

**IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF MARYLAND**

**UNITED STATES
OF AMERICA,**

Plaintiff,

v.

**BALTIMORE POLICE
DEPARTMENT, et al.,**

Defendants.

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CIVIL NO. JKB-17-0099

SUBMISSION OF SIXTH-YEAR MONITORING PLAN FOR APPROVAL

Under paragraphs 461 through 463 of the Consent Decree entered in this matter, ECF No. 2-2 (as modified by ECF Nos. 39 and 410), the Baltimore Police Department Monitoring Team (“Monitoring Team”) hereby submits for approval its Sixth-Year Monitoring Plan, attached as **Exhibit A** (“Monitoring Plan” or “Sixth-Year Plan”). The Monitoring Plan is the culmination of substantial collaboration among the Baltimore Police Department (“BPD”), the City of Baltimore (“the City”), the United States Department of Justice (“DOJ”), and the Monitoring Team. It also reflects input from community residents.

As with past years, the Monitoring Plan establishes goals and deadlines for complying with critical requirements of the Consent Decree and establishes vital procedures for community participation in the compliance process. The overarching goal of the Monitoring Plan is to ensure that the implementation of the Consent Decree promotes safe, effective, and constitutional policing—policing that fosters mutual trust and respect between BPD and the communities it serves.

With the concurrence of the parties, the Monitoring Team respectfully requests that the Court approve the Monitoring Plan.

I. OVERVIEW OF THE PLAN

The Sixth-Year Plan provides a detailed timetable for implementing certain Consent Decree requirements during the upcoming year. Informed by what BPD and the City have accomplished during the first five years of monitoring, the Plan furnishes a road map for ensuring that (1) BPD and the City continue to make progress toward adopting lasting, sustainable reform and (2) all stakeholders—Baltimore residents, BPD, the City, and DOJ—know what needs to be done, and when it needs to be done, as the compliance process unfolds.

The Monitoring Plan identifies the obligations of BPD, the City, DOJ, and the Monitoring Team for the sixth year of monitoring, which will run from March 2023 through March 2024. The Monitoring Plan is necessarily detailed. It provides numerous deadlines that obligate BPD and the City to comply with the Consent Decree requirements that the Monitoring Team believes ought to be prioritized, and can be achieved, by March 2024. As described in greater detail below, these requirements include implementing a host of training initiatives; completing revisions of the few remaining policies that have yet to be revised; confirming that BPD's new IT systems are functioning and being used as intended; addressing BPD's staffing issues; and intensifying the Monitoring Team's review of the quality and constitutionality of BPD encounters with community members, including deadlines for the Monitoring Team's formal assessments of BPD's compliance in a host of areas. The Monitoring Plan thus lays the groundwork for making tangible improvements in BPD operations and performance, including positive changes in the ways BPD officers interact with community members.

The Sixth-Year Plan does not flesh out each and every measure BPD and the City must take to achieve full and effective compliance with the Consent Decree. It covers only one year of a multi-year project—the sixth year. *See* ECF No. 2-2 ¶¶ 446–47. The Monitoring Team, in collaboration with the parties and with public input, will provide the plan for the seventh year in early 2024, with subsequent plans developed and provided to the Court on an annual basis thereafter.

There are some deliverables included in the Sixth-Year Plan on which work already has begun under the Fifth-Year Plan. For those deliverables, the Sixth-Year Plan includes dates from the Fifth-Year Plan—that is, dates that precede the end of February 2023—so that the community fully understands the genesis of all the work due under the Sixth-Year Plan.

II. PROCESS FOR DEVELOPING THE SIXTH-YEAR PLAN

Gauging the progress made during the first five years of monitoring, using the Consent Decree as a guide, and relying on the experiences of Monitoring Team members who have assisted with other reform initiatives, the Monitoring Team drafted a plan that attempted to account for what BPD should do, and what it is capable of doing, in the sixth year of monitoring. As with prior Monitoring Plans, the Monitoring Team provided BPD, the City and DOJ with a draft of the plan. The parties provided their feedback and then collaborated with the Monitoring Team to produce a refined draft. On February 17, 2023, the draft was issued for public comment.

The public comment period ran from February 17, 2023 until March 17, 2023. All written public comments received by the Monitoring Team are included in **Attachment B**.

When the comment period concluded, the Monitoring Team and the parties considered the comments and generated the final proposed Plan in **Attachment A**.

III. COMMUNITY FEEDBACK AND MONITORING TEAM RESPONSE

Below is a summary of the written comments the Monitoring Team received, as well as the Monitoring Team's response. Among the comments was a letter the Monitoring Team received from the NAACP Legal Defense Fund ("NAACP LDF"). The Monitoring Team made several adjustments to the Sixth-Year Plan based on that feedback.

- **Assisting with reduction in violent crime in Baltimore.** One community member commented that the Monitoring Team should "come up with a better plan" to combat violent crime in the city. While pure crime reduction is beyond the scope of the Consent Decree, the Monitoring Team has endeavored to implement the reforms mandated by the Consent Decree in a manner that does not hinder BPD's ability to fight crime. Indeed, to the contrary, we are confident that reform and reduction in crime go hand in hand. As the Court has observed, "if you reform a police department and if the consequence of that is a repair of the relationship between the department and the community . . . the two then more likely link arms to push back against . . . violent crime." *See* ECF No. 431 (July 22, 2021 Public Hearing) at 15.
- **Increasing community involvement in the department.** Two comments and the NAACP LDF asserted that community members should have more involvement in the implementation of the Consent Decree. The Sixth-Year Plan provides community members multiple opportunities to make their voice heard. First, as in past plans, BPD will publish for public comment the handful of remaining new policies it has yet to roll out and annual training curricula mandated by the Consent Decree. The Sixth-Year Plan requires BPD, the DOJ, and the Monitoring Team to consider those comments and revise the policies and curricula accordingly. The NAACP LDF further suggested that

all revisions to the stop, search, and arrest policies be published for public comment, and not just substantive changes, as was contemplated by an earlier draft of the Sixth-Year Plan. The final version of the Sixth-Year Plan has been revised to include public comment on all revisions to the stop, search, and arrest policies, not just substantive changes. Additionally, the public will be given the opportunity to comment on a number of reports issued by BPD and the City regarding improvements to BPD's handling of individuals with behavioral health issues. Finally, in addition to the two annual meetings per police district mandated by the Consent Decree, BPD leadership will consider holding additional workshops with the public to solicit feedback on specific issues related to the Consent Decree. The NAACP LDF commented on the need for increased community forums, and the Monitoring Team adjusted the Sixth-Year Plan accordingly to include consideration of these additional meetings.

- **911 Diversion Program and Responses by Unarmed Professionals to Individuals with Mental Health Crises.** One community member encouraged BPD to “make [a 911 diversion program] work” and the NAACP LDF called for greater diversion of calls for service involving those with a behavioral health disability to unarmed responders. Expansion of the 911 Diversion Program Protocols is part of the Sixth-Year Plan, which includes specific items that the parties are confident will make the program more robust, including, identifying additional call-types that could be diverted to community resources, tracking the number and disposition of calls being diverted, determining the least police-involved response appropriate for such calls, dispatching the most appropriate resource for such calls, and determining whether additional resources utilized or developed during the pilot phase need to be introduced. The

parties are committed to the 911 Diversion Program and the Sixth-Year Plan includes concrete steps to continue to develop a first-in-class system. The Monitoring Plan includes further steps to implement a plan to address issues identified in a gap analysis targeting improvements in the City's response to individuals in crisis with behavioral health needs. That plan will also include the creation of systems to deploy non-armed responders where appropriate.

- **Medical Attention to Individuals in Custody.** The NAACP LDF called for the Sixth-Year Plan to prioritize improvements in medical attention to individuals in custody. Provision of medical care was the focus of training and policy revisions rolled out in prior years. The Monitoring Team will prioritize those issues in its upcoming assessment of BPD's compliance with the provisions of the Consent Decree related to the transportation of individuals in custody.

IV. FEATURES OF THE PROPOSED SIXTH-YEAR PLAN

A. Year Six Objectives

Not every Consent Decree requirement can be or will be addressed in the sixth year. Full Consent Decree compliance cannot be achieved all at once. BPD, its officers and community members need sufficient time and opportunity to focus on each area of the Consent Decree, and on each requirement within each area, to ensure that reform is real and enduring.

There is a logical progression for achieving sustainable reform in each area of the Consent Decree that implicates police behavior. BPD first must establish revised *policies* in each area. Then it must develop and conduct *training* on those revised policies. A new policy will not become effective until all officers have been trained on it. To ensure that the new policies and the new training take root, BPD also must revamp vital components of its infrastructure—technology,

internal investigations and discipline, supervision, recruiting, hiring and retention. It is only after officers have been trained on the new policies, and after infrastructure upgrades are well underway, that the Monitoring Team can comprehensively assess whether the new policies, training and organizational upgrades are taking root—that is, whether they are resulting in the real-world changes the Consent Decree requires.

During the first five years of monitoring, as recently reported in the Monitoring Team’s Second Comprehensive Re-Assessment, BPD and the City have neared full implementation of the Consent Decree’s foundational reforms. BPD has successfully revised almost all policies implicated by the Consent Decree—upwards of 50. It also has completed Department-wide, Consent Decree-required training in most core areas, including de-escalation and use of force; impartial policing; stops, searches and arrests; behavioral health awareness; responses to reports of sexual assault; peer intervention (“Ethical Policing Is Courageous”); community policing; and First Amendment-protected activities. In addition, BPD has delivered specialized training to Public Integrity Bureau detectives on internal affairs investigations; to sex offense investigators on sex assault investigations; and to crisis intervention team officers, dispatchers and 911 call-takers on crisis intervention and behavioral health awareness.

Further, BPD replaced its antiquated, paper-based reporting system with a new Records Management System, which relies on electronic field-based reporting from officers. BPD and the City also have completed foundational studies and implementation plans, and have proceeded with implementation, in the areas of staffing, officer recruitment/hiring/retention, youth diversion, community policing, BPD’s relationship with Baltimore School Police, and the City’s behavioral health system.

Accordingly, like the Fifth-Year Plan, the Sixth-Year Plan continues to take BPD and the City into the advanced phases of the reform process. While a handful of policies remain to be revised and officer training will continue to be front and center, attention will turn increasingly to fortifying vital components of operational infrastructure. That includes:

- Strengthening the City’s behavioral health system to improve responses to individuals in crisis.
- Ensuring proper use of BPD’s new Records Management System to facilitate better supervision and analysis of officers’ law enforcement actions.
- Accelerating the reformation of BPD’s system of internal investigations and discipline to enhance officer accountability.
- Implementing a robust community policing model.
- Fortifying BPD’s internal audit function to augment BPD’s capacity for self-assessment and self-correction.
- Recruiting, hiring and retaining qualified officers in order to enhance public safety and foster community-oriented policing.

The specific policies, training courses, and accountability and transparency measures to be developed and implemented in Year Six, many of which will mark progress in these vital systems, are described below.

Policies

Under the Sixth-Year Plan, BPD will finalize the few remaining policies covered by the Consent Decree, including policies addressing stops, searches, and arrests, use of force, and officer discipline, and officer promotions. At the same time, BPD will begin reviewing and re-assessing certain policies that were previously revised under the Consent Decree.

Training

Year Six will continue to focus on officer training. Given the resources BPD has committed to the Training Academy—including a new civilian director, new police and law instructors, new

curriculum writers, and the opening of a new facility at the University of Baltimore—the Monitoring Team is optimistic that BPD has the capacity to satisfy the training objectives of the Sixth-Year Plan. These include the following:

- Continuing specialized training for Crisis Intervention Team officers and training for behavioral health issues for dispatchers and 911 call-takers.
- Developing and delivering training for all supervisors, which will include training on BPD’s new performance evaluation system.
- Delivering certification training to new field training officers (“FTOs”) and refresher training to existing FTOs.
- Developing and delivering annual training for sex offense investigators and Public Integrity Bureau investigators.
- Developing and delivering Department-wide training on disciplinary policies, including those changed as a result of state laws passed in 2022, as well as training on officers’ constitutional obligation to disclose exculpatory evidence in criminal cases.
- Developing and delivering training for BPD’s Public Order Forces, which monitor and preserve First Amendment rights during public assemblies and quell civil disturbances if they arise.
- Delivering training to transport van drivers.
- Delivering training to members of the Performance Review Board, which reviews serious use of force incidents.
- Developing curriculum for in-service training in 2024 on use of force, behavioral health awareness and crisis intervention, stops, searches, arrests, and community policing and delivering that training.

Accountability and Transparency

The Sixth-Year Plan seeks to continue bolstering departmental and officer accountability by increasing transparency into BPD practices and strengthening BPD’s systems for self-evaluation and self-correction. Thus, in the sixth year, BPD will:

- Continue to conduct routine audits of transport vehicle equipment and transport events involving individuals in custody.

- Prepare and publish reports on use of force data covering 2021 and 2022 incidents.
- Continue to prepare and publish annual reports on community policing, responses to First Amendment activity, and sexual assault investigations.
- Continue to prepare regular, periodic reports on misconduct complaints and investigations, interactions with individuals in crisis, and arrests that result in release without charge.
- Begin preparing quarterly reports on stops, searches and arrests data once the new Record Management System is confirmed to be reliably capturing such data.
- Create a short video that explains the jurisdiction and duties of the Public Integrity Bureau.
- Implement protocols for evaluating the effectiveness of supervisors.
- Develop a new civilian complaint intake testing program intended to assess compliance with new misconduct complaint intake policies.
- Develop and begin conducting a comprehensive audit of its disciplinary process.
- Prepare and publish reports assessing its recruitment, hiring and retention efforts and its officer wellness programs.

Additionally, the City will prepare and publish reports on (1) its efforts to implement the recommendations in a previously published report analyzing deficiencies or “gaps” in its behavioral health systems and (2) its initiative to divert to behavioral health professionals certain 911 calls involving individuals in crisis.

