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1	UPDATED Third-Year Monitoring Plan						
2	<p><u>General Notes:</u> This Third-Year Monitoring Plan contains all requirements, milestones, deliverables, and deadlines expected from February 16, 2020 through the end of the third monitoring year on February 15, 2021. For all deadlines established below, the Monitoring Team and the Parties agree that the deadlines might, in some instances, need to be extended by a brief interval to allow or accommodate unforeseen circumstances or unexpected, minor delays. Accordingly, if and only if all of the Monitoring Team, the United States, BPD and the City agree that an extension for any of the deadlines outlined below is warranted and acceptable, the deadline may be extended by an interval of up to 45 days without receiving formal approval of the Court for an extension of the deadline. No deadline may be extended by more than 45 days without approval of the Court. If any or all of this 45-day period is used, the Monitoring Team will formally notify the Court of the deadline extension(s). The extension of any specific deadline, or deadlines, will not change or otherwise affect any other deadline. Unless the Monitoring Team identifies problems with a deadline extension or otherwise raises issues with the Court, none of the Parties, the Court, or the public should interpret changes in deadlines to reflect problems in implementation or a lack of progress. Instead, all should understand that, for progress to be comprehensive and enduring, it may be necessary to take more time initially to refine policies, procedures, or training so that progress, ultimately, is faster, more effective, and more efficient.</p>						
3	<p><u>Definitions:</u> For purposes of the following deadlines, and unless otherwise expressly noted to the contrary, "semi-annual" means two times per year at a pace of once per six months. "Annual" means once per calendar year. "Bi-weekly" means once every two calendar weeks. "Monthly" means once per calendar month. "Bi-monthly" means once every two calendar months. "Days" means calendar days. If a listed deadline falls on a weekend or federal, state, local, or Court holiday, the deadline may be satisfied by submission or completion of the identified deliverable on the next business day.</p>						
4	Consent Decree Paragraphs	Area	Sub-Area	Milestone	Responsible Stakeholder(s)	Deliverable	Deadline
5	6, 19-21	Community Engagement	General	<p>As required by the Consent Decree, direct community participation and involvement in police reform will continue to be an overriding objective under the Third-Year Monitoring Plan.</p> <p>This will include continuing, specific periods of community feedback and engagement provided for elsewhere in this plan in connection with proposed policies, plans, training initiatives, and other major milestones. It may also include more generalized community engagement to identify issues, feedback, concerns, experiences, values, and histories of Baltimore's diverse communities – including BPD officers – regarding the various subject matters of the Consent Decree.</p> <p>The form of this outreach may include, depending on the issue area, electronic feedback mechanisms; meetings with community organizations and leaders; engagement with existing BPD-community partnerships; general community forums; or community focus groups.</p>	BPD, City, DOJ, Monitoring Team	Ongoing Community Engagement	Ongoing

				Such outreach will also include BPD's two annual meetings per police district to discuss Consent Decree implementation, as required by paragraph 21.			
6	15-20, 25	Community Policing	Community Policing Plan	<p>BPD will begin to implement the approved Community Policing Plan per its terms, milestones, and phased implement approach.</p> <p>Finalized deadlines for various milestones contained in the Plan will be incorporated by reference into this Monitoring Plan. BPD, DOJ and the Monitoring Team will meet regularly to discuss implementation and whether the objectives, goals, and milestones of the Plan are being met.</p>	BPD, DOJ, Monitoring Team	Adoption of Community Policing Plan & Regular Implementation Status Meetings	Ongoing
7	16	Community Policing	Training	<p>BPD will develop curriculum on community policing consistent with the requirements of paragraph 16. In conjunction with this effort, BPD will also develop training regarding draft policy 1018 and related draft policies that address enforcement of lesser offenses. BPD submits a Initial Draft Community Policing Training Curriculum to DOJ and Monitoring Team.</p> <p>Even as this curriculum is be developed in 2020, BPD officers will receive targeted training (such as e-learning, roll call trainings, and other initiatives) on specific items and topics related to community policing.</p>	BPD	Submission of Initial Draft Community Policing/Lesser Offense Training Curriculum	Q4 2020
8	16	Community Policing	Training	BPD will post the Proposed Draft Community Policing/Lesser Offense Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q1 2021
9	16	Community Policing	Training	BPD will post the Revised Draft Community Policing/Lesser Offense Training on its website for additional public feedback.	BPD	Second Comment Period	Q1 2021

10	16	Community Policing	Training	The Monitoring Team approves or disapproves the Final Community Policing/Lesser Offense Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Community Policing/Lesser Offense Training Curriculum	Q2 2021
11	16	Community Policing	Training	BPD will implement the Community Policing/Lesser Offense Training. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences. During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.	BPD, DOJ, Monitoring Team	Training Conducted	Q2 2021 & Q3 2021 (4 TH Year Plan)
12	16	Community Policing	Training	BPD will certify to the Court that all eligible BPD officers have successfully completed the required Community Policing/Lesser Offense Training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers. BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.	BPD, City	Filing of Memorandum to the Court re: Completion of Community Policing/Lesser Offense Training	Q4 2021 (4 th Year Plan)
13	22	Community Engagement	Assessments: BPD Community Policing Report	BPD will submit a Draft Annual Community Policing Report that complies with the requirements of paragraph 22.	BPD	Submission of Draft Annual Community Policing Report to DOJ, Monitoring Team	Q1 2021

