

f



CONSENT DECREE MONITORING TEAM

# FIFTH-YEAR MONITORING PLAN

## Introduction

This document contains a draft of the Fifth-Year Monitoring Plan (“Fifth-Year Plan”) that the Consent Decree Monitoring Team (“Monitoring Team”) has prepared for structuring and assessing the compliance of the Baltimore Police Department (“BPD”) and the City of Baltimore (“City”) with the court-approved Consent Decree they entered into with the United States Department of Justice (“DOJ”) in 2017.

The Consent Decree, which is a judicially enforceable agreement, requires BPD and the City to implement a comprehensive set of specific reforms designed to promote fair and constitutional policing, rebuild relationships with Baltimore’s communities, and ensure public safety. Taken as a whole, the Consent Decree prescribes transformational change for BPD. Achieving transformational change in a large police department does not happen overnight. As the Consent Decree envisions, it takes time and requires adherence to a rigorous, methodical reform process. The Fifth-Year Plan is the blueprint for the fifth year of that process. It provides a detailed, structured framework for the steps that BPD and the City must take between March 1, 2022 and February 28, 2023 to move toward the goal of full and effective compliance with the Consent Decree.

The draft Fifth-Year Plan is what it purports to be: a draft. ***Between now and February 23, 2022, the Monitoring Team, BPD, the City and DOJ seek to obtain the community’s views on the draft.*** The Monitoring Team would like to know whether community members and police officers believe the draft reflects the correct priorities based on both the requirements of the Consent Decree and the progress BPD has made in the first four years, and if not, which Consent Decree requirements ought to be prioritized instead. Upon receiving and assessing the community’s comments, the Monitoring Team, in collaboration with BPD, the City and DOJ, will assemble a final proposed plan for the Court’s review and approval.

## What the Draft Fifth-Year Plan Is and What It Is Not

The Fifth-Year Plan does not take the place of the Consent Decree, and nothing in the Plan changes any of the requirements of the Consent Decree. Just the opposite: the Fifth-Year Plan provides a timetable for implementing the requirements of the Consent Decree. It furnishes a road map for ensuring that BPD and the City make swift progress toward adopting sustainable reform and that 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 Fifth-Year Plan identifies the obligations of BPD, the City, DOJ and the Monitoring Team for the fifth year of monitoring, which will run from March 2022 through February 2023. The Fifth-Year Plan is necessarily detailed. It provides specific deadlines that obligate BPD and the City to comply with the Consent Decree requirements that the Monitoring Team, BPD, the City and DOJ believe ought to be prioritized, and can be achieved, by the end of February 2023. As described in greater detail below, these requirements include developing and implementing a host

of training initiatives; completing revisions to a handful of 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. The Fifth-Year 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 Fifth-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. As the Fifth-Year Plan indicates, the Monitoring Team will present a similarly detailed Sixth-Year Plan in early 2023, after it has had time to assess BPD's progress in the fifth year. The Monitoring Team will then present a detailed Seventh-Year Plan near the end of the sixth year, after it has a chance to assess BPD's progress under the Sixth-Year Plan.

There are some deliverables included in the Fifth-Year Plan on which work already has begun under the Fourth-Year Plan. For those deliverables, the Fifth-Year Plan includes dates from the Fourth-Year Plan—that is, dates that precede the end of February 2022—so that the community fully understands the genesis of all the work due under the Fifth-Year Plan.

### **What the Draft Fifth-Year Plan Requires from BPD and the City**

Not every Consent Decree requirement can be or will be addressed in the fifth 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 actually resulting in the real-world changes the Consent Decree requires.

During the first four years of monitoring, BPD and the City have neared full implementation of the Consent Decree's foundational reforms. BPD has successfully revised almost all of its 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 recently replaced its antiquated, paper-based reporting system with a new Records Management System, which relies on electronic field-based reporting from officers. And BPD and the City 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, the Fifth-Year Plan takes BPD and the City squarely 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 Five, many of which will mark progress in these vital systems, are described below.

### Policies

Under the draft Fifth-Year Plan, BPD will finalize the few remaining policies covered by the Consent Decree, including policies addressing officer discipline, BPD's Law Enforcement

Assisted Diversion program, and BPD's early intervention system, which is aimed at preemptively identifying and correcting problematic officer behavior. At the same time, BPD will begin reviewing and re-assessing certain policies that were previously revised under the Consent Decree, including policies on use of force and stops, searches and arrests.

### Training

Year Five will continue to focus on officer training. Thus, as in Year Four, BPD's Training Academy and its personnel will have their work cut out for them. Given the resources BPD has committed to the Training Academy over the past three years—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 Fifth-Year Plan. These include the following:

- Delivering training on youth interactions, coupled with training on behavioral health awareness and stops, searches, and arrests.
- Continuing specialized training for Crisis Intervention Team officers.
- 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 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 2021, as well as training on officers' constitutional obligation to disclose exculpatory evidence in criminal cases.
- Developing and delivering annual Department-wide in-service training on use of force and community policing.
- 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 members of the Performance Review Board, which reviews serious use of force incidents.

- Developing curriculum for in-service training in 2023 on use of force, behavioral health awareness and crisis intervention, stops, searches, arrests, and community policing.

*Accountability and Transparency*

The Fifth-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 fifth 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. First, it will complete its report covering use of force incidents from 2017 – 2020. Toward the middle of the year, it will complete an analysis and issue a report covering 2021 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.
- Conduct a survey of victims of sexual assaults to measure the efficacy of sexual assault investigations.
- 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 a report regarding its coordination with Baltimore School Police.
- 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.

### **What the Draft Fifth-Year Plan Requires from the Monitoring Team**

For each “deliverable” BPD and the City must complete under the Fifth-Year Plan, the Monitoring Team will assess whether it satisfies the requirements of the Consent Decree. In addition, the Fifth-Year Plan contains a number of 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.***

Within the next several weeks—before the Fifth-Year Plan is finalized—the Monitoring Team, under the Fourth-Year Plan, will publish comprehensive reports on BPD’s performance in two different areas: training and transportation of persons in custody.

The Fifth-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:
  - Use of force incidents, reporting, and supervisory review for the years 2018 – 2020
  - BPD’s sex assault investigations from 2021
- Finalize methodologies for and conduct evaluations of:
  - BPD arrests and arrest reporting
  - BPD interactions with individuals experiencing behavioral health crises
  - BPD responses to individuals engaged in First Amendment activity (speech, assembly, observing and recording officer conduct)

- BPD investigative stops, weapons pat-downs, and searches, provided the new Record Management System contains sufficiently reliable data
- BPD's Performance Review Board
- BPD's recruitment, hiring and retention practices
- BPD's officer wellness program
- Conduct an informal evaluation of the quality of the Public Integrity Bureau's officer misconduct investigations to gauge the effectiveness of the PIB investigator training delivered in 2021, followed by development of a methodology for a more formal evaluation of misconduct investigations that post-date the training.
- Establish methodologies for performing reviews in 2023 of:
  - BPD's community policing performance
  - BPD's interactions with youth

Under the Fifth-Year Plan, the Monitoring Team also will conduct its second set of surveys to gauge community attitudes toward BPD and officer attitudes about the Consent Decree and workplace satisfaction. In particular, the Monitoring Team will conduct and publish reports on the results of (1) a representative community survey, (2) a survey of recently arrested individuals in custody, and (3) focus groups of BPD officers.