B. Assessing Progress and Ensuring Accountability in the Sixth Year

For each “deliverable” BPD and the City must complete under the Sixth-Year Plan, the Monitoring Team will assess whether it satisfies the requirements of the Consent Decree. In addition, the Sixth-Year Plan contains several explicit obligations for the Monitoring Team. Together with DOJ, the Monitoring Team will continue to observe in-service training and Compstat and Performance Review Board meetings and will provide BPD with routine technical assistance on training, data collection and analysis, misconduct investigations, sexual assault investigations, recruitment, retention, staffing, promotions, and officer wellness.

The Monitoring Team also will continue to conduct analyses aimed at determining whether, on the street and in practice, BPD and its officers are engaging in constitutional policing and making progress toward compliance with the Consent Decree's substantive requirements. ***This will be the most significant and most time-consuming work of the Monitoring Team going forward.***

At the end of 2022, the Monitoring Team, under the Fifth-Year Plan, published comprehensive reports on BPD's performance in two different areas: use of force and officer assistance and support. Also at the end of 2022, the Monitoring Team issued its Second Comprehensive Assessment Report.

The Sixth-Year Plan calls for the Monitoring Team to complete other evaluations already underway, conduct and complete additional evaluations, and develop methodologies for conducting evaluations that will extend into Year Six. These include the following:

- Complete ongoing evaluations of:
 - BPD arrests and arrest reporting
 - BPD's sex assault investigations from 2021
 - BPD responses to individuals engaged in First Amendment activity (speech, assembly, observing and recording officer conduct)
 - BPD interactions with individuals experiencing behavioral health crises
 - BPD's recruitment, hiring and retention practices
 - BPD's community policing performance
 - BPD's Performance Review Board

- Finalize methodologies for and conduct evaluations of:
 - BPD investigative stops, weapons pat-downs, and searches, provided the new Record Management System contains sufficiently reliable data, and BPD's compliance with Consent Decree requirements for impartial policing
 - BPD's interactions with youth
 - BPD's officer wellness program
 - BPD's training programs
 - BPD's transportation of persons in custody

Under the Sixth-Year Plan, the Monitoring Team also will complete its second survey to gauge community attitudes toward BPD and publish a report on the results of that survey.

Finally, the Monitoring Team will continue to report on BPD's progress in semiannual reports and in court hearings and public forums.

C. Mechanisms for Community Participation and Engagement

The parties have recognized that if policing in Baltimore is to be “responsive to community priorities,” the community must have a direct, ongoing role in the reforms that the Consent Decree requires. ECF No. 2-2 ¶ 1. The Court has similarly emphasized the importance of “ensur[ing] that the community’s voice is heard throughout the implementation of the Consent Decree.” ECF No. 68 at 11. The Consent Decree itself requires that the Plan “[e]stablish a method of communicating with the public and receiving public input” throughout the implementation process. ECF No. 2-2 ¶ 461(i).

Consistent with these objectives, the Sixth-Year Plan provides a specific two-step process for involving community members in the implementation of policy and training reforms under the Consent Decree. For each policy undergoing revision, and for each training curriculum being developed, the Sixth-Year Plan gives community members two separate opportunities for

feedback—the first after BPD collaborates with the Monitoring Team and DOJ and produces an initial draft, the second after BPD addresses and incorporates feedback from that initial Comment Period and produces a final draft.

Also, the proposed Sixth-Year Plan outlines some of the Monitoring Team’s own engagement with the community. The Monitoring Team will publish detailed reports on BPD’s progress toward satisfying the Consent Decree’s requirements. Four times during the year—in April, July and October 2023, and in January 2024—the Monitoring Team will hold community meetings, which will be paired with formal presentations to the Court regarding BPD’s progress.

In addition to these Consent Decree-mandated engagements, the Monitoring Team will continue its community outreach efforts by attending meetings with community-based organizations (including community associations, faith-based organizations, and advocacy groups, among others); hosting Facebook Live chats, as well as more intimate discussions through announced appearances in city neighborhoods; using its website (www.bpdmonitor.com), press releases, e-mail account (info@bpdmonitor.com), and Facebook (<https://www.facebook.com/bpdmonitor/>) and Twitter (<https://twitter.com/BPDmonitor>) accounts to communicate regularly about Consent Decree-related issues; and relying on its team of neighborhood liaisons to engage in routine discussions with both individual community members and community groups about the Consent Decree process and BPD. There is one community liaison serving each of the City’s nine police districts. The neighborhood liaisons provide Baltimoreans access to the Monitoring Team that is both localized and familiar.

V. ADDITIONAL ELEMENTS OF THE PROPOSED SIXTH-YEAR PLAN

A. Required Protocols for Communication with BPD and the Parties

The Sixth-Year Plan implicitly establishes a protocol for Monitoring Team communications with BPD, the City, and DOJ, as the Consent Decree requires. *See* ECF No. 2-2 ¶ 461(h). For each deliverable in the Sixth-Year Plan, there is a prescribed give-and-take involving the Monitoring Team and the parties. In addition, while the Monitoring Team may communicate with only one party to facilitate compliance logistics and administration as needed, the Monitoring Team and the parties agree that the compliance process is a collaborative one, so for any meetings, telephone calls or electronic communications that address how BPD is expected to achieve compliance, the Monitoring Team will include all parties.

B. Roles and Responsibilities of Monitoring Team Members

The Monitoring Team responsible for assessing BPD's compliance with the Consent Decree—and for creating a monitoring plan to facilitate that assessment—includes specialists in policing and police reform, civil rights enforcement, psychology, social science, organizational change, data and technology, and community engagement.

The leadership of the Monitoring Team includes Kenneth Thompson, the Monitor; Charles Ramsey, Principal Deputy Monitor; Seth Rosenthal, Deputy Monitor; Theron Bowman, Deputy Monitor; and Hassan Aden, Deputy Monitor. Mr. Thompson oversees the entire project and is the final decision-maker for the Team. Mr. Ramsey assists Mr. Thompson in his general oversight role. So does Mr. Rosenthal, who is also the principal drafter of the Monitoring Team's public reports, manages the bulk of the Monitoring Team's administration, and is a member of the Monitoring Team's community engagement, impartial policing, training, First Amendment-protected activities, assessments, and stops/searches/arrests subgroups. Mr. Bowman and Mr.

Aden are also responsible for directly overseeing Team responsibilities in certain areas. Mr. Bowman manages Monitoring Team responsibilities for policies (generally), stops/searches/arrests, interactions with people with behavioral health disabilities and in crisis, sexual assault investigations, community policing, recruitment, and technology. Mr. Aden manages Monitoring Team responsibilities for misconduct investigations and discipline, use of force, transportation of persons in custody, supervision, training, interactions with youth, coordination with school police, early intervention systems, staffing and promotions, and officer assistance and support.

Other active team members include Matthew Barge, Crime and Justice Institute (“CJI”) staff, Jessica Drake, Dr. Randy Dupont, Tyeesha Dixon, Jonathan Smith, Sue Rahr, Maggie Goodrich, Nola Joyce, Wanda Watts, Miller Roberts, Tracey Meares, Kathleen O’Toole, Sean Smoot, Roberto Villasenor, and Gabriela Wasileski.

As paragraph 461(g) of the Consent Decree requires, the roles of each Monitoring Team member are set forth in the following chart:

	Team Lead	Other Team Members Assigned
Community Engagement	Chuck Ramsey Seth Rosenthal	Wanda Watts (primary liaison) Miller Roberts (coordinator) Jessica Drake Hassan Aden
Community Policing	Chuck Ramsey	Nola Joyce
Stops, Searches, Arrests, and Voluntary Police-Community Interactions	Theron Bowman	Tracey Meares Seth Rosenthal
Impartial Policing	Tracey Meares	Seth Rosenthal
Responding to and Interacting with People with Behavioral Health Disabilities or in Crisis	Randy Dupont	Roberto Villasenor

Use of Force	Roberto Villasenor	Matthew Barge Chuch Ramsey Hassan Aden Theron Bowman Nola Joyce Roberto Villasenor Kathleen O'Toole Seth Rosenthal Sean Smoot
Interactions with Youth and Coordination with Baltimore School Police	Roberto Villasenor Randy Dupont	
Transportation of Persons in Custody	Roberto Villasenor	Sean Smoot
First Amendment Protected Activities	Seth Rosenthal	Chuck Ramsey
Handling of Reports of Sexual Assault	Nola Joyce	Kathleen O'Toole Chuck Ramsey Hassan Aden Theron Bowman Roberto Villasenor Katie Zafft
Technology	Maggie Goodrich	
Policies (Coordination)	Theron Bowman	
Training	Matthew Barge	Roberto Villasenor
Supervision (including Field Training Officer Program and Early Intervention System)	Sean Smoot	Nola Joyce Maggie Goodrich (EIS)
Misconduct Investigations and Discipline	Hassan Aden	Matthew Barge Kathleen O'Toole
Recruitment, Hiring, and Retention	Sean Smoot	Nola Joyce
Staffing, Performance Evaluations, and Promotions	Nola Joyce	Sean Smoot
Officer Assistance and Support	Sean Smoot	Roberto Villasenor
Compliance Reviews and Outcome Assessments	Matthew Barge Megan McDonough	Seth Rosenthal Tyeesha Dixon Jonathan Smith Sue Rahr CJI Gabriela Wasileski Hassan Aden

V. CONCLUSION

For the foregoing reasons, the Monitoring Team, with the parties' concurrence, requests that the Court approve the proposed Sixth-Year Monitoring Plan.

A proposed Order is attached.

Respectfully submitted,

/s/

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EXHIBIT A

Row							
1	Sixth-Year Monitoring Plan						
2	<p><u>General Notes:</u> This Sixth-Year Monitoring Plan contains all requirements, milestones, deliverables, and deadlines expected from March 1, 2023 through the end of the sixth monitoring year on February 28, 2024. In some instances, existing deadlines that occur prior to March 1, 2023 are included for clarity about the reform process.</p>						
3	<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>						
4	<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>						
5	Consent Decree Paragraphs	Area	Sub-Area	Milestone	Responsible Stakeholder	Deliverable	Quarter
6	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 Sixth-Year Monitoring Plan.</p> <p>This will include providing opportunities for community feedback and engagement in connection with proposed policies, plans, training programs, and other major reforms. It will also include more generalized community engagement and outreach to identify the issues, concerns, experiences, and values of Baltimore's diverse communities, including BPD</p>	BPD, City, DOJ, Monitoring Team	Ongoing Community Engagement	Ongoing

				<p>officers, regarding the subjects covered by the Consent Decree.</p> <p>The form of this engagement and outreach may include, depending on the issue area, electronic feedback mechanisms; meetings with community organizations and leaders; engagement with existing BPD-community partnerships; and community forums. Such engagement will also include the two annual meetings per police district to discuss Consent Decree implementation, as required by paragraph 21. The BPD may also conduct workshops to solicit feedback on specific issues related to the consent decree. As with all public meetings, workshops and other methods of engagement, BPD will continue to inform the public about these opportunities through in-person contacts and electronic means. In addition, the BPD will continue to solicit meeting opportunities through in-person contacts and electronic means.</p> <p>BPD, DOJ and the Monitoring Team will meet monthly throughout the year to discuss and plan community engagement efforts.</p>			
7	15-20, 25	Community Policing	Community Policing Plan Implementation	<p>BPD continues to implement its approved Community Policing Plan and will augment the Plan to include additional neighborhood policing plans and will consider additional engagement with a diverse set of community stakeholders. BPD, DOJ and the Monitoring Team will regularly discuss implementation during bi-weekly community policing meetings.</p>	BPD	Implementation	Ongoing

8	16	Community Policing	Annual In-Service Training	<p>Using the curriculum approved in the fifth year, BPD conducts Department-wide training on community policing for all officers.</p> <p>BPD certifies to the Court that all eligible officers have successfully completed the refresher training and will indicate how many officers failed to complete the training without good cause and explain any remedial measures taken or disciplinary referrals made for those officers. BPD will share a draft of the certification with the Monitoring Team and DOJ to allow for feedback on the certification before filing..</p> <p>***</p> <p>BPD submits to the Monitoring Team and DOJ a draft 2023 training curriculum on community policing for all officers.</p> <p>The Monitoring Team and DOJ provide feedback and collaborate with BPD on the draft curriculum.</p> <p>BPD incorporates the feedback and posts the draft curriculum for public comment.</p> <p>BPD incorporates public feedback, finalizes the curriculum, and submits it to the Monitoring Team and DOJ for approval.</p> <p>The Monitoring Team and DOJ will approve or disapprove the curriculum.</p> <p>The Monitoring Team files a notice of approval or disapproval with the Court.</p>	<p>BPD</p> <p>BPD</p> <p>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p> <p>BPD</p> <p>Monitoring Team, DOJ</p> <p>Monitoring Team</p>	<p>Training conducted</p> <p>Certification of completion filed</p> <p>Draft curriculum submitted</p> <p>Feedback and collaboration</p> <p>Public comment period</p> <p>Curriculum finalized</p> <p>Approval/ disapproval of final curriculum</p> <p>Notice of approval/ disapproval filed</p>	<p>Through Q1 2023</p> <p>Q1 2023</p> <p>Q2 2023</p> <p>Q2 2023</p> <p>Q2/Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p>
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				<p>Using the curriculum approved in the sixth year, BPD conducts Department-wide training on community policing for all officers.</p> <p>BPD certifies to the Court that all eligible officers have successfully completed the refresher training and will indicate how many officers failed to complete the training without good cause and explain any remedial measures taken or disciplinary referrals made for those officers. BPD will share a draft of the certification with the Monitoring Team and DOJ to allow for feedback on the certification before filing.</p>	BPD	Training conducted	Q4 2023/Q1 2024
					BPD	Certification of completion filed	Q1 2024
9	22	Community Policing and Engagement	BPD Community Policing Report	<p>BPD will submit a Draft Annual Community Policing Report that complies with the requirements of paragraph 22. This report will include information on implementation of the Community Policing Plan and past and future community engagement efforts and identify deficiencies and opportunities for improvement.</p> <p>The Monitoring Team and DOJ provide feedback on draft report.</p> <p>BPD incorporates feedback, publishes final report, and files final report with Court.</p>	BPD	Draft report submitted	Q2 2023
					DOJ, MT	Feedback	Q2 2023
					BPD	Final report filed	Q2 2023
10	23-24, 459.a.	Community Engagement	Monitoring Team Resident Survey	The Monitoring Team's designated community survey team will conduct a community survey in accordance with the methodology required by paragraph 23 and agreed by BPD, the City and DOJ. The survey team and the Monitoring Team will keep BPD, the City and DOJ apprised of any issues encountered in the implementation of the survey methodology.	Monitoring Team	Survey Conducted	Through Q1 2023