14	22	Community Engagement	Assessments: BPD Community Policing Report	BPD will file with the Court and make public a Final Annual Community Policing Report that incorporates the feedback and recommendations of DOJ and the Monitoring Team, where appropriate.	BPD	Submission of Annual Community Policing Report	Q1 2021
15	23-24	Community Survey	Resident Survey	The Monitoring Team will work with BPD and DOJ during a Collaboration Period to finalize the survey instrument and methodology.	BPD, DOJ, Monitoring Team	Collaboration Period	Q3 & Q4 2020
16	23-24	Community Survey	Resident Survey	The Monitoring Team will conduct the survey per the methodology established in the Collaboration Period.	Monitoring Team	Survey Conducted	Q1 & Q2 2021
17	23-24	Community Survey	Resident Survey	The Monitoring Team will provide the parties a draft report for comment and feedback.	Monitoring Team	Draft Survey Report Submitted	Q3 2021
18	23-24	Community Survey	Resident Survey	The Parties will provide comment and feedback on the draft survey report.	BPD, DOJ	Feedback re: Draft Survey Report Provided	Q3 2021
19	23-24	Community Survey	Resident Survey	The Monitoring Team will file with the Court and publish on the Monitoring Team's website the final report on the surveys.	Monitoring Team	Submission of Final Report on Survey Results	Q3 2021
20	27-40, 43-44, 47-58, 60-66	Stops, Searches, Arrests and Voluntary Police-Community Interactions	General	The Monitoring Team will review evidence regarding stops, searches and arrests, including written reports and body worn camera footage, for the purposes of (1) structuring Consent Decree-required outcome assessments, and (2) understanding and evaluating current practices. The Monitoring Team's role is not to independently investigate BPD officer conduct in performing stops, searches and arrests. Instead, the Monitoring Team's role is to examine stops, searches, and arrests in order to identify current practices and trends, develop outcome assessment measures, and ultimately gauge BPD's compliance with the Consent Decree.	Monitoring Team	Monitoring of Stops, Searches, Arrests and Voluntary Police-Community Interactions	Ongoing
21	27-40, 43-44, 47-58, 60-69	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Policy Set III	BPD will post the Revised Draft Stops, Searches, and Arrests Policy Set III on its website for additional public feedback (first public comment period occurred; feedback is being incorporated).	BPD	Second Comment Period	Q4 2020

22	27-40, 43-44, 47-58, 60-71	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Policy Set III	<p>The Monitoring Team approves or disapproves the Final Stops, Searches, and Arrests Policy Set III, explaining its rationale and justification with the Court. The determination will be based on the extent to which the policy adequately complies with the requirements of the Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and BPD stakeholders.</p> <p><i>Note: When approved, the Stops, Searches, and Arrests policies within Policy Set III do not become effective, and officers are neither expected to conform to their requirements nor be subject to discipline or any employment action pursuant to them, until BPD, DOJ and the Monitoring Team have certified that the requirements of the policies have been sufficiently communicated to officers and any necessary training completed.</i></p>	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Stops, Searches, and Arrests Policy Set III	Q4 2020
23	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	<p>BPD will implement the SSA/FIP II Training Curriculum. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences.</p> <p>During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.</p>	BPD, DOJ, Monitoring Team	Training Conducted	Q2 – Q4 2020
24	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	<p>BPD will certify to the Court that all eligible BPD officers have successfully completed the required SSA/FIP II Training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.</p>	BPD	Filing of Memorandum to the Court re: Completion of SSA/FIP II Training	Q1 2021

25	69–74	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Supervisory Review & BPD Audits of Supervisory Reviews	Following the completion of SSA/FIP II training, BPD supervisors will receive e-learning training on reviewing reporting on stops, searches, arrests and uses of force. Supervisors will receive in-service training on such reviews in a subsequent monitoring year.	BPD	E-learning	Early Q4 2020
26	75–79	Stops, Searches, Arrests and Voluntary Police-Community Interactions	BPD Analysis of District Court Commissioner Arrest Data	BPD will provide the Monitoring Team and DOJ a Draft Quarterly District Court Commissioner Arrest Data Analysis considering data from the Second Quarter of 2020.	BPD	Submission of Draft Quarterly District Court Commissioner Arrest Data Analysis	Q4 2020
27	75–79	Stops, Searches, Arrests and Voluntary Police-Community Interactions	BPD Analysis of District Court Commissioner Arrest Data	BPD submits a Final Quarterly District Court Commissioner Arrest Data Analysis to the Court.	BPD	Submission to Court of Final Quarterly District Court Commissioner Arrest Data Analysis	Q4 2020
28	75–79	Stops, Searches, Arrests and Voluntary Police-Community Interactions	BPD Analysis of District Court Commissioner Arrest Data	BPD will provide the Monitoring Team and DOJ a Draft Quarterly District Court Commissioner Arrest Data Analysis considering data from the Third Quarter of 2020.	BPD	Submission of Draft Quarterly District Court Commissioner Arrest Data Analysis	Q4 2020
29	75–79	Stops, Searches, Arrests and Voluntary Police-Community Interactions	BPD Analysis of District Court Commissioner Arrest Data	BPD submits a Final Quarterly District Court Commissioner Arrest Data Analysis to the Court.	BPD	Submission to Court of Final Quarterly District Court Commissioner Arrest Data Analysis	Q1 2021

30	82–86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Annual BPD SSA Data Analysis	<p>Understanding that initial reports may remain progress reports on how BPD is progressing in developing the technological capacity to record and maintain data necessary, BPD will provide the Monitoring Team and DOJ a methodology for conducting the required, annual analysis of stop, search, and arrest data (the “Annual BPD SSA Data Analysis”).</p> <p>To the extent that there is more robust data that may be analyzed, BPD will produce a methodology for conducting an inquiry and generating a report consistent with requirements of paragraphs 82 through 86.</p>	BPD	Submission of Annual BPD SSA Data Analysis Methodology	Q4 2020
31	82–86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Annual BPD Data Analysis	BPD will provide the Monitoring Team and DOJ a Draft Annual BPD SSA Data Analysis.	BPD	Submission of Draft Annual BPD SSA Data Analysis	Q1 2021
32	82–86	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Annual BPD Data Analysis	BPD submits a Final Annual BPD SSA Data Analysis to the Court.	BPD	Submission to Court of Final Annual BPD SSA Data Analysis	Q1 2021