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

### **How the Draft Fifth-Year Plan Provides for Community Input**

With the full support of the Monitoring Team and DOJ, BPD seeks to continue to encourage community members to participate in the reform process. Accordingly, for each policy that is being revised, and for each training curriculum that is being developed, the Fifth-Year Plan furnishes community members two separate opportunities to provide input and feedback. BPD will issue each draft policy or training curriculum for public comment after collaborating with the Monitoring Team and DOJ on the draft. The initial Public Comment Period, which typically lasts a month, will be the community's first opportunity to provide input and feedback. Following the initial Public Comment period, BPD, again in collaboration with the Monitoring Team and DOJ, will consider and incorporate the comments received. BPD will then issue the revised policy or training curriculum for public comment in an abbreviated second Public Comment Period, which typically lasts two weeks. That will be the community's second opportunity to provide input and feedback. It will give community members a chance to see if the initial set of comments were



addressed, as well as a chance to weigh in again before the policy or training curriculum is finalized. Although community members are welcome to submit comments and suggestions during both comment periods, community members should keep in mind that the initial Public Comment Period is the key time for submission of comments and suggestions.

### **What the Deadlines in the Draft Fifth-Year Plan Mean**

To provide the flexibility necessitated by the COVID-19 pandemic while at the same time ensuring that BPD proceeds with the required urgency, the draft Fifth-Year Plan includes date ranges for deadlines, rather than specific dates. The date ranges will provide the community the opportunity to anticipate the approximate dates by which they can expect to see and begin reviewing draft policies and training curricula. They also provide notice of the approximate dates by which the community should expect to see published reports from either BPD or the Monitoring Team. The date ranges encompass three-month periods, or annual quarters—*e.g.* “Q2 2022” for April 1 – June 30, 2022.

Using a variety of outreach methods, BPD will alert the public at least one week before public comment periods begin, and will again send reminders when public comment periods have begun and when they are set to close, so that community members remain fully informed about their opportunities to engage directly in the reform process. All initial comment periods will continue to be for at least 30 days, and all follow-up comment periods (*i.e.*, periods for comment following the incorporation of feedback provided during the initial comment period) will continue to be for two weeks.

The Monitoring Team has chosen to use quarterly date ranges, rather than specific dates, because the uncertainty the pandemic continues to generate may require changes to specific dates, which would lead to confusion in the community about reform timelines. In fact, this is what happened with many deadlines in the Third-Year Plan (February 2020 – February 2021), which had to be changed repeatedly because of the pandemic. By including quarterly date ranges in the Fourth-Year Plan, The Monitoring Team was able to avoid similar confusion in Year Four without any adverse impact on the progress of the reform effort. Thus, the Monitoring Team plans to do the same thing this year. The Monitoring Team hopes revert to using specific dates in future Monitoring Plans, provided the uncertainty and dislocation caused by the pandemic recedes.

### **What Happens Next: Community Feedback on the Draft Fifth-Year Plan**

The Monitoring Team is now making the draft Fifth-Year Plan available for public comment. The Monitoring Team wants to hear from as many voices as possible about the draft. All members of the community are invited to share their impressions.

***The public comment period will run from today, January 24, 2022, through February 23, 2022.*** Comments can be submitted in writing as follows:

- By completing a survey online on the Monitoring Team’s website, <https://www.surveymonkey.com/r/BPDMTPlanSurvey>. **This is the preferred method.**
- By submitting a letter electronically to the Monitoring Team’s email address, [info@bpdmonitor.com](mailto:info@bpdmonitor.com).
- By mailing a letter to the Monitoring Team at the following address:

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

As the survey form available online indicates, individuals who wish to provide feedback on the draft Fifth-Year Plan are encouraged to focus on the following general questions:

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

The Monitoring Team, BPD, the City and DOJ will consider the comments received, incorporate the comments into the Fifth-Year Plan as warranted, and submit a final proposed Fifth-Year Plan to the Court for review and approval by the end of February 2022. The Monitoring Team will share all comments received with the City, BPD and DOJ, and will file all of them publicly with the Court.

Row							
1	<b>Fifth-Year Monitoring Plan</b>						
2	<p><u>General Notes:</u>            This Fifth-Year Monitoring Plan contains all requirements, milestones, deliverables, and deadlines expected from March 1, 2022 through the end of the fifth monitoring year on February 28, 2023. In some instances, existing deadlines that occur prior to March 1, 2022 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 Para.	Area	Sub-Area	Milestone	Responsible Stakeholder	Deliverable	Quarter

6	6, 19-21	<b>Community Engagement</b>	<b>General</b>	<p>As required by the Consent Decree, direct community participation and involvement in police reform will continue to be an overriding objective under the Fifth-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 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.</p> <p>BPD, DOJ and the Monitoring Team will meet monthly throughout the year to discuss and plan community engagement efforts.</p>	BPD, City, DOJ, Monitoring Team	Ongoing Community Engagement	Ongoing
7	15-20, 25	<b>Community Policing</b>	<b>Community Policing Plan Implementation</b>	BPD continues to implement its approved Community Policing Plan and will augment the Plan to include additional neighborhood policing plans. BPD, DOJ and the Monitoring Team will regularly discuss implementation during bi-weekly community policing meetings.	BPD	Implementation	Ongoing

8	16	<b>Community Policing</b>	<b>Annual In-Service Training</b>	<p>BPD submits to the Monitoring Team and DOJ a draft 2022 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 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. 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 processes it utilized, or will utilize, for each officer.</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>BPD</p> <p>BPD</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>Training conducted</p> <p>Certification of completion filed</p>	<p>Q1 2022</p> <p>Q2 2022</p> <p>Q2 2022</p> <p>Q3 2022</p> <p>Q3 2022</p> <p>Q3 2022</p> <p>Q3-Q4 2022</p> <p>Q4 2022</p>
---	----	---------------------------	-----------------------------------	---	---	---	--

9	22	<b>Community Policing and Engagement</b>	<b>BPD Community Policing Report</b>	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.	BPD	Draft report submitted	Q1 2021
				The Monitoring Team and DOJ provide feedback on draft report.	DOJ, MT	Feedback	Q2 2022
				BPD incorporates feedback, publishes final report, and files final report with Court.	BPD	Final report filed	Q2 2022
10	23-24, 459.a.	<b>Community Engagement</b>	<b>Monitoring Team Resident Survey</b>	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	Q3 2021 through Q1 2022
				Monitoring Team provides draft survey report to BPD, the City and DOJ	Monitoring Team	Draft report submitted	Q2 2022
				BPD, the City and DOJ provide feedback on draft survey report	BPD, City, DOJ	Feedback	Q2 2022
				Monitoring Team files final survey report with Court.	Monitoring Team	Report filed	Q2 2022

11	23-24, 459.a.	<b>Community Engagement</b>	<b>Monitoring Team Arrestee Survey</b>	The Monitoring Team and its designated survey team will provide BPD, the City and DOJ with a proposed methodology for conducting a survey of recently arrested individuals detained in CBIF regarding their experiences with BPD, as required by paragraph 23.	Monitoring Team	Draft survey methodology submitted	Q1 2022
				BPD, the City and DOJ provide feedback and collaborate with the Monitoring Team on proposed methodology	BPD, City, DOJ	Feedback and collaboration	Q2 2022
				The Monitoring Team and survey team finalize the methodology	Monitoring Team	Methodology finalized	Q2 2022
				The survey team conducts the survey	Monitoring Team	Survey conducted	Q2 2022
				Monitoring Team provides draft survey report to BPD, the City and DOJ	Monitoring Team	Draft report submitted	Q3 2022
				BPD, the City and DOJ provide feedback on draft survey report	BPD, City, DOJ	Feedback	Q3 2022
				Monitoring Team files final survey report with Court	Monitoring Team	Report filed	Q3 2022