				Monitoring Team provides draft survey report to BPD, the City and DOJ.	Monitoring Team	Draft report submitted	Q1 2023
				BPD, the City and DOJ provide feedback on draft survey report.	BPD, City, DOJ	Feedback	Q1 2023
				Monitoring Team files final survey report with Court.	Monitoring Team	Report filed	Q2 2023
11	15-21	Community Policing and Engagement	Monitoring Team Review	Using the agreed methodology, the Monitoring Team conducts a review of BPD’s community policing and community engagement work. The review will evaluate BPD’s compliance with paragraphs 15-21, including its progress toward implementing the Community Policing Plan and engaging with a diverse set of community stakeholders, and incorporate the results from the resident survey, the arrestee survey, and the officer focus groups.	Monitoring Team	Review conducted	Through Q1 2023
				The Monitoring Team submits to BPD, the City and DOJ a draft report of its review.	Monitoring Team	Draft report submitted	Q2 2023
				BPD, the City and DOJ provide feedback on the Monitoring Team’s draft report.	BPD, DOJ	Feedback	Q2 2023
				The Monitoring Team files the final report with the Court.	Monitoring Team	Final report filed	Q2 2023
12	287	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Policy Review	BPD reviews the first two approved suites of stop, search and arrest (“SSA”) policies and submits any proposed revisions to the Monitoring Team and DOJ in accordance with paragraph 287.	BPD	Proposed policy revisions submitted	Q1 2023
				The Monitoring Team and DOJ provide feedback and collaborate with BPD on any proposed revisions, and make their	Monitoring Team, DOJ	Feedback and collaboration	Q1 2023

				own suggestions for proposed revisions, if any.			
				BPD finalizes proposed revisions.	BPD	Proposed revisions finalized	Q 2 2023
				BPD issues proposed revisions for public comment.	BPD	Public comment period	Q2 2023
				BPD incorporates public comment and submits final proposed revisions to the Monitoring Team and DOJ.	BPD	Final proposed revisions submitted	Q2 2023
				The Monitoring Team and DOJ indicated approval or disapproval of final proposed revisions.	Monitoring Team, DOJ	Approval/disapproval of final proposed revisions	Q2 2023
				The Monitoring Team files a notice of approval or disapproval with the Court.	Monitoring Team	Notice of approval/disapproval filed	Q2 2023
13	67	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Annual In-Service Training	BPD submits to the Monitoring Team and DOJ a draft 2023 training curriculum on stops, searches and arrests for all officers, which will include training on taking such actions in a non-discriminatory manner.	BPD	Draft curriculum submitted	Q2 2023
				The Monitoring Team and DOJ provide feedback and collaborate with BPD on the draft curriculum.	Monitoring Team, DOJ	Feedback and collaboration	Q2 2023
				BPD incorporates the feedback and issues the draft curriculum for public comment.	BPD	Public comment period	Q2/Q3 2023
				BPD incorporates public feedback, finalizes the curriculum, and submits it to the Monitoring Team and DOJ for approval.	BPD	Curriculum finalized	Q3 2023
				The Monitoring Team and DOJ will approve or disapprove the curriculum.	Monitoring Team, DOJ	Approval/disapproval of final curriculum	Q3 2023

				<p>The Monitoring Team files a notice of approval or disapproval with the Court.</p> <p>BPD conducts the training Department-wide.</p> <p>BPD certifies to the Court that all eligible officers have successfully completed the refresher training and will indicate how many officers failed to complete the training without good cause and explain any remedial measures taken or disciplinary referrals made for those officers. BPD will share a draft of the certification with the Monitoring Team and DOJ to allow for feedback on the certification before filing.</p>	<p>Monitoring Team</p> <p>BPD</p> <p>BPD</p>	<p>Notice of approval/ disapproval filed</p> <p>Training conducted</p> <p>Certification of completion filed</p>	<p>Q3 2023</p> <p>Q3/Q4 2023</p> <p>Q1 2024</p>
14	75–79	Stops, Searches, Arrests and Voluntary Police-Community Interactions	BPD Analysis of State’s Attorney’s Office Arrest Data	<p>BPD provides the Monitoring Team and DOJ a draft of its Quarterly Analysis of State’s Attorney’s Office Arrest Data, which evaluates arrests resulting in release without charge from the prior quarter.</p> <p>The Monitoring Team and DOJ provide feedback on the draft analysis.</p> <p>BPD publishes the final analysis and files it with the Court.</p>	<p>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p>	<p>Draft quarterly report submitted</p> <p>Feedback</p> <p>Quarterly report filed</p>	<p>Q1 2023 Q2 2023 Q3 2023 Q4 2023</p> <p>Q1 2023 Q2 2023 Q3 2023 Q4 2023</p> <p>Q1 2023 Q2 2023 Q3 2023 Q4 2023</p>
15	61-64, 82–84, 86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Quarterly BPD SSA Data Analysis	<p>BPD, DOJ, and the MT will meet monthly to discuss the effectiveness of recent configurations to BPD’s RMS and topics relating to SSA data integrity and quality and the ability of data collection efforts to meet the requirements of the Decree.</p>	<p>BPD, DOJ, Monitoring Team</p>	<p>Monthly Meetings</p>	<p>Ongoing</p>

				<p>In accordance with paragraph 86, BPD submits to the Monitoring Team and DOJ a draft of its quarterly SSA Data Analysis for the prior quarter, which will employ the methodology previously agreed upon by the parties.</p> <p>The Monitoring Team and DOJ provide feedback on the draft quarterly report.</p> <p>BPD finalizes the quarterly report, publishes it, and files it with the Court.</p>	<p>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p>	<p>Draft quarterly report submitted</p> <p>Feedback</p> <p>Quarterly report filed</p>	<p>Q2 2023 Q3 2023 Q4 2023 Q1 2024</p> <p>Q2 2023 Q3 2023 Q4 2023 Q1 2024</p> <p>Q2 2023 Q4 2023 Q1 2023 Q1 2024</p>
16	61-64, 82-84, 86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Quarterly BPD SSA Data Analysis	<p>BPD will submit to the Monitoring Team and DOJ a system for tracking citations and arrests for all “quality of life” or lesser offenses enumerated in paragraph 61 and BPD Policy 1018. The system will include a method for performing the Peer Group Analysis required by paragraph 62.</p> <p>The Monitoring Team and DOJ provide feedback on the draft system.</p> <p>BPD finalizes the system.</p> <p>BPD implements the system and includes all data generated in its quarterly SSA Data Analysis reports going forward.</p>	<p>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p> <p>BPD</p>	<p>Draft system document submitted</p> <p>Feedback and collaboration</p> <p>System finalized</p> <p>System implemented; reporting begins</p>	<p>Q2 2023</p> <p>Q2 2023</p> <p>Q3 2023</p> <p>Begins with draft report provided</p>

17	85	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Supervisory SSA Reporting Review	With the new Record Management System having been implemented, BPD will implement and adhere to the SSA Supervisory Review System established in the fourth monitoring year. The system requires routine supervisor review of officers' stops, searches, citations, and arrests, as well as officers' reporting of such actions, for compliance with BPD policy and the Consent Decree.	BPD	Implementation of SSA Supervisory Review System; monthly meetings	Ongoing
18	28, 60, 64, 65, 459.c	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Monitoring Team Arrests Review and Assessment	<p>The Monitoring Team provides BPD and DOJ a draft report of its review of a sample of BPD arrests from 2019 - 2021 to determine compliance with BPD policy and Consent Decree requirements and provide the assessments described in paragraph 459(c).</p> <p>BPD and DOJ provide feedback to the Monitoring Team on the draft report.</p> <p>The Monitoring Team files the final report with the Court.</p>	<p>Monitoring Team</p> <p>BPD, DOJ</p> <p>Monitoring Team</p>	<p>Draft report submitted</p> <p>Feedback</p> <p>Report filed</p>	<p>Q2 2023</p> <p>Q2 2023</p> <p>Q2 2023</p>

19	38-57, 59, 69-70, 72, 80-81, 88-89, 459.e,f, & g	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Monitoring Team Stops, Searches, and Impartial Policing Review	<p>The Monitoring Team prepares and submits to BPD and DOJ a proposed methodology to conduct a preliminary review of stops, weapons pat-downs and searches made during the first two quarters of 2023. The purpose of this preliminary review—now possible because of the implementation and refinement of an electronic incident reporting form in BPD’s new Record Management System—is to gauge BPD’s progress toward compliance with BPD policy and Consent Decree requirements on stops, weapons pat-downs, searches and impartial policing, and to perform initial assessments required by paragraphs 459.e., f. & g.</p>	Monitoring Team	Draft methodology submitted	Q2 2023
				<p>BPD and DOJ provide feedback and collaborate with the Monitoring Team on the proposed methodology.</p>	BPD, DOJ	Feedback and collaboration	Q3 2023
				<p>The Monitoring Team finalizes the methodology.</p>	Monitoring Team	Methodology finalized	Q3 2023
				<p>The Monitoring Team conducts the preliminary review using the finalized methodology. During the review, the Monitoring Team will periodically update the parties on its progress and, when appropriate, discuss any significant performance issues or problems identified.</p>	Monitoring Team	Review conducted	Q3-Q4 2023
				<p>The Monitoring Team submits to BPD and the City and DOJ a draft report of its review.</p>	Monitoring Team	Draft report submitted	Q4 2023
				<p>BPD and DOJ provide feedback on the Monitoring Team’s draft report.</p>	BPD, DOJ	Feedback	Q4 2023
				<p>The Monitoring Team files its final report with the Court.</p>	Monitoring Team	Final report filed	Q4 2023

				<p>The Monitoring and DOJ provide feedback on the draft report.</p> <p>The City publishes the report and files it with the Court.</p> <p>The City provides the public an opportunity to comment on the report and presents the report to and receives feedback from CPIC. The City will consider the feedback it receives in preparing subsequent reports and making further system refinements.</p>	<p>Monitoring Team, DOJ</p> <p>City</p> <p>City</p>	<p>Feedback</p> <p>Report filed</p> <p>Report presentation</p>	<p>Q2 2023 ---- Q4 2023</p> <p>Q2 2023 ---- Q4 2023</p> <p>Q2 2023 ---- Q4 2023</p>
21	121,122	Behavioral Health Disabilities/ Crisis	Collection, Analysis, and Reporting of Crisis Data, including Data on Sentinel Events	<p>BPD and the City, in coordination with CPIC, submit to the Monitoring Team and DOJ a draft report that (1) analyzes the crisis event data specified in paragraphs 121-122 from the prior six months, and (2) implements the Behavioral Health Crisis Incident Review Protocol for Sentinel Events and Quality Assurance approved in the fourth monitoring year for the prior six months, and (3) identifies system refinement measures that were driven by these processes. In preparing the report, BPD, the City and CPIC will review completed Crisis Data Forms and other sources of data regarding crisis events.</p> <p>The Monitoring Team and DOJ provide feedback on the draft report.</p> <p>BPD and the City publish the report and file it with the Court.</p>	<p>BPD, City, CPIC</p> <p>Monitoring Team, DOJ</p> <p>BPD, City</p>	<p>Draft report submitted</p> <p>Feedback</p> <p>Report filed</p>	<p>Q2 2023 (for Q3 & Q4 2022)</p> <p>Q4 2023 (for Q1 & Q2 2023)</p> <p>Q2 2023 Q4 2023</p> <p>Q2 2023 Q4 2023</p>

22	96, 97, 98, 105, 114	Behavioral Health Disabilities/ Crisis	911 Diversion Program Protocols Expansion	<p>The City, in coordination with BPD and Baltimore Fire Department, submit to CPIC, the Monitoring Team and DOJ 911 call intake Protocols that expand the categories of calls for service eligible for diversion. The expanded Protocols will require the City to:</p> <ul style="list-style-type: none"> • Identify additional call-types relating to behavioral health needs or regarding people in crisis that could be diverted to community resources, • Track the number and disposition of calls being diverted to community resources and away from law enforcement and the number of calls that are not diverted from law enforcement • Determine the least police-involved response appropriate for such calls, • Divert to and dispatch the most appropriate resource, in particular non-police behavioral health or crisis response resources, for such calls, and • Determine whether additional resources as utilized or developed during the pilot phase need to be introduced, in particular non-police behavioral health or crisis response resources, to ensure 911 law enforcement diversion, and, if so, devise and implement a plan to secure these resources. 	City, BPD, BCFD	Draft Expansion of 911 Diversion Program Submitted	Q3 2022
				CPIC, the Monitoring Team and DOJ provide feedback and collaborate with the City, BPD and BCFD on the draft Protocols.	CPIC, Monitoring Team, DOJ	Feedback and collaboration	Q1 2023