33	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	<p>To satisfy initial requirements regarding Fair and Impartial Policing Training, BPD has been conducting ongoing, integrated training throughout 2019 and will continue to do so in 2020.</p> <p>The first stage occurred as part of Use of Force/Fair & Impartial Policing Training I. The focus was on fair and impartial policing concepts that directly address officer threat assessment and decision-making in use of force contexts.</p> <p>The second stage consisted of separate, additional training that will be part of Stops, Searches, and Arrests/Fair & Impartial Policing Training II conducted in 2020. The focus is on fair and impartial policing concepts that directly address decision-making related to stops and the nature of interactions in stop, search, and arrest contexts.</p> <p>The final stage will consist of two days of separate, additional training that will be part of Advanced Tactical Fair & Impartial Policing Training (“FIP III”). The focus will be on advanced topics that build on the FIP I and II, 2019 Use of Force, and 2020 Stop, Search, and Arrest training courses.</p> <p>In the development of FIP III, community members will be involved in the development and delivery of the training. This will include but not be limited to collaboration with BPD’s Community Training Review Committee.</p> <p>BPD will submit an Initial Draft FIP III Training curriculum to DOJ and the Monitoring Team. This draft curriculum will make clear which community advocates and organizations have participated in the development of the curriculum and set forth how and to what extent community members will participate in the delivery of training.</p>	BPD	Submission of Initial Draft FIP III Training Curriculum	Q2 2021 (4 th Year Plan)
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34	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD will submit a Proposed Draft FIP III Training Curriculum to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft FIP III Training Curriculum	Q2 2021 (4 th Year Plan)
35	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD will post the Proposed Draft FIP III Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q2 & Q3 2021 (4 th Year Plan)
36	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD will post the Revised Draft FIP III Training on its website for additional public feedback.	BPD	Second Comment Period	Q3 2021 (4 th Year Plan)
37	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	The Monitoring Team approves or disapproves the Final FIP III Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final FIP III Training Curriculum	Q3 2021 (4 th Year Plan)
38	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD will implement the FIP III Policing Training Curriculum. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences. During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.	BPD, DOJ, Monitoring Team	Training Conducted	Q3 & Q4 2021 (4 th Year Plan)

39	90–94, 16(h); 67–68; 166–67	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	<p>BPD will certify to the Court that all eligible BPD officers have successfully completed the required FIP III Training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.</p>	BPD, City	Filing of Memorandum to the Court re: Completion of FIP III Policing Training	Q1 2022 (4 th Year Plan)
40	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis	In order to comply with the Consent Decree, the needs assessment process (Gap Analysis) will eventually include an analysis of a sample of police interactions with people with Behavioral Health Disabilities to identify systemic barriers and solutions, including what precipitated the crisis, what services could have prevented the crisis, how police became involved, how the response to the crisis could be improved, and what can be done to prevent the crisis in the future. CPIC, BPD and the City will review the Crisis Data Form and identify for the Monitoring Team and DOJ the qualitative and quantitative strategies and data collection processes needed to complete the analysis.	CPIC, CPIC Data Subcmte., BPD, City	Submission of Needs Assessment/Gap Analysis	Q3 2020
41	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis	BPD and the City will submit the Proposed Draft of the Strategy and Process for Analyzing Police Interactions to DOJ and the Monitoring Team.	BPD, City	Submission of Proposed Draft of Strategy and Process for Analyzing Police Interactions	Q3 2020
42	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis	BPD and the City will post the Proposed Draft of the Strategy and Process for Analyzing Police Interactions on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD, City	Comment Period	Q3 – Q4 2020

43	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis	BPD and CPIC will work with the DOJ and Monitoring Team to address the submitted initial feedback during the Collaboration Period for the Revised Draft of the Strategy and Process for Analyzing Police Interactions and the Type of Data and Information Contained in the Quarterly Report to CPIC. BPD and CPIC will produce subsequent iterations of the drafts as necessary through this process, which the DOJ and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, CPIC, DOJ, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations. BPD will submit a Final Strategy and Process for Analyzing Police Interactions at the conclusion of the Collaboration Period.	BPD, CPIC, City	Second Comment Period	Q4 2020
44	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis	The Monitoring Team approves or disapproves the Final Strategy and Process for Analyzing Police Interactions, explaining its rationale and justification with the Court. The determination will be based on the extent to which the reports adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of the Final Strategy and Process for Analyzing Police Interactions	Q4 2020
45	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report/Gap Analysis	The City and BPD will submit a report to CPIC detailing progress towards completing the Analysis of a Sample of Police Interactions with People with Behavioral Health Disabilities. BPD will notify DOJ and the Monitoring Team of the submission and provide a copy of the report.	City, BPD	Submission of Progress Report	Q4 2020
46	121,122	Behavioral Health Disabilities/ Crisis	Crisis Data Collection, Analysis, and Reporting	BPD and the City will analyze crisis event data on an ongoing basis to drive improvement toward the goals of Paragraph 96 and report the data on a quarterly basis to the Crisis Intervention Coordinator and CPIC. CPIC, BPD and the City will engage in the process of defining the report variables needed into measurable factors. In doing so, CPIC, BPD and the City will review the Crisis Data Form and other existing and needed data sources and identify specific types of data and information to be contained in the quarterly report.	BPD, City, CPIC	Submission of Quarterly Reports	Quarterly

47	96	Behavioral Health Disabilities/Crisis	Policy	BPD, CPIC, DOJ and the Monitoring Team have recommended that the BPD Behavioral Health related policies are reviewed and revised so as to ensure consistency with the goals of the Consent Decree. These include, but are not necessarily limited: <ul style="list-style-type: none"> - 806, <i>Law Enforcement Assisted Diversion</i> - 821, <i>Use of Naloxone/Narcan for Opioid Drug Overdoses</i> - 801, <i>Overdose Response and Investigation Protocol</i> 	BPD, CPIC, CPIC Policy Subcmtc.	Submission of Initial Draft of Policies	Q4 2020
48	96	Behavioral Health Disabilities/Crisis	Policy	BPD will submit Proposed Draft Policies to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft Specialized Unit Policies	Q4 2020
49	96	Behavioral Health Disabilities/Crisis	Policy	BPD will post the Proposed Final Policies on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q4 2020 & Q1 2021
50	96	Behavioral Health Disabilities/Crisis	Policy	BPD will post the Revised Draft Policies on its website for additional public feedback.	BPD	Second Comment Period	Q1 2021
51	96	Behavioral Health Disabilities/Crisis	Policy	The Monitoring Team approves or disapproves the Final Policies, explaining its rationale and justification with the Court. The determination will be based on the extent to which the reports adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Policies	Q1 2021
52	99, 100, 112	Behavioral Health Disabilities/Crisis	Training: All Officers	BPD begins the Behavioral Health Disabilities/Crisis In-Service Training for all officers per the curriculum previously developed and approved.	BPD	Training Conducted	Q3 & Q4 2020 and Q1 2021