12	23-24, 459.a.	<b>Community Engagement</b>	<b>Monitoring Team Officer Focus Groups</b>	<p>The Monitoring Team and its designated focus group team will provide BPD, the City and DOJ with a proposed methodology for conducting focus groups of BPD officers regarding their views on community policing, Consent Decree requirements, job satisfaction, areas for institutional improvement, and other policing subjects, as required by paragraph 23.</p> <p>BPD, the City and DOJ provide feedback and collaborate with the Monitoring Team on proposed methodology.</p> <p>The Monitoring Team and survey team finalize the methodology.</p> <p>The focus group team conduct the focus groups.</p> <p>Monitoring Team provides draft focus group report to BPD, the City and DOJ.</p> <p>BPD, the City and DOJ provide feedback on draft focus group report.</p> <p>Monitoring Team files final focus group report with Court.</p>		<p>Draft focus group methodology submitted</p> <p>Feedback and collaboration</p> <p>Methodology finalized</p> <p>Focus groups conducted</p> <p>Draft report submitted</p> <p>Feedback</p> <p>Report filed</p>	<p>Q2 2022</p> <p>Q2 2022</p> <p>Q2 2022</p> <p>Q2 2022</p> <p>Q3 2022</p> <p>Q3 2022</p> <p>Q3 2022</p>
----	---------------	-----------------------------	---	---	--	---	--



13	15-21	<b>Community Policing and Engagement</b>	<b>Monitoring Team Review</b>	The Monitoring Team prepares and submits to BPD, the City and DOJ a proposed methodology for conducting 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 incorporate the results from the resident survey, the arrestee survey, and the officer focus groups.	Monitoring Team	Draft methodology submitted	Q4 2022
				BPD, the City and DOJ provide feedback and collaborate with the Monitoring Team on the proposed methodology.	BPD, DOJ	Feedback and collaboration	Q4 2022
				The Monitoring Team finalizes the methodology.	Monitoring Team	Methodology finalized	Q4 2022
				The Monitoring Team conducts the review.	Monitoring Team	Review conducted	Q4 2022- Q1 2023
				The Monitoring Team submits to BPD, the City and DOJ a draft report of its review.	Monitoring Team	Draft report submitted	Q1 2023
				BPD, the City and DOJ provide feedback on the Monitoring Team's draft report.	BPD, DOJ	Feedback	Q1 2023
				The Monitoring Team files the final report with the Court.	Monitoring Team	Final report filed	Q1 2023

14	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	Q3 2022
				The Monitoring Team and DOJ provide feedback and collaborate with BPD on any proposed revisions, and make their own suggestions for proposed revisions, if any.	Monitoring Team, DOJ	Feedback and collaboration	Q4 2022
				BPD finalizes proposed revisions.	BPD	Proposed revisions finalized	Q4 2022
				BPD, DOJ and the Monitoring determine whether, because the proposed revisions are substantive in nature, public comment is required.	BPD, Monitoring Team, DOJ	Determination of need for public comment	Q4 2022
				BPD issues proposed revisions for public comment, if required.	BPD	Public comment period (if required)	Q4 2022
				BPD incorporates public comment and submits final proposed revisions to the Monitoring Team and DOJ, if required.	BPD	Final proposed revisions submitted (if required)	Q4 2022
				The Monitoring Team and DOJ indicated approval or disapproval of final proposed revisions, if required.	Monitoring Team, DOJ	Approval/disapproval of final proposed revisions (if required)	Q3 2022
				The Monitoring Team files a notice of approval or disapproval with the Court.	Monitoring Team	Notice of approval/disapproval filed	Q4 2022

15	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	Q4 2022
				The Monitoring Team and DOJ provide feedback and collaborate with BPD on the draft curriculum.	Monitoring Team, DOJ	Feedback and collaboration	Q1 2023
				BPD incorporates the feedback and issues the draft curriculum for public comment.	BPD	Public comment period	Q1 2023
				BPD incorporates public feedback, finalizes the curriculum, and submits it to the Monitoring Team and DOJ for approval.	BPD	Curriculum finalized	Q1 2023
				The Monitoring Team and DOJ will approve or disapprove the curriculum.	Monitoring Team, DOJ	Approval/disapproval of final curriculum	Q1 2023
				The Monitoring Team files a notice of approval or disapproval with the Court.	Monitoring Team	Notice of approval/disapproval filed	Q1 2023
				BPD conducts the training Department-wide.	BPD	Training conducted	TBD 2023
				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. 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 processes it utilized, or will utilize, for each officer.	BPD	Certification of completion filed	TBD 2023

16	75–79	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>BPD Analysis of State’s Attorney’s Office Arrest Data</b>	<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 2022 Q2 2022 Q3 2022 Q4 2022</p> <p>Q1 2022 Q2 2022 Q3 2022 Q4 2022</p> <p>Q1 2022 Q2 2022 Q3 2022 Q4 2022</p>
----	-------	---	--	---	---	---	--

17	82– 84, 86	<b>Stops, Searches, Arrests and Voluntary Police- Community Interactions</b>	<b>Quarterly BPD SSA Data Analysis</b>	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.	BPD	Draft quarterly report submitted	Q2 2022 Q3 2022 Q4 2022 Q1 2023
				The Monitoring Team and DOJ provide feedback on the draft quarterly report.	Monitoring Team, DOJ	Feedback	Q2 2022 Q3 2022 Q4 2022 Q1 2023
				BPD finalizes the quarterly report, publishes it, and files it with the Court.	BPD	Quarterly report filed	Q2 2022 Q3 2022 Q1 2023 Q1 2023
				***		***	***
				In accordance with paragraph 84, BPD submits to the Monitoring Team and DOJ any modifications to the established methodology for its quarterly SSA Data Analysis that are necessary to satisfy the requirements of paragraph 86.	BPD	Proposed revisions to methodology submitted (if any)	Q1 2022
				The Monitoring Team and DOJ provide feedback and collaborate with BPD on any proposed revisions to the methodology.	Monitoring Team, DOJ	Feedback and collaboration (if required)	Q1 2022
				BPD finalizes any revisions to the methodology.	BPD	Revised methodology finalized (if required)	Q2 2022
BPD implements revised methodology for subsequent quarterly reports.	BPD	Implementation	Ongoing				

18	85	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>Supervisory SSA Reporting Review</b>	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, the Monitoring Team and DOJ will include discussion of the effectiveness of the new RMS as to the implementation of this system in their monthly RMS meetings, which will address the implementation of the new RMS and seek to ensure that it is facilitating the data analyses required by the Consent Decree. (See Technology Section below.)	BPD	Implementation of SSA Supervisory Review System; monthly meetings	Ongoing
19	28, 60, 64, 65, 459.c.	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>Monitoring Team Arrests Review and Assessment</b>	<p>Consistent with the methodology finalized in the fourth monitoring year, the Monitoring Team conducts a review of a sample of BPD arrests from 2019 – 2021 to determine compliance with BPD policy Consent Decree requirements and provide the assessments described in paragraph 459.c.</p> <p>The Monitoring Team provides BPD and DOJ a draft report of its review.</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>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>Q1 2022</p> <p>Q2 2022</p> <p>Q2 2022</p> <p>Q2 2022</p>