				<p>The City and BPD incorporate the feedback and posts the draft Protocols for public comment.</p> <p>The City and BPD, in collaboration with CPIC, the Monitoring Team and DOJ, incorporate public feedback, finalize the Protocols, and submit the Protocols to the Monitoring Team and DOJ for approval.</p> <p>The Monitoring Team and DOJ approve or disapprove the protocols.</p> <p>The Monitoring Team files a notice of approval or disapproval with the Court.</p> <p>The City and BPD pilot and begin implementation of the Protocols.</p>	<p>City, BPD</p> <p>City, BPD</p> <p>Monitoring Team, DOJ</p> <p>Monitoring Team</p> <p>City, BPD</p>	<p>Public comment period</p> <p>Protocols finalized</p> <p>Approval/ Disapproval of Protocols</p> <p>Notice of approval/ disapproval filed</p> <p>Protocols implemented</p>	<p>Q1 2023</p> <p>Q1 2023</p> <p>Q2 2023</p> <p>Q2 2023</p> <p>TBD</p>
23	112	Behavioral Health Disabilities/ Crisis	2023 In-Service Training	<p>BPD submits to the Monitoring Team and DOJ a draft annual in-service training curriculum on behavioral health crisis intervention for patrol officers.</p> <p>The Monitoring Team and DOJ provide feedback and collaborate with BPD on the draft curriculum.</p> <p>BPD incorporates the feedback and issues the draft curriculum for public comment.</p> <p>BPD incorporates public feedback, and continues to collaborate with the parties including CPIC.</p> <p>The Monitoring Team and DOJ will approve or disapprove the curriculum.</p>	<p>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p> <p>BPD</p> <p>Monitoring Team, DOJ</p>	<p>Draft curriculum submitted</p> <p>Feedback and collaboration</p> <p>Public comment period</p> <p>Curriculum finalized</p> <p>Approval/ disapproval of final curriculum</p>	<p>Q4 2023</p> <p>Q1 2023</p> <p>Q2 2023</p> <p>Q3 2023</p> <p>Q3 2023</p>

				<p>The Monitoring Team files a notice of approval or disapproval with the Court.</p> <p>BPD conducts the training for officers assigned to patrol.</p> <p>BPD certifies to the Court that all eligible officers have successfully completed the refresher training and will indicate how many officers failed to complete the training without good cause and explain any remedial measures taken or disciplinary referrals made for those officers. BPD will share a draft of the certification with the Monitoring Team and DOJ to allow for feedback on the certification before filing.</p>	<p>Monitoring Team</p> <p>BPD</p> <p>BPD</p>	<p>Notice of approval/ disapproval filed</p> <p>Training conducted</p> <p>Certification of completion filed</p>	<p>Q3 2023</p> <p>Q3-Q4 2023</p> <p>Q1 2024</p>
24	107	Behavioral Health Disabilities/ Crisis	CIT Officer Training	<p>BPD will continue to deliver 40 hours of enhanced behavioral health awareness and crisis intervention training to officers that volunteer to be Crisis Intervention Team officers, consistent with the requirements of paragraph 107, utilizing the curriculum approved in the fourth monitoring year, and updating the curriculum as needed.</p> <p>BPD will file a certification with the Court regarding the number of officers who have completed the training in the prior six months and are qualified to serve as CIT officers.</p>	<p>BPD</p> <p>BPD</p>	<p>Training conducted</p> <p>Certification of completion of training filed</p>	<p>Ongoing</p> <p>Q2 2023 Q4 2023</p>
25	113	Behavioral Health Disabilities/ Crisis	Dispatcher and 911 Call Taker Training	<p>BPD will continue to deliver behavioral health awareness and crisis intervention training to dispatchers and 911 call takers to enable them to identify and appropriately respond to calls for service that involve individuals in crisis. The training will incorporate the curriculum previously approved by the Monitoring Team and DOJ and now</p>	<p>BPD</p>	<p>Training conducted</p>	<p>Ongoing</p>

				<p>in use by BPD, as well as additional material on updated 911 protocols.</p> <p>BPD will file a certification with the Court regarding the number of dispatchers and 911 call takers who have completed the training in the prior six months.</p>	BPD	Certification of training filed	Q2 2023 Q4 2023
26	96, 98-103, 110-11, 119-20, 459.h.	Behavioral Health Disabilities/ Crisis	Monitoring Team Reviews and Assessments of BPD Responses to Crisis Events	<p>Using the methodology agreed on by the Monitoring Team, BPD, the City, and DOJ, which utilizes, information from completed Crisis Data forms and BPD's Record Management System, the Monitoring Team will conduct independent reviews of BPD responses to crisis events. The reviews, at a minimum, will include the evaluation criteria included in paragraph 120, as well as the assessment required by paragraph 459.h.</p> <p>The Monitoring Team submits to BPD, the City and DOJ a draft report of its review and assessment.</p> <p>BPD, the City and DOJ provide feedback on the Monitoring Team's draft report.</p> <p>The Monitoring Team files its final report with the Court.</p>	<p>Monitoring Team</p> <p>Monitoring Team</p> <p>BPD, City, Monitoring Team, DOJ</p> <p>Monitoring Team, BPD</p>	<p>Review Conducted</p> <p>Draft reports submitted</p> <p>Feedback</p> <p>Final reports filed</p>	<p>Through Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p>

27	96-103, 119-20	Behavioral Health Disabilities/ Crisis	Monitoring Team Evaluation of Implementation of Gap Analysis Recommendations	The Monitoring Team will continuously assess the City's and BPD's progress toward implementing the recommendations in the Gap Analysis, using the Gap Analysis Implementation Plan as a guide. This continuing evaluation will include recommendations for continued work and prioritization of work for future years. The objective of this continuing evaluation is two-fold: (1) development of a methodology for more formal Monitoring Team assessments of the City's compliance with Consent Decree requirements for systemic reform of the City's behavioral health system; and (2) provision of technical assistance to the City so that the City will conduct its own self-assessments and, when the Consent Decree terminates, will continue such self-assessments.	Monitoring Team	Continuing Evaluation	Ongoing
28	207-10	Use of Force	Performance Review Board Training	BPD will provide a total of 8 hours of training to PRB members in satisfaction of the Consent Decree requirement to provide annual training for all PRB members. The training will consist of various training elements or courses delivered at various points in the monitoring year. BPD will provide the training approved by the DOJ and Monitoring Team consistent with the timelines set forth in the BPD Training Plan.	BPD	Training Conducted/ Completed per Training Plan	Q2 2023 – Q1 2024
29	207-10	Use of Force	Performance Review Board Policy Implementation	BPD continues to implement previously approved PRB policies. The Monitoring Team and DOJ observe PRB meetings to gauge PRB efficacy and, following meetings, provide technical assistance and recommendations for improvement as needed.	BPD, Monitoring Team, DOJ	Policy implementation; observation of PRB meetings	Ongoing

30	207-10	Use of Force	Monitoring Team Performance Review Board Review	<p>The Monitoring Team conducts compliance reviews of PRB performance using the methodology previously agreed on by BPD and DOJ.</p> <p>The Monitoring Team submits to BPD and DOJ a draft report on the review.</p> <p>BPD and DOJ provide feedback on the draft report to the Monitoring Team.</p> <p>The Monitoring Team files the final report with the Court.</p>	<p>Monitoring Team</p> <p>Monitoring Team</p> <p>BPD, DOJ</p> <p>Monitoring Team</p>	<p>Review conducted</p> <p>Draft report submitted</p> <p>Feedback</p> <p>Report filed</p>	<p>Through Q1 2023</p> <p>Q2 2023</p> <p>Q2 2023</p> <p>Q2 2023</p>
31	211–217	Use of Force	BPD Use of Force Data Analysis 2021 & 2022	<p>BPD prepares and submits to the Monitoring Team and DOJ a proposed methodology for conducting its annual Use of Force Data Analysis required by paragraph 217. The analysis will address data on use of force incidents from 2021 and 2022.</p> <p>The Monitoring Team and DOJ provide feedback and collaborate on the methodology.</p> <p>BPD finalizes the methodology.</p> <p>BPD conducts the analysis.</p> <p>BPD submits to the Monitoring Team and DOJ a draft report on the analysis.</p> <p>The Monitoring Team and DOJ provide feedback on the draft report.</p> <p>BPD publishes the final report and files it with the Court.</p>	<p>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p> <p>BPD</p> <p>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p>	<p>Proposed methodology submitted</p> <p>Feedback and collaboration</p> <p>Methodology finalized</p> <p>Analysis conducted</p> <p>Draft report submitted</p> <p>Feedback</p> <p>Final report filed</p>	<p>Q1 2023</p> <p>Q1 2023</p> <p>Q2 2023</p> <p>Q2 2023</p> <p>Q2 2023</p> <p>Q2 2023</p> <p>Q2 2023</p>

32	212-15	Use of Force	Use of Force Forms and Data Collection Systems Evaluation	BPD, in coordination with the Monitoring Team and DOJ, will review and revise, as needed, the Use of Force Forms and Data Collection System established in the fourth monitoring year. The System addresses the requirements of paragraphs 212-215.	BPD	Draft report submitted Feedback and collaboration Final report filed Review and revise system, as needed	Q1 2023 Q1 2023 Q1 2023 Q2 2023
33	123-66	Use of Force	Monitoring Team Review	<p>The Monitoring Team prepares and submits to BPD and DOJ a proposed methodology for conduct a review of use force incidents, reporting and supervisory review of 2021 and 2022 incidents to gauge BPD's progress toward compliance with BPD policy and Consent Decree requirements on use of force, and to perform outcome assessments required by paragraph 459.d.</p> <p>BPD and DOJ provide feedback and collaborate with the Monitoring Team on the proposed methodology.</p> <p>The Monitoring Team finalizes the methodology.</p> <p>The Monitoring Team submits to BPD and DOJ a draft report on use of force incidents, reporting and supervisory review for 2022.</p> <p>BPD and DOJ provide their feedback on the draft report.</p> <p>The Monitoring Team files the final report with the Court.</p>	<p>Monitoring Team</p> <p>BPD, DOJ</p> <p>Monitoring Team</p> <p>Monitoring Team</p> <p>Monitoring Team</p> <p>Monitoring Team</p>	<p>Proposed methodology submitted</p> <p>Feedback and collaboration</p> <p>Methodology finalized</p> <p>Draft report submitted</p> <p>Feedback</p> <p>Final report filed</p>	<p>Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p> <p>Q1 2024</p> <p>Q1 2024</p> <p>Q1 2024</p>

34	287	Use of Force	Policy Review	<p>The Monitoring Team and DOJ provide feedback and collaborate with BPD on any proposed revisions to its Use of Force and related policies, and make their own suggestions for proposed revisions, if any.</p> <p>BPD finalizes proposed revisions.</p> <p>BPD issues proposed revisions for public comment.</p> <p>BPD incorporates public comment and submits final proposed revisions to the Monitoring Team and DOJ, if required.</p> <p>The Monitoring Team and DOJ indicate approval or disapproval of final proposed revisions, if required.</p> <p>The Monitoring Team files a notice of approval or disapproval with the Court.</p>	<p>Monitoring Team, DOJ</p> <p>BPD</p> <p>BPD</p> <p>BPD</p> <p>Monitoring Team, DOJ</p> <p>Monitoring Team</p>	<p>Feedback and collaboration</p> <p>Proposed revisions finalized</p> <p>Public comment period</p> <p>Final proposed revisions submitted (if required)</p> <p>Approval/ disapproval of final proposed revisions (if required)</p> <p>Notice of approval/ disapproval filed</p>	<p>Q2 2023</p> <p>Q2 2023</p> <p>Q1/Q2 2023</p> <p>Q2 2023</p> <p>Q2 2023</p> <p>Q2 2023</p>
35	168	Use of Force	Annual In-Service Training	<p>BPD will provide continuing training to all BPD members on use of force. The training will consist of various training elements or courses delivered at various points in the monitoring year. BPD will provide the training approved by the DOJ and Monitoring Team consistent with the timelines set forth in the BPD Training Plan.</p>	BPD	<p>Training Conducted/ Completed per Training Plan</p>	<p>Q2 2023 – Q1 2024</p>

36	218-221, 459.i.	Youth	Monitoring Team Review and Assessment	<p>The Monitoring Team conducts periodic reviews of data on youth interactions in BPD's Record Management System to determine whether it is sufficiently reliable to conduct the assessments required under paragraph 459.i, and the required reviews of BPD compliance with paragraph 218 through 221.</p> <p>The Monitoring Team submits to BPD and DOJ a proposed methodology for a review and assessment of BPD's interactions with youth.</p> <p>BPD and DOJ provide feedback and collaborate with the Monitoring Team on the proposed methodology.</p> <p>The Monitoring finalizes the methodology.</p> <p>The Monitoring Team conducts paragraph 459.i assessments and paragraph 218 through 221 compliance review on available, reliable data for 2021 and 2022. During the review, the Monitoring Team will periodically update the parties on its progress and, when appropriate, discuss any significant performance issues or problems identified.</p> <p>The Monitoring Team submits a draft report on the review to BPD and DOJ.</p> <p>BPD and DOJ provide feedback on the draft report.</p> <p>The Monitoring Team files the draft report with the Court.</p>	<p>Monitoring Team</p> <p>Monitoring Team</p> <p>BPD, DOJ</p> <p>Monitoring Team</p> <p>Monitoring Team</p> <p>Monitoring Team</p> <p>BPD, DOJ</p> <p>Monitoring Team</p>	<p>Periodic evaluation</p> <p>Proposed methodology submitted</p> <p>Feedback and collaboration</p> <p>Methodology finalized</p> <p>Assessment conducted</p> <p>Draft report submitted</p> <p>Feedback</p> <p>Report filed</p>	<p>Ongoing</p> <p>Q1 2023</p> <p>Q2 2023</p> <p>Q2 2023</p> <p>Q2 2023</p> <p>Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p>
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37	219	Youth	Youth Diversion	The City will provide DOJ and Monitoring Team with monthly updates on the status of its implementation and expansion of diversion-oriented strategies for youth.	City	Monthly Reports and Meetings	Ongoing
38	225, 236-37	Transportation of Persons in Custody	BPD Vehicle Inspections and Transport Audits	BPD continues to conduct and provide the Monitoring Team and DOJ 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, DOJ	Monthly Vehicle Inspections and Quarterly Audits	Ongoing
39	238	Transportation of Persons in Custody	Training for Transport Van Drivers	BPD continues to provide all officers who seek to become transport van drivers both the e-learning and the four-hour in-class certification course approved in the fourth monitoring year.	BPD	Training conducted	Ongoing
40	222-238	Transportation of Persons in Custody	Monthly Meetings	BPD, DOJ and the Monitoring Team meet at least once every month to discuss BPD's progress toward achieving compliance with Paragraphs 222-38. Among the topics addressed are the results of BPD's routine audits of transport equipment and transport events.	BPD, DOJ, Monitoring Team	Monthly Meetings	Ongoing
41	222-238	Transportation of Persons in Custody	Monitoring Team Review and Assessment	<p>The Monitoring Team submits to BPD and DOJ a proposed methodology for its second comprehensive review and assessment of BPD's compliance with the transportation of persons in custody provisions of the Consent Decree. The review will examine compliance for transport equipment and transport events for 2022.</p> <p>BPD and DOJ provide feedback and collaborate with the Monitoring Team on the proposed methodology.</p>	<p>Monitoring Team</p> <p>BPD, DOJ</p>	<p>Proposed methodology submitted</p> <p>Feedback and collaboration</p>	<p>Q2 2023</p> <p>Q2 2023</p>