53	99, 100, 112	Behavioral Health Disabilities/Crisis	Training: All Officers	<p>BPD will certify to the Court that all eligible BPD officers have successfully completed the required Behavioral Health Disabilities/Crisis In-Service Training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.</p>	BPD, City	Filing of Memorandum to the Court re: Completion of Behavioral Health Disabilities/Crisis In-Service Training	Q2 2021
54	99, 100, 112	Behavioral Health Disabilities/Crisis	Training: All Officers	BPD will submit an initial plan for continuing education of all officers for Behavioral Health In-Service Training for 2021.	BPD	Submission of Initial Draft 2021 IST Behavioral Health Training Plan	Q4 2020
55	113	Behavioral Health Disabilities/Crisis	Training: Dispatchers	BPD begins Crisis Intervention Training for dispatchers on previously approved curriculum.	BPD	Implementation of Revised Crisis Intervention Training Curriculum During Dispatcher Training	Q3 & Q4 2020
56	113	Behavioral Health Disabilities/Crisis	Training: Dispatchers	<p>BPD will certify to the Court that all dispatchers have received the Crisis Intervention Training for Dispatchers. To the extent that some dispatchers who should have completed training did not, BPD and/or the City will provide the Court an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those dispatchers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.</p>	BPD, City	Filing of Memorandum to the Court re: Completion of Dispatcher Crisis Intervention Training	Q4 2020

57	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD will provide enhanced, specialized training in responding to individuals in crisis to certain officers ("CIT officers"). All officers will receive some intervention training for responding to individuals in crisis; that training is separate and distinct from the training and qualifications required to be a CIT officer.	BPD, CPIC	Submission of Initial Draft Enhanced Crisis Curriculum for CIT Officers	Q4 2020
58	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD will post the Proposed Draft CIT Officer curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Public Comment	Q4 2020
59	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD will post the Revised Draft CIT Officer curriculum on its website for additional feedback.	BPD	Second Comment Period	Q4 2020
60	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	The Monitoring Team approves or disapproves the Final CIT Officer curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Approval or Disapproval of Final CIT Officer Curriculum	Q4 2020
61	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD will implement CIT training for officers who successfully complete the selection process.	BPD	Implementation of CIT Training	Q1 & Q2 2021
62	207-10	Use of Force	Performance Review Board: Policy	BPD will submit a revised and updated Performance Review Board Policy (the "PRB Policy").	BPD	Initial Submission	Q4 2020

63	207-10	Use of Force	Performance Review Board: Policy	BPD will submit a Proposed Draft Performance Review Board Policy to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft PRB Policy	Q4 2020
64	207-10	Use of Force	Performance Review Board: Policy	BPD will post the Proposed Draft PRB Policy on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policies.	BPD	Comment Period	Q4 2020
65	207-10	Use of Force	Performance Review Board: Policy	BPD will post the Revised Draft PRB Policy on its website for additional public feedback.	BPD	Second Comment Period	Q4 2020
66	207-10	Use of Force	Performance Review Board: Policy	The Monitoring Team approves or disapproves the Final PRB Policy explaining its rationale and justification with the Court. The determination will be based on the extent to which the policies adequately comply with the requirements of the Decree incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and BPD stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final PRB Policy	Q4 2020
67	207-10	Use of Force	Performance Review Board: Training	BPD will submit a Plan for providing training to PRB members that addresses the PRB Policy and requirements of the Consent Decree.	BPD	Submission of PRB Training Plan	Q1 2021 (4 th Year Plan)
68	207-10	Use of Force	Performance Review Board: Training	BPD will conduct approved training for PRB members.	BPD	Training Conducted	Q1 2021 (4 th Year Plan)
69	207-10	Use of Force	Performance Review Board: General	The Monitoring Team and DOJ will observe meetings of the PRB on an ongoing basis. After respective PRB convenings, the Monitoring Team and Department of Justice may provide real-time technical assistance and recommendations for improvement.	DOJ, Monitoring Team	Observation of PRB Meetings	Ongoing

70	287	Use of Force	Review Revised Policies & Procedures	BPD, DOJ and the Monitoring Team will review the Use of Force Policies and Procedures that were published in November 2019 in order to ensure they provide clear guidance to officers and are consistent with the Consent Decree and current law. If revisions are warranted, BPD, DOJ, and the Monitoring Team will collaborate on such revisions, and BPD will issue the draft revisions for public comment before finalizing.	BPD, DOJ, and Monitoring Team	Collaboration Period	Q4 2020 – Q1 2021
71	220	Youth	Policy Suite II	BPD will submit a Proposed Draft of Policy 1202 (Youth Interactions) DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft of Proposed Policy 1202	Q4 2020
72	220	Youth	Policy Suite II	BPD will post the Proposed Draft Policy 1202, <i>Youth Interactions</i> , on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policies.	BPD	Comment Period	Q4 2020
73	220	Youth	Policy Suite II	BPD will post the Revised Draft Policy 1202, <i>Youth Interactions</i> , on its website for additional public feedback.	BPD	Second Comment Period	Q4 2020
74	220	Youth	Policy Suite II	The Monitoring Team approves or disapproves the Final Policy 1202, <i>Youth Interactions</i> , explaining its rationale and justification with the Court. The determination will be based on the extent to which the policies adequately comply with the requirements of the Decree incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and BPD stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Policy	Q1 2021
75	225, 236–37	Transportation of Persons in Custody	Monthly Vehicle Inspection	BPD will provide the Monitoring Team with access to BPD records reflecting required monthly vehicle inspections and quarterly audits of compliance with transportation procedures. The Monitoring Team will ensure compliance with paragraph 225 and 236.	BPD, Monitoring Team	Monthly Vehicle Inspections Conducted & Quarterly Audits Conducted	Ongoing
76	238-56	First Amendment Protected Activities	Training	BPD submits an Initial Draft of E-learning on 1 st Amendment Overview, 1 st Amendment-Protected Public Recordings and 1 st Amendment for Supervisors (“First Amendment E-Learning”). This will provide comprehensive training on 1 st Amendment-Protected Activities, to be supplemented by in-class training to be drafted and delivered in Year 4.	BPD	Submission of Initial Draft First Amendment E-Learning	Q3 2020

77	238-56	First Amendment Protected Activities	Training	BPD will submit a Proposed Draft First Amendment E-Learning to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft First Amendment E-Learning	Q4 2020
78	238-56	First Amendment Protected Activities	Training	BPD will post the Proposed Draft First Amendment E-Learning on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q4 2020
79	238-56	First Amendment Protected Activities	Training	BPD will post the Revised Draft First Amendment E-Learning on its website for additional public feedback.	BPD	Second Comment Period	Q4 2020
80	238-56	First Amendment Protected Activities	Training	The Monitoring Team approves or disapproves the Final First Amendment E-Learning, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final First Amendment E-Learning	Q1 2021
81	238-56	First Amendment Protected Activities	Training	BPD will implement the First Amendment Training E-Learning.	BPD, DOJ, Monitoring Team	Training Conducted	Q1 2021
82	238-56	First Amendment Protected Activities	Training	BPD will certify to the Court that all eligible and relevant BPD personnel have successfully completed the required First Amendment E-Learning. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers. BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.	BPD, City	Filing of Memorandum to the Court re: Completion of First Amendment E-Learning	Q1 2021
83	238-56	First Amendment Protected Activities	Mobile Field Force Standard Operating Procedures	BPD will submit the Proposed Mobile Field Force SOP, developed with input from DOJ and the Monitoring Team in Year Two.	BPD	Submission of Proposed Draft Mobile Field Force SOP	Q4 2020

84	238-56	First Amendment Protected Activities	Mobile Field Force Standard Operating Procedures	BPD will post the Proposed Draft Mobile Field Force SOP, developed with input from DOJ and the Monitoring Team in Year Two, on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policy.	BPD	Comment Period	Q1 2021
85	238-56	First Amendment Protected Activities	Mobile Field Force Standard Operating Procedures	BPD will post the Revised Draft Mobile Field Force SOP on its website for additional public feedback.	BPD	Second Comment Period	Q1 2021
86	238-56	First Amendment Protected Activities	Mobile Field Force Standard Operating Procedures	The Monitoring Team approves or disapproves the Final Mobile Field Force SOP, explaining its rationale and justification with the Court. The determination will be based on the extent to which the policy adequately complies with the requirements of the Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and BPD stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Mobile Field Force SOP	Q1 2021
87	238-56	First Amendment Protected Activities	Mobile Field Force Training	BPD will provide training on the Mobile Field Force SOP by the end of 2020, utilizing appropriate resources.	BPD	Mobile Field Force Training Provided	TBD (4 th Year Plan)
88	238-54, 255-56	First Amendment Protected Activities	Annual BPD Assessment	BPD will provide DOJ and the Monitoring Team with a draft methodology outlining its intended approach for the Annual First Amendment Protected Activity Assessment (the "First Amendment Protected Activity Assessment Methodology").	BPD	Submission of Draft First Amendment Protected Activity Assessment Methodology	Q4 2020
89	238-54, 255-56	First Amendment Protected Activities	Annual BPD Assessment	BPD will submit a Final Methodology for the Annual First Amendment Protected Activity Assessment.	BPD	Final Methodology Submitted	Q4 2020

90	238-54, 255-56	First Amendment Protected Activities	Annual BPD Assessment	<p>BPD will provide a Draft Annual First Amendment Protected Activity Assessment. Consistent with Paragraphs 255 and 256, it will include (1) review and analysis of complaints alleging misconduct related to First Amendment protected activity, (2) analysis of BPD responses to public protests or assemblies, and (3) identification of deficiencies and opportunities for improvement, corrective action or improvement measures, and documentation of such measures.</p> <p>BPD may elect to consult with the Monitoring Team and DOJ beginning on or about August 1, 2020 to discuss methodology and approach in conducting the assessment.</p>	BPD	Submission of Draft Annual First Amendment Protected Activity Assessment	Q1/Q2 2021 (4 th Year Plan)
91	238-54, 255-56	First Amendment Protected Activities	Annual BPD Assessment	BPD submits a Final Annual First Amendment Protected Activity Assessment to the Court.	BPD	Submission to Court of Final Annual First Amendment Protected Activity Assessment	Q2 2021 (4 th Year Plan)
92	259	Sexual Assault	Investigator Training	The Monitoring Team approves or disapproves the Final Sexual Assault Investigations Training for Investigators/Relevant Personnel developed during the second year of monitoring, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Sexual Assault Investigations Training for Investigators/ Relevant Personnel	Q4 2020

93	259	Sexual Assault	Investigator Training	<p>BPD will implement the Sexual Assault Investigations Training for Investigators/Relevant Personnel. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences.</p> <p>During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.</p>	BPD, DOJ, Monitoring Team	Training Conducted	Q4 2020
94	259	Sexual Assault	Investigator Training	<p>BPD will certify to the Court that all eligible and relevant BPD personnel have successfully completed the required Sexual Assault Investigations Training for Investigators/Relevant Personnel. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.</p>	BPD, City	Filing of Memorandum to the Court re: Completion of Sexual Assault Investigations Training for Investigators/ Relevant Personnel	Q4 2020
95	267-79	Technology	Resource Plan	<p>BPD and the City of Baltimore will submit to the Court, DOJ and the Monitoring Team semiannual updates to the previously-submitted and approved Technology Resource Plan. These updates will address progress to date, outstanding progress remaining, and any changes in timelines for various deliverables.</p> <p>Any revised deadlines for various milestones will be incorporated by reference into this Monitoring Plan.</p>	BPD	Submission of Semiannual Resource Plan Updates	Q4 2020

96	267-79	Technology	Resource Plan	BPD, DOJ, and the Monitoring Team will meet at least monthly to discuss the status of implementation of the various technology initiatives required by or otherwise supporting the Consent Decree process. Representatives across BPD functions that are implicated by the Resource Plan will be in attendance, as will Monitoring Team leads across implicated substantive areas. The purpose is to discuss both technical project management and substantive goals and implications for the implementation of new technology within the Department.	BPD, DOJ, Monitoring Team	Monthly Technology & Data Implementation Meetings	Ongoing
97	301-02	Supervision	Field Training Officer ("FTO") Program	BPD will submit a Proposed Draft FTO Program Plan to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft FTO Program Plan	Q4 2020
98	301-02	Supervision	Field Training Officer ("FTO") Program	BPD will post the Proposed Draft FTO Program Plan on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q4 2020
99	301-02	Supervision	Field Training Officer ("FTO") Program	BPD will post the Revised Draft FTO Program Plan on its website for additional public feedback.	BPD	Second Comment Period	Q4 2020
100	301-02	Supervision	Field Training Officer ("FTO") Program	<p>The Monitoring Team approves or disapproves the Final FTO Program Plan, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.</p> <p>Finalized deadlines for various milestones contained in the Plan will be incorporated by reference into this Monitoring Plan. BPD, DOJ and the Monitoring Team will meet regularly to discuss implementation and whether the objectives, goals, and milestones of the Plan are being met.</p>	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final FTO Program Plan	Q4 2020

101	435		Command. Promotional Criteria/ Process	BPD will post the Proposed Draft Promotional Criteria/Process Materials for Command ranks on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q3 2020
102	435	Supervision	Command. Promotional Criteria/ Process	BPD will post the Revised Draft Promotional Criteria/Process Materials on its website for additional public feedback.	BPD	Second Comment Period	Q3 2020
103	435	Supervision	Command Promotional Criteria/ Process	The Monitoring Team approves or disapproves the Final Promotional Criteria/Process Materials, explaining its rationale and justification with the Court. The determination will be based on the extent to which the materials adequately comply with the requirements of the Consent Decree, incorporate feedback of DOJ and the Monitoring Team, and reflect the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Promotional Criteria/Process Materials	Q3 2020
104	435	Supervision	Sgt./Lt Promotional Criteria/ Process	BPD will submit a Proposed Draft Promotional Criteria/Process Materials for Lieutenants and Sergeants to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft Promotional Criteria/Process Materials	4-Sep-20
105	435	Supervision	Sgt./Lt. Promotional Criteria/ Process	BPD will post the Proposed Draft Promotional Criteria/Process Materials on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q3/Q4 2020
106	435	Supervision	Sgt./Lt. Promotional Criteria/ Process	BPD will post the Revised Draft Promotional Criteria/Process Materials on its website for additional public feedback.	BPD	Second Comment Period	Q4 2020
107	435	Supervision	Sgt./Lt. Promotional Criteria/ Process	The Monitoring Team approves or disapproves the Final Promotional Criteria/Process Materials, explaining its rationale and justification with the Court. The determination will be based on the extent to which the materials adequately comply with the requirements of the Consent Decree, incorporate feedback of DOJ and the Monitoring Team, and reflect the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Promotional Criteria/Process Materials	Q4 2020

108	303-11	Supervision	Patrol Supervisor Duties & Responsibilities Policy	BPD will submit a Proposed Draft Patrol Supervisor Duties & Responsibilities Policy to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft Patrol Supervisor Duties & Responsibilities Policy	Q4 2020
109	303-11	Supervision	Patrol Supervisor Duties & Responsibilities Policy	BPD will post the Proposed Draft Patrol Supervisor Duties & Responsibilities Policy on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q4 2020
110	303-11	Supervision	Patrol Supervisor Duties & Responsibilities Policy	BPD will post the Revised Draft Patrol Supervisor Duties & Responsibilities Policy on its website for additional public feedback.	BPD	Second Comment Period	Q4 2020
111	303-11	Supervision	Patrol Supervisor Duties & Responsibilities Policy	The Monitoring Team approves or disapproves the Final Patrol Supervisor Duties & Responsibilities Policy, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Patrol Supervisor Duties & Responsibilities Policy	Q4 2020
112	317, 328	Supervision	Performance Data Meetings for EIS	BPD, DOJ, and the Monitoring Team will convene monthly to discuss current data trends in the Department with respect to various metrics of departmental and officer performance. As an initial starting point, BPD will summarize current aggregate data, broken out by month, for all of the relevant categories and classes of data outlined in paragraph 317, which addressed Early Intervention System (EIS) requirements. Where BPD is not currently capturing data, the BPD presentations will note this and summarize the current implementation status with respect to systems or processes that will facilitate relevant data capture. DOJ and the Monitoring Team will participate in the meetings, such as by asking questions, exploring trends, and the like.	BPD, DOJ, Monitoring Team	Monthly Performance Data Meetings for EIS Begin	Ongoing

113	329-415	Misconduct Investigations & Discipline	General	The Monitoring Team will review internal affairs investigation records for the purposes of (1) structuring Consent Decree-required outcome assessments, and (2) understanding and evaluating current practices. The Monitoring Team's role is not to independently investigate BPD officers who are the subject of internal affairs investigations. Instead, the Monitoring Team's role is to examine internal affairs investigations in order to identify current practices and trends, develop outcome assessment measures, and ultimately to gauge BPD's compliance with the Consent Decree.	Monitoring Team	Monitoring of Misconduct Investigations & Discipline	Ongoing
114	405	Misconduct Investigations & Discipline	Annual BPD Misconduct Investigations and Discipline System Audit	BPD will provide DOJ and the Monitoring Team with a draft methodology outlining its intended approach for the Annual BPD Misconduct Investigations and Discipline System Audit.	BPD	Submission of Annual Audit Methodology	Q4 2020
115	405	Misconduct Investigations & Discipline	Annual BPD Misconduct Investigations and Discipline System Audit	BPD will submit a Final Methodology for the Annual BPD Misconduct Investigations and Discipline System Audit.	BPD	Final Methodology Submitted	Q1 2021
116	372-88, 403-05	Misconduct Investigations & Discipline	Disciplinary System Policies	BPD will submit Initial Draft Disciplinary System Policies; Suite I, that address the requirements of the Consent Decree regarding the adjudication of misconduct complaints, the process from the completion of an investigation to the disposition of that investigation, the determination of whether remedial action is necessary, the imposition of any remedial action, and the process for appeal or reconsideration of the imposition of any remedial action..	BPD	Submission of Initial Draft Disciplinary System Policies	Q3 2020
117	372-88, 403-05	Misconduct Investigations & Discipline	Disciplinary System Policies	BPD will submit a Proposed Draft Disciplinary System Policies to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft Disciplinary System Policies	Q4 2020
118	372-88, 403-05	Misconduct Investigations & Discipline	Disciplinary System Policies	BPD will post the Proposed Draft Disciplinary System Policies on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q1 2021

