB Policy for additional public feedback.	BPD	Consideration of Comments	20-Jul-20
118	207-10	Use of Force	Performance Review Board: Policy	BPD will post the Revised Draft PRB Policy on its website for additional public feedback.	BPD	Second Comment Period	20-Jul-20 to 03-Aug-20
119	207-10	Use of Force	Performance Review Board: Policy	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft PRB 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 Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final PRB Policy	10-Aug-20
120	207-10	Use of Force	Performance Review Board: Policy	The Monitoring Team approves or disapproves the Final PRB Policy 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 PRB Policy	17-Aug-20
121	207-10	Use of Force	Performance Review Board: Training	BPD will submit a Plan for providing training to PRB members that addresses the PRB Policy and requirements of the Consent Decree.	BPD	Submission of PRB Training Plan	01-Jul-20

122	207-10	Use of Force	Performance Review Board: Training	BPD will conduct approved training for PRB members.	BPD	Training Conducted	Before 31-Dec-20
123	207-10	Use of Force	Performance Review Board: General	The Monitoring Team and DOJ will observe meetings of the PRB on an ongoing basis. After respective PRB convenings, the Monitoring Team and Department of Justice may provide real-time technical assistance and recommendations for improvement.	DOJ, Monitoring Team	Observation of PRB Meetings	Ongoing
124	287	Use of Force	Review Revised Policies & Procedures	BPD, DOJ and the Monitoring Team will review the Use of Force Policies and Procedures that were published in November 2019 in order to ensure they provide clear guidance to officers and are consistent with the Consent Decree and current law. If revisions are warranted, BPD, DOJ, and the Monitoring Team will collaborate on such revisions, and BPD will issue the draft revisions for public comment before finalizing.	BPD, DOJ, and Monitoring Team	Collaboration Period	9-Nov-20 through 8-Jan-21

125	220	Youth	Policy Suite II	<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 continue to 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.</p> <p>Due to the number of policies that include interactions with youth, and the ongoing work of the City related to citywide youth diversion, the policy revisions in this area has previously been divided into three "suites." Suite I previously focused on revisions to Policy 1207 on youth interrogations and provisions of use of force policies implicating youth.</p> <p><u>Suite II:</u></p> <p>BPD will produce iterations of Policy 1202, <i>Youth Interactions</i>, as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. Policy 1202, <i>Youth Interactions</i>, will provide guidance on youth-specific protocols for voluntary contacts, field interviews, stops, searches, arrests, custody, and transportation, as well as guidance on BPD's process for pre-arrest diversion. Should any policy revision implicate previously-approved policies, BPD shall include a public-facing memorandum describing the proposed policy changes.</p>	BPD, DOJ, Monitoring Team	Collaboration Period	Through 15-Apr-20
126	220	Youth	Policy Suite II	<p>BPD will submit an Initial Draft of Policy 1202, <i>Youth Interactions</i>, to the DOJ and Monitoring Team.</p>	BPD	Initial Draft Submission	15-Apr-20

127	220	Youth	Policy Suite II	BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of Policy 1202 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	15-Apr-20 through 29-Jun-20
128	220	Youth	Policy Suite II	BPD will submit a Proposed Draft of Policy 1202 DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft of Proposed Policy 1202	29-Jun-20
129	220	Youth	Policy Suite II	BPD will post the Proposed Draft Policy 1202, <i>Youth Interactions</i> , on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policies.	BPD	Comment Period	29-Jun-20 to 29-July-20
130	220	Youth	Policy Suite II	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 Revised Draft Policy 1202, <i>Youth Interactions</i> , for additional public feedback.	BPD	Consideration of Comments	31-Aug-20
131	220	Youth	Policy Suite II	BPD will post the Revised Draft Policy 1202, <i>Youth Interactions</i> , on its website for additional public feedback.	BPD	Second Comment Period	31-Aug-20 to 14-Sep-20
132	220	Youth	Policy Suite II	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft Policy 1202, <i>Youth Interactions</i> , 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 Policy	28-Sep-20
133	220	Youth	Policy Suite II	The Monitoring Team approves or disapproves the Final Policy 1202, <i>Youth Interactions</i> , 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 Policy	05-Oct-20

134	220	Youth	Policy Suite III	<p>Suite III:</p> <p>BPD will work with the Mayor's office and city agencies as they make recommendations on the Diversion Network. Upon release of that information, BPD will work to submit to DOJ and the Monitoring Team proposed a proposed Youth Diversion Policy that is informed by the work of the Baltimore City Office of the Mayor, and provides guidance on pre-arrest and arrest diversion to community-based providers.</p>	BPD	Initial Submission of Youth Diversion Policy	TBD
135	220	Youth	Training	<p>BPD trainings in 2019 and 2020 have addressed topics related to youth (including training on Use of Force; Stops, Searches, and Arrests; and Fair and Impartial Policing). In 2020, BPD will also begin work on a standalone training that focuses expressly on considerations and issues related to youth.</p> <p>BPD submits a Initial Draft Youth Training Curriculum to DOJ and the Monitoring Team.</p>	BPD	Submission of Initial Draft Youth Training Curriculum	30-Oct-20
136	220	Youth	Training	<p>BPD will work with DOJ and the Monitoring Team to address the initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial 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 Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.</p>	BPD, City, DOJ, Monitoring Team	Collaboration Period	30-Oct-20 through 08-Jan-21
137	220	Youth	Training	<p>BPD will submit a Proposed Draft Youth Training Curriculum to DOJ and the Monitoring Team.</p>	BPD	Submission of Proposed Draft Youth Training Curriculum	08-Jan-21
138	220	Youth	Training	<p>BPD will post the Proposed Draft Youth Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.</p>	BPD	Comment Period	08-Jan-21 through 08-Feb-21
139	220	Youth	Training	<p>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 Revised Draft Youth Training for additional public feedback.</p>	BPD	Consideration of Comment Period Feedback	01-Mar-21