				<p>The Monitoring finalizes the methodology.</p> <p>The Monitoring Team conducts paragraph 459.i assessments and paragraph 218 compliance review on available, reliable data for 2021 and 2022. During the review, the Monitoring Team will periodically update the parties on its progress and, when appropriate, discuss any significant performance issues or problems identified.</p> <p>The Monitoring submits a draft report on the review to BPD and DOJ.</p> <p>BPD and DOJ provide feedback on the draft report.</p> <p>The Monitoring Team files the draft report with the Court.</p>	<p>Monitoring Team</p> <p>Monitoring Team</p> <p>Monitoring Team</p> <p>BPD, DOJ</p> <p>Monitoring Team</p>	<p>Methodology finalized</p> <p>Assessment conducted</p> <p>Draft report submitted</p> <p>Feedback</p> <p>Report filed</p>	<p>Q2 2023</p> <p>Q2 2023</p> <p>Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p>
42	238-256	First Amendment Protected Activities	Public Order Forces Training	<p>Using the curriculum previously approved by the Monitoring Team and DOJ, BPD conducts training on its standard operating procedure for Public Order Forces.</p> <p>BPD certifies to the Court that all eligible Public Order Forces officers have successfully completed the refresher training and will indicate how many officers failed to complete the training without good cause and explain any remedial measures taken or disciplinary referrals made for those officers. BPD will share a draft of the certification with the Monitoring Team and DOJ to allow for feedback on the certification before filing. Along with the draft, BPD will provide a list of officers who failed to complete the training without good cause, along with the remedial efforts or disciplinary</p>	<p>BPD</p> <p>BPD</p>	<p>Training conducted</p> <p>Certification of completion filed</p>	<p>Q1 – Q3 2023</p> <p>Q3 2023</p>

				processes it utilized, or will utilize, for each officer.			
43	238-254, 255-56	First Amendment Protected Activities	Annual BPD Assessment	<p>Using the methodology approved in the fifth monitoring year, BPD prepares submits to the Monitoring Team and DOJ a draft report reflecting a self-assessment of its responses to First Amendment protected activity in 2021. The assessment should identify deficiencies and opportunities for improvement.</p> <p>The Monitoring Team and DOJ provide feedback on the draft report</p> <p>BPD publishes the final report and files it with the Court.</p>	<p>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p>	<p>Draft report submitted</p> <p>Feedback</p> <p>Final report filed</p>	<p>Q2 2023</p> <p>Q2 2023</p> <p>Q2 2023</p>
44	239-50, 252-54, 459.j	First Amendment Protected Activities	Monitoring Team Review and Assessment	<p>Using the methodology previously agreed to by BPD and DOJ, the Monitoring Team conducts A review and assessment of BPD's responses to First Amendment protected activity in 2021. The methodology will include, at a minimum, a review of the same events and encounters BPD reviews for its self-assessment for 2021, as well as the assessment required by paragraph 459.j.</p> <p>The Monitoring Team submits to BPD and DOJ a draft report of its review and assessment.</p> <p>BPD and DOJ provide feedback on the Monitoring Team's draft report.</p> <p>The Monitoring Team files the final report with the Court.</p>	<p>Monitoring Team</p> <p>Monitoring Team</p> <p>BPD, DOJ</p> <p>Monitoring Team</p>	<p>Review conducted</p> <p>Draft report submitted</p> <p>Feedback</p> <p>Final report filed</p>	<p>Through Q1 2023</p> <p>Q2 2023</p> <p>Q2 2023</p> <p>Q2 2023</p>

45		Sexual Assault	Technical Assistance	On a bi-annual basis, BPD will meet with DOJ and the Monitoring Team to review sexual assault cases for the purpose of receiving technical assistance on conducting sexual assault investigations. BPD, DOJ and the Monitoring Team will work collaboratively to develop a schedule for: (1) BPD to provide DOJ and the Monitoring Team a list of sexual assault cases closed during each quarter; (2) DOJ and the Monitoring Team to select one or more cases on the list to review with BPD; (3) BPD to produce the associated case file(s); and (4) BPD, DOJ and the Monitoring Team to hold a session with supervisors and detectives to discuss the issues in the case(s) and make recommendations for improving future investigations as warranted.	BPD, DOJ, Monitoring Team	Bi-annual Technical Assistance Meetings	Bi-annual
46	259	Sexual Assault	Annual Detective Training	<p>BPD's Sex Offense Unit develops and submits to the Monitoring Team and DOJ a draft curriculum for annual in-service training for all officers who conduct or supervise sexual assault investigations.</p> <p>The Monitoring Team and DOJ provide feedback and collaborate with BPD on the draft curriculum.</p> <p>BPD incorporates the feedback and issues the draft curriculum for SART feedback.</p> <p>BPD incorporates the feedback, finalizes the curriculum, and submits it to the Monitoring Team and DOJ for approval.</p> <p>The Monitoring Team and DOJ approve or disapprove the curriculum.</p>	<p>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p> <p>BPD</p> <p>Monitoring Team, DOJ</p>	<p>Draft curriculum submitted</p> <p>Feedback and collaboration</p> <p>SART comment period</p> <p>Curriculum finalized</p> <p>Approval/disapproval of final curriculum</p>	<p>Q2 2023</p> <p>Q2 2023</p> <p>Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p>

				<p>The Monitoring Team files a notice of approval or disapproval with the Court.</p> <p>BPD conducts the training for all officers who conduct or supervise sexual assault investigations.</p> <p>BPD certifies to the Court that all eligible officers have successfully completed the training and will indicate how many officers failed to complete the training without good cause and explain any remedial measures taken or disciplinary referrals made for those officers. BPD will share a draft of the certification with the Monitoring Team and DOJ to allow for feedback on the certification before filing.</p>	<p>Monitoring Team</p> <p>BPD</p> <p>BPD</p>	<p>Notice of approval/ disapproval filed</p> <p>Training conducted</p> <p>Certification of completion filed</p>	<p>Q4 2023</p> <p>Q4 2023</p> <p>Q1 2024</p>
47	264	Sexual Assault	Data	<p>The Monitoring Team and DOJ meet quarterly with BPD to discuss the data being collected on reports of sexual assault in the new Records Management System for the purpose of providing ongoing technical assistance and quality assurance expertise in real-time as BPD enhances its data collection and analysis capabilities regarding sexual assault investigations.</p>	BPD, DOJ, Monitoring Team	Quarterly Meetings	<p>Q1 2023</p> <p>Q2 2023</p> <p>Q3 2023</p> <p>Q4 2024</p>
48	264	Sexual Assault	Annual Sexual Assault Investigations Data Report	<p>BPD prepares and submits to the Monitoring Team and DOJ a proposed methodology for its annual sexual assault investigations data report that explains and analyzes the data identified in paragraph 264. The report will address data from the calendar year 2021. To the extent that some of the requirements of paragraph 264 cannot be satisfied, or would require undue resources to complete, the report will describe the difficulties, identify specific measures that need to be implemented to address them, and propose a</p>	BPD	Proposed methodology submitted	Q2 2023

				<p>timeline for addressing them in future reports. Additionally, the report will include any information obtained from the sexual assault victims survey, addressed in Paragraphs 264 and 265, in this annual report.</p> <p>The Monitoring Team and DOJ provide feedback and collaborate with BPD on the proposed methodology.</p> <p>BPD finalizes the methodology.</p> <p>BPD conducts the analysis.</p> <p>BPD submits to the Monitoring Team and DOJ a draft report on the analysis.</p> <p>The Monitoring Team and DOJ provide feedback on the draft report.</p> <p>BPD publishes the final report and files it with the Court.</p>	<p>Monitoring Team, DOJ</p> <p>BPD</p> <p>BPD</p> <p>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p>	<p>Feedback and collaboration</p> <p>Methodology finalized</p> <p>Analysis conducted</p> <p>Draft report submitted</p> <p>Feedback</p> <p>Final report filed</p>	<p>Q2 2023</p> <p>Q2 2023</p> <p>Q2 – Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p> <p>Q4 2023</p>
49	267-79	Technology	Resource Plan	<p>BPD and the City submit to the Monitoring Team and DOJ and file with the Court semiannual updates on their progress under the previously approved Technology Resource Plan. Any Plan deadlines that BPD and the City revise will be incorporated into this Monitoring Plan.</p> <p>In preparing each of these reports, BPD will consider whether amendments or new requirements should be incorporated into the Technology Resource Plan (e.g., the potential addition of a fleet management system for BPD vehicles). If BPD determines amendments or new requirements are needed, it will include an update to the Technology Resource Plan reflecting</p>	BPD	Progress report filed	Q2 2023 Q4 2023

				those changes as an appendix to the progress report.			
50	267-79	Technology	Resource Plan	BPD and the City submit to the Monitoring Team and DOJ an updated data matrix that tracks BPD's progress toward satisfying the objectives established in the Technology Resource Plan.	BPD	Updated data matrix submitted	Q2 2023
51	267-79	Technology	Resource Plan	BPD, DOJ, and the Monitoring Team meet monthly to discuss the implementation of the technology initiatives associated with the Consent Decree. Representatives across BPD functions implicated by the Resource Plan will attend, as will Monitoring Team leads in implicated areas of the Consent Decree. The purpose of these meetings is to discuss technical project management, development of system functionality to achieve Consent Decree objectives, and adaptation to new technology within the Department.	BPD, DOJ, Monitoring Team	Monthly meetings	Ongoing
52	294-99	Training	Training Plan	BPD, in consultation with the Monitoring Team and DOJ, updates its Training Plan, which establishes timelines for the next three years for development and delivery of in-service training and e-learning for officers department-wide, supervisors department-wide, officers requiring specialized training (e.g., sex assault investigators, CIT officers), and field training officers. Once completed, the updated Training Plan will be published on BPD's website.	BPD	Training plan updated	Q1 2023

53	299	Training	Training Needs Assessment	<p>To inform the 2024 Training Plan, BPD will conduct a Training Needs Assessment. It will provide a draft, written document summarizing the needs assessment to the Monitoring Team and DOJ.</p> <p>DOJ and the Monitoring Team will provide feedback.</p> <p>BPD will revise and finalize the Training Needs Assessment.</p>	<p>BPD</p> <p>DOJ, Monitoring Team</p> <p>BPD</p>	<p>Training Needs Assessment Submitted to DOJ, Monitoring Team</p> <p>Feedback Provided</p> <p>Final Training Needs Assessment Finalized</p>	<p>Q4 2023</p> <p>Q4 2023</p> <p>Q4 2023</p>
54	300	Training	Training Data Tracking System	<p>BPD provides the Monitoring Team and DOJ with regular, periodic updates regarding the effectiveness of its Learning Management System (“LMS”) and the extent to which its use of the LMS is satisfying the requirements of paragraph 300. To the extent the LMS is not satisfying all such requirements, BPD will provide the Monitoring Team and DOJ regular, periodic updates on how it is satisfying those requirements that its use of the LMS does not satisfy.</p>	BPD	Learning Management System updates	Ongoing, Monthly During Regular Training Calls
55	291-300	Training	Monitoring Team Review and Assessment	<p>The Monitoring Team prepares and submits to BPD and DOJ a proposed methodology for conducting its second comprehensive compliance review and assessment of BPD’s training function to evaluate compliance with paragraphs 291-300.</p> <p>BPD and DOJ provide feedback and collaborate with BPD on the proposed methodology.</p> <p>The Monitoring Team finalizes the methodology.</p>	<p>Monitoring Team</p> <p>BPD, DOJ</p> <p>Monitoring Team</p>	<p>Proposed methodology submitted</p> <p>Feedback and collaboration</p> <p>Methodology finalized</p> <p>Review conducted</p>	<p>Q2 2023</p> <p>Q3 2023</p> <p>Q3 2023</p>