20	28, 38-59, 459.e-g	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>Monitoring Team Stops and Searches Review and Assessment</b>	<p>As part of their monthly RMS meetings (see Technology Section below), BPD, the Monitoring Team, and DOJ will review data on stops, frisks, and searches in BPD’s RMS to determine whether it is sufficiently reliable for the Monitoring Team to conduct the assessments required under paragraph 459.e.-g., and the required reviews of BPD compliance with paragraphs 38 – 59.</p> <p>The Monitoring Team submits to BPD and DOJ a proposed methodology for the review and assessment.</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>Provided the RMS data on stops, frisks and searches is determined to be sufficiently comprehensive and reliable, the Monitoring Team conducts paragraph 459.e.-g. assessments, and compliance review on paragraphs 38-59, based on available data for 2021 and 2022.</p> <p>The Monitoring Team submits a draft report on its paragraph 459.e.-f. assessment to BPD and DOJ (dependent on reliability of data).</p> <p>BPD and DOJ provide feedback on the draft report to the Monitoring Team (dependent on reliability of data).</p> <p>The Monitoring Team files the final report with the Court (dependent on reliability of data).</p>	<p>BPD, Monitoring Team, DOJ</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 (tentative)</p> <p>Draft report submitted (tentative)</p> <p>Feedback (tentative)</p> <p>Report filed (tentative)</p>	<p>Ongoing</p> <p>Q3 2022</p> <p>Q3 2022</p> <p>Q3 2022</p> <p>Q4 2022</p> <p>Q1 2023</p> <p>Q1 2023</p> <p>Q1 2023</p>
----	--------------------	---	---	---	---	---	---

21	96, 105	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Workplan</b>	The City and BPD will work with CPIC to develop a fifth year workplan with appropriate timelines for completing the deliverables in the Behavioral Health Disabilities/Crisis Section of this Monitoring Plan, as well as review of pertinent policies, and will submit a draft to the Monitoring Team and DOJ.	City, BPD, CPIC	Initial draft workplan submitted	Q1 2022
				The Monitoring Team and DOJ provide feedback to, and collaborate with, the City, BPD and CPIC on the draft workplan.	City, BPD, CPIC, Monitoring Team, DOJ	Feedback and collaboration	Q1 2022
				The City and BPD finalize the workplan and file it with the Court.	City, BPD	Workplan filed	Q1 2022
22		<b>Behavioral Health Disabilities/ Crisis</b>	<b>Law Enforcement Assisted Diversion Policy</b>	BPD issues a draft of LEAD policy, prepared in the fourth monitoring year, for public comment.	BPD	First commend period	Q1 2022
				BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback and finalizes a final draft of the revised policy.	BPD, Monitoring Team, DOJ	Consideration of public feedback	Q1 2022
				BPD issues the final draft of the policy for public comment.	BPD	Second comment period	Q1 – Q2 2022
				BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback, finalizes the policy, and submits it to the Monitoring Team and DOJ for approval.	BPD, Monitoring Team, DOJ	Finalization of policy	Q2 2022
				The Monitoring Team and DOJ will approve or disapprove the policy.	Monitoring Team, DOJ	Approval/ disapproval of policy	Q2 2022
				The Monitoring Team files a notice of approval or disapproval with the Court.	Monitoring Team	File notice of approval/ disapproval	Q2 2022



23		<b>Behavioral Health Disabilities/ Crisis</b>	<b>Gap Analysis Implementation Plan</b>	<p>BPD issues a draft of the plan for implementing the recommendations in the Gap Analysis, prepared in the fourth monitoring year, for public comment.</p> <p>BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback and finalizes a final draft of the plan.</p> <p>BPD issues the final draft of the plan for public comment.</p> <p>BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback, finalizes the plan, and submits it to the Monitoring Team and DOJ for approval.</p> <p>The Monitoring Team and DOJ approve or disapprove the plan.</p> <p>The Monitoring Team files a notice of approval or disapproval with the Court.</p>	<p>BPD</p> <p>BPD, Monitoring Team, DOJ</p> <p>BPD</p> <p>BPD, Monitoring Team, DOJ</p> <p>Monitoring Team, DOJ</p> <p>Monitoring Team</p>	<p>First comment period</p> <p>Consideration of public feedback</p> <p>Second comment period</p> <p>Finalization of plan</p> <p>Approval/ disapproval of plan</p> <p>File notice of approval/ Disapproval</p>	<p>Q4 2021</p> <p>Q1 2022</p> <p>Q1 2022</p> <p>Q1 2022</p> <p>Q2 2022</p> <p>Q2 2022</p>
----	--	---	---	---	--	---	---

24	96, 97, 98, 105, 114	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Systemic Reform Implementation and Reporting</b>	<p>The City, in coordination with CPIC, will move forward with the initiatives established in the Implementation Plan for addressing the recommendations in the Gap Analysis, which identifies deficiencies and areas for improvement in the City’s behavioral health system. Implementation covers the initiatives already underway through the state-funded Greater Baltimore Regional Integrated Crisis System (GBRICS) and the additional initiatives included in the Implementation Plan.</p> <p>The GBRICS initiatives include the following:</p> <ul style="list-style-type: none"> <li>- Mobile Crisis Team standards,</li> <li>- Development of a comprehensive behavioral health call center using care traffic control technology to enhance the accountability of crisis team response and provide increased 911 diversion opportunities, and</li> <li>- A public awareness campaign that promotes alternatives to calling 911 for a behavioral health crisis (e.g., the Here2Help Hotline).</li> </ul> <p>The City prepares and submits to the Monitoring Team and DOJ a draft semiannual report on its progress toward implementing the initiatives established in the Implementation Plan.</p> <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.</p>	City, CPIC	Implementation of Gap Analysis recommendations	Ongoing
					City	Draft report submitted	Q2 2022 Q4 2022
					Monitoring Team, DOJ	Feedback	Q2 2022 Q4 2022
					City	Report filed	Q2 2022 Q4 2022
					City	Report presentation	Q2 2022 Q4 2022

25	121,122	Behavioral Health Disabilities/ Crisis	Collection, Analysis, and Reporting of Crisis Data, including Data on Sentinel Events	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. In preparing the report, BPD, the City and CPIC will review completed Crisis Data Forms and other sources of data regarding crisis events.	BPD, City, CPIC	Draft report submitted	Q2 2022 Q4 2022
				The Monitoring Team and DOJ provide feedback on the draft report.	Monitoring Team, DOJ	Feedback	Q2 2022 Q4 2022
				BPD and the City publish the report and file it with the Court.	BPD, City	Report filed	Q2 2022 Q4 2022
26	121,122	Behavioral Health Disabilities/ Crisis	Crisis Data Dashboard	The City and BPD will (1) make its crisis data dashboard public, (2) regularly update the crisis data dashboard, and (3) regularly review and address trends reflected on the dashboard with CPIC, the Monitoring Team and DOJ.	City, BPD, CPIC	Publish, update and address data on dashboard	Begins Q2 2022 and ongoing

27	96, 97, 98, 105, 114	<b>Behavioral Health Disabilities/ Crisis</b>	<b>911 Diversion Program Reporting and Protocols Expansion</b>	<p>The City and BPD publish, and file with the Court, a report on (1) the 911 Diversion Program implemented in 2021 and (2) recommendations for expansion of the categories of calls for service eligible for diversion.</p> <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"> <li>• Identify additional call-types relating to behavioral health needs or regarding people in crisis that could be diverted to community resources,</li> <li>• 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</li> <li>• Determine the least police-involved response appropriate for such calls,</li> <li>• Divert to and dispatch the most appropriate resource, in particular non-police behavioral health or crisis response resources, for such calls, and</li> <li>• 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.</li> </ul>	City, BPD	Report published	Q1 2021
					City, BPD, BCFD	Draft Expansion of 911 Diversion Program Submitted	Q2 2022