140	220	Youth	Training	BPD will post the Revised Draft Youth Training on its website for additional public feedback.	BPD	Second Comment Period	01-Mar-21 through 15-Mar-21
141	220	Youth	Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft Youth 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 Youth Training Curriculum	29-Mar-21
142	220	Youth	Training	The Monitoring Team approves or disapproves the Final Youth 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 Youth Training Curriculum	06-Apr-21
143	220	Youth	Training	BPD will proceed through a pilot process to orient selected instructors to the training and refine the curriculum. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Training Pilot Period	TBD 2021
144	220	Youth	Training	BPD will implement the Youth 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 2021

145	220	Youth	Training	<p>BPD will certify to the Court that all eligible and relevant BPD personnel have successfully completed the required Youth Training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.</p>	BPD, City	Filing of Memorandum to the Court re: Completion of Youth Training	TBD 2021
146	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 that is consistent with the requirements of the Consent Decree, including those regarding cooperation in administrative investigations and protocols and policies relating to civilian complaints involving BSP officers exercising law enforcement powers pursuant to the MOU. The MOU will incorporate the recommendations from the MOU Assessment Report.	BPD	New MOU Finalized	On or before 31-Mar-20
147	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
148	238-56	First Amendment Protected Activities	Training	<p>BPD submits an Initial Draft In-Service First Amendment Training Curriculum to DOJ and the Monitoring Team.</p> <p>Even as this in-service curriculum is being developed, BPD officers will receive targeted training (such as e-learning, roll call trainings, and other initiatives) on specific items and topics related to First Amendment-protected activities.</p>	BPD	Submission of Initial Draft First Amendment Training Curriculum	06-Nov-20

149	238-56	First Amendment Protected Activities	Training	BPD will work with DOJ and the Monitoring Team to address the initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft First Amendment 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	06-Nov-20 through 16-Jan-21
150	238-56	First Amendment Protected Activities	Training	BPD will submit a Proposed Draft First Amendment Training Curriculum to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft Youth Training Curriculum	16-Jan-21
151	238-56	First Amendment Protected Activities	Training	BPD will post the Proposed Draft First Amendment 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	16-Jan-21 through 16-Feb-21
152	238-56	First Amendment Protected Activities	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 Revised Draft First Amendment Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	02-Mar-21
153	238-56	First Amendment Protected Activities	Training	BPD will post the Revised Draft First Amendment Training on its website for additional public feedback.	BPD	Second Comment Period	02-Mar-21 through 16-Mar-21
154	238-56	First Amendment Protected Activities	Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft First Amendment 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 First Amendment Training Curriculum	23-Mar-21
155	238-56	First Amendment Protected Activities	Training	The Monitoring Team approves or disapproves the Final First Amendment 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 First Amendment Training Curriculum	30-Mar-21

156	238-56	First Amendment Protected Activities	Training	BPD will proceed through a pilot process to orient selected instructors to the training and refine the curriculum. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Training Pilot Period	TBD 2021
157	238-56	First Amendment Protected Activities	Training	BPD will implement the First Amendment 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 2021
158	238-56	First Amendment Protected Activities	Training	BPD will certify to the Court that all eligible and relevant BPD personnel have successfully completed the required First Amendment Training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers. BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.	BPD, City	Filing of Memorandum to the Court re: Completion of First Amendment Training	TBD 2021
159	238-56	First Amendment Protected Activities	Mobile Field Force Standard Operating Procedures	BPD will submit the Proposed Mobile Field Force SOP, developed with input from DOJ and the Monitoring Team in Year Two.	BPD	Submission of Proposed Draft Mobile Field Force SOP	28-Feb-20
160	238-56	First Amendment Protected Activities	Mobile Field Force Standard Operating Procedures	BPD will post the Proposed Draft Mobile Field Force SOP, developed with input from DOJ and the Monitoring Team in Year Two, on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policy.	BPD	Comment Period	28-Feb-20 through 30-Mar-30
161	238-56	First Amendment Protected Activities	Mobile Field Force Standard Operating Procedures	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 Revised Draft Mobile Field Force SOP for additional public feedback.	BPD	Consideration of Comment Period Feedback	11-May-20

162	238-56	First Amendment Protected Activities	Mobile Field Force Standard Operating Procedures	BPD will post the Revised Draft Mobile Field Force SOP on its website for additional public feedback.	BPD	Second Comment Period	11-May-20 through 25-May-20
163	238-56	First Amendment Protected Activities	Mobile Field Force Standard Operating Procedures	BPD, DOJ, and the Monitoring Team consider additional changes to the previously submitted Revised Draft Mobile Field Force SOP in light of 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 SOP	01-Jun-20
164	238-56	First Amendment Protected Activities	Mobile Field Force Standard Operating Procedures	The Monitoring Team approves or disapproves the Final Mobile Field Force SOP, 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 SOP	15-Jun-20
165	238-56	First Amendment Protected Activities	Mobile Field Force Training	BPD will provide training on the Mobile Field Force SOP by the end of 2020, utilizing appropriate resources.	BPD	Mobile Field Force Training Provided	TBD 2021
166	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 Draft First Amendment Protected Activity Assessment Methodology	01-Oct-20
167	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-Oct-20 through 01-Nov-20