				<p>The Monitoring Team conducts the review.</p> <p>The Monitoring Team submits a draft of the audit report to BPD and DOJ.</p> <p>BPD and DOJ provide feedback on the draft report.</p> <p>The Monitoring Team files the final report with the Court.</p>	<p>Monitoring Team</p> <p>Monitoring Team</p> <p>BPD, DOJ</p> <p>Monitoring Team</p>	<p>Draft report submitted</p> <p>Feedback</p> <p>Final report filed</p>	<p>Through Q3 2023</p> <p>Q2 2023</p> <p>Q3 2023</p> <p>Q3 2023</p>
56	293, 301–302	Supervision	FTO Refresher Training	<p>BPD will offer one-day refresher field training officer training for all officers who became FTOs in 2022. BPD will use the same curriculum used for FTO refresher training in 2022. Any proposed changes to the curriculum must be shared with and approved by the Monitoring Team and DOJ.</p> <p>BPD certifies to the Court that all eligible FTOs have successfully completed the refresher training and will indicate how many officers failed to complete the training without good cause and explain any remedial measures taken or disciplinary referrals made for those officers. BPD will share a draft of the certification with the Monitoring Team and DOJ to allow for feedback on the certification before filing.</p>	<p>BPD</p> <p>BPD</p>	<p>Training conducted</p> <p>Certification of completion filed</p>	<p>Q1 2023</p> <p>Q3 2023</p> <p>Q1 2023</p> <p>Q3 2023</p>
57	293, 301–302	Supervision	FTO Certification Training	<p>BPD will offer a five-day field training officer certification course for all officers who are becoming FTOs. BPD will use the same curriculum used for FTO certification training in 2022. Any proposed changes to the curriculum must be shared with and approved by the Monitoring Team and DOJ.</p>	<p>BPD</p>	<p>Training conducted</p>	<p>Q1 2023</p> <p>Q3 2023</p>

				BPD certifies to the Court that all new FTOs have successfully completed the certification course and will indicate how many officers failed to complete the course without good cause and explain any remedial measures taken or disciplinary referrals made for those officers. BPD will share a draft of the certification with the Monitoring Team and DOJ to allow for feedback on the certification before filing.	BPD	Certification of completion filed	Q1 2023 Q3 2023
58	308–309, 414, 432	Supervision	General Supervisor Training	<p>BPD conducts general supervisor training using curriculum approved in the fifth year. The curriculum covers the issues identified in paragraphs 308, 309, 414, and 432, the new performance evaluation system approved in the fourth monitoring year, and the provisions in BPD Policy 210, <i>Patrol Supervisor Duties and Responsibilities</i>. The training will be delivered to all supervisors, including newly appointed sergeants and lieutenants.</p> <p>BPD certifies to the Court that all eligible supervisors have successfully completed the refresher training and will indicate how many officers failed to complete the training without good cause and explain any remedial measures taken or disciplinary referrals made for those officers. BPD will share a draft of the certification with the Monitoring Team and DOJ to allow for feedback on the certification before filing.</p>	BPD	Training conducted	Through Q1 2023
					BPD	Certificate of completion filed	Q1 2023
59	312–327	Supervision	Early Intervention System	BPD continues to convene an Early Intervention System (“EIS”) Working Group of designated stakeholders to coordinate the procurement, development and implementation of a new EIS in accordance with Consent	BPD, Monitoring Team, DOJ	Monthly meetings	Ongoing

				Decree requirements. The Working Group will meet at least monthly with the Monitoring Team and DOJ. The timeline for the procurement, development and implementation of the EIS will be included in all updates to the Technology Resource Plan required in this Monitoring Plan.			
60		Supervision	Early Intervention System Policies	BPD will prepare and submit to the Monitoring Team and DOJ the procedural aspects of a draft policy for its Early Intervention System. Development of the technological aspects of the policy will await procurement and development of the EIS technology. The Monitoring Team and DOJ provide feedback and collaborate with BPD on the proposed draft policies relating to the Early Intervention System, and BPD finalizes the drafts. BPD issues draft policy for public comment.	BPD Monitoring Team, DOJ BPD	Draft policy submitted Feedback and collaboration First public comment period	Q4 2023 Q1 2024 Q1 2024
61	328	Supervision	Annual Supervision Evaluation	BPD performs an evaluation of supervisor performance consistent with paragraph 328 and the methodology previously approved, and submits a draft report to the Monitoring Team and DOJ. The Monitoring Team and DOJ provide feedback on the draft report. BPD publishes the final report and files it with the Court.	BPD Monitoring Team, DOJ BPD	Draft report submitted Feedback Final report filed	Q2 2023 Q2 2023 Q3 2023
62	372–88, 403–05	Misconduct Investigation & Discipline	Disciplinary System Policy	BPD submits a revised draft of its General Disciplinary Process policy, Policy 308, to the Monitoring Team and DOJ. BPD has been drafting this policy	BPD	Revised draft policy submitted	Q2 2023

				<p>for some time and is currently awaiting finalization of certain aspects of the police reform legislation enacted in the State of Maryland in 2021.</p> <p>The Monitoring Team and DOJ provide feedback on the revised draft policy.</p> <p>BPD finalizes the revised draft policy.</p> <p>BPD issues the revised draft policy for public comment.</p> <p>BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback and finalizes a second draft of the revised policy.</p> <p>BPD issues the second draft of the revised policy for public comment.</p> <p>BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback, finalizes the revised policy, and submits it to the Monitoring Team and DOJ for approval.</p> <p>The Monitoring Team and DOJ will approve or disapprove the revised policy.</p> <p>The Monitoring Team files a notice of approval or disapproval with the Court.</p>	<p>Monitoring Team, DOJ</p> <p>BPD</p> <p>BPD</p> <p>Monitoring Team, DOJ, BPD</p> <p>BPD</p> <p>BPD, Monitoring Team, DOJ</p> <p>Monitoring Team, DOJ</p> <p>Monitoring Team</p>	<p>Feedback and collaboration</p> <p>Revised draft policy finalized</p> <p>First public comment period</p> <p>Address public feedback</p> <p>Second public comment period</p> <p>Final revised policy submitted</p> <p>Approval/ disapproval of final revised policy</p> <p>Notice of approval/ Disapproval filed</p>	<p>Q2 2023</p> <p>Q2 2023</p> <p>Q2 2023</p> <p>Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p>
63	168, 415	Misconduct Investigation & Discipline	Disciplinary System Training for All Officers	<p>Using the methodology that the Monitoring Team and DOJ approved in the fifth year, BPD conducts training for all officers that meets part of the requirements of paragraph 415. The curriculum also covers annual in-service training on use community policing and BPD Policy 1809 requiring officers to comply with their</p>	BPD	Training conducted	Through Q1 2023

				<p>constitutional obligation—or “Brady-Giglio” obligation—to disclose exculpatory and impeaching evidence in criminal cases.</p> <p>BPD certifies to the Court that all eligible officers have successfully completed the refresher training and will indicate how many officers failed to complete the training without good cause and explain any remedial measures taken or disciplinary referrals made for those officers. BPD will share a draft of the certification with the Monitoring Team and DOJ to allow for feedback on the certification before filing.</p>	BPD	Certification of completion filed	Q1 2023
64	414	Misconduct Investigation & Discipline	Annual PIB Investigator Training	<p>BPD submits to the Monitoring Team and DOJ a draft curriculum for annual in-service training for Public Integrity Bureau investigators, as required by Paragraph 414.</p> <p>The Monitoring Team and DOJ provide feedback and collaborate with BPD on the draft curriculum.</p> <p>BPD incorporates the feedback and finalizes the initial draft of the curriculum.</p> <p>BPD issues the initial draft of the curriculum for public comment.</p> <p>BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback and finalizes a second draft of the curriculum.</p> <p>BPD issues the second draft of the curriculum for public comment.</p> <p>BPD, with input from the Monitoring Team and DOJ, incorporates the public</p>	<p>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p> <p>BPD</p> <p>BPD</p> <p>BPD</p>	<p>Draft curriculum submitted</p> <p>Feedback and collaboration</p> <p>Initial draft finalized</p> <p>First public comment period</p> <p>Second draft finalized</p> <p>Second public comment period</p> <p>Curriculum finalized</p>	<p>Q2 2023</p> <p>Q2 2023</p> <p>Q2 2023</p> <p>Q2 2023</p> <p>Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p>

				<p>feedback, finalizes the curriculum, and submits it to the Monitoring Team and DOJ for approval.</p> <p>The Monitoring Team and DOJ will approve or disapprove the curriculum.</p> <p>The Monitoring Team files a notice of approval or disapproval with the Court.</p> <p>BPD conducts the training.</p> <p>BPD certifies to the Court that all eligible trial board members and other individuals involved in disciplinary proceedings have successfully completed the refresher training and will indicate how many such individuals failed to complete the training without good cause and explain any remedial measures taken or disciplinary referrals made for those individuals. BPD will share a draft of the certification with the Monitoring Team and DOJ to allow for feedback on the certification before filing.</p>	<p>Monitoring Team, DOJ</p> <p>Monitoring Team</p> <p>BPD</p> <p>BPD</p>	<p>Approval/ disapproval of final curriculum</p> <p>Notice of approval/ disapproval filed</p> <p>Training conducted</p> <p>Certification of completion filed</p>	<p>Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p>
65		Misconduct Investigations & Discipline	Brady-Giglio Policy E-Learning	<p>BPD prepares and submits to the Monitoring Team and DOJ a draft e-learning for all personnel on BPD Policy 1809 requiring officers to comply with their constitutional obligation—or “Brady-Giglio” obligation—to disclose exculpatory and impeaching evidence in criminal cases.</p> <p>The Monitoring Team and DOJ provide feedback and collaborate with BPD on the draft curriculum and e-learning.</p>	<p>BPD</p> <p>Monitoring Team, DOJ</p>	<p>Draft e-learning submitted</p> <p>Feedback and collaboration</p>	<p>Q2 2023</p> <p>Q2 2023</p>

			BPD incorporates the feedback and finalizes the initial draft of the curriculum and e-learning.	BPD	Initial draft finalized	Q2 2023
			BPD issues the initial draft of the curriculum and e-learning for public comment.	BPD	First public comment period	Q2 - Q3 2023
			BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback and finalizes a second draft of the curriculum and e-learning.	BPD	Second draft finalized	Q3 2023
			BPD issues the second draft of the curriculum and e-learning for public comment.	BPD	Second public comment period	Q3 2023
			BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback, finalizes the curriculum and e-learning, and submits them to the Monitoring Team and DOJ for approval.	BPD	Curriculum finalized	Q3 2023
			The Monitoring Team and DOJ will approve or disapprove the curriculum.	Monitoring Team, DOJ	Approval/disapproval of final curriculum	Q3 2023
			The Monitoring Team files a notice of approval or disapproval with the Court.	Monitoring Team	Notice of approval/disapproval filed	Q3 2023
			BPD delivers the e-learning. Officers will complete the e-learning <i>after</i> completing in-service training on disciplinary system policies and Brady-Giglio requirements.	BPD	E-learning delivered	Q3 - Q4 2023
			BPD certifies to the Court that all eligible officers have successfully completed the e-learning and will indicate how many such individuals failed to complete the e-learning without good cause and explain any remedial measures taken or disciplinary referrals made for those individuals. BPD will	BPD	Certification of completion filed	Q4 2023

				share a draft of the certification with the Monitoring Team and DOJ to allow for feedback on the certification before filing.			
66	402	Misconduct Investigations & Discipline	BPD-PIB and CRB Quarterly Reports	<p>BPD and the Civilian Review Board prepare and submit to the Monitoring Team and DOJ draft quarterly reports on misconduct investigations and discipline in accordance with the requirements of paragraph 402.</p> <p>The Monitoring Team and DOJ provide feedback on the draft quarterly reports.</p> <p>BPD and CRB publish final quarterly reports and file them with the Court.</p>	<p>BPD, CRB</p> <p>Monitoring Team, DOJ</p> <p>BPD, CRB</p>	<p>Draft quarterly reports submitted</p> <p>Feedback</p> <p>Final quarterly reports filed</p>	<p>Q1 2023 (for Q3 2022)</p> <p>Q2 2023 (for Q4 2022)</p> <p>Q3 2023 (for Q1 2023)</p> <p>Q4 2023 (for Q3 2022)</p> <p>Q2 2023 Q3 2023 Q4 2023 Q1 2023</p> <p>Q2 2023 Q3 2023 Q4 2023 Q1 2024</p>

67	329-415	Misconduct Investigations & Discipline	Monitoring Team and DOJ Technical Assistance with Misconduct Investigations	BPD, the Monitoring Team and DOJ will meet at least quarterly to discuss current information about complaint intake, misconduct investigations, and misconduct findings and recommendations. The purpose of these monthly meetings is to (1) evaluate in real-time BPD's overall compliance with Consent Decree provisions regarding misconduct investigations; (2) address in real-time any trends in officer misconduct, the timeliness of misconduct investigations, compliance with requirements regarding complainant and involved officer communication, and other Consent Decree and policy requirements; and (3) review specific misconduct cases to assess compliance with BPD policies, including classification policies, documentation and record-keeping policies, policies regarding communication with complainants and involved officers, and investigation policies, with the objective of providing technical assistance to PIB personnel to improve their performance.	BPD, Monitoring Team, DOJ	Bi-annual Meetings	Ongoing
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68	396–401, 403, 404	Misconduct Investigations & Discipline	Transparency Initiatives	<p>BPD continues to implement the Transparency Initiatives Plan adopted during the fourth monitoring year and to provide implementation updates to the Monitoring Team and DOJ. The Plan address the requirements of paragraphs 396-401, 403 and 404. The Plan originally established a timeline for certain transparency implementation projects that ended at the conclusion of the 2022. Moving forward, BPD will map out its misconduct and discipline transparency initiatives in annual Monitoring Plans. Below are the transparency initiatives that BPD shall accomplish this year:</p> <ul style="list-style-type: none"> • Revamp the online complaint intake platform to improve the user experience; (Q1/Q2 2023) • Host two public information sessions specifically focused on BPD’s internal accountability structures; (Q2 and Q4 2023) • Review of existing informational materials accessible to the public; (Ongoing) • Ensure that there is appropriate transparency for the new Trial Board process established by the Maryland Police Accountability Act of 2021. (Ongoing) 	BPD	Transparency Initiatives Plan Implemented	<p>Ongoing</p> <p>Q1/Q2 2023</p> <p>Q2, Q4 2023</p> <p>Ongoing</p> <p>Ongoing</p>
69	399	Misconduct Investigations & Discipline	PIB Jurisdiction/ Transparency	<p>BPD will create a short video that explains the jurisdiction and duties of the Public Integrity Bureau (PIB) pursuant to the requirements in Consent Decree paragraph 399. The completed video will be available on BPD’s website.</p>	<p>BPD, Monitoring Team, DOJ</p> <p>BPD</p>	<p>Collaboration Period</p> <p>Video Posted Online</p>	<p>Q2 2023</p> <p>Q2 2023</p>

70	405	Misconduct Investigations & Discipline	BPD Disciplinary Process Audit	<p>Using the methodology approved by the Monitoring and DOJ, BPD conducts an audit of its disciplinary process. As required by paragraph 405, the audit will evaluate complaint intake, investigation, and the imposition of discipline. This inaugural audit will cover 2022.</p> <p>BPD submits a draft of the audit report to the Monitoring Team and DOJ.</p> <p>The Monitoring Team and DOJ provide feedback on the draft report.</p> <p>BPD publishes the final report and files it with the Court.</p>	<p>BPD Monitoring Team, DOJ</p> <p>BPD</p>	<p>Draft methodology submitted</p> <p>Feedback and Collaboration</p> <p>Methodology Finalized</p> <p>Audit conducted</p> <p>Draft report submitted</p> <p>Feedback</p> <p>Final report filed</p>	<p>Q1 2023</p> <p>Q2 2023</p> <p>Q2 2023</p> <p>Q2 2023</p> <p>TBD</p> <p>TBD</p> <p>TBD</p>
71	406–408	Misconduct Investigations & Discipline	Civilian Complaint Intake Testing Program	<p>Working with the vendor BPD retains, BPD will prepare and submit to the Monitoring Team, and DOJ policies, procedures and an implementation plan for a civilian intake testing program. The plan will identify stakeholders to oversee and participate in the program, developing means for ensuring program integrity, and establishing an implementation timeline.</p> <p>The Monitoring Team and DOJ provided feedback on the policies, procedures and implementation plan.</p> <p>BPD finalizes the program’s policies and procedures and implementation plan.</p> <p>BPD implements the program and commences random testing.</p>	<p>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p> <p>BPD</p>	<p>Submission of policies, procedures and implementation plan</p> <p>Feedback and collaboration</p> <p>Policies, procedures, and plan finalized</p> <p>Implementation</p>	<p>TBD</p> <p>TBD</p> <p>TBD</p> <p>TBD</p>

72	329–88, 459.n	Misconduct Investigations & Discipline	Monitoring Team Review and Assessment	<p>The Monitoring Team prepares and submits to BPD and DOJ a proposed methodology for conducting a comprehensive review and assessment of the quality of BPD Public Integrity Bureau misconduct investigations initiated after May 1, 2021 (following completion of PIB investigator training) and completed by December 31, 2022 to determine BPD’s compliance with Consent Decree requirements.</p> <p>BPD and DOJ provide feedback and collaborate with the Monitoring Team on the proposed methodology.</p> <p>The Monitoring Team finalizes the methodology.</p> <p>The Monitoring Team conducts the review. During the review, the Monitoring Team will periodically update the parties on its progress and, when appropriate, discuss any significant performance issues or problems identified.</p> <p>The Monitoring Team submits to BPD and DOJ a draft report of its review.</p> <p>BPD and DOJ provide feedback on the Monitoring Team’s draft report.</p> <p>The Monitoring Team files the final report with the Court.</p>	<p>Monitoring Team</p> <p>BPD, DOJ</p> <p>Monitoring Team</p> <p>Monitoring Team</p> <p>Monitoring Team</p> <p>BPD, DOJ</p> <p>Monitoring Team</p>	<p>Draft methodology submitted</p> <p>Feedback and collaboration</p> <p>Methodology finalized</p> <p>Review conducted</p> <p>Draft report submitted</p> <p>Feedback</p> <p>Final report filed</p>	<p>Q1 2023</p> <p>Q2 2023</p> <p>Q2 2023</p> <p>Q2 – Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p>
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73	420–26	Recruitment, Hiring, and Retention	Recruitment, Hiring and Retention Plan Implementation and Reporting	BPD continues to implement the previously approved Hiring Process, Recruitment and Retention Plans. BPD continues command-level RecruitSTAT meetings. BPD meets bi-weekly with the Monitoring Team and DOJ to discuss its progress in implementing and achieving the objectives of the Hiring Process, Recruitment and Retention Plans.	BPD, DOJ, Monitoring Team	Biweekly meetings	Ongoing
74	427	Recruitment, Hiring, and Retention	Annual BPD Self-Evaluation	<p>BPD prepares and submits to the Monitoring Team and DOJ a draft of its annual report on recruiting and retention, in accordance with the requirements of paragraph 427.</p> <p>The Monitoring Team and DOJ provide feedback on the draft report.</p> <p>BPD publishes the final report and files it with the Court.</p>	<p>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p>	<p>Draft report submitted</p> <p>Feedback</p> <p>Final report filed</p>	<p>Q3 2023</p> <p>Q4 2023</p> <p>Q4 2023</p>
75	420-27	Recruitment, Hiring, and Retention	Monitoring Team Review	<p>Using the methodology agreed to in the fifth year, the Monitoring Team conducts a review of BPD’s progress toward satisfying the recruitment, hiring and retention requirements of the Consent Decree. The review will incorporate, among other things, BPD data on recruitment, hiring and retention and the results from the officer survey groups conducted under this Monitoring Plan.</p> <p>The Monitoring Team submits to BPD and DOJ a draft report of the review.</p> <p>BPD and DOJ provide feedback on the Monitoring Team’s draft report.</p> <p>The Monitoring Team files the final report with the Court.</p>	<p>Monitoring Team</p> <p>Monitoring Team</p> <p>BPD, DOJ</p> <p>Monitoring Team</p>	<p>Review conducted</p> <p>Draft report submitted</p> <p>Feedback</p> <p>Final report filed</p>	<p>Through Q1 2023</p> <p>Q1 2023</p> <p>Q2 2023</p> <p>Q2 2023</p>

76	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan Meetings	BPD, the Monitoring Team and DOJ continue to convene at least monthly to discuss the implementation of the updated Staffing Plan. The purpose of these meetings is to allow the Monitoring Team and DOJ to provide oversight and real-time technical assistance as BPD implements the Plan.	BPD, DOJ, Monitoring Team	Monthly Meetings	Ongoing
77	429-30	Staffing, Performance Evaluations, and Promotions	Updated Staffing Plan	<p>BPD reviews its existing Staffing Plan and prepares and submits to DOJ and the Monitoring Team an updated draft that reflects current Department needs and priorities, including new or evolving needs and priorities precipitated by, for example, the updated Community Policing Plan, any new collective bargaining agreement, redistricting, periodic review of shift constants, implementation of the new Record Management System, or Crisis Intervention Team demands.</p> <p>The Monitoring Team and DOJ provide feedback and collaborate with BPD on the draft updated Staffing Plan.</p> <p>BPD publishes the updated Staffing Plan and files it with the Court.</p>	<p>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p>	<p>Draft updated Staffing Plan submitted</p> <p>Feedback and collaboration</p> <p>Final updated Staffing Plan filed</p>	<p>Q2 2023</p> <p>Q3 2023</p> <p>Q3 2023</p>
78	431-35	Staffing, Performance Evaluations, and Promotions	Promotions Policies	BPD continues to implement the previously approved promotions policies. BPD, the Monitoring Team and DOJ will meet on at least a quarterly basis so BPD can share information about the implementation of the policies and enable the Monitoring Team and DOJ to provide real-time oversight and technical assistance.	BPD, DOJ, Monitoring Team	Continued implementation of policies; quarterly meetings	Ongoing

79	431-35	Staffing, Performance Evaluations, and Promotions	Performance Evaluations Policies	BPD implements the previously approved performance evaluations policies. BPD, the Monitoring Team and DOJ will meet at least once after the performance evaluation process is complete so BPD can share information about the implementation of the policies and enable the Monitoring Team and DOJ to provide real-time oversight and technical assistance.	BPD, DOJ, Monitoring Team	Implementation of policies	Ongoing
80	436-40	Officer Assistance & Support	Officer Wellness Programs	BPD, the Monitoring Team and DOJ continue to meet monthly to discuss BPD's progress toward achieving compliance with paragraphs 436-441 and any measures BPD should take to achieve compliance.	BPD, DOJ, Monitoring Team	Continued program implementation; monthly Meetings	Ongoing
81	441	Officer Assistance & Support	Annual BPD Self-Assessment	<p>BPD prepares and submits to the Monitoring Team and DOJ a draft of its annual report on officer wellness programs, in accordance with the requirements of paragraph 441.</p> <p>The Monitoring Team and DOJ provide feedback on the draft report.</p> <p>BPD publishes the final report and files it with the Court.</p>	<p>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p>	<p>Draft report submitted</p> <p>Feedback</p> <p>Final report filed</p>	<p>Q2 2023</p> <p>Q2 2023</p> <p>Q2 2023</p>

82	436-41	Officer Assistance & Support	Monitoring Team Review	<p>The Monitoring Team prepares and submits to BPD and DOJ a proposed methodology for conducting its second review of BPD's progress toward satisfying officer assistance and support requirements of the Consent Decree. The review will incorporate, among other things, BPD data on officer wellness programs and the results from the officer survey groups conducted under this Monitoring Plan.</p> <p>BPD and DOJ provide feedback and collaborate with the Monitoring Team on the proposed methodology.</p> <p>The Monitoring Team finalizes the methodology.</p> <p>The Monitoring Team conducts the review.</p> <p>The Monitoring Team submits to BPD and DOJ a draft report of the review.</p> <p>BPD and DOJ provide feedback on the Monitoring Team's draft report.</p> <p>The Monitoring Team files the final report with the Court.</p>	<p>Monitoring Team</p> <p>BPD, DOJ</p> <p>Monitoring Team</p> <p>Monitoring Team</p> <p>Monitoring Team</p> <p>BPD, DOJ</p> <p>Monitoring Team</p>	<p>Draft methodology submitted</p> <p>Feedback and collaboration</p> <p>Methodology finalized</p> <p>Review conducted</p> <p>Draft report submitted</p> <p>Feedback</p> <p>Final report filed</p>	<p>Q2 2023</p> <p>Q2 2023</p> <p>Q2 2023</p> <p>Through Q2 2023</p> <p>Q4 2023</p> <p>Q4 2023</p> <p>Q4 2023</p>
83	469-72	Required Monitor Reporting	Monitoring Team Ninth Semiannual Report	<p>The Monitoring Team prepares and submits to BPD, the City and DOJ a draft of its Ninth Semiannual Report, in accordance with the requirements of paragraph 472.</p> <p>BPD, the City and DOJ provide feedback on the draft report.</p> <p>The Monitoring Team publishes the final report and files it with the Court.</p>	<p>Monitoring Team</p> <p>BPD, DOJ</p> <p>Monitoring Team</p>	<p>Draft report submitted</p> <p>Feedback</p> <p>Final report filed</p>	<p>Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p>

84	471–72	Required Monitor Reporting	Monitoring Team Tenth Semiannual Report	<p>The Monitoring Team prepares and submits to BPD, the City and DOJ a draft of its Tenth Semiannual Report, in accordance with the requirements of paragraph 472.</p> <p>BPD, the City and DOJ provide feedback on the draft report.</p> <p>The Monitoring Team publishes the final report and files it with the Court.</p>	<p>Monitoring Team</p> <p>BPD, DOJ</p> <p>Monitoring Team</p>	<p>Draft report submitted</p> <p>Feedback</p> <p>Final report filed</p>	<p>Q1 2024</p> <p>Q1 2024</p> <p>Q2 2024</p>
85	471–72	Monitor Reports	Report Community Meetings	The Monitor will hold one of its required, quarterly community meetings to brief community members on the Seventh Semiannual Report.	Monitoring Team	Quarterly Community Meeting on Semiannual Report Held	TBD
86	461	Monitor Reports	Monthly Meetings with Court	The Monitoring Team, BPD, the City and DOJ meet with the Court to discuss the progress BPD and the City are making toward compliance in specific areas of the Consent Decree. At or before the beginning of the monitoring year, the Court will issue an order establishing the meeting schedule, by date and topic.	Monitoring Team, BPD, City, DOJ	Monthly meetings	TBD by Court
87	461	Monitor Reports	Quarterly Hearings with Court	The Court holds quarterly public hearings to discuss the progress BPD and the City are making toward compliance with the Consent Decree. At or before the beginning of the monitoring year, the Court will issue an order establishing the hearing schedule.	Monitoring Team, BPD, City, DOJ	Quarterly Public Hearings	TBD by Court

88	461	Monitoring Plan	Updated Sixth-Year Monitoring Plan	The Monitoring Team prepares and submits to BPD, the City and DOJ a draft Updated Sixth-Year Monitoring Plan, which includes any necessary adjustments to the approved Plan.	Monitoring Team	Draft updated plan submitted	Q3 2023
				BPD, the City and DOJ provide feedback and collaborate with the Monitoring Team on the draft Updated Plan.	BPD, City, DOJ	Feedback and collaboration	Q3 2023
				The Monitoring Team files the Updated Plan with the Court.	Monitoring Team	Final updated plan filed	Q3 2023
89	461	Monitoring Plan	Seventh-Year Monitoring Plan	The Monitoring Team prepares and submits to BPD, the City and DOJ a draft of the Seventh-Year Monitoring Plan. The Plan will cover the period February 16, 2023 through March 1, 2024.	Monitoring Team	Draft plan submitted	Q4 2023
				BPD, the City and DOJ provide feedback and collaborate with the Monitoring Team on the draft Plan.		Feedback and collaboration	Q1 2024
				The Monitoring Team issues the draft Plan for public comment.		Public comment period	Q1 2024
				The Monitoring Team, with input from BPD, the City and DOJ, incorporate public feedback into the Plan, and file the final Plan with the Court.		Public feedback addressed; final report filed	Q1 2024

90	451	Monitoring Plan	Monthly Invoices	The Monitoring Team prepares and submits invoices on a monthly basis to BPD, the City and DOJ as soon as possible following the end of the month for which it is to be compensated for its work. BPD, the City and DOJ promptly review and communicate any and all questions, comments, or feedback to the Monitoring Team. The Monitoring Team addresses the questions, comments or feedback, and then submits the invoice to the Court with an accompanying cover letter.	Monitoring Team, BPD, City, DOJ	Invoices prepared, reviewed by parties, and submitted to Court	Ongoing
91	448	Monitoring Plan	Monitoring Team Budget	<p>The Monitoring Team prepares and submits to BPD, the City and DOJ a draft budget for Fiscal Year 2023 (July 1, 2022 – June 30, 2023), including an accounting of the actual budget for Fiscal Year 2022. The budget should account for the work required by the Monitoring Plan, as well as the work anticipated to be required for the first part of the sixth monitoring year.</p> <p>BPD, the City and DOJ provide feedback on the draft budget.</p> <p>The Monitoring Team files the final budget with the Court, requesting Court approval.</p>	<p>Monitoring Team</p> <p>BPD, City, DOJ</p> <p>Monitoring Team</p>	<p>Draft budget submitted</p> <p>Feedback and collaboration</p> <p>Final budget filed</p>	<p>Q3 2023</p> <p>Q3 2023</p> <p>Q3 2023</p>

EXHIBIT B

March 17, 2023

Via First Class and Electronic Mail

Baltimore Police Department Monitoring Team
c/o Kenneth Thompson
Venable LLP
750 East Pratt Street, Suite 900
Baltimore, MD 21202

**RE: *United States v. Police Department of Baltimore City, et al,*
Comments on Draft Sixth-Year Monitoring Plan**

Dear Mr. Thompson,

On behalf of the NAACP Legal Defense and Educational Fund, Inc. (“LDF”), we write to provide comments on the Baltimore Police Department Monitoring Team’s (the “Team”) draft *Sixth-Year Monitoring Plan* (the “Draft Plan”) for the federal consent decree in the above-captioned case.¹ As with previous monitoring plans, we appreciate the opportunity to provide comments, and thank the Team for the incorporation of our previous recommendations in those plans.

The Team’s Draft Plan appropriately focuses on revising, implementing, and assessing Baltimore Police Department (“BPD”) policies as required by the consent decree. Below, we present several recommendations for strengthening the Draft Plan, including areas where the parties must rise above satisfying the bare requirements of the consent decree. Specifically, the Draft Plan must include: more robust opportunities for community engagement; public input on all revisions to Stop, Search and Arrest policy; efforts to divert more cases involving mental or behavioral health issues; and increased attention on medical assistance for individuals in custody.

1. The Draft Plan should include greater opportunity for community engagement.

As stated in the consent decree, the purpose of the agreement is to make needed changes in a manner that is “responsive to community priorities.”² This goal can only be met if comprehensive community feedback is continuously collected and used to inform and direct the implementation and assessment phases.

¹ Baltimore Police Department, *Draft Sixth-Year Monitoring Plan*, Feb. 17, 2023, <https://static1.squarespace.com/static/59db8644e45a7c08738ca2f1/t/63efff01e687e64b9fdcc73a/1676672770062/6YMP+DRAFT--02-17-23--FOR+PUBLIC+COMMENT.pdf> [hereinafter “*Draft Plan*”].

² Consent Decree, at ¶ 1, *United States v. Police Department of Baltimore City, et al.*, No. 1:17-cv-00099-JKB, Doc. 2-2 (D. MD. Jan. 12, 2017) [hereinafter “*Consent Decree*”].

LDF is concerned that community outreach and input has declined in recent years, and we urge the Team to implement a clear strategy for increasing public participation, especially among those who are most impacted by policing. The Draft Plan does not currently include adequate outreach efforts, stating only that engagement and outreach “may” include electronic feedback, meetings with community organizations and leaders, engagement with existing BPD-community partnerships, community forums, and two annual meetings per police district.³ We urge the Team to revise the Draft Plan to include multiple community forums attended by BPD leadership to solicit feedback on consent decree issues from the public. Such events should be accessible in-person and virtually, and publicized in a manner that promotes attendance by directly impacted people. The Team’s efforts to solicit electronic and other forms of feedback should similarly be well-publicized, inclusive, and culturally competent. Moreover, the solicitation and collection of community input is hollow if it does not meaningfully inform and direct the actual reform implemented by the Team.

2. All revisions to Stop, Search, and Arrest policy should include public comment.

Currently, the plan calls for public commentary about revisions to Stop, Search, and Arrest (SSA) policy only if the revisions are “substantive in nature.”⁴ While we acknowledge that the consent decree does not require public commentary for “nonsubstantive” changes,⁵ we urge the Team to provide opportunities for public input on all SSA revisions nevertheless, as these policies hold a particularly important place in ongoing reforms. We also note that the definition of “substantive” is not clearly articulated in the consent decree, which is another reason that the Team should solicit feedback on all revisions to this vital issue.

Stops, searches and arrests have a powerful impact on the relationship between communities and police. A 2014 report by the U.S. Department of Justice (DOJ) Community Oriented Policing Services noted that being stopped by police can shape a person’s trust of law enforcement and make people less inclined to “report future crimes of which they were the victim.”⁶ The investigative report of BPD by the DOJ found disparate and intentionally discriminatory SSA conduct against Black Baltimoreans and highlighted the relationship between SSA and public trust, noting that “[t]he policing practices that cause the racial disparities in BPD’s stops, searches, and arrests . . . undermine the community trust that is central to effective policing.”⁷ Public input and transparency are key to improving the relationship between BPD and the communities in which it operates.⁸ In an area as important as SSA, public input should be a required step for all policy revisions.

³ *Draft Plan*, *supra* note 1, at 2.

⁴ *Id.* at 6.

⁵ *Consent Decree*, *supra* note 2, ¶ 283.

⁶ U.S. Dept. of Justice, Cmty. Oriented Policing Serv., *Stop and Frisk: Balancing Crime Control with Community Relations*, 19 (2014), <https://www.urban.org/sites/default/files/publication/33661/413258-Stop-and-Frisk-Balancing-Crime-Control-with-Community-Relations.PDF>.

⁷ U.S. Dept. of Justice, Civil Rights Div., *Investigation of the Baltimore City Police Department*, 62 (Aug. 10, 2016).

⁸ *Consent Decree*, *supra* note 2, ¶ 2.

3. The Team should develop broader use of unarmed responses to mental and behavioral health crises.

We acknowledge and appreciate that the Draft Plan outlines steps for greater diversion of 9-1-1 calls away from police dispatch and towards community resources.⁹ Despite these efforts, more must be done to remove situations involving mental and behavioral health issues from the scope of police involvement.

The consent decree notes that “appropriate crisis response techniques” are needed to ensure that people in crisis or with behavioral health disabilities are not met with unreasonable use of force or unnecessarily subjected to criminal justice involvement.¹⁰ Accordingly, it is vital that the Team explore models that promote greater use of unarmed responders for a wide array of encounters. Too often, armed responders escalate mental health crises, leading to unnecessary use of force and incarceration.¹¹ While the consent decree and the Draft Plan both contemplate reliance on Crisis Intervention Teams (CIT) – a co-responder model that involves the use of armed officers – studies have shown that this model has no effect on outcomes of arrest or use of force.¹² Accordingly, we urge the Team to assess the use of the CIT program with an eye towards identifying whether expanding the use of non-police mobile crisis response, such as the GBRICS program, may better address the needs of Baltimoreans in mental health crisis.¹³

4. The Draft Plan should specifically address medical attention for people in custody.

Currently, the Draft Plan does not include provisions that prioritize medical attention for individuals in custody. We highlight this as an area of need and urge the Team to implement policies that specifically address it in the coming year.

At the quarterly consent decree hearing on January 26, 2023, BPD presented slides that detailed internal assessments of its performance on transportation-related issues.¹⁴ BPD’s own figures showed that they routinely underperformed in providing medical attention to individuals in custody. For example, BPD had a mere 17% compliance rate in the month of July 2022. The consent decree requires that “[w]hen a person in custody displays signs of medical distress or physical injury, BPD will ensure that officers take immediate action.”¹⁵ A significant catalyst for the Department of Justice’s investigation and the resulting lawsuit and consent decree was the death of Freddie Gray after he sustained significant spinal injury while being transported in a BPD

⁹ *Draft Plan*, *supra* note 1, at 11-13.

¹⁰ *Consent Decree*, *supra* note 2, ¶ 96.

¹¹ See Nicholas Turner, *We Need to Think Beyond Police in Mental Health Crises*, VERA INST. (Apr. 6, 2022), <https://www.vera.org/news/we-need-to-think-beyond-police-in-mental-health-crises>, (“In 2021, at least 104 people were killed after police responded to someone ‘behaving erratically or having a mental health crisis.’”)

¹² Sema A. Taheri, *Do Crisis Intervention Teams Reduce Arrests and Improve Officer Safety? A Systematic Review and Meta-Analysis*, 27 CRIM. JUSTICE POL’Y REV. 76, 90 (2016).

¹³ See *GBRICS Partnership (Greater Baltimore Regional Integrated Crisis System): Transforming Behavioral Health Crisis Services*, BEHAV. HEALTH SYS. BALT., <https://www.bhsbaltimore.org/learn/gbrics-partnership/>.

¹⁴ While the slides presented by BPD at the January 26, 2023 quarterly hearing do not appear to be publicly available, they were observed by LDF staff members who were present in the courtroom.

¹⁵ *Consent Decree*, *supra* note 2, ¶ 233.

van.¹⁶ This issue is of grave concern, and it must be prioritized through policies that specifically ensure the health and wellbeing of all persons in custody.

* * *

Thank you for considering our comments and recommendations. If you have questions, please do not hesitate to contact David Moss, Legal Fellow at the Justice in Public Safety Project, at dmoss@naacpldf.org or 646-983-0756.

Sincerely,



David Moss
Legal Fellow, Justice in Public Safety Project
NAACP Legal Defense and Educational Fund, Inc.

Jin Hee Lee
Director of Strategic Initiatives

Allen Liu
Policy Council, Justice in Public Safety Project

Kristina Roth
Senior Policy Associate

cc: Timothy Mygatt, Civil Rights Divisions, U.S. Department of Justice

¹⁶ Oliver Laughland and Jon Swaine, *Six Baltimore officers suspended over police-van death of Freddie Gray*, THE GUARDIAN (Apr. 20, 2015), <https://www.theguardian.com/us-news/2015/apr/20/baltimore-officers-suspended-death-freddie-gray>.

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, February 28, 2023 9:44:49 AM
Last Modified: Tuesday, February 28, 2023 9:52:14 AM
Time Spent: 00:07:25
IP Address: 174.172.0.199

Page 1: Sixth-Year Monitoring Plan

Q1

Does the Sixth-Year Plan identify the right priorities under the Consent Decree given what BPD has done in the last four years, or should it focus on different Consent Decree requirements?

I feel that that it should focus on a different Consent Decree and somehow come up with a better plan to combat the violence crime in the city.

Q2

Too slow

Are the timetables in the Sixth-Year Plan about right, too quick or too slow to achieve reform that is real and lasting?

Q3

Does the Sixth-Year Plan give community members and police officers alike an adequate voice in the reform process? If not, what changes should be made to make sure it does?

I feel that when they talk to people in the community, they talk to the wrong people. They communities should have more saying in the plan and the right people should be able to express themselves.

Q4

Do you have any other questions or comments?

We need more communities people in making decision as to what they feel is best for our communities and the Police Department.

#2

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, March 07, 2023 9:41:56 AM
Last Modified: Tuesday, March 07, 2023 10:06:40 AM
Time Spent: 00:24:44
IP Address: 73.135.193.160

Page 1: Sixth-Year Monitoring Plan

Q1

Does the Sixth-Year Plan identify the right priorities under the Consent Decree given what BPD has done in the last four years, or should it focus on different Consent Decree requirements?

This is a template form plan that I have seen in other consent decrees; Think out of the box and establish a Community Empowerment Policing and Prosecution (CEPP) plan that will incorporate the state attorney office and the judges in prosecuting offenders in respective communities for their specific quality-of-life issues.

Q2

Too slow

Are the timetables in the Sixth-Year Plan about right, too quick or too slow to achieve reform that is real and lasting?

Q3

Does the Sixth-Year Plan give community members and police officers alike an adequate voice in the reform process? If not, what changes should be made to make sure it does?

No. The community wants police response to address their specific quality-of-life needs for their respective community. Police FOP will be a hard sell because this consent Decree will be on the backs of the police officers. You need an open forum (not staged) with all stakeholders in this city to discuss these matters.

Q4

Do you have any other questions or comments?

You cannot manage what you do not measure.

This plan monitors training programs, establishes policies, and I cannot see where and when all this training is going to be completed.

911 Diversion Implementation is growing though out the nation's police departments, make this work.

Your training needs assessment analysis (#53) needs to be completed and priorities set before you should train anybody.

Training and supervision on policy becomes problematic because law enforcement officers (LEOs) cannot apply policy to the street level environment. LEOs are engaged in critical decision-making incidents 90% of the time that is not covered by policy.

Train our LEOs to engage in critical decision-making thinking, dealing with good practices for the unique incidents that LEOs are exposed to.

I like the police management team and where you are headed.

I will stop here.

**IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF MARYLAND**

**UNITED STATES
OF AMERICA,**

Plaintiff,

v.

**BALTIMORE POLICE
DEPARTMENT, et al.,**

Defendants,

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CIVIL NO. JKB-17-0099

ORDER

Upon consideration of the Submission of Sixth-Year Monitoring Plan for Approval, and in view of the concurrence of the parties in that Submission, it is hereby **ORDERED** that the Sixth-Year Monitoring Plan is approved and adopted and that the parties and the Monitoring Team shall comply with all of its terms.

DATED this ___ day of _____, 2023.

BY THE COURT:

James K. Bredar
United States District Judge