119	372–88, 403–05	Misconduct Investigations & Discipline	Disciplinary System Policies	BPD will post the Revised Draft Disciplinary System Policies on its website for additional public feedback.	BPD	Second Comment Period	Q1 2021
120	372–88, 403–05	Misconduct Investigations & Discipline	Disciplinary System Policies	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft Disciplinary System Policies in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final Disciplinary System Policies	Q1 2021
121	372–88, 403–05	Misconduct Investigations & Discipline	Disciplinary System Policies	The Monitoring Team approves or disapproves the Final Disciplinary System Policies, explaining its rationale and justification with the Court. The determination will be based on the extent to which the policies adequately comply with the requirements of the Consent Decree, incorporate feedback of DOJ and the Monitoring Team, and reflect the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Disciplinary System Policies	Q1 2021
122	402	Misconduct Investigations & Discipline	PIB and CRB Quarterly Reports	PIB and CRB will separately produce quarterly reports responsive to the requirements of paragraph 402.	BPD, CRB	Submission of Quarterly Reports	TBD (beginning 2021)
123	415, 438(b)	Misconduct Investigations & Discipline	EPIC/Peer Intervention Training	BPD will post the Proposed Draft EPIC/Peer Intervention Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q3 2020
124	415, 438(b)	Misconduct Investigations & Discipline	EPIC/Peer Intervention Training	BPD will post the Revised Draft EPIC/Peer Intervention Training on its website for additional public feedback.	BPD	Second Comment Period	Q3 2020
125	415, 438(b)	Misconduct Investigations & Discipline	EPIC/Peer Intervention Training	The Monitoring Team approves or disapproves the Final EPIC/Peer Intervention Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final EPIC/Peer Intervention Training Curriculum	Q4 2020

126	415, 438(b)	Misconduct Investigations & Discipline	EPIC/Peer Intervention Training	<p>BPD will implement the EPIC/Peer Intervention Training Curriculum. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences.</p> <p>During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.</p>	BPD, DOJ, Monitoring Team	Training Conducted	Q4 2020 and Q1 2020
127	415, 438(b)	Misconduct Investigations & Discipline	EPIC/Peer Intervention Training	<p>BPD will certify to the Court that all eligible BPD officers have successfully completed the required EPIC/Peer Intervention Training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.</p>	BPD, City	Filing of Memorandum to the Court re: Completion of EPIC/Peer Intervention Training	Q2 2021 (4 th Year Plan)

128	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	<p>BPD will submit an initial draft 40-hour PIB/CRB Investigator Training Curriculum {¶409} comprising the following components:</p> <ul style="list-style-type: none"> • Investigative skills training {¶410(a,c-f); (¶412(a,c-f)) <ul style="list-style-type: none"> ○ {¶411} ○ Trainees: PIB & CRB ○ Length: 32 hours • PIB Manual training {¶410(b,g-h)} <ul style="list-style-type: none"> ○ Developed and delivered by PIB ○ Trainees: PIB (CRB invited {¶413}) ○ Length: 6 hours • Legal training (2 hours) {¶410(i), ¶412(i)} <ul style="list-style-type: none"> ○ Developed/delivered by Baltimore City Law Dept. ○ Trainees: PIB & CRB ○ Length: 2 hours <p>NOTE: The Fourth-Year Monitoring Plan will include the development/delivery of additional PIB/CRB Training:</p> <ul style="list-style-type: none"> • Classification Collaboration Training {¶412(b)} <ul style="list-style-type: none"> ○ Developed and delivered by PIB & CRB ○ Trainees: PIB & CRB ○ Length: 3 hours • Investigation Collaboration Training {¶412(g,h)} <ul style="list-style-type: none"> ○ Developed and delivered by PIB & CRB ○ Trainees: PIB & CRB ○ Length: 3 hours <p>E&T will provide guidance to PIB to ensure that PIB/CRB Investigator Training Curriculum incorporates adult learning principles.</p>	BPD, CRB, City	Submission of Initial Draft PIB/CRB Investigator Training Curriculum	Q4 2020
129	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD will submit a Proposed Draft PIB/CRB Investigator Training Curriculum to CRB, DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft PIB/CRB Investigator Training Curriculum	Q4 2020
130	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD will post the Proposed Draft PIB/CRB Investigator Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q4 2020

131	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD will post the Revised Draft PIB/CRB Investigator Training on its website for additional public feedback.	BPD	Second Comment Period	Q1 2021
132	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD, CRB, DOJ, and the Monitoring Team consider additional changes to the Revised Draft PIB/CRB Investigator Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, CRB, DOJ	Submission and Approval or Disapproval of Revised Draft PIB/CRB Investigator Training Curriculum	Q1 2021
133	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	The Monitoring Team approves or disapproves the Final PIB/CRB Investigator Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final PIB/CRB Investigator Training Curriculum	Q1 2021
134	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD will implement the PIB/CRB Investigator Training Curriculum. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences. During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.	BPD, City, CRB, DOJ, Monitoring Team	Training Conducted	Q1 2021
135	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD and the City will certify to the Court that all eligible and relevant BPD and City personnel, respectively, have successfully completed the required PIB/CRB Investigator Training. To the extent that some BPD officers and CRB investigators who should have completed training did not, BPD and the City, respectively, will provide the Court a statement of how many officers failed to complete the training without good cause, as	BPD, CRB, City	Filing of Memorandum to the Court re: Completion of PIB/CRB Investigator Training	Q2 2021 (4 th Year Plan)

				<p>well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD and the City will share drafts of the certifications with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.</p>			
136	420-22	Recruitment, Hiring, and Retention	Recruitment	BPD will continue its RecruitSTAT program, providing real-time information to the Parties and Monitoring Team on recruitment activities and meeting bi-weekly to discuss progress in implementing the Hiring Process Policy previously approved by the Court.	BPD, DOJ, Monitoring Team	Ongoing Convening of RecruitSTAT	Ongoing
137	420-22	Recruitment, Hiring, and Retention	Retention	BPD will implement the Retention Plan approved in Year Two, convening with the Parties as necessary to discuss implementation status, issues, and progress.	BPD, DOJ, Monitoring Team	Ongoing Convening with Parties	Ongoing
138	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	<p>BPD implements the Staffing Plan, adhering to the various milestones and deadlines set forth in the Plan. BPD, DOJ and the Monitoring Team will convene at least monthly to discuss the implementation of the Plan in real-time. The purpose is to allow DOJ and the Monitoring Team to provide continual oversight and real-time technical assistance as changes in BPD staffing are implemented.</p> <p>Finalized deadlines for various milestones contained in the Plan will be incorporated by reference into this Monitoring Plan.</p>	BPD, DOJ, Monitoring Team	Staffing Plan Implemented & Monthly Implementation Meetings Commence	Ongoing
139	431-35	Staffing, Performance Evaluations, and Promotions	Performance Evaluations	BPD will submit Proposed Draft Final Performance Evaluation Policies and Materials to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft Final Performance Evaluation Policies and Materials	Q3 2020

140	431-35	Staffing, Performance Evaluations, and Promotions	Performance Evaluations	BPD will post the Proposed Draft Final Performance Evaluation Policies and Materials on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q3 & Q4 2020
141	431-35	Staffing, Performance Evaluations, and Promotions	Performance Evaluations	BPD will post the Revised Draft Performance Evaluation Policies and Materials on its website for additional public feedback.	BPD	Second Comment Period	Q4 2020
142	431-35	Staffing, Performance Evaluations, and Promotions	Performance Evaluations	The Monitoring Team approves or disapproves the Final Performance Evaluation Policies and Materials, explaining its rationale and justification with the Court. The determination will be based on the extent to which the materials adequately comply with the requirements of the Consent Decree, incorporate feedback of DOJ and the Monitoring Team, and reflect the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Performance Evaluation Policies and Materials	Q4 2020
143	436-41	Officer Assistance & Support	BPD Assessment of Officer Assistance & Support Programs	BPD will conduct the BPD Assessment of Officer Assistance & Support Programs and provide the Parties with a Draft BPD Assessment of Officer Assistance & Support Programs Report.	BPD	Submission of Draft BPD Assessment of Officer Assistance & Support Programs Report	Q3 2020
144	436-41	Officer Assistance & Support	BPD Assessment of Officer Assistance & Support Programs	BPD will submit a Final BPD Assessment of Officer Assistance & Support Programs to the Court.	BPD	Submission of Final BPD Assessment of Officer Assistance & Support Programs	Q4 2020
145		Officer Assistance & Support	Policies	BPD will submit Initial Drafts of Duty to Intervene and Anti-Retaliation policies.	BPD	Submission of Initial Drafts	Q3 2020
146		Officer Assistance & Support	Policies	BPD will submit Proposed Drafts of Duty to Intervene and Anti-Retaliation policies to DOJ and the Monitoring Team.	BPD	Submission of Proposed Drafts	Q4 2020

147		Officer Assistance & Support	Policies	BPD will post the Proposed Drafts of Duty to Intervene and Anti-Retaliation policies on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment.	BPD	Comment Period	Q4 2020
148		Officer Assistance & Support	Policies	BPD will post the Revised Drafts of Duty to Intervene and Anti-Retaliation policies on its website for additional public feedback.	BPD, DOJ and MT	Second Public Comment Period	Q4 2020
149		Officer Assistance & Support	Policies	The Monitoring Team approves or disapproves the Final Duty to Intervene and Anti-Retaliation policies, explaining its rationale and justification with the Court. The determination will be based on the extent to which the policies adequately comply with the requirements of the Consent Decree, incorporate feedback of DOJ and the Monitoring Team, and reflect the values and specific input of community and Department stakeholders.	MT	Filing of Memorandum to the Court re: Approval or Disapproval of Disciplinary System Policies	Q4 2020
150	471-72	Monitor Reports	Fifth Semiannual Report & Comprehensive Reassessment	The Monitor will file the Fifth Semiannual Report & Comprehensive Reassessment with the Court and "post the final report[], along with comments by the Parties that the Parties request be posted, and the Monitor's response, if any, to its website."	Monitoring Team	Filing of Fifth Semiannual Report & Comprehensive Reassessment with Court	30-Sept-20
151	471-72	Monitor Reports	Fifth Semiannual Report & Comprehensive Reassessment	The Monitor will hold one of its required, quarterly community meetings to brief community members on the Fifth Semiannual Report & Comprehensive Reassessment.	Monitoring Team	Quarterly Community Meeting on Semiannual Report Held	TBD
152	461	Monitor Reports	Monthly Meetings with Court	The Monitoring Team and Parties will, per the Court's instructions, meet with the Court to discuss specific subject areas to discuss progress made to date in those identified areas.	BPD, City, DOJ, Monitoring Team	Participation in Monthly Meetings with Court	10-Sep-20 08-Oct-20 12-Nov-20 10-Dec-20 14-Jan-21
153	461	Monitor Reports	Monthly Meetings with Court	The Court will hold quarterly, public hearings to discuss the overall status of progress.	BPD, City, DOJ, Monitoring Team	Quarterly Public Hearings	22-Oct-20 21-Jan-21

154	461	Monitoring Plan	Fourth-Year Monitoring Plan	The Monitoring Team will submit a draft of the Fourth-Year Monitoring Plan to the Parties. The Fourth-Year Monitoring Plan will cover the period of February 16, 2021 through February 15, 2022. Prior to the submission of the draft, the Monitoring Team, BPD and DOJ will exchange ideas about the Consent Decree requirements to be addressed in Year Four, as well as the timelines for addressing them.	Monitoring Team	Submission of Draft Third-Year Monitoring Plan	Q4 2020
155	461	Monitoring Plan	Fourth-Year Monitoring Plan	BPD, DOJ, and the Monitoring Team will actively and affirmatively seek community feedback and public comment on the Draft Fourth-Year Monitoring Plan.	BPD, City, DOJ Monitoring Team	Comment Period	Q1 2021
156	461	Monitoring Plan	Fourth-Year Monitoring Plan	The Monitoring Team will revise the Draft Fourth-Year Monitoring Plan, as appropriate, and file the Fourth Third-Year Monitoring Plan with the Court.	Monitoring Team	Filing of Final Fourth-Year Monitoring Plan with Court	Q1 2021
157	451	Monitoring Plan	Monthly Invoices	The Monitoring Team will submit invoices on a monthly basis to the Parties by the 15th day of the month (or as soon as possible thereafter) following the performance of duties. The Parties shall promptly review and communicate any and all questions, comments, or feedback to the Monitoring Team. The invoice shall be submitted to the Court by the 20th day of the month (or as soon as possible thereafter) with an accompanying cover letter.	Monitoring Team	Submission of Monthly Invoices to Parties, Court	Ongoing