168	238-54, 255-56	First Amendment Protected Activities	Annual BPD Assessment	BPD will submit a Final Methodology for the Annual First Amendment Protected Activity Assessment.	BPD	Final Methodology Submitted	01-Nov-20
169	238-54, 255-56	First Amendment Protected Activities	Annual BPD Assessment	<p>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.</p> <p>BPD may elect to consult with the Monitoring Team and DOJ beginning on or about August 1, 2020 to discuss methodology and approach in conducting the assessment.</p>	BPD	Submission of Draft Annual First Amendment Protected Activity Assessment	TBD 2021
170	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	TBD 2021
171	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	TBD 2021

172	259	Sexual Assault	Investigator Training	The Monitoring Team approves or disapproves the Final Sexual Assault Investigations Training for Investigators/Relevant Personnel developed during the second year of monitoring, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training 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-Apr-20
173	259	Sexual Assault	Investigator Training	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. 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	22-Apr-20 through 23-Apr-20
174	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 a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers. BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.	BPD, City	Filing of Memorandum to the Court re: Completion of Sexual Assault Investigations Training for Investigators/Relevant Personnel	14-May-20

175	264	Sexual Assault	Annual Data Reporting	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 2019. To the extent that some elements cannot be definitively completed at this time, or would require undue resources to complete, the Report will describe the difficulties, identify specific processes or measures that need to be implemented to address the difficulties, and propose a time horizon for being able to prepare a full, comprehensive report.	BPD	Submission of Draft Annual Sexual Assault Investigations Data Report	15-Apr-20
176		Sexual Assault	Annual Data Reporting	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	06-May-20
177		Sexual Assault	Annual Data Reporting	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, making the report available on its website.	BPD	Submission of Final Sexual Assault Data Report to Court	03-Jun-20
178	267-79	Technology	Resource Plan	BPD and the City of Baltimore will submit to the Court, DOJ and the Monitoring Team semiannual updates to the previously-submitted and approved Technology Resource Plan. These updates will address progress to date, outstanding progress remaining, and any changes in timelines for various deliverables. Any revised deadlines for various milestones will be incorporated by reference into this Monitoring Plan.	BPD	Submission of Semiannual Resource Plan Updates	03-Apr-20 02-Oct-20
179	267-79	Technology	Resource Plan	BPD, DOJ, and the Monitoring Team will meet at least monthly to discuss the status of implementation of the various technology initiatives required by or otherwise supporting the Consent Decree process. Representatives across BPD functions that are implicated by the Resource Plan will be in attendance, as will Monitoring Team leads across implicated substantive areas. The purpose is to discuss both technical project management and substantive goals and implications for the implementation of new technology within the Department.	BPD, DOJ, Monitoring Team	Monthly Technology & Data Implementation Meetings	Beginning on or after 01-Mar-20

180	271	Technology	Body-Worn Cameras: Training	BPD will implement the Body-Worn Cameras Training previously approved under the Second-Year Monitoring Plan.	BPD, DOJ, Monitoring Team	Training Conducted	15-Feb-20 through 13-Mar-20
181	271	Technology	Body-Worn Cameras: Training	<p>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 a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.</p>	BPD, City	Filing of Memorandum to the Court re: Completion of Body-Worn Cameras Training	13-Apr-20
182	301-02	Supervision	Field Training Officer ("FTO") Program	BPD will submit an Initial Draft FTO Program Plan responsive to paragraphs 301-02 of the Consent Decree to the Parties. This Plan is likely to include policies and protocols on the selection and evaluation of FTO officers, the structure of the program, and metrics for gauging successful new officer completion of the program. The Plan is also likely to include specific curriculum for training FTO Officers.	BPD	Submission of Initial Draft FTO Program Plan	27-Apr-20
183	301-02	Supervision	Field Training Officer ("FTO") Program	BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft FTO 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 Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	27-Apr-20 through 20-Aug-20
184	301-02	Supervision	Field Training Officer ("FTO") Program	BPD will submit a Proposed Draft FTO Program Plan to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft FTO Program Plan	20-Aug-20
185	301-02	Supervision	Field Training Officer ("FTO") Program	BPD will post the Proposed Draft FTO Program Plan on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	20-Aug-20 through 02-Oct-20

186	301-02	Supervision	Field Training Officer ("FTO") 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 Revised Draft FTO Program Plan for additional public feedback.	BPD	Consideration of Comment Period Feedback	09-Oct-20
187	301-02	Supervision	Field Training Officer ("FTO") Program	BPD will post the Revised Draft FTO Program Plan on its website for additional public feedback.	BPD	Second Comment Period	09-Oct-20 through 23-Oct-20
188	301-02	Supervision	Field Training Officer ("FTO") Program	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft FTO Program 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 Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final FTO Program Plan	29-Oct-20
189	301-02	Supervision	Field Training Officer ("FTO") Program	<p>The Monitoring Team approves or disapproves the Final FTO Program Plan, 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.</p> <p>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.</p>	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final FTO Program Plan	30-Oct-20
190	435	Supervision	Promotional Criteria/Process	BPD will submit Initial Drafts of revised policies, protocols, and/or procedures involving (1) criteria for promotion through all BPD ranks, and (2) the process for selecting members for promotion ("First Draft Promotional Criteria/Process Materials"). If implementation requires a phased approach, an implementation plan should also be included.	BPD	Submission of Initial Draft Promotional Criteria/Process Materials	17-Apr-20

191	435	Supervision	Promotional Criteria/Process	BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft Promotional Criteria/Process Materials 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	17-Apr-20 through 10-Jul-20
192	435	Supervision	Promotional Criteria/Process	BPD will submit a Proposed Draft Promotional Criteria/Process Materials to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft Promotional Criteria/Process Materials	10-Jul-20
193	435	Supervision	Promotional Criteria/Process	BPD will post the Proposed Draft Promotional Criteria/Process Materials on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	10-Jul-20 through 10-Aug-20
194	435	Supervision	Promotional Criteria/Process	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 Revised Draft Promotional Criteria/Process Materials for additional public feedback.	BPD	Consideration of Comment Period Feedback	21-Aug-20
195	435	Supervision	Promotional Criteria/Process	BPD will post the Revised Draft Promotional Criteria/Process Materials on its website for additional public feedback.	BPD	Second Comment Period	21-Aug-20 through 04-Sep-20
196	435	Supervision	Promotional Criteria/Process	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft Promotional Criteria/Process Materials 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 Promotional Criteria/Process Materials	11-Sep-20
197	435	Supervision	Promotional Criteria/Process	The Monitoring Team approves or disapproves the Final Promotional Criteria/Process Materials, explaining its rationale and justification with the Court. The determination will be based on the extent to which the materials adequately comply with the requirements of the Consent Decree, incorporate feedback of DOJ and the Monitoring Team, and reflect the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Promotional Criteria/Process Materials	14-Sep-20

198	303-11	Supervision	Patrol Supervisor Duties & Responsibilities Policy	BPD will submit an Initial Draft Patrol Supervisor Duties & Responsibilities Policy.	BPD	Submission of Initial Draft Patrol Supervisor Duties & Responsibilities Policy	29-May-20
199	303-11	Supervision	Patrol Supervisor Duties & Responsibilities Policy	BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft Patrol Supervisor Duties & Responsibilities 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, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	29-May-20 through 21-Sep-20
200	303-11	Supervision	Patrol Supervisor Duties & Responsibilities Policy	BPD will submit a Proposed Draft Patrol Supervisor Duties & Responsibilities Policy to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft Patrol Supervisor Duties & Responsibilities Policy	21-Sep-20
201	303-11	Supervision	Patrol Supervisor Duties & Responsibilities Policy	BPD will post the Proposed Draft Patrol Supervisor Duties & Responsibilities Policy on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	21-Sep-20 through 19-Oct-20
202	303-11	Supervision	Patrol Supervisor Duties & Responsibilities 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 Revised Draft Patrol Supervisor Duties & Responsibilities Policy for additional public feedback.	BPD	Consideration of Comment Period Feedback	02-Nov-20
203	303-11	Supervision	Patrol Supervisor Duties & Responsibilities Policy	BPD will post the Revised Draft Patrol Supervisor Duties & Responsibilities Policy on its website for additional public feedback.	BPD	Second Comment Period	02-Nov-20 through 16-Nov-20
204	303-11	Supervision	Patrol Supervisor Duties & Responsibilities Policy	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft Patrol Supervisor Duties & Responsibilities 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 Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final Patrol Supervisor Duties & Responsibilities Policy	19-Nov-20

205	303-11	Supervision	Patrol Supervisor Duties & Responsibilities Policy	The Monitoring Team approves or disapproves the Final Patrol Supervisor Duties & Responsibilities Policy, 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 Patrol Supervisor Duties & Responsibilities Policy	20-Nov-20
206	317, 328	Supervision	Performance Data Meetings for EIS	BPD, DOJ, and the Monitoring Team will convene monthly to discuss current data trends in the Department with respect to various metrics of departmental and officer performance. As an initial starting point, BPD will summarize current aggregate data, broken out by month, for all of the relevant categories and classes of data outlined in paragraph 317, which addressed Early Intervention System (EIS) requirements. Where BPD is not currently capturing data, the BPD presentations will note this and summarize the current implementation status with respect to systems or processes that will facilitate relevant data capture. DOJ and the Monitoring Team will participate in the meetings, such as by asking questions, exploring trends, and the like.	BPD, DOJ, Monitoring Team	Monthly Performance Data Meetings for EIS Begin	Week of 02-Mar-20, with monthly meeting schedule TBD
207	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
208	339	Misconduct Investigations & Discipline	Protocols for BPD-CRB Interactions During Investigations	BPD and CRB will collaborate on the development of the Initial Draft Protocols for BPD-CRB Interactions During Investigations. Development of the Protocols for BPD-CRB Interactions During Investigations will complete the work of satisfying ¶339 which began with the development of the PIB/CRB Protocol for Complaint Intake & Classification.	BPD, CRB	BPD/CRB Pre-Initial Draft Collaboration	03-Mar-2020 through 01-May-2020

209	339	Misconduct Investigations & Discipline	Protocols for BPD-CRB Interactions During Investigations	BPD and CRB will submit Initial Draft Protocols for BPD-CRB Interactions During Investigations.	BPD, CRB	Submission of Initial Draft Protocols for BPD-CRB Interactions During Investigations	01-May-2020
210	339	Misconduct Investigations & Discipline	Protocols for BPD-CRB Interactions During Investigations	BPD and CRB will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft Protocols for BPD-CRB Interactions During Investigations 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, CRB, City, DOJ, Monitoring Team	Collaboration Period	01-May-2020 through 12-Jun-2020
211	339	Misconduct Investigations & Discipline	Protocols for BPD-CRB Interactions During Investigations	BPD and CRB will submit a Proposed Draft Protocols for BPD-CRB Interactions During Investigations to DOJ and the Monitoring Team.	BPD, CRB	Submission of Proposed Draft Protocols for BPD-CRB Interactions During Investigations	12-Jun-2020
212	339	Misconduct Investigations & Discipline	Protocols for BPD-CRB Interactions During Investigations	BPD will post the Proposed Draft Protocols for BPD-CRB Interactions During Investigations on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	12-Jun-2020 through 12-Jul-2020
213	339	Misconduct Investigations & Discipline	Protocols for BPD-CRB Interactions During Investigations	BPD and CRB shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish Revised Draft Protocols for BPD-CRB Interactions During Investigations for additional public feedback.	BPD, CRB	Consideration of Comment Period Feedback	13-Jul-2020 through 24-Jul-2020
214	339	Misconduct Investigations & Discipline	Protocols for BPD-CRB Interactions During Investigations	BPD will post the Revised Draft Disciplinary System Policies on its website for additional public feedback.	BPD	Second Comment Period	24-Jul-2020 through 07-Aug-2020

215	339	Misconduct Investigations & Discipline	Protocols for BPD-CRB Interactions During Investigations	BPD, CRB, DOJ, and the Monitoring Team consider additional changes to the Revised Draft Protocols for BPD-CRB Interactions During Investigations 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, CRB, DOJ, Monitoring Team	Submission and Approval or Disapproval of Final Protocols for BPD-CRB Interactions During Investigations	08-Aug-2020 through 14-Aug-2020
216	339	Misconduct Investigations & Discipline	Protocols for BPD-CRB Interactions During Investigations	The Monitoring Team approves or disapproves the Final Protocols for BPD-CRB Interactions During Investigations, 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 Consent Decree, incorporate feedback of DOJ and the Monitoring Team, and reflect the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Protocols for BPD-CRB Interactions During Investigations	17-Aug-2020
217	405	Misconduct Investigations & Discipline	Annual BPD Misconduct Investigations and Discipline System Audit	BPD will provide DOJ and the Monitoring Team with a draft methodology outlining its intended approach for the Annual BPD Misconduct Investigations and Discipline System Audit.	BPD	Submission of Annual Audit Methodology	30-Oct-20
218	405	Misconduct Investigations & Discipline	Annual BPD Misconduct Investigations and Discipline System Audit	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	30-Oct-20 through 18-Dec-20
219	405	Misconduct Investigations & Discipline	Annual BPD Misconduct Investigations and Discipline System Audit	BPD will submit a Final Methodology for the Annual BPD Misconduct Investigations and Discipline System Audit.	BPD	Final Methodology Submitted	15-Jan-21
220	372–88, 403–05	Misconduct Investigations & Discipline	Disciplinary System Policies	BPD will submit Initial Draft Disciplinary System Policies that address the requirements of the Consent Decree regarding the adjudication of misconduct complaints, the process from the completion of an investigation to the disposition of that investigation, the determination of whether remedial action is necessary, the imposition of any remedial action, and the process for appeal or reconsideration of the imposition of any remedial action..	BPD	Submission of Initial Draft Disciplinary System Policies	27-Apr-20

221	372-88, 403-05	Misconduct Investigations & Discipline	Disciplinary System Policies	BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft Disciplinary System 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 Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	27-Apr-20 through 28-Aug-20
222	372-88, 403-05	Misconduct Investigations & Discipline	Disciplinary System Policies	BPD will submit a Proposed Draft Disciplinary System Policies to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft Disciplinary System Policies	28-Aug-20
223	372-88, 403-05	Misconduct Investigations & Discipline	Disciplinary System Policies	BPD will post the Proposed Draft Disciplinary System Policies on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	28-Aug-20 through 28-Sep-20
224	372-88, 403-05	Misconduct Investigations & Discipline	Disciplinary System Policies	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 Revised Draft Disciplinary System Policies for additional public feedback.	BPD	Consideration of Comment Period Feedback	09-Oct-20
225	372-88, 403-05	Misconduct Investigations & Discipline	Disciplinary System Policies	BPD will post the Revised Draft Disciplinary System Policies on its website for additional public feedback.	BPD	Second Comment Period	09-Oct-20 through 23-Oct-20
226	372-88, 403-05	Misconduct Investigations & Discipline	Disciplinary System Policies	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft Disciplinary System Policies 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 Disciplinary System Policies	30-Oct-20
227	372-88, 403-05	Misconduct Investigations & Discipline	Disciplinary System Policies	The Monitoring Team approves or disapproves the Final Disciplinary System 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 Consent Decree, incorporate feedback of DOJ and the Monitoring Team, and reflect the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Disciplinary System Policies	02-Nov-20

228	402	Misconduct Investigations & Discipline	PIB and CRB Quarterly Reports	PIB and CRB will separately produce quarterly reports responsive to the requirements of paragraph 402.	BPD, CRB	Submission of Quarterly Reports	30-Mar-20 30-Jun-20 30-Sep-20 30-Dec-20
229	415, 438(b)	Misconduct Investigations & Discipline	EPIC/Peer Intervention Training	BPD will submit an Initial Draft EPIC/Peer Intervention training curriculum.	BPD	Submission of Initial Draft Epic/Peer Intervention Training	15-May-20
230	415, 438(b)	Misconduct Investigations & Discipline	EPIC/Peer Intervention Training	BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft EPIC/Peer Intervention 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	15-May-20 through 29-May-20
231	415, 438(b)	Misconduct Investigations & Discipline	EPIC/Peer Intervention Training	BPD will submit a Proposed Draft EPIC/Peer Intervention Training Curriculum to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft EPIC/Peer Intervention Training Curriculum	29-May-20
232	415, 438(b)	Misconduct Investigations & Discipline	EPIC/Peer Intervention Training	BPD will post the Proposed Draft EPIC/Peer Intervention 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	29-May-20 through 29-Jun-20
233	415, 438(b)	Misconduct Investigations & Discipline	EPIC/Peer Intervention 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 Revised Draft EPIC/Peer Intervention Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	29-Jun-20
234	415, 438(b)	Misconduct Investigations & Discipline	EPIC/Peer Intervention Training	BPD will post the Revised Draft EPIC/Peer Intervention Training on its website for additional public feedback.	BPD	Second Comment Period	10-Jul-20 through 24-Jul-20

235	415, 438(b)	Misconduct Investigations & Discipline	EPIC/Peer Intervention Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft EPIC/Peer Intervention 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 EPIC/Peer Intervention Training Curriculum	29-Jul-20
236	415, 438(b)	Misconduct Investigations & Discipline	EPIC/Peer Intervention Training	The Monitoring Team approves or disapproves the Final EPIC/Peer Intervention 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 EPIC/Peer Intervention Training Curriculum	31-Jul-20
237	415, 438(b)	Misconduct Investigations & Discipline	EPIC/Peer Intervention Training	BPD will proceed through a pilot process to orient selected instructors to the training and refine the curriculum. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Training Pilot Period	29-Jun-20 through 04-Sep-20
238	415, 438(b)	Misconduct Investigations & Discipline	EPIC/Peer Intervention Training	BPD will implement the EPIC/Peer Intervention 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	07-Sep-20 through 18-Dec-20

239	415, 438(b)	Misconduct Investigations & Discipline	EPIC/Peer Intervention Training	<p>BPD will certify to the Court that all eligible BPD officers have successfully completed the required EPIC/Peer Intervention Training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.</p>	BPD, City	Filing of Memorandum to the Court re: Completion of EPIC/Peer Intervention Training	18-Jan-21
240	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	<p>BPD will submit an initial draft 40-hour PIB/CRB Investigator Training Curriculum {¶409} comprising the following components:</p> <ul style="list-style-type: none"> • Investigative skills training {¶410(a,c-f); (¶412(a,c-f))} <ul style="list-style-type: none"> ○ Developed/delivered by Roger Williams U. {¶411} ○ Trainees: PIB & CRB ○ Length: 32 hours • PIB Manual training {¶410(b,g-h)} <ul style="list-style-type: none"> ○ Developed and delivered by PIB ○ Trainees: PIB (CRB invited {¶413}) ○ Length: 6 hours • Legal training (2 hours) {¶410(i), ¶412(i)} <ul style="list-style-type: none"> ○ Developed/delivered by Baltimore City Law Dept. ○ Trainees: PIB & CRB ○ Length: 2 hours <p>NOTE: The Fourth-Year Monitoring Plan will include the development/delivery of additional PIB/CRB Training:</p> <ul style="list-style-type: none"> • Classification Collaboration Training {¶412(b)} <ul style="list-style-type: none"> ○ Developed and delivered by PIB & CRB ○ Trainees: PIB & CRB ○ Length: 3 hours • Investigation Collaboration Training {¶412(g,h)} <ul style="list-style-type: none"> ○ Developed and delivered by PIB & CRB ○ Trainees: PIB & CRB ○ Length: 3 hours <p>E&T will provide guidance to PIB to ensure that PIB/CRB Investigator Training Curriculum incorporates adult learning principles.</p>	BPD, CRB, City	Submission of Initial Draft PIB/CRB Investigator Training Curriculum	03-Mar-20

241	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD will work with CRB, DOJ and the Monitoring Team to address initial feedback on the submitted PIB/CRB Investigator Training during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft PIB/CRB Investigator 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, CRB, DOJ, Monitoring Team	Collaboration Period	03-Mar-20 through 01-Jun-20
242	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD will submit a Proposed Draft PIB/CRB Investigator Training Curriculum to CRB, DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft PIB/CRB Investigator Training Curriculum	01-Jun-20
243	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD will post the Proposed Draft PIB/CRB Investigator 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	01-Jun-20 through 01-Jul-20
244	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB 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 Revised Draft PIB/CRB Investigator Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	01-Jul-20 through 31-Jul-20
245	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD will post the Revised Draft PIB/CRB Investigator Training on its website for additional public feedback.	BPD	Second Comment Period	01-Aug-20 through 15-Aug-20
246	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD, CRB, DOJ, and the Monitoring Team consider additional changes to the Revised Draft PIB/CRB Investigator 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, CRB, DOJ	Submission and Approval or Disapproval of Revised Draft PIB/CRB Investigator Training Curriculum	28-Aug-20

247	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	The Monitoring Team approves or disapproves the Final PIB/CRB Investigator 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 PIB/CRB Investigator Training Curriculum	04-Sep-20
248	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD will proceed through a pilot process to orient selected instructors to the training and refine the curriculum. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback. This pilot process shall be confined to the section of the training which is delivered by BPD & Baltimore City Law Dept.	BPD, City, CRB, DOJ, Monitoring Team	Training Pilot Period	01-Jul-20 through 29-Aug-20
249	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD will implement the PIB/CRB Investigator 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, City, CRB, DOJ, Monitoring Team	Training Conducted	05-Sep-20 through 30-Oct-20
250	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD and the City will certify to the Court that all eligible and relevant BPD and City personnel, respectively, have successfully completed the required PIB/CRB Investigator Training. To the extent that some BPD officers and CRB investigators who should have completed training did not, BPD and the City, respectively, will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers. BPD and the City will share drafts of the certifications with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.	BPD, CRB, City	Filing of Memorandum to the Court re: Completion of PIB/CRB Investigator Training	07-Nov-20

251	420-22	Recruitment, Hiring, and Retention	Recruitment	BPD will continue its RecruitSTAT program, providing real-time information to the Parties and Monitoring Team on recruitment activities and meeting bi-weekly to discuss progress in implementing the Hiring Process Policy previously approved by the Court.	BPD, DOJ, Monitoring Team	Ongoing Convening of RecruitSTAT	Ongoing in 2020
252	420-22	Recruitment, Hiring, and Retention	Retention	BPD will implement the Retention Plan approved in Year Two, convening with the Parties as necessary to discuss implementation status, issues, and progress.	BPD, DOJ, Monitoring Team	Ongoing Convening with Parties	Ongoing in 2020
253	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD will post the Revised Draft Staffing Plan on its website for additional public feedback after considering the feedback provided on the proposed plan during the first comment period held during Year Two.	BPD	Second Comment Period	Through 21-Feb-20
254	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft 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	26-Feb-20
255	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	26-Feb-20

256	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	<p>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.</p> <p>Finalized deadlines for various milestones contained in the Plan will be incorporated by reference into this Monitoring Plan.</p>	BPD, DOJ, Monitoring Team	Staffing Plan Implemented & Monthly Implementation Meetings Commence	Beginning 26-Feb-20
257	431-35	Staffing, Performance Evaluations, and Promotions	Performance Evaluations	BPD will submit Initial Draft Performance Evaluation Policies and Materials that address the requirements of the Consent Decree addressing the requirements of paragraphs 431 through 435.	BPD	Submission of Initial Draft Performance Evaluation Policies and Materials	27-Apr-20
258	431-35	Staffing, Performance Evaluations, and Promotions	Performance Evaluations	BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft Performance Evaluation Policies and Materials 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	27-Apr-20 through 28-Aug-20
259	431-35	Staffing, Performance Evaluations, and Promotions	Performance Evaluations	BPD will submit Proposed Draft Final Performance Evaluation Policies and Materials to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft Final Performance Evaluation Policies and Materials	28-Aug-20
260	431-35	Staffing, Performance Evaluations, and Promotions	Performance Evaluations	BPD will post the Proposed Draft Final Performance Evaluation Policies and Materials on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	28-Aug-20 through 28-Sep-20

261	431-35	Staffing, Performance Evaluations, and Promotions	Performance Evaluations	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 Revised Draft Performance Evaluation Policies and Materials for additional public feedback.	BPD	Consideration of Comment Period Feedback	09-Oct-20
262	431-35	Staffing, Performance Evaluations, and Promotions	Performance Evaluations	BPD will post the Revised Draft Performance Evaluation Policies and Materials on its website for additional public feedback.	BPD	Second Comment Period	09-Oct-20 through 23-Oct-20
263	431-35	Staffing, Performance Evaluations, and Promotions	Performance Evaluations	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft Performance Evaluation Policies and Materials 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 Performance Evaluation Policies and Materials	30-Oct-20
264	431-35	Staffing, Performance Evaluations, and Promotions	Performance Evaluations	The Monitoring Team approves or disapproves the Final Performance Evaluation Policies and Materials, explaining its rationale and justification with the Court. The determination will be based on the extent to which the materials adequately comply with the requirements of the Consent Decree, incorporate feedback of DOJ and the Monitoring Team, and reflect the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Performance Evaluation Policies and Materials	02-Nov-20
265	436-41	Officer Assistance & Support	Officer Assistance & Support Programs	BPD will provide the Parties with a methodology for auditing its Officer Assistance and Support Programs, including but not limited to peer support, EAP, and traumatic and high-stress incident protocols, as required by paragraph 441.	Monitoring Team	Submission of BPD Assessment of Officer Assistance & Support Programs Methodology	25-May-20
266	436-41	Officer Assistance & Support	BPD Assessment of Officer Assistance & Support Programs	The Monitoring Team and Parties will work collaboratively to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Methodology as necessary. During this period, BPD, DOJ, and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations.	BPD, DOJ, MT	Collaboration Period	25-May-20 through 13-Jul-20

267	436-41	Officer Assistance & Support	BPD Assessment of Officer Assistance & Support Programs	BPD will conduct the BPD Assessment of Officer Assistance & Support Programs and provide the Parties with a Draft BPD Assessment of Officer Assistance & Support Programs Report.	BPD	Submission of Draft BPD Assessment of Officer Assistance & Support Programs Report	30-Sep-20
268	436-41	Officer Assistance & Support	BPD Assessment of Officer Assistance & Support Programs	The Monitoring Team and Parties will work collaboratively to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Report as necessary. During this period, BPD, DOJ, and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations.	BPD, DOJ, MT	Collaboration Period	30-Sep-20 through 30-Nov-20
269	436-41	Officer Assistance & Support	BPD Assessment of Officer Assistance & Support Programs	BPD will submit a Final BPD Assessment of Officer Assistance & Support Programs to the Court.	BPD	Submission of Final BPD Assessment of Officer Assistance & Support Programs	07-Dec-20
270	454-61	Compliance Reviews & Outcome Assessments	General Assessments	The Monitoring Team will submit to BPD and DOJ a plan for the compliance reviews and outcome assessments it will perform in Year Four. The Plan will include the particular compliance reviews and outcome assessments to be performed, the dates for developing the attendant methodologies, and the dates of performance.	Monitoring Team	Submission of Compliance Review and Outcome Assessments Plan	28-Feb-20
271	471-72	Monitor Reports	Fifth Semiannual Report & Comprehensive Reassessment	The Monitoring Team "will provide a copy" of its Draft Fifth Semiannual Report "to the Parties . . . to allow the Parties to comment on the reports." (§ 472). This semiannual report will serve as the comprehensive reassessment required by paragraph 469 and will differ, accordingly, in content, scope, and depth.	Monitoring Team	Provision of Draft Fifth Semiannual Report & Comprehensive Reassessment to Parties	22-Jun-20
272	471-72	Monitor Reports	Fifth Semiannual Report & Comprehensive Reassessment	The Parties will provide feedback and comments on the Draft Fifth Semiannual Report & Comprehensive Reassessment, as well as any comments that the Parties request be posted on the Monitor's website.	City, DOJ	Submission of Feedback re: Draft Fifth Semiannual Report & Comprehensive Reassessment to Monitoring Team	10-July-20

273	471-72	Monitor Reports	Fifth Semiannual Report & Comprehensive Reassessment	The Monitor will file the Fifth Semiannual Report & Comprehensive Reassessment 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 Fifth Semiannual Report & Comprehensive Reassessment with Court	20-Jul-20
274	471-72	Monitor Reports	Fifth Semiannual Report & Comprehensive Reassessment	The Monitor will hold one of its required, quarterly community meetings to brief community members on the Fifth Semiannual Report & Comprehensive Reassessment.	Monitoring Team	Quarterly Community Meeting on Semiannual Report Held	TBD
275	471-72	Monitor Reports	Sixth Semiannual Report	The Monitoring Team "will provide a copy" of its Draft Sixth Semiannual Report "to the Parties . . . to allow the Parties to comment on the reports." (§ 472).	Monitoring Team	Provision of Draft Sixth Semiannual Report to Parties	21-Dec-20
276	471-72	Monitor Reports	Sixth Semiannual Report	The Parties will provide feedback and comments on the Draft Sixth 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 Sixth Semiannual Report to Monitoring Team	11-Jan-21
277	471-72	Monitor Reports	Sixth Semiannual Report	The Monitor will file the Sixth 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 Sixth Semiannual Report with Court	20-Jan-21
278	471-72	Monitor Reports	Sixth Semiannual Report	The Monitor will hold one of its required, quarterly community meetings to brief community members on the Sixth Semiannual Report.	Monitoring Team	Quarterly Community Meeting on Semiannual Report Held	TBD
279	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	05-Mar-20 07-Apr-20 21-May-20 11-Jun-20 09-Jul-20 10-Sep-20 08-Oct-20 12-Nov-20 10-Dec-20 14-Jan-21

280	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	16-Apr-20 23-Jul-20 22-Oct-20 21-Jan-21
281	461	Monitoring Plan	Updated Third-Year Monitoring Plan	After consultation with the Parties, the Monitoring Team will submit an Updated Third-Year Monitoring Plan with the Court.	Monitoring Team	Filing of Final Updated Second-Year Monitoring Plan with Court	23-Aug-20
282	461	Monitoring Plan	Fourth-Year Monitoring Plan	The Monitoring Team will submit a draft of the Fourth-Year Monitoring Plan to the Parties. The Fourth-Year Monitoring Plan will cover the period of February 16, 2021 through February 15, 2022. Prior to the submission of the draft, the Monitoring Team, BPD and DOJ will exchange ideas about the Consent Decree requirements to be addressed in Year Four, as well as the timelines for addressing them.	Monitoring Team	Submission of Draft Third-Year Monitoring Plan	17-Dec-20
283	461	Monitoring Plan	Fourth-Year Monitoring Plan	The Parties will provide feedback on the Draft Third-Year Monitoring Plan.	BPD, City, DOJ	Submission of Feedback re: Draft Fourth-Year Monitoring Plan	12-Jan-21
284	461	Monitoring Plan	Fourth-Year Monitoring Plan	BPD, DOJ, and the Monitoring Team will actively and affirmatively seek community feedback and public comment on the Draft Fourth-Year Monitoring Plan.	BPD, City, DOJ Monitoring Team	Comment Period	12-Jan-21 through 12-Feb-21
285	461	Monitoring Plan	Fourth-Year Monitoring Plan	The Monitoring Team will revise the Draft Fourth-Year Monitoring Plan, as appropriate, and file the Fourth Third-Year Monitoring Plan with the Court.	Monitoring Team	Filing of Final Fourth-Year Monitoring Plan with Court	19-Feb-21
286	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 4 and 5

How to Read this Chart: This chart provides a general overview of projected timing for major monitoring tasks beyond those covered in the updated second-year monitoring plan. It is not an exhaustive inventory, as implementation and continued progress on work commenced in the first three years will be required, and the Monitoring Team will provide ongoing technical assistance in those areas.

Consent Decree Paragraphs	Area	Sub-Area	Year 4				Year 5			
			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)		■	■	■		■	■	■
113	Behavioral Health Disabilities/Crisis	Training: Dispatchers, Designed & Conducted				■				■
120-22	Behavioral Health Disabilities/Crisis	Evaluation of CIT Data, CIT Data Report				■				■

Consent Decree Paragraphs	Area	Sub-Area	Year 4				Year 5			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
255-6	First Amendment Protected Activities	Annual First Amendment Protected Activity Report								
259	Sexual Assault	Sexual Assault Training (ongoing)								
308,	Supervision	New Promotion Supervisor Training								
310	Supervision	Annual in-service supervisory training								
312-27	Supervision	Early Intervention System Training								
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								
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 4				Year 5			
			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								