			<p>CPIC, the Monitoring Team and DOJ provide feedback and collaborate with the City, BPD and BCFD on the draft Protocols.</p> <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 curriculum.</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>CPIC, Monitoring Team, DOJ</p> <p>City, BPD</p> <p>City, BPD</p> <p>Monitoring Team, DOJ</p> <p>Monitoring Team</p> <p>City, BPD</p>	<p>Feedback and collaboration</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>Q2 2022</p> <p>Q2 2022</p> <p>Q2 2022</p> <p>Q2 2022</p> <p>Q2 2022</p> <p>Begins Q3 2022</p>
--	--	--	--	---	---	--

28	112	<b>Behavioral Health Disabilities/ Crisis</b>	<b>2023 In-Service Training</b>	<p>BPD submits to the Monitoring Team and DOJ a draft annual in-service training curriculum on crisis intervention 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 issues 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 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. 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 processes it utilized, or will utilize, for each officer.</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>BPD</p> <p>BPD</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>Training conducted</p> <p>Certification of completion filed</p>	<p>Q4 2022</p> <p>Q1 2023</p> <p>Q1 2023</p> <p>Q1 2023</p> <p>Q1 2023</p> <p>Q1 2023</p> <p>TBD 2023</p> <p>TBD 2023</p>
----	-----	---	---------------------------------	--	---	---	---



30	96, 98-103, 110-11, 119-20, 459.h.	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Parallel BPD and Monitoring Team Reviews and Assessments of BPD Responses to Crisis Events</b>	Using available information from completed Crisis Data forms and BPD's Record Management System, the Monitoring Team prepares and submits to BPD, the City and DOJ a proposed methodology to be used by the Monitoring Team and BPD to conduct their own, respective independent reviews of BPD responses to crisis events. The methodology, at a minimum, will include the evaluation criteria included in paragraph 120, as well as the assessment required by paragraph 459.h.	Monitoring Team	Draft methodology submitted	Q1 2022
				BPD, the City and DOJ provide feedback and collaborate with the Monitoring Team on the proposed methodology.	BPD, City, DOJ, Monitoring Team	Feedback and collaboration	Q2 2022
				The Monitoring Team, BPD, the City and DOJ finalize the methodology.	Monitoring Team, BPD, City, DOJ	Methodology finalized	Q2 2022
				The Monitoring Team and BPD conduct independent reviews using the finalized methodology.	Monitoring Team, BPD	Reviews conducted	Q3 2022
				The Monitoring Team submits to BPD, the City and DOJ a draft report of its review and assessment. BPD submits to the Monitoring Team and DOJ a draft report of its review.	Monitoring Team, BPD	Draft reports submitted	Q4 2022
				BPD, the City and DOJ provide feedback on the Monitoring Team's draft report. The Monitoring Team and DOJ provide feedback on BPD's draft report.	BPD, City, Monitoring Team, DOJ	Feedback	Q4 2022
				The Monitoring Team files its final report with the Court. BPD publishes its final report and files the report with the Court.	Monitoring Team, BPD	Final reports filed	Q4 2022



31	96-103, 119-20	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Monitoring Team Evaluation of Implementation of Gap Analysis Recommendations</b>	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
32	207-10	<b>Use of Force</b>	<b>Performance Review Board Training</b>	<p>BPD conducts training for PRB members using the curriculum approved in the fourth monitoring year.</p> <p>BPD certifies to the Court that all eligible PRB members have successfully completed the training and will indicate how many PRB members failed to complete the training without good cause and explain any remedial measures taken for those members. 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 PRB members who failed to complete the training without good cause, along with the remedial efforts it utilized, or will utilize, for each officer.</p>	BPD	Training Conducted	Q1 2022
					BPD	Certification of completion of training filed	Q1 2022

33	207-10	<b>Use of Force</b>	<b>Performance Review Board Policy Implementation</b>	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
34	207-10	<b>Use of Force</b>	<b>Monitoring Team Performance Review Board Review</b>	The Monitoring Team submits to BPD and DOJ a proposed methodology and review instrument to be used to perform compliance reviews of PRB performance.	Monitoring Team	Proposed methodology submitted	Q1 2022
				BPD and DOJ provide feedback and collaborate with the Monitoring Team on the proposed methodology and review instrument.	BPD, DOJ	Feedback and collaboration	Q1 2022
				The Monitoring Team finalizes the methodology and review instrument.	Monitoring Team	Methodology finalized	Q1 2022
				The Monitoring Team conducts the review.	Monitoring Team	Review conducted	Q1 – Q4 2022
				The Monitoring Team submits to BPD and DOJ a draft report on the review.	Monitoring Team	Draft report submitted	Q1 2023
				BPD and DOJ provide feedback on the draft report to the Monitoring Team	BPD, DOJ	Feedback	Q1 2023
				The Monitoring Team files the final report with the Court	Monitoring Team	Report filed	Q1 2023
35	211-17	<b>Use of Force</b>	<b>BPD Use of Force Data Analysis 2017-2020</b>	BPD submits to the Monitoring Team and DOJ a draft Use of Force Data Analysis that addresses the requirements of paragraphs 216 and 217, reporting on use of force data and trends from 2017 through 2020.	BPD	Draft report submitted	Q1 2022
				The Monitoring Team and DOJ provide feedback on the draft report.	Monitoring Team, DOJ	Feedback	Q1 2022
				BPD publishes the final report and files it with the Court.	BPD	Report filed	Q1 2022

36	211–217	Use of Force	BPD Use of Force Data Analysis 2021	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.	BPD	Proposed methodology submitted	Q2 2022
				The Monitoring Team and DOJ provide feedback and collaborate on the methodology.	Monitoring Team, DOJ	Feedback and collaboration	Q2 2022
				BPD finalizes the methodology.	BPD	Methodology finalized	Q2 2022
				BPD conducts the analysis.	BPD	Analysis conducted	Q2 2022
				BPD submits to the Monitoring Team and DOJ a draft report on the analysis.	BPD	Draft report submitted	Q2 2022
				The Monitoring Team and DOJ provide feedback on the draft report.	Monitoring Team, DOJ	Feedback	Q3 2022
				BPD publishes the final report and files it with the Court.	BPD	Final report filed	Q3 2022
37	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	Review and revise system, as needed	Q4 2022
38	123-66	Use of Force	Monitoring Team Review	The Monitoring Team submits to BPD and DOJ a draft report on use of force incidents, reporting and supervisory review for the years 2018 – 2020.	Monitoring Team	Draft report submitted	Q2 2022
				BPD and DOJ provide their feedback on the draft report.	BPD, DOJ	Feedback	Q2 2022
				The Monitoring Team files the final report with the Court.	Monitoring Team	Final report filed	Q2 2022

39	287	<b>Use of Force</b>	<b>Policy Review</b>	<p>BPD reviews all use of force policies and submits any proposed revisions to the Monitoring Team and DOJ in accordance with paragraph 287.</p> <p>The Monitoring Team and DOJ provide feedback and collaborate with BPD on any proposed revisions, and make their own suggestions for proposed revisions, if any.</p> <p>BPD finalizes proposed revisions.</p> <p>BPD, DOJ and the Monitoring determine whether, because the proposed revisions are substantive in nature, public comment is required.</p> <p>BPD issues proposed revisions for public comment, if required.</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>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p> <p>BPD, DOJ, Monitoring Team</p> <p>BPD</p> <p>BPD</p> <p>Monitoring Team, DOJ</p> <p>Monitoring Team</p>	<p>Proposed policy revisions submitted</p> <p>Feedback and collaboration</p> <p>Proposed revisions finalized</p> <p>Determination of need for public comment</p> <p>Public comment period (if required)</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 2022</p> <p>Q2 2022</p> <p>Q2 2022</p> <p>Q2 2022</p> <p>Q2 – Q3 2022</p> <p>Q3 2022</p> <p>Q3 2022</p> <p>Q2 2022 or Q3 2022</p>
----	-----	---------------------	----------------------	--	---	---	---

40	168	<b>Use of Force</b>	<b>Annual In-Service Training</b>	<p>BPD submits to the Monitoring Team and DOJ a draft annual 2023 in-service training curriculum on use of force for all officers, which will include training on using force in a non-discriminatory manner.</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, 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 Department-wide.</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>BPD</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>Training conducted</p>	<p>Q3 2022</p> <p>Q4 2022</p> <p>Q4 2022</p> <p>Q4 2022</p> <p>Q4 2022</p> <p>Q4 2022</p> <p>TBD 2023</p>
----	-----	---------------------	-----------------------------------	--	--	--	---



42	218-221, 459.i.	Youth	Monitoring Team Review and Assessment	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.	Monitoring Team	Periodic evaluation	Ongoing
				The Monitoring Team submits to BPD and DOJ a proposed methodology for a review and assessment of BPD's interactions with youth.	Monitoring Team	Proposed methodology submitted	Q1 2023
				BPD and DOJ provide feedback and collaborate with the Monitoring Team on the proposed methodology.	BPD, DOJ	Feedback and collaboration	Q1 2023
				The Monitoring finalizes the methodology.	Monitoring Team	Methodology finalized	Q1 2023
				Provided the RMS data on youth interactions is determined to be sufficiently reliable, the Monitoring Team conducts paragraph 459.i assessments and paragraph 218 compliance review on available, reliable data for 2021 and 2022.	Monitoring Team	Assessment conducted	TBD 2023
43	219	Youth	Youth Diversion	The City will provide the Parties and Monitoring Team with monthly updates on the status of its implementation and expansion of diversion-oriented strategies for youth.	City	Monthly Meetings	Begins Q2 2021

44	417	<b>Baltimore School Police</b>	<b>Biennial Evaluation</b>	As required by Paragraph 417, BPD conducts an evaluation of its efforts to improve its coordination with the Baltimore School Police, as recommended in the previously completed assessment and the resulting revised Memorandum of Understanding.	BPD	Evaluation conducted	Q2 2022
				BPD submits a draft report on the evaluation to the Monitoring Team and DOJ.	BPD	Draft report submitted	Q2 2022
				The Monitoring Team and DOJ provide their feedback on the draft report.	Monitoring Team, DOJ	Feedback	Q2 2022
				BPD publishes the final report and files it with the Court.	BPD	Report filed	Q2 2022
45	225, 236–37	<b>Transportation of Persons in Custody</b>	<b>BPD Vehicle Inspections and Transport Audits</b>	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
46	238	<b>Transportation of Persons in Custody</b>	<b>Training for Transport Van Drivers</b>	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
47	222–238	<b>Transportation of Persons in Custody</b>	<b>Monthly Meetings</b>	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



48	238-256	<b>First Amendment Protected Activities</b>	<b>Public Order Forces Training</b>	BPD submits to the Monitoring Team and DOJ a draft curriculum for Public Order Forces training based on the standard operating procedure established in the fourth monitoring year.	BPD	Draft curriculum submitted	Q2 2022
				The Monitoring Team and DOJ provide feedback and collaborate with BPD on the draft curriculum.	Monitoring Team, DOJ	Feedback	Q2 2022
				BPD incorporates the feedback and finalizes the initial draft of the curriculum.	BPD	Initial draft finalized	Q2 2022
				BPD issues the initial draft of the curriculum for public comment.	BPD	First public comment period	Q2 2022
				BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback and finalizes a second draft of the curriculum.	BPD, Monitoring Team, DOJ	Second draft finalized	Q3 2022
				BPD issues the second draft of the curriculum for public comment.	BPD	Second public comment period	Q3 2022
				BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback, finalizes the curriculum, and submits it to the Monitoring Team and DOJ for approval.	BPD, Monitoring Team, DOJ	Curriculum finalized	Q3 2022
				The Monitoring Team and DOJ will approve or disapprove the curriculum.	Monitoring Team, DOJ	Approval/disapproval of final curriculum	Q3 2022
				The Monitoring Team files a notice of approval or disapproval with the Court.	Monitoring Team	Notice of approval/disapproval filed	Q3 2022
				BPD conducts the training.	BPD	Training conducted	Q4 2022
BPD certifies to the Court that all eligible Mobile Field Force members have successfully completed the refresher training and will indicate how many officers failed to complete	BPD	Certification of completion filed	Q1 2023				

				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 processes it utilized, or will utilize, for each officer.			
49	238-254, 255-56	<b>First Amendment Protected Activities</b>	<b>Annual BPD Assessment</b>	<p>Using the methodology approved in the fourth 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>***</p> <p>BPD submits to the Monitoring Team and DOJ a proposed methodology for conducting the annual self-assessment of its responses to First Amendment protected activity in 2022.</p> <p>The Monitoring Team and DOJ provide feedback and collaborate with BPD on any proposed revisions to the methodology.</p> <p>BPD finalizes any revisions to the methodology.</p>	<p>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p> <p>***</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>***</p> <p>Draft methodology submitted</p> <p>Feedback and collaboration</p> <p>Methodology finalized</p>	<p>Q1 2021</p> <p>Q2 2022</p> <p>Q2 2022</p> <p>***</p> <p>Q3 2022</p> <p>Q3 2022</p> <p>Q3 2022</p>

50	239-50, 252-54, 459.j.	<b>First Amendment Protected Activities</b>	<b>Monitoring Team Review and Assessment</b>	The Monitoring Team prepares and submits to BPD and DOJ a proposed methodology for conducting 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.	Monitoring Team	Draft methodology submitted	Q1 2022
				The Monitoring Team and DOJ provide feedback and collaborate with the Monitoring Team on the proposed methodology.	BPD, DOJ	Feedback and collaboration	Q2 2022
				The Monitoring Team finalizes the methodology.	Monitoring Team	Methodology finalized	Q2 2022
				The Monitoring Team conducts the review and assessment.	Monitoring Team	Review and assessment conducted	Q2 – Q3 2022
				The Monitoring Team submits to BPD and DOJ a draft report of its review and assessment.	Monitoring Team	Draft report submitted	Q3 2022
				BPD and DOJ provide feedback on the Monitoring Team's draft report.	BPD, DOJ	Feedback	Q3 2022
				The Monitoring Team files the final report with the Court.	Monitoring Team	Final report filed	Q4 2022

51		<b>Sexual Assault</b>	<b>Technical Assistance</b>	<p>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.</p>	BPD, DOJ, Monitoring Team	Bi-annual Technical Assistance Meetings	Bi-annual
----	--	-----------------------	-----------------------------	--	---------------------------	---	-----------

52	259	<b>Sexual Assault</b>	<b>Annual Detective Training</b>	<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>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. 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 processes it utilized, or will utilize, for each officer.</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>BPD</p> <p>BPD</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>Notice of approval/disapproval filed</p> <p>Training conducted</p> <p>Certification of completion filed</p>	<p>Q2 2022</p> <p>Q2 2022</p> <p>Q3 2022</p> <p>Q3 2022</p> <p>Q3 2022</p> <p>Q4 2022</p> <p>Q4 2022</p> <p>Q1 2023</p>
----	-----	-----------------------	----------------------------------	---	---	---	---

53	264-65	Sexual Assault	Victim Survey	BPD administers its first survey of sexual assault victims using the survey methodology and instrument developed as part of BPD's updated sexual assault investigation policies.	BPD	Survey Conducted	Q1 2022
				BPD publishes a report on the results of the survey and files the report with the Court.	BPD	Report filed	Q3 2022
				BPD assess whether any changes to the survey instrument and methodology are necessary and, in collaboration with the Monitoring Team and DOJ, makes those changes.	BPD	Update Survey	Q4 2022
54	264	Sexual Assault	Data	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.	BPD, DOJ, Monitoring Team	Quarterly Meetings	Q1 2022 Q2 2022 Q3 2022 Q4 2023

55	264	<b>Sexual Assault</b>	<b>Annual Sexual Assault Investigations Data Report</b>	<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 timeline for addressing them in future reports.</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>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>Q2 2021</p> <p>Q2 2022</p> <p>Q2 2022</p> <p>Q2 – Q3 2022</p> <p>Q3 2022</p> <p>Q3 2022</p> <p>Q4 2022</p>
----	-----	-----------------------	---	--	--	--	---

56	257–256	<b>Sexual Assault</b>	<b>Monitoring Team Review and Assessment</b>	Using the methodology approved during the fourth monitoring year, the Monitoring Team completes a review and assessment of BPD’s sexual assault investigations opened or closed in 2018, 2019, and 2020, and prepares and submits a draft report on the review and assessment to BPD and DOJ.	Monitoring Team	Draft report submitted	Q1 2022
				BPD and DOJ provide feedback on the draft report.	BPD, DOJ	Feedback	Q1 2022
				The Monitoring Team files the final report with the Court.	Monitoring Team	Final report filed	Q2 2022
57	267-79	<b>Technology</b>	<b>Resource Plan</b>	<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 those changes as an appendix to the progress report.</p>	BPD	Progress report filed	Q2 2022 Q4 2022
58	267-79	<b>Technology</b>	<b>Resource Plan</b>	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	Q1 2022



59	267-79	<b>Technology</b>	<b>Resource Plan</b>	<p>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.</p> <p>Meeting topics will include but not be limited to: (1) assessing implementation of the Record Management System (RMS), which will encompass patrol reporting under paragraphs 42, 45, 46, 59, 62, 83, 122a, 232, and 270c, and supervisory review of stops, searches and arrests, and will cover the effectiveness of RMS functionality in achieving compliance with the data collection, analysis and reporting goals of the Consent Decree for stops/searches/arrests, crisis intervention, and transportation of persons in custody, among other areas; (2) assessing RMS case management under paragraphs 262, 264, and 270c; (3) assessing the New Training Data Tracking System under Paragraph 300; and (4) procurement and development of an Early Intervention System.</p>	BPD, DOJ, Monitoring Team	Monthly meetings	Ongoing
60	294-99	<b>Training</b>	<b>Training Plan</b>	<p>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.</p>	BPD	Training plan updated	Q1 2022

61	300	<b>Training</b>	<b>Training Data Tracking System</b>	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.	BPD	Learning Management System updates	Ongoing
62	293, 301–302	<b>Supervision</b>	<b>FTO Certification Training</b>	BPD continues to deliver field training officer certification training using the curriculum approved during the fourth monitoring year. The Monitoring Team and DOJ will randomly audit training sessions to ensure its adequacy.	BPD	Training conducted	Ongoing

63	293, 301– 302	<b>Supervision</b>	<b>FTO Refresher Training</b>	BPD, in collaboration with the Monitoring Team and DOJ, finalizes the draft of its curriculum for refresher field training officer training, which all current FTOs will complete in 2022 and all new FTOs will complete after one year of service in the program.	BPD	Initial draft of curriculum finalized	Q1 2022
				BPD issues the initial draft of the curriculum for public comment.	BPD	First public comment period	Q1 2022
				BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback and finalizes a second draft of the curriculum.	BPD, Monitoring Team, DOJ	Incorporation of public feedback	Q1 2022
				BPD issues the second draft of the curriculum for public comment.	BPD	Second public comment period	Q1 – Q2 2022
				BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback, finalizes the curriculum, and submits it to the Monitoring Team and DOJ for approval.	BPD, Monitoring Team, DOJ	Curriculum finalized	Q2 2022
				The Monitoring Team and DOJ will approve or disapprove the curriculum.	Monitoring Team, DOJ	Approval/ disapproval of final curriculum	Q2 2022
				The Monitoring Team files a notice of approval or disapproval with the Court.	Monitoring Team	Notice of approval/ disapproval filed	Q2 2022
				BPD conducts the training.	BPD	Training conducted	Q2 2022
				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. Along with the draft, BPD will provide a	BPD	Certification of completion filed	Q4 2022

				list of officers who failed to complete the training without good cause, along with the remedial efforts or disciplinary processes it utilized, or will utilize, for each officer.			
--	--	--	--	--	--	--	--

64	308–309, 414, 432	<b>Supervision</b>	<b>General Supervisor Training</b>	Following collaboration with the Monitoring Team and DOJ, BPD issues the initial draft of its curriculum for general supervisor training for public comment. 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.	BPD	First public comment period	Q1 2022
				BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback and finalizes a second draft of the curriculum.	BPD, Monitoring Team, DOJ	Consideration of feedback	Q1 2022
				BPD issues the second draft of the curriculum for public comment.	BPD	Second comment period	Q1 2022
				BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback, finalizes the curriculum, and submits it to the Monitoring Team and DOJ for approval.	BPD, Monitoring Team, DOJ	Final curriculum submitted	Q1 2022
				The Monitoring Team and DOJ will approve or disapprove the curriculum.	Monitoring Team, DOJ	Approval/disapproval of curriculum	Q1 2022
				The Monitoring Team files a notice of approval or disapproval with the Court.	Monitoring Team	Notice of approval/disapproval filed	Q1 2022
				BPD conducts the training.	BPD	Training conducted	Begins Q1 2022
				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	BPD	Certificate of completion filed	Q4 2022

				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 processes it utilized, or will utilize, for each officer.			
65	312–327	<b>Supervision</b>	<b>Early Intervention System</b>	<p>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 Decree requirements. The Working Group will meet at least monthly with the Monitoring Team and DOJ.</p> <p>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.</p>	BPD, Monitoring Team, DOJ	Monthly meetings	Ongoing

66		<b>Supervision</b>	<b>Early Intervention System Policies/ Manual</b>	BPD will prepare and submit to the Monitoring Team and DOJ the procedural aspects of a draft policy and manual for its Early Intervention System. Development of the technological aspects of the policy and manual will await procurement and development of the EIS technology.	BPD	Draft policy/manual submitted	Q4 2022
				The Monitoring Team and DOJ provide feedback and collaborate with BPD on the proposed drafts, and BPD finalizes the drafts.	Monitoring Team, DOJ	Feedback and collaboration	Q1 2023
				BPD issues draft policy and manual for public comment.	BPD	First public comment period	Q1 2023
				BPD, with input from the Monitoring Team and DOJ, incorporates public comment.	BPD, Monitoring Team, DOJ	Consideration of feedback	Q1 2023
				BPD issues final draft policy and manual for public comment.	BPD	Second public comment period	Q1 2023
				BPD, with input from the Monitoring Team and DOJ, incorporates public comment and submits final policy and manual to the Monitoring Team and DOJ.	BPD, Monitoring Team, DOJ	Final draft submitted	Q1 2023
				The Monitoring Team and DOJ indicate approval or disapproval of final policy and manual.	Monitoring Team, DOJ	Approval/disapproval of policy/manual	Q1 2023
				The Monitoring Team files a notice of approval or disapproval with the Court.	Monitoring Team	Notice of approval/disapproval filed	Q1 2023

67	328	<b>Supervision</b>	<b>Annual Supervision Evaluation</b>	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.	BPD	Draft report submitted	Q1 2022
				The Monitoring Team and DOJ provide feedback on the draft report.	Monitoring Team, DOJ	Feedback	Q1 2022
				BPD publishes the final report and files it with the Court.	BPD	Final report filed	Q1 2022
68	372–88, 403–05	<b>Misconduct Investigations &amp; Discipline</b>	<b>Disciplinary Matrix Review</b>	BPD, the Monitoring Team and DOJ will analyze the state-wide disciplinary matrix adopted under the police reform legislation enacted in the State of Maryland in 2021 to determine whether it conflicts with the Consent Decree or the new BPD disciplinary matrix developed during the fourth monitoring year. If any conflict is determined to exist, BPD, the Monitoring Team and DOJ will amend this Monitoring Plan to provide for an expedited adoption of a revised matrix that complies with both state-wide requirements and the Consent Decree .	BPD, Monitoring Team, DOJ	Disciplinary matrix review	On adoption of state-wide matrix



69	372–88, 403–05	<b>Misconduct Investigations &amp; Discipline</b>	<b>Disciplinary System Policy</b>	BPD issues for public comment a revised draft of its General Disciplinary Process policy, Policy 308. The revisions will be the product of collaboration among BPD, the Monitoring Team and DOJ during the fourth monitoring year.	BPD	First public comment period	Q2 2022
				BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback and finalizes a second draft of the revised policy.	BPD, Monitoring Team, DOJ	Final draft of revised policy	Q3 2022
				BPD issues the second draft of the revised policy for public comment.	BPD	Second public comment period	Q3 2022
				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.	BPD	Final revised policy submitted	Q3 2022
				The Monitoring Team and DOJ will approve or disapprove the revised policy.	Monitoring Team, DOJ	Approval/disapproval of final revised policy	Q3 2022
				The Monitoring Team files a notice of approval or disapproval with the Court.	Monitoring Team	Notice of approval/Disapproval filed	Q3 2022

70	168, 415	<b>Misconduct Investigations &amp; Discipline</b>	<b>Disciplinary System Training for All Officers</b>	BPD submits to the Monitoring Team and DOJ a draft curriculum for disciplinary system training for all officers that meets the requirements of paragraph 415. The curriculum will also cover (1) BPD Policy 1809 requiring officers to comply with their constitutional obligation—or “Brady-Giglio” obligation—to disclose exculpatory and impeaching evidence in criminal cases. and (2) annual in-service training on use of force.	BPD	Draft curriculum submitted	Q2 2022
				The Monitoring Team and DOJ provide feedback and collaborate with BPD on the draft curriculum.	Monitoring Team, DOJ	Feedback and collaboration	Q2 2022
				BPD incorporates the feedback and finalizes the initial draft of the curriculum.	BPD	Initial draft finalized	Q3 2022
				BPD issues the initial draft of the curriculum for public comment.	BPD	First public comment period	Q3 2022
				BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback and finalizes a second draft of the curriculum.	BPD	Second draft finalized	Q3 2022
				BPD issues the second draft of the curriculum for public comment.	BPD	Second public comment period	Q3 2022
				BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback, finalizes the curriculum, and submits it to the Monitoring Team and DOJ for approval.	BPD	Curriculum finalized	Q3 2022
				The Monitoring Team and DOJ will approve or disapprove the curriculum.	Monitoring Team, DOJ	Approval/ disapproval of final curriculum	Q3 2022
				The Monitoring Team files a notice of approval or disapproval with the Court.	Monitoring Team	Notice of approval/ disapproval filed	Q3 2022
BPD conducts the training.	BPD	Training conducted	Q3 2022				

			<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. 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 processes it utilized, or will utilize, for each officer.</p>	BPD	Certification of completion filed	Q1 2023
--	--	--	--	-----	-----------------------------------	---------

71	415	<b>Misconduct Investigations &amp; Discipline</b>	<b>Training for Trial Board Members</b>	<p>BPD submits to the Monitoring Team and DOJ a draft training curriculum on BPD's disciplinary policies and procedures for trial board members and other individuals involved in disciplinary proceedings under the new disciplinary system established in the police reform legislation enacted in the State of Maryland in 2021.</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 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</p>	<p>BPD</p> <p>Monitoring Team, DOJ</p> <p>BPD</p> <p>BPD</p> <p>BPD</p> <p>BPD</p> <p>Monitoring Team, DOJ</p> <p>Monitoring Team</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>Approval/disapproval of final curriculum</p> <p>Notice of approval/disapproval filed</p> <p>Training conducted</p> <p>Certification of completion filed</p>	<p>TBD pending state law developments in 2022</p>
----	-----	---	---	---	---	--	---

			<p>in disciplinary proceedings have successfully completed the 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. Along with the draft, BPD will provide a list of required individuals who failed to complete the training without good cause, along with the remedial efforts or disciplinary processes it utilized, or will utilize, for each officer.</p>			
--	--	--	---	--	--	--

72	414	<b>Misconduct Investigations &amp; Discipline</b>	<b>Annual PIB Investigator Training</b>	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.	BPD	Draft curriculum submitted	Q3 2022
				The Monitoring Team and DOJ provide feedback and collaborate with BPD on the draft curriculum.	Monitoring Team, DOJ	Feedback and collaboration	Q3 2022
				BPD incorporates the feedback and finalizes the initial draft of the curriculum.	BPD	Initial draft finalized	Q3 2022
				BPD issues the initial draft of the curriculum for public comment.	BPD	First public comment period	Q3 0 Q4 2022
				BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback and finalizes a second draft of the curriculum.	BPD	Second draft finalized	Q4 2022
				BPD issues the second draft of the curriculum for public comment.	BPD	Second public comment period	Q4 2022
				BPD, with input from the Monitoring Team and DOJ, incorporates the public feedback, finalizes the curriculum, and submits it to the Monitoring Team and DOJ for approval.	BPD	Curriculum finalized	Q4 2022
				The Monitoring Team and DOJ will approve or disapprove the curriculum.	Monitoring Team, DOJ	Approval/ disapproval of final curriculum	Q4 2022
				The Monitoring Team files a notice of approval or disapproval with the Court.	Monitoring Team	Notice of approval/ disapproval filed	Q4 2022
				BPD conducts the training.	BPD	Training conducted	Q4 2022
		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	BPD	Certification of completion filed	Q1 2023		

			<p>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. Along with the draft, BPD will provide a list of required individuals who failed to complete the training without good cause, along with the remedial efforts or disciplinary processes it utilized, or will utilize, for each officer.</p>			
--	--	--	--	--	--	--

73	<b>Misconduct Investigