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1	Updated Second-Year Monitoring Plan						
2	<p><u>General Notes:</u> This is a revision and update of the Amended Second-Year Monitoring Plan approved by the Court in June 2019, See ECF No. 210. It contains all requirements, milestones, deliverables, and deadlines expected from September 1, 2019 through the end of the first monitoring year on February 15, 2020. For ease of review, all Amended Second-Year Monitoring Plan deliverables that already have been finalized or completed are excluded, and dates that have changed or been amended since the approval of the First-Year Monitoring Plan in February are reflected in red.</p> <p>For all deadlines established below, the Monitoring Team and the Parties agree that the deadlines might, in some instances, need to be extended by a brief interval to allow or accommodate unforeseen circumstances or unexpected, minor delays. Accordingly, if and only if all of the Monitoring Team, the United States, BPD and the City agree that an extension for any of the deadlines outlined below is warranted and acceptable, the deadline may be extended by an interval of up to 45 days without receiving formal approval of the Court for an extension of the deadline. No deadline may be extended by more than 45 days without approval of the Court. If any or all of this 45-day period is used, the Monitoring Team will formally notify the Court of the deadline extension(s). The extension of any specific deadline, or deadlines, will not change or otherwise affect any other deadline. Unless the Monitoring Team identifies problems with a deadline extension or otherwise raises issues with the Court, none of the Parties, the Court, or the public should interpret changes in deadlines to reflect problems in implementation or a lack of progress. Instead, all should understand that, for progress to be comprehensive and enduring, it may be necessary to take more time initially to refine policies, procedures, or training so that progress, ultimately, is faster, more effective, and more efficient.</p>						
3	<p><u>Definitions:</u> For purposes of the following deadlines, and unless otherwise expressly noted to the contrary, "semi-annual" means two times per year at a pace of once per six months. "Annual" means once per calendar year. "Bi-weekly" means once every two calendar weeks. "Monthly" means once per calendar month. "Bi-monthly" means once every two calendar months. "Days" means calendar days. If a listed deadline falls on a weekend or federal, state, local, or Court holiday, the deadline may be satisfied by submission or completion of the identified deliverable on the next business day.</p>						
4	Consent Decree Paragraphs	Area	Sub-Area	Milestone	Responsible Stakeholder(s)	Deliverable	Deadline

5	6, 19-21	Community Engagement	General	<p>As required by the Consent Decree, direct community participation and involvement in police reform will continue to be an overriding objective under the Second-Year Monitoring Plan.</p> <p>This will include continuing, specific periods of community feedback and engagement provided for elsewhere in this plan in connection with proposed policies, plans, training initiatives, and other major milestones. It may also include more generalized community engagement to identify issues, feedback, concerns, experiences, values, and histories of Baltimore's diverse communities – including BPD officers – regarding the various subject matters of the Consent Decree.</p> <p>The form of this outreach may include, depending on the issue area, electronic feedback mechanisms; meetings with community organizations and leaders; engagement with existing BPD-community partnerships; general community forums; or community focus groups. Such outreach will also include BPD's two annual meetings per police district to discuss Consent Decree implementation, as required by paragraph 21.</p>	BPD, City, DOJ, Monitoring Team	Ongoing Community Engagement	Ongoing
6	16	Community Policing	General	BPD will submit a First Draft Community Policing Plan.	BPD	Submission of First Draft Community Policing Plan	15-Oct-19
7	16	Community Policing	General	BPD will work with DOJ and the Monitoring Team on the First Draft Community Policing Plan. BPD will produce subsequent iterations of the First Draft Community Policing Plan as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations of the plan.	BPD, DOJ, Monitoring Team	Collaboration Period	15-Oct-19 through 15-Nov-19
8	15-20, 25	Community Policing	General	BPD will submit a Proposed Community Policing Plan.	BPD	Submission of Proposed Community Policing Plan to DOJ and Monitoring Team	25-Nov-19

9	15-20, 25	Community Policing	General	BPD will post the Proposed Community Policing Plan on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Plan.	BPD	Comment Period	25-Nov-19 through 24-Dec-19
10	15-20, 25	Community Policing	General	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Community Policing Plan for additional public feedback.	BPD	Consideration of Comment Period Feedback	7-Jan-20
11	15-20, 25	Community Policing	General	BPD will post the Final Community Policing Plan on its website for additional public feedback.	BPD	Second Comment Period	7-Jan-20 through 1-Feb-20
12	15-20, 25	Community Policing	General	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Community Policing Plan in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Community Policing Plan	5-Feb-20
13	15-20, 25	Community Policing	General	The Monitoring Team will approve or disapprove of the Final Community Policing Plan, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Community Policing Plan	5-Feb-20
14	15-20, 25	Community Policing	General	BPD will begin to adopt the approved Community Policing Plan per its terms, milestones, and phased implement approach. With the Monitoring Team providing technical assistance. Finalized deadlines for various milestones contained in the Plan will be incorporated by reference into this Monitoring Plan. BPD, DOJ and the Monitoring Team will meet regularly to discuss implementation and whether the objectives, goals, and milestones of the Plan are being met.	BPD, DOJ, Monitoring Team	Adoption of Community Policing Plan & Regular Implementation Status Meetings	Beginning Week of 10-Feb-20
15	16(f), (h)	Community Policing	Training	BPD will provide not fewer than eight (8) hours of cumulative, structured in-service training addressing (1) conflict resolution, including verbal de-escalation of conflict, and (2) methods, strategies, and techniques to reduce misunderstanding, conflict, and complaints due to perceived bias or discrimination. This training will occur in the context of the training on Use of Force; Stops, Searches, and Arrests; and Fair and Impartial Policing outlined below.	BPD	Provision of Training on Initial Community Policing Topics	Ongoing in 2020

16	16	Community Policing	Training	BPD will develop curriculum on (1) methods and strategies to improve public safety and prevent crime through community engagement, and (2) principles of procedural justice and its goals. BPD submits a First Draft Community Policing Training Curriculum to DOJ and Monitoring Team.	BPD	Submission of First Draft Community Policing Training Curriculum	20-Mar-20
17	22	Community Engagement	Assessments: BPD Community Policing Report	BPD will submit a Draft Annual Community Policing Report that complies with the requirements of paragraph 22.	BPD	Submission of Draft Annual Community Policing Report to DOJ, Monitoring Team	11-Nov-19
18	22	Community Engagement	Assessments: BPD Community Policing Report	DOJ and the Monitoring Team will review and provide feedback on the Draft Annual Community Policing Report	DOJ, Monitoring Team	Submission of Feedback re: Draft Annual Community Policing Report to BPD	02-Dec-19
19	22	Community Engagement	Assessments: BPD Community Policing Report	BPD will file with the Court and make public a Final Annual Community Policing Report that incorporates the feedback and recommendations of DOJ and the Monitoring Team, where appropriate.	BPD	Submission of Annual Community Policing Report	20-Dec-19
20	23-24	Community Survey	Resident Survey	The Monitoring Team will conduct the required survey of Baltimore residents.	Monitoring Team	Surveys Conducted	Through 31-May-19
21	23-24	Community Survey	Resident Survey	The Monitoring Team will provide draft final reports on the surveys to the Parties for comment and feedback.	Monitoring Team	Draft Survey Reports Submitted	7-Aug-19
22	23-24	Community Survey	Resident Survey	The Parties will provide comment and feedback on the draft final survey reports.	BPD, DOJ	Feedback re: Draft Survey Reports Provided	15-Aug-19
23	23-24	Community Survey	Resident Survey	The Monitoring Team will file with the Court and publish on the Monitoring Team's website the final report on the surveys.	Monitoring Team	Submission of Final Reports on Survey Results	TBD

24	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
25	27-40, 43-44, 47-58, 60-68	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy Set III	BPD will work with DOJ and the Monitoring Team to address initial feedback during a Collaboration Period on: Civil and Criminal Citation Procedures (808), Marijuana-- Uniform Civil Citation (809), Misdemeanor Shoplifting Arrest Procedures (812), and Quality of Life Offenses—Core Legal Elements (1018) (collectively "Stops, Searches, and Arrests Policy Set III" or "Policy Set III"). (Other policies relating to stops, searches, arrests, and voluntary police-community interactions have previously been finalized.) BPD will produce subsequent iterations of Policy Set III as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	Through 20-Dec-19
26	27-40, 43-44, 47-58, 60-69	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy Set III	BPD will submit Proposed Stops, Searches, and Arrests Policy Set III policies.	BPD	Submission of Proposed Stops, Searches, and Arrests Policy Set III	20-Dec-19
27	27-40, 43-44, 47-58, 60-69	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy Set III	BPD will post the Proposed Stops, Searches, and Arrests Policy Set III on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policies.	BPD	Comment Period	07-Jan-19 through 01-Feb-20

28	27-40, 43-44, 47-58, 60-69	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy Set III	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Stops, Searches, and Arrests Policy Set III for additional public feedback.	BPD	Consideration of Comment Period Feedback	22-Feb-20
29	27-40, 43-44, 47-58, 60-69	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy Set III	BPD will post the Final Stops, Searches, and Arrests Policy Set III on its website for additional public feedback.	BPD	Second Comment Period	22-Feb-20 through 08- Mar-20
30	27-40, 43-44, 47-58, 60-70	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Policy Set III	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Stops, Searches, and Arrests Policy Set III in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Policy Set III	15-Mar-20
31	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	22-Mar-20

32	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD submits a First Draft Stops, Searches, and Arrests/Fair & Impartial Policing II ("SSA/FIP II") Training Curriculum.	BPD	Submission of First Draft SSA/FIP II Training Curriculum	31-May-19
33	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD will work with DOJ and Monitoring Team during the Collaboration Period. BPD will produce subsequent iterations of the First Draft SSA/FIP II Training Curriculum as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent training curriculum iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	31-May-19 through 01-Nov-19
34	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD will submit Proposed SSA/FIP II Training Curriculum.	BPD	Submission of Proposed SSA/FIP II Training	01-Nov-19
35	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD will post the Proposed SSA/FIP II Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	01-Nov-19 through 02-Dec-19
36	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final SSA/FIP II Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	09-Dec-19
37	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD will post the Final SSA/FIP II Training on its website for additional public feedback.	BPD	Second Comment Period	09-Dec-19 through 23-Dec-19

38	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Final SSA/FIP II Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final SSA/FIP II Training Curriculum	30-Dec-19
39	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	The Monitoring Team approves or disapproves the Final SSA/FIP II Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the policy adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and BPD stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final SSA/FIP II Training Curriculum	03-Jan-20
40	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD will conduct a program to orient selected instructors to the training. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Piloting and Train-the-Trainers Initiative Conducted	Beginning 08-Nov-19
41	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	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. 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	06-Jan-20 through 15-May-20
42	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	BPD will certify to the Court that all eligible BPD officers have successfully completed the required SSA/FIP II Training. To the extent that some officers who should have completed training did not, BPD will provide the Court an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.	BPD	Filing of Memorandum to the Court re: Completion of SSA/FIP II Training	15-Jun-20

43	90–94, 16(h)	Impartial Policing	Training	<p>To satisfy initial requirements regarding Fair and Impartial Policing Training, BPD will conduct ongoing, integrated training throughout 2019 and into 2020.</p> <p>The first stage will consist of approximately 4 hours of training that will be part of Use of Force/Fair & Impartial Policing Training I. The focus will be on fair and impartial policing concepts that directly address officer threat assessment and decision-making in use of force contexts.</p> <p>The second stage will consist of approximately 4 hours of a separate, additional training that will be part of Stops, Searches, and Arrests/Fair & Impartial Policing Training II. The focus will be on fair and impartial policing concepts that directly address decision-making related to stops and the nature of interactions in stop, search, and arrest contexts.</p> <p>The final stage will consist of a minimum of 8 hours of separate, additional training that will be part of Advanced Tactical Fair & Impartial Policing Training (“FIP III”). The focus will be on advanced topics that build on the FIP I and FIP II courses.</p> <p>BPD will submit an initial FIP III Training curriculum.</p>	BPD	Submission of First Draft FIP III Training Curriculum	20-Dec-19
44	90–94, 16(h)	Impartial Policing	Training	<p>BPD will work with DOJ and the Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the First Draft FIP III Training Curriculum as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.</p>	BPD, City, DOJ, Monitoring Team	Collaboration Period	20-Dec-19 through 03-Feb-20
45	90–94, 16(h)	Impartial Policing	Training	<p>BPD will submit Proposed FIP III Training Curriculum to DOJ and the Monitoring Team.</p>	BPD	Submission of Proposed FIP III Training Curriculum	04-Feb-20

46	90–94, 16(h)	Impartial Policing	Training	BPD will post the Proposed FIP III Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	04-Feb-20 through 09-Mar-20
47	90–94, 16(h)	Impartial Policing	Training	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final FIP III Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	20-Mar-20
48	90–94, 16(h)	Impartial Policing	Training	BPD will post the Final FIP III Training on its website for additional public feedback.	BPD	Second Comment Period	20-Mar-20 through 03-Apr-20
49	90–94, 16(h)	Impartial Policing	Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Final FIP III Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final FIP III Training Curriculum	10-Apr-20
50	90–94, 16(h)	Impartial Policing	Training	The Monitoring Team approves or disapproves the Final FIP III Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final FIP III Training Curriculum	17-Apr-20
51	90–94, 16(h)	Impartial Policing	Training	BPD will conduct a “Train-the-Trainers” program to orient, selected instructors to the training. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Train-the-Trainers Initiative Conducted	Beginning 04-Feb-20

52	90–94, 16(h)	Impartial Policing	Training	<p>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.</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	Beginning 20-Apr-20; end date to be included in Third-Year Plan
53	90–94, 16(h)	Impartial Policing	Training	BPD will certify to the Court that all eligible BPD officers have successfully completed the required FIP III Training. To the extent that some officers who should have completed training did not, BPD will provide the Court an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.	BPD, City	Filing of Memorandum to the Court re: Completion of FIP III Policing Training	To be included in Third-Year Plan
54	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	<p>The City will "coordinate with CPIC to conduct an assessment to identify gaps in the behavioral health service system, recommend solutions, and assist with implementation of the recommendations as appropriate." The Gap Analysis should include collecting stakeholder feedback and other appropriate strategies in order to obtain wide range of community input. Once the analysis is complete and a report is developed, the recommended solutions and the plan of implementation should be presented for community feedback at a second formal public meeting. The Gap Analysis report should be reviewed by CPIC annually and should be updated each year as progress is made and/or new gaps in services are identified to the extent feasible. The Gap Analysis Report should be submitted to the City and CPIC for discussion, review, revision and initial approval. The City will submit a First Draft of the Gap Analysis Report.</p>	City, CPIC	Submission of First Draft of the Gap Analysis Report	1-Sept-19

55	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The City, BPD and CPIC will work with DOJ and the Monitoring Team to address the submitted initial feedback during the Collaboration Period. The City, BPD and CPIC will produce subsequent iterations of the Draft Gap Analysis Report as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, the City, BPD, CPIC, DOJ, and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	City, BPD, CPIC, DOJ, Monitoring Team	Collaboration Period	1-Sept-19 through 1-Oct-19
56	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The City, BPD and CPIC will submit a Proposed Draft Gap Analysis Report.	City, BPD, CPIC	Submission of Proposed Draft Gap Analysis Report	1-Oct-19
57	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The City, BPD and CPIC will post the Proposed Gap Analysis Report on BPD's website and provide affirmative, intensive opportunities for the public to comment.	City, BPD CPIC	Comment Period	1-Oct-19 through 1-Nov-19
58	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	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 Gap Analysis Report for additional public feedback.	City, CPIC	Consideration of Comment Period Feedback	16-Nov-19
59	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	BPD will post the revised Gap Analysis Report on its website for additional public feedback.	BPD	Second Comment Period	16-Nov-19 through 1-Dec-19
60	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The City, BPD and CPIC, working with DOJ and the Monitoring Team, consider additional revisions to the Gap Analysis Report in light of the public feedback. The City, BPD and CPIC submit any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	City, BPD, CPIC, DOJ	Submission and Final Gap Analysis Report for Behavioral Health Disabilities and Persons in Crisis	7-Dec-19

61	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The Monitoring Team will approve or disapprove of the Final Gap Analysis Report, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Gap Analysis Report Behavioral Health Disabilities and Persons in Crisis	30-Dec-19
62	112	Behavioral Health Disabilities/ Crisis	Training: Recruits	All new recruits should receive at least 16 hours of training in the Academy. BHD and CPIC should develop a curriculum for Recruit Training in the Academy.	BPD, CPIC	Submission of Initial Crisis Curriculum for Recruits	29-Jul-19
63	112	Behavioral Health Disabilities/ Crisis	Training: Recruits	BPD and CPIC will work with DOJ and the Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD and CPIC will produce subsequent iterations of the Crisis Intervention Curriculum for Recruits as necessary through this process, which the DOJ and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, CPIC, City, DOJ, Monitoring Team	Collaboration Period	29-Jul-19 through 23-Aug-19
64	112	Behavioral Health Disabilities/ Crisis	Training: Recruits	BPD submits a Final Crisis Intervention Curriculum for Recruits.	BPD	Submission of Final Crisis Intervention Curriculum for Recruits	23-Aug-19
65	112	Behavioral Health Disabilities/ Crisis	Training: Recruits	DOJ reviews the Final Crisis Intervention Curriculum for Recruits and indicate its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Final Crisis Intervention Curriculum for Recruits	06-Sep-19

66	112	Behavioral Health Disabilities/ Crisis	Training: Recruits	The Monitoring Team will approve or disapprove of the Final Crisis Intervention Curriculum for Recruits, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Crisis Intervention Curriculum for Recruits	20-Sep-19
67	112	Behavioral Health Disabilities/ Crisis	Training: Recruits	BPD will conduct a "Train-the-Trainers" program to orient, selected instructors to the training. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Train-the-Trainers Initiative Conducted	06-Sep-19 through 08-Nov-19
68	112	Behavioral Health Disabilities/ Crisis	Training: Recruits	BPD conducts new recruit classes using the approved curriculum.	BPD	Implementation of Revised Crisis Intervention Training Curriculum for New Recruits	11-Nov-19
69	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers	All Officers should receive at least 8 hours of annual in-service training in the Academy. BHD and CPIC should develop a curriculum for in-service Crisis Training for all Officers.	BPD, CPIC	Submission of Initial Crisis Curriculum for all Officers	15-Sep-19
70	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers	BPD and CPIC will work with DOJ and the Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD and CPIC will produce subsequent iterations of the Crisis Intervention Curriculum for Curriculum for all Officers as necessary through this process, which DOJ and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations. BPD will submit a Final Draft for the Crisis Intervention Curriculum for all Officers.	BPD, CPIC, City, DOJ, Monitoring Team	Collaboration Period	15-Sep-19 through 15-Oct-19

71	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers	DOJ reviews the Final Crisis Intervention Curriculum for all Officers and indicate its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Final Crisis Intervention Curriculum for All Officers.	29-Oct-19
72	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers	The Monitoring Team will approve or disapprove of the Final Crisis Intervention Curriculum for All Officers, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Crisis Intervention Curriculum for All Officers	12-Nov-19
73	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers	BPD will conduct a "Train-the-Trainers" program to orient, selected instructors to the training. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Train-the-Trainers Initiative Conducted	29-Oct-19 through 01-Feb-20
74	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers	BPD begins In-Service Training for all officers.	BPD	Implementation of Revised Crisis Intervention Training Curriculum During In-Service Training	01-Feb-20
75	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	All BPD dispatchers and their supervisors will receive crisis intervention training. BHD and CPIC should develop a curriculum for all BPD dispatchers and their supervisors.	BPD, CPIC	Submission of Initial Crisis Curriculum for Dispatchers & Their Supervisors	01-Dec-19

76	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	BPD and CPIC will work with DOJ and the Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD and CPIC will produce subsequent iterations of the Crisis Intervention Curriculum for dispatchers and their supervisors as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ, and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations. BPD will submit a Final Draft of the Crisis Intervention Curriculum for dispatchers and their supervisors.	BPD, CPIC, City, DOJ, Monitoring Team	Collaboration Period	01-Dec-19 through 23-Dec-19
77	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	DOJ reviews the Final Draft Crisis Intervention Curriculum for dispatchers and their supervisors and indicate its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Final Crisis Intervention Curriculum for Dispatchers & Their Supervisors	10-Jan-20
78	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	The Monitoring Team will approve or disapprove of the Final Crisis Intervention Curriculum for dispatchers and their supervisors, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Crisis Intervention Curriculum for Dispatchers & Their Supervisors	24-Jan-20
79	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	BPD will conduct a "Train-the-Trainers" program to orient, selected instructors to the training. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Train-the-Trainers Initiative Conducted	10-Jan-20 through 09-Mar-20

80	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	BPD begins Crisis Intervention Training for dispatchers.	BPD	Implementation of Revised Crisis Intervention Training Curriculum During Dispatcher Training	09-Mar-20
81	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD will provide enhanced, specialized training in responding to individuals in crisis to certain officers ("CIT officers"). All officers will receive some intervention training for responding to individuals in crisis; that training is separate and distinct from the training and qualifications required to be a CIT officer.	BPD, CPIC	Submission of Initial Enhanced Crisis Curriculum for CIT Officers	14-Feb-20
82	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD and CPIC will work with DOJ and the Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD and CPIC will produce subsequent iterations of the enhanced Crisis Intervention Curriculum for CIT Officers as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ, and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations. BPD will submit a Final Draft of the Enhanced Crisis Intervention Curriculum for CIT Officers.	BPD, CPIC, City, DOJ, Monitoring Team	Collaboration Period	14-Feb-20 through 20-Mar-20
83	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	DOJ reviews the Final Draft of the Enhanced Crisis Intervention Curriculum for CIT Officers and indicate its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Final Enhanced Crisis Intervention Curriculum for CIT Officers	16-Mar-20
84	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	The Monitoring Team will approve or disapprove of the Final enhanced Crisis Intervention Curriculum for CIT Officers, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Enhanced Crisis Intervention Curriculum for CIT Officers	26-Mar-20

85	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD will conduct a "Train-the-Trainers" program to orient, selected instructors to the training. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Train-the-Trainers Initiative Conducted	TBD 2020
86	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD begins enhanced crisis Intervention Training for CIT Officers	BPD	Implementation of Revised Crisis Intervention Training Curriculum for CIT 40 Hour Training	TBD 2020
87	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	<p>BPD will implement the UOF/FIP I Training Curriculum. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences.</p> <p>During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.</p>	BPD, DOJ, Monitoring Team	Training Conducted	07-Jun-19 through 11-Oct-19
88	166-67	Use of Force	Officer Use of Force Policy Training Curriculum	BPD will certify to the Court that all eligible BPD officers have successfully completed the required UOF/FIP I Training. To the extent that some officers who should have completed training did not, BPD will provide the Court an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.	BPD	Filing of Memorandum to the Court re: Completion of UOF/FIP I Policing Training	08-Nov-19

89	220	Youth	Policy Suite I	<p>BPD will work with DOJ and Monitoring Team to assess its current policy relating to Youth and will revise policies, or add additional policies, to ensure that BPD provides officers with guidance consistent with paragraph 220 and other requirements of the Consent Decree. This process will be substantially informed by the Final Youth-Criminal Justice Interactions Assessment Report. At the outset, the process will involve (1) identification of existing policies that address or implicate youth, (2) an appraisal of whether those existing policies should be modified in light of the Assessment Report or Consent Decree, and (3) an identification of potential additional policies that should address or implicate youth (including, but by not be limited to, revision of existing BPD policy 1207 (interrogations involving youth)).</p> <p>Due to the number of policies that include interactions with youth, and the ongoing work of the Mayor's Office related to citywide youth diversion, the policy revisions in this area have been divided into three suites.</p> <p>Suite I:</p> <p>BPD will produce iterations of Policy 1207 on youth interrogations as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. In addition, the BPD, DOJ, and the Monitoring Team will review the BPD's approved Use of Force Policies, and provide a public-facing memorandum to the public that includes proposed edits to Use of Force policies as related to youth interactions, as needed. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.</p>	BPD, DOJ, Monitoring Team	Collaboration Period	Through 15-Oct-19
90	220	Youth	Policy Suite I	BPD will submit Proposed Policy 1207, Youth Interrogations, as well as the Use of Force/Youth policy memorandum, to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft Youth Policies	15-Oct-19

91	220	Youth	Policy Suite I	BPD will post Policy 1207, Youth Interrogations, as well as the Use of Force/Youth policy memorandum, on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policies.	BPD	Comment Period	15-Oct-19 through 15-Nov-19
92	220	Youth	Policy Suite I	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish Final Policy 1207, Youth Interrogations, as well as the Use of Force/Youth policy memorandum, for additional public feedback.	BPD	Consideration of Comment Period Feedback	27-Nov-19
93	220	Youth	Policy Suite I	BPD will post the Final Policy 1207, Youth Interrogations, as well as the Use of Force/Youth policy memorandum, on its website for additional public feedback.	BPD	Second Comment Period	27-Nov-19 through 13-Dec-19
94	220	Youth	Policy Suite I	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Policy 1207, Youth Interrogations, as well as the Use of Force/Youth policy memorandum in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ and the Monitoring Team indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final Youth Policies	27-Dec-19
95	220	Youth	Policy Suite I	The Monitoring Team approves or disapproves the Final Policy 1207, Youth Interrogations, as well as the Use of Force/Youth policy memorandum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the policies adequately comply with the requirements of the Decree incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and BPD stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Youth Policies	6-Jan-20

96	220	Youth	Policy Suite II	<u>Suite II</u> 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.	BPD, DOJ, Monitoring Team	Collaboration Period	Ongoing to 15-Apr-19
97	220	Youth	Policy Suite II	BPD will submit proposed Policy 1202, <i>Youth Interactions</i> , to the DOJ and Monitoring Team.	BPD	Initial Submission	15-Apr-20
98	220	Youth	Policy Suite II	BPD will post the Proposed 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	15-Apr-20 to 15-May-20
99	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 Final Policy 1202, <i>Youth Interactions</i> , for additional public feedback.	BPD	Consideration of Comment Period	29-May-20
100	220	Youth	Policy Suite II	BPD will post the Final Policy 1202, <i>Youth Interactions</i> , on its website for additional public feedback.	BPD	Second Comment Period	29-May-20 to 12-Jun-20

101	220	Youth	Policy Suite II	BPD, DOJ, and the Monitoring Team consider additional changes to the Final 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	26-Jun-20
102	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 Youth Policies	7-Jul-20
103	220	Youth	Policy Suite III	<u>Suite III:</u> BPD will submit 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.		Initial Submission	TBD 2020
104 04		Youth	Training	BPD submits a First Draft Youth Training Curriculum to DOJ and the Monitoring Team.		Submission of First Draft Youth Training Curriculum	7-Aug-20
105	417	Coordination with Baltimore School Police	Assessment	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final MOU Assessment Report for additional public feedback.	BPD	Consideration of Comment Period Feedback	15-Nov-19 through 29-Nov-19

106	417	Coordination with Baltimore School Police	Assessment	BPD will post the Final MOU Assessment Report on its website for additional public feedback.	BPD	Second Comment Period	29-Nov-19 through 16-Dec-19
107	417	Coordination with Baltimore School Police	Assessment	BPD, DOJ, and the Monitoring Team will consider additional changes to the Final MOU Assessment Report in light of the public feedback. BPD will submit any revisions to DOJ and the Monitoring Team. DOJ will indicate its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ, Monitoring Team	Submission of Final MOU Assessment Report	10-Jan-20
108	417	Coordination with Baltimore School Police	Assessment	The Monitoring Team will approve or disapprove of the Final MOU Assessment Report, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final MOU Assessment Report	17-Jan-20
109	418	Coordination with Baltimore School Police	MOU with Baltimore School Police	Based on the MOU Assessment and MOU Assessment Report, BPD will prepare and finalize a new three-year MOU with BSP.	BPD	Finalize New MOU	On or before 28-Feb.20
110	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

111	238-56	First Amendment Protected Activities	Mobile Field Force Policy	BPD will submit an initial Mobile Field Force Policy to the DOJ and Monitoring Team for review.	BPD	Initial Draft Submitted	28-Sep-19
112	238-56	First Amendment Protected Activities	Mobile Field Force Policy	BPD will work with DOJ and the Monitoring Team to create a policy/standard operating procedures for the Mobile Field Force (the "Mobile Field Force Policy").	BPD, DOJ, Monitoring Team	Collaboration Period	28-Sep-19 through 03-Dec-19
113	238-56	First Amendment Protected Activities	Mobile Field Force Policy	BPD will submit a Proposed Mobile Field Force Policy.	BPD	Submission of Proposed Mobile Field Force Policy	03-Dec-19
114	238-56	First Amendment Protected Activities	Mobile Field Force Policy	BPD will post the Proposed Mobile Field Force Policy on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policy.	BPD	Comment Period	03-Dec-19 through 03-Jan-20
115	238-56	First Amendment Protected Activities	Mobile Field Force Policy	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Mobile Field Force Policy for additional public feedback.	BPD	Consideration of Comment Period Feedback	24-Jan-20
116	238-56	First Amendment Protected Activities	Mobile Field Force Policy	BPD will post the Final Mobile Field Force Policy on its website for additional public feedback.	BPD	Second Comment Period	24-Jan-20 through 07-Feb-20

117	238-56	First Amendment Protected Activities	Mobile Field Force Policy	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Mobile Field Force Policy in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Mobile Field Force Policy	21-Feb-20
118	238-56	First Amendment Protected Activities	Mobile Field Force Policy	The Monitoring Team approves or disapproves the Final Mobile Field Force Policy, explaining its rationale and justification with the Court. The determination will be based on the extent to which the policy adequately complies with the requirements of the Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and BPD stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Mobile Field Force Policy	28-Feb-20
119	238-54, 255-56	First Amendment Protected Activities	Annual BPD Assessment	BPD will provide DOJ and the Monitoring Team with a draft methodology outlining its intended approach for the Annual First Amendment Protected Activity Assessment (the "First Amendment Protected Activity Assessment Methodology").	BPD	Submission of First Amendment Protected Activity Assessment Methodology	01-Aug-19
120	238-54, 255-56	First Amendment Protected Activities	Annual BPD Assessment	BPD will work with DOJ and the Monitoring Team on the Annual BPD Assessment to address comments and feedback. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations.	DOJ, Monitoring Team	Collaboration Period	01-Aug-19 through 01-Oct-19

121	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, 2019 to discuss methodology and approach in conducting the assessment.</p>	BPD	Submission of Draft Annual First Amendment Protected Activity Assessment	01-Nov-19
122	238-54, 255-56	First Amendment Protected Activities	Annual BPD Assessment	DOJ and the Monitoring Team provide feedback on the Draft Annual First Amendment Protected Activity Assessment.	DOJ, Monitoring Team	Submission of Feedback re: Draft Annual First Amendment Protected Activity Assessment	20-Nov-19
123	238-54, 255-56	First Amendment Protected Activities	Annual BPD Assessment	BPD submits a Final Annual First Amendment Protected Activity Assessment to the Court.	BPD	Submission to Court of Final Annual first Amendment Protected Activity Assessment	18-Dec-19
124	257-66	Sexual Assault	Officer- Involved Sexual Assault Policy	BPD will work with DOJ and the Monitoring Team to develop an Officer-Involved Sexual Assault Policy. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	04-Jun-19 through 18- Sep-19
125	257-66	Sexual Assault	Officer- Involved Sexual Assault Policy	BPD submits to DOJ and the Monitoring Team Proposed Officer-Involved Sexual Assault Policy.	BPD	Submission of Proposed Officer-Involved Sexual Assault Policy	18-Sep-19

126	257-66	Sexual Assault	Officer-Involved Sexual Assault Policy	BPD will post the Proposed Officer-Involved Sexual Assault Policy on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policy.	BPD	Comment Period	18-Sep-19 through 18-Oct-19
127	257-66	Sexual Assault	Officer-Involved Sexual Assault Policy	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Officer-Involved Sexual Assault Policy for additional public feedback.	BPD	Consideration of Comment Period Feedback	08-Nov-19
128	257-66	Sexual Assault	Officer-Involved Sexual Assault Policy	BPD will post the Final Officer-Involved Sexual Assault Policy on its website for additional public feedback.	BPD	Second Comment Period	08-Nov-19 through 22-Nov-19
129	257-66	Sexual Assault	Officer-Involved Sexual Assault Policy	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Officer-Involved Sexual Assault Policy in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Officer-Involved Sexual Assault Policy	06-Dec-19
130	257-66	Sexual Assault	Officer-Involved Sexual Assault Policy	The Monitoring Team approves or disapproves the Final Officer-Involved Sexual Assault Policy, explaining its rationale and justification to the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Officer-Involved Sexual Assault Policy	13-Dec-19
131	257-64	Sexual Assault	Investigator Training	BPD will develop and submit to DOJ and the Monitoring Team comprehensive, scenario-based training on the new Sexual Assault Investigations policy for relevant detectives and units. It is currently contemplated that the training will be conducted live and in-class.	BPD	Submission of First Draft Sexual Assault Investigations Training for Investigators/ Relevant Personnel	25-Sep-19

132	259	Sexual Assault	Investigator Training	BPD will work with DOJ and the Monitoring during the Collaboration Period. BPD will produce subsequent iterations of the First Draft Sexual Assault Investigations Training for Investigators/Relevant Personnel as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	25-Sep-19 through 12-Nov-19
133	259	Sexual Assault	Investigator Training	BPD will submit Proposed Sexual Assault Investigations Training for Investigators/Relevant Personnel.	BPD	Submission of Proposed Sexual Assault Investigations Training for Investigators/Relevant Personnel	03-Dec-19
134	259	Sexual Assault	Investigator Training	BPD will provide the Proposed Sexual Assault Training for Investigators/Relevant Personnel to the Sexual Assault Response Team ("SART") and provide SART opportunities to comment on the training.	BPD	Comment Period	03-Dec-19 through 03-Jan-20
135	259	Sexual Assault	Investigator Training	BPD shall consider whether any further revisions are appropriate in light of SART feedback received in the Comment Period. BPD will then publish a Final Sexual Assault Training for Investigators/Relevant Personnel for additional SART feedback.	BPD	Consideration of Comment Period Feedback	17-Jan-20
136	259	Sexual Assault	Investigator Training	BPD will post the Final Sexual Assault Training for Investigators/Relevant Personnel on its website for additional SART feedback.	BPD	Second Comment Period	31-Jan-20
137	259	Sexual Assault	Investigator Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Sexual Assault Training for Investigators/Relevant Personnel in light of SART feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	DOJ	Submission and Approval or Disapproval of Final Sexual Assault Investigations Training for Investigators/Relevant Personnel	14-Feb-20

138	259	Sexual Assault	Investigator Training	The Monitoring Team approves or disapproves the Final Sexual Assault Investigations Training for Investigators/Relevant Personnel, explaining its rationale and justification with the Court. The determination will be based on the extent to which the policy adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Sexual Assault Investigations Training for Investigators/Relevant Personnel	21-Feb-20
139	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	21-Feb-20 through 14-Apr-20
140	259	Sexual Assault	Investigator Training	BPD will certify to the Court that all eligible and relevant BPD personnel have successfully completed the required Sexual Assault Investigations Training for Investigators/Relevant Personnel. To the extent that some officers who should have completed training did not, BPD will provide the Court an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.	BPD, City	Filing of Memorandum to the Court re: Completion of Sexual Assault Investigations Training for Investigators/Relevant Personnel	14-May-20
141	259	Sexual Assault	Officer Training (E-Learning)	BPD will work with DOJ and the Monitoring Team during the Collaboration Period. BPD will produce subsequent iterations of the First Draft Sexual Assault Training Curriculum as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	15-Apr-19 through 14-Jun-19

142	259	Sexual Assault	Officer Training (E-Learning)	BPD will submit Proposed Sexual Assault Training Curriculum to DOJ and the Monitoring Team.	BPD	Submission of Proposed Sexual Assault Training Curriculum	24-Jun-19
143	259	Sexual Assault	Officer Training (E-Learning)	BPD will post the Proposed Sexual Assault Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	24-Jun-19 through 24-Jul-19
144	259	Sexual Assault	Officer Training (E-Learning)	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Sexual Assault Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	14-Aug-19
145	259	Sexual Assault	Officer Training (E-Learning)	BPD will post the Final Sexual Assault Training on its website for additional public feedback.	BPD	Second Comment Period	14-Aug-19 through 28-Aug-19
146	259	Sexual Assault	Officer Training (E-Learning)	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Sexual Assault Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Sexual Assault Training Curriculum	09-Sep-19
147	259	Sexual Assault	Officer Training (E-Learning)	The Monitoring Team approves or disapproves the Sexual Assault Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the policy adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Sexual Assault Training Curriculum	16-Sep-19
148	259	Sexual Assault	Officer Training (E-Learning)	BPD will implement the Sexual Assault Training.	BPD, DOJ, Monitoring Team	Training Conducted	17-Sep-19 through 30-Oct-19

149	259	Sexual Assault	Officer Training (E-Learning)	BPD will certify to the Court that all eligible BPD officers have successfully completed the required Sexual Assault Training. To the extent that some officers who should have completed training did not, BPD will provide the Court an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.	BPD, City	Filing of Memorandum to the Court re: Completion of Sexual Assault Training	25-Nov-19
150	271	Technology	Body-Worn Cameras: Training	BPD provides DOJ and the Monitoring Team with a proposed curriculum for updating officers, via electronic or in-class training, on the revised Body-Worn Cameras Policy (the "Body-Worn Cameras Training Curriculum"). Note: the Monitoring Team and DOJ approved a new curriculum for BWC training in early January 2019, but BPD will be acquiring new BWCs in the coming months, so the approved curriculum will need to undergo certain revisions to adapt to the new BWCs.	BPD	Submission of Draft Body-Worn Cameras Training Curriculum	8-Nov-19
151	271	Technology	Body-Worn Cameras: Training	BPD will work with DOJ and the Monitoring Team to refine the Body-Worn Cameras Training. BPD will produce subsequent iterations of the Body-Worn Cameras Training as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent training iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	8-Nov-19 through 13-Dec-19
152	271	Technology	Body-Worn Cameras: Training	BPD submits Proposed Body-Worn Cameras Training Curriculum to DOJ and the Monitoring Team.	BPD	Submission of Proposed Body-Worn Camera Training Curriculum	13-Dec-19
153	271	Technology	Body-Worn Cameras: Training	BPD will post the Proposed Body-Worn Cameras Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on it.	BPD	Comment Period	13-Dec-19 through 10-Jan-20

154	271	Technology	Body-Worn Cameras: Training	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Body-Worn Cameras Training Curriculum for additional public feedback.	BPD	Consideration of Comment Period Feedback	24-Jan-20
155	271	Technology	Body-Worn Cameras: Training	BPD will post the Final Body-Worn Cameras Training Curriculum on its website for additional public feedback.	BPD	Second Comment Period	24-Jan-20 through 14-Feb-20
156	271	Technology	Body-Worn Cameras: Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Body-Worn Cameras Training Curriculum in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Body-Worn Cameras Training Curriculum	28-Feb-20
157	271	Technology	Body-Worn Cameras: Training	The Monitor approves or disapproves the Final Body-Worn Cameras Training Curriculum, explaining its rationale and justification to the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Body-Worn Cameras Training Curriculum	13-Mar-20
158	271	Technology	Body-Worn Cameras: Training	BPD will implement the Body-Worn Cameras Training approved under the First-Year Monitoring Plan.	BPD, DOJ, Monitoring Team	Training Conducted	16-Mar-20 through 20-Apr-20
159	271	Technology	Body-Worn Cameras: Training	BPD will certify to the Court that all eligible BPD officers have successfully completed the required BWC Training. To the extent that some officers who should have completed training did not, BPD will provide the Court an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.	BPD, City	Filing of Memorandum to the Court re: Completion of Body-Worn Cameras Training	27-Apr-20

160	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
161	329, 334, 339, 342, 343-71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	BPD submits Proposed OPR Investigation Policies & Manual to DOJ and the Monitoring Team.	BPD	Submission of Proposed OPR Investigation Policies & Manual	26-Aug-19
162	329, 334, 339, 342, 343-71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	BPD will post the Proposed OPR Investigation Policies & Manual on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment.	BPD	Comment Period	26-Aug-19 through 30-Sept-19
163	329, 334, 339, 342, 343-71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish Final OPR Investigation Policies & Manual for additional public feedback.	BPD	Consideration of Comment Period Feedback	21-Oct-19
164	329, 334, 339, 342, 343-71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	BPD will post the Final OPR Investigation Policies & Manual on its website for additional public feedback.	BPD	Second Comment Period	21-Oct-19 through 03-Nov-19

165	329, 334, 339, 342, 343-71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	BPD, DOJ, and the Monitoring Team consider additional changes to the Final OPR Investigation Policies & Manual in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final OPR Investigation Policies & Manual	10-Nov-19
166	329, 334, 339, 342, 343-71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	The Monitoring Team approves or disapproves the Final OPR Investigation Policies & Manual, explaining its rationale and justification to the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final OPR Investigation Policies & Manual	17-Nov-19
167	329, 333-43, 392, 394, 398	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD will work with DOJ and the Monitoring Team to refine the OPR Manual provisions that incorporate the previously-approved policies on complaint intake, classification, communications with complainants, and transparency ("OPR Manual re: Complaint Intake, Classification, Communications with Complainants, and Transparency"). BPD will produce subsequent iterations of the draft manual as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent manual iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	Through 03-Nov-19
168	329, 333-43, 392, 394, 398	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD submits to DOJ and the Monitoring Team a Proposed OPR Manual re: Complaint Intake, Classification, Communication with Complainants, and Transparency.	BPD	Submission of Proposed OPR Manual	03-Nov-19

169	329, 334, 339, 342, 343-71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD will post the Proposed OPR Manual re: Complaint Intake, Classification, Communication with Complainants, and Transparency on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on it.	BPD	Comment Period	03-Nov-19 through 07-Dec-19
170	329, 334, 339, 342, 343-71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final OPR Manual re: Complaint Intake, Classification, Communication with Complainants, and Transparency for additional public feedback.	BPD	Consideration of Comment Period Feedback	28-Dec-19
171	329, 334, 339, 342, 343-71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD will post the Final OPR Manual re: Complaint Intake, Classification, Communication with Complainants, and Transparency on its website for additional public feedback.	BPD	Second Comment Period	28-Dec-19 through 12-Jan-20
172	329, 334, 339, 342, 343-71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD, DOJ, and the Monitoring Team consider additional changes to the Final OPR Manual re: Complaint Intake, Classification, Communication with Complainants, and Transparency in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final OPR Manual	26-Jan-20
173	329, 334, 339, 342, 343-71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	The Monitoring Team approves or disapproves the Final OPR Manual re: Complaint Intake, Classification, Communication with Complainants, and Transparency, explaining its rationale and justification to the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final OPR Manual	02-Feb-20

174	409-15	Misconduct Investigations & Discipline	OPR Training	BPD will produce a draft, 40-hour training plan for OPR investigators that addresses the OPR Policies & Manual and the requirements of paragraphs 409 through 415. The plan will include (1) a detailed outline of a proposed curriculum, and (2) a timeline for design, collaboration, approval, and implementation of the required training. This detailed outline will not be a comprehensive curriculum; instead, it will be a sufficiently detailed overview that addresses what content and training objectives will be addressed in a subsequently-developed training curricula.	BPD	Draft OPR Investigator Training Plan	12-Aug-19
175	409-15	Misconduct Investigations & Discipline	OPR Training	DOJ and the Monitoring Team will provide comments and feedback on the Draft OPR Investigator Training Plan.	DOJ, Monitoring Team	Submission of Feedback re: Draft OPR Investigator Training Plan	19-Sep-19
176	409-15	Misconduct Investigations & Discipline	OPR Training	BPD will submit a Final Draft OPR Investigator Training Plan to DOJ and the Monitoring Team.	BPD	Submission of Final OPR Investigator Training Plan	03-Oct-19
177	409-15	Misconduct Investigations & Discipline	OPR Training	BPD will proceed to implement the OPR Investigator Training Plan. The various milestones and deadlines of the Final Plan will be incorporated by reference into this Monitoring Plan.	BPD	OPR Investigator Training Plan Implemented	Ongoing After 06-Oct-19
178	329-415	Misconduct Investigations & Discipline	<i>Brady/Giglio</i> Obligations	BPD will work with DOJ and the Monitoring Team to address BPD's policy guidance on matters involving <i>Brady, Giglio</i> , and other obligations regarding officer truthfulness. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	30-Mar-19 through 08-Jun-19
179	329-415	Misconduct Investigations & Discipline	<i>Brady/Giglio</i> Obligations	BPD submits to DOJ and the Monitoring Team Proposed Polices re: <i>Brady/Giglio</i> Obligations.	BPD	Submission of Proposed Polices re: <i>Brady/Giglio</i> Obligations	08-Jun-19

180	329-415	Misconduct Investigations & Discipline	Brady/Giglio Obligations	BPD will post the Proposed Polices re: <i>Brady/Giglio</i> Obligations on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on them.	BPD	Comment Period	08-Jun-19 through 09-Jul-19
181	329-415	Misconduct Investigations & Discipline	Brady/Giglio Obligations	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Polices re: <i>Brady/Giglio</i> Obligations for additional public feedback.	BPD	Consideration of Comment Period Feedback	13-Aug-19
182	329-415	Misconduct Investigations & Discipline	Brady/Giglio Obligations	BPD will post the Final Polices re: <i>Brady/Giglio</i> Obligations on its website for additional public feedback.	BPD	Second Comment Period	13-Aug-19 through 27-Aug-19
183	329-415	Misconduct Investigations & Discipline	Brady/Giglio Obligations	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Polices re: <i>Brady/Giglio</i> Obligations in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Polices re: <i>Brady/Giglio</i> Obligations	10-Sept-19
184	329-415	Misconduct Investigations & Discipline	Brady/Giglio Obligations	The Monitoring Team approve or disapprove the Final Polices re: <i>Brady/Giglio</i> Obligations, explaining its rationale and justification to the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Polices re: <i>Brady/Giglio</i> Obligations	17-Sep-19
185	420-25	Recruitment, Hiring, and Retention	Hiring Process & Policy Review/Report	BPD will implement the various requirements of the Final Hiring Report approved in the first year of monitoring.	BPD	Implementation of Final Hiring Report	Ongoing
186	426	Recruitment, Hiring, and Retention	Retention Plan	BPD will submit to DOJ and the Monitoring Team a Draft Retention Plan pursuant to the requirements of paragraph 426.	BPD	Submission of Draft Retention Plan	14-Jun-19

187	426	Recruitment, Hiring, and Retention	Retention Plan	BPD will work with DOJ and the Monitoring Team to refine the Draft Retention Plan. BPD will produce subsequent iterations of the Retention Plan as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations of the plan.	BPD, DOJ, Monitoring Team	Collaboration Period	15-Jun-19 through 30-Sep-19
188	426	Recruitment, Hiring, and Retention	Retention Plan	BPD will submit a Proposed Retention Plan to DOJ and the Monitoring Team.	BPD	Submission of Proposed Retention Plan	30-Sep-19
189	426	Recruitment, Hiring, and Retention	Retention Plan	BPD will post the Proposed Retention Plan on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Proposed Retention Plan.	BPD	Comment Period	30-Sep-19 through 30-Oct-19
190	426	Recruitment, Hiring, and Retention	Retention Plan	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Retention Plan for additional public feedback.	BPD	Submission of Final Retention Plan	12-Nov-19
191	426	Recruitment, Hiring, and Retention	Retention Plan	BPD will post the Final Retention Plan on its website for additional public feedback.	BPD	Second Comment Period	12-Nov-19 through 26-Nov-19
192	426	Recruitment, Hiring, and Retention	Retention Plan	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Retention Plan in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Retention Plan	10-Dec-19
193	426	Recruitment, Hiring, and Retention	Retention Plan	The Monitoring Team approves or disapproves the Final Retention Plan, explaining its rationale and justification to the Court. The determination will be based on the extent to which the Plan adequately complies with the requirements of the Decree incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and BPD stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Retention Plan	29-Nov-19

194	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	Reflecting the outcomes of the previously-conducted Staffing Study, BPD will produce a Staffing Plan that conforms to the requirements of the Decree and provides for the personnel needed to perform effective, efficient, and constitutional policing.	BPD	Submission of Draft Staffing Plan	15-Oct-19
195	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD will work with DOJ and the Monitoring Team to refine the Draft Staffing Plan. BPD will produce subsequent iterations of the Staffing Plan as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating on and exchanging subsequent iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	15-Oct-19 through 29-Oct-19
196	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD will submit a Proposed Staffing Plan to DOJ and the Monitoring Team.	BPD	Submission of Proposed Staffing Plan	8-Nov-19
197	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD will post the Proposed Staffing Plan on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the plan.	BPD, DOJ, Monitoring Team	Comment Period	8-Nov-19 through 6-Dec-19
198	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Staffing Plan for additional public feedback.	BPD	Submission of Final Staffing Plan	20-Dec-19
199	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD will post the Final Staffing Plan on its website for additional public feedback.	BPD	Second Comment Period	20-Dec-19 through 16-Jan-20
200	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Staffing Plan in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Staffing Plan	20-Jan-20

201	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	20-Jan-20
202	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD implements the Staffing Plan, adhering to the various milestones and deadlines set forth in the Plan. BPD, DOJ and the Monitoring Team will convene at least monthly to discuss the implementation of the Plan in real-time. The purpose is to allow DOJ and the Monitoring Team to provide continual oversight and real-time technical assistance as changes in BPD staffing are implemented.	BPD, DOJ, Monitoring Team	Staffing Plan Implemented & Monthly Implementation Meetings Commence	On or after 20-Jan-20
203	438	Officer Assistance and Support	Peer Support Program	BPD will submit to DOJ and the Monitoring Team a Draft Peer Support Program policy and/or plan that outlines, with specificity, the elements of the implementation process for paragraph 438 requirements (such as the assignment of staff coordinating the programs, the development of training, the design and implementation of officer and supervisor training, etc.).	BPD	Submission of Draft Peer Support Program Policy/Plan	12-Jun-19
204	438	Officer Assistance and Support	Peer Support Program	BPD will work with DOJ and the Monitoring Team to refine the Draft Staffing Plan. BPD will produce subsequent iterations of the Peer Support Program/Plan as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating on and exchanging subsequent iterations.	DOJ, Monitoring Team	Collaboration Period	12-Jun-19 through 12-Aug-19
205	438	Officer Assistance and Support	Peer Support Program	BPD will submit a Proposed Peer Support Program Policy Policy/ Plan to DOJ and the Monitoring Team.	DOJ, Monitoring Team	Submission of Proposed Peer Support Program/Plan	09-Aug-19
206	438	Officer Assistance and Support	Peer Support Program	BPD will post the Proposed Peer Support Program Policy/Plan on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Policy/Plan.	BPD, DOJ, Monitoring Team	Comment Period	09-Aug-19 through 09-Sep-19

207	438	Officer Assistance and Support	Peer Support Program	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Final Peer Support Program Policy/Plan for additional public feedback.	BPD	Submission of Final Peer Support Program Policy/Plan	30-Sep-19
208	438	Officer Assistance and Support	Peer Support Program	BPD will post the Final Peer Support Program Policy/Plan on its website for additional public feedback.	BPD	Second Comment Period	30-Sep-19 through 14-Oct-19
209	438	Officer Assistance and Support	Peer Support Program	BPD, DOJ, and the Monitoring Team consider additional changes to the Final Peer Support Program Policy/Plan in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Final Peer Support Program Policy/Plan	28-Oct-19
210	438	Officer Assistance and Support	Peer Support Program	The Monitoring Team approves or disapproves the Final Peer Support Program Policy/Plan, explaining its rationale and justification to the Court. The determination will be based on the extent to which the Plan adequately complies with the requirements of the Decree incorporates feedback of DOJ and the Monitoring Team and reflects the values and specific input of community and BPD stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Peer Support Program Policy/Plan	04-Nov-19
211	454-61	Compliance Reviews & Outcome Assessments	General Assessments	The Monitoring Team will conduct a structured qualitative analysis of internal investigations to obtain baseline outcome assessment determinations.	Monitoring Team	Internal Investigation Analysis Conducted	15-Jul-19 through 15-Oct-19
212	454-61	Compliance Reviews & Outcome Assessments	General Assessments	The Monitoring Team will summarize the results for the Parties. The Parties will have an opportunity to provide comments and make inquiries.	Monitoring Team	Debriefing Period re: Internal Investigation Analysis	15-Oct-19 through 15-Nov-19
213	456-61	Compliance Reviews & Outcome Assessments	General Assessments	The Monitoring Team will conduct a structured qualitative analysis of use of force incidents to obtain baseline outcome assessment determinations.	Monitoring Team	Use of Force Analysis Conducted	15-Oct-19 through 31-Dec-19
214	454-61	Compliance Reviews & Outcome Assessments	General Assessments	The Monitoring Team will summarize the results for the Parties. The Parties will have an opportunity to provide comments and make inquiries.	Monitoring Team	Debriefing Period re: Use of Force Analysis	31-Dec-19 through 31-Jan-20

215	456-61	Compliance Reviews & Outcome Assessments	General Assessments	The Monitoring Team will conduct a structured qualitative analysis of stops, searches, and arrests to obtain baseline outcome assessment determinations.	Monitoring Team	Stops, Searches, and Arrests Analysis Conducted	31-Dec-19 through 15-Mar-20
216	454-61	Compliance Reviews & Outcome Assessments	General Assessments	The Monitoring Team will summarize the results for the Parties. The Parties will have an opportunity to provide comments and make inquiries.	Monitoring Team	Debriefing Period re: Stops, Searches, and Arrests Analysis	15-Mar-20 through 15-Apr-20
217	471-72	Monitor Reports	Fourth Semiannual Report	The Monitoring Team "will provide a copy" of its Draft Fourth Semiannual Report "to the Parties . . . to allow the Parties to comment on the reports." (§ 472).	Monitoring Team	Provision of Draft Fourth Semiannual Report to Parties	13-Dec-19
218	471-72	Monitor Reports	Fourth Semiannual Report	The Parties will provide feedback and comments on the Draft Fourth Semiannual Report, as well as any comments that the Parties request be posted on the Monitor's website.	City, DOJ	Submission of Feedback re: Draft Fourth Semiannual Report to Monitoring Team	03-Jan-19
219	471-72	Monitor Reports	Fourth Semiannual Report	The Monitor will file the Fourth Semiannual Report with the Court and "post the final report[], along with comments by the Parties that the Parties request be posted, and the Monitor's response, if any, to its website."	Monitoring Team	Filing of Fourth Semiannual Report with Court	20-Jan-20
220	471-72	Monitor Reports	Fourth Semiannual Report	The Monitor will hold one of its required, quarterly community meetings to brief community members on the Fourth Semiannual Report.	Monitoring Team	Quarterly Community Meeting on Semiannual Report Held	TBD
221	471-72	Monitor Reports	Fourth Semiannual Report	The Court will hold one of its quarterly, public hearings (to discuss the Fourth Semiannual Report and overall progress to date.	BPD, City, DOJ, Monitoring Team	Quarterly Public Hearing Held	22-Jan-20
222	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	11-Oct-19 08-Nov-19 06-Dec-19 16-Jan-20

223	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	24-Oct-19 22-Jan-20
224	461	Monitoring Plan	Updated Second-Year Monitoring Plan	After consultation with the Parties, the Monitoring Team will submit an Updated Second-Year Monitoring Plan with the Court.	Monitoring Team	Filing of Final Updated First-Year Monitoring Plan with Court	13-Sep-19
225	461	Monitoring Plan	Third-Year Monitoring Plan	The Monitoring Team will submit a draft of the Third-Year Monitoring Plan to the Parties. The Third-Year Monitoring Plan will cover the period of February 16, 2020 through February 15, 2021.	Monitoring Team	Submission of Draft Third-Year Monitoring Plan	06-Dec-19
226	461	Monitoring Plan	Third-Year Monitoring Plan	The Parties will provide feedback on the Draft Third-Year Monitoring Plan.	BPD, City, DOJ	Submission of Feedback re: Draft Third-Year Monitoring Plan	20-Dec-19
227	461	Monitoring Plan	Third-Year Monitoring Plan	BPD, DOJ, and the Monitoring Team will actively and affirmatively seek community feedback and public comment on the Draft Third-Year Monitoring Plan.	BPD, City, DOJ Monitoring Team	Comment Period	20-Dec-19 through 24-Jan-20
228	461	Monitoring Plan	Third-Year Monitoring Plan	The Monitoring Team will revise the Draft Third-Year Monitoring Plan, as appropriate, and file the Final Third-Year Monitoring Plan with the Court.	Monitoring Team	Filing of Final Updated Third-Year Monitoring Plan with Court	07-Feb-20
229	451	Monitoring Plan	Monthly Invoices	The Monitoring Team will submit invoices on a monthly basis to the Parties by the 15th day of the month (or as soon as possible thereafter) following the performance of duties. The Parties shall promptly review and communicate any and all questions, comments, or feedback to the Monitoring Team. The invoice shall be submitted to the Court by the 20th day of the month (or as soon as possible thereafter) with an accompanying cover letter.	Monitoring Team	Submission of Monthly Invoices to Parties, Court	Ongoing

Overview of Major Monitoring Tasks, Years 3 through 5

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

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

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

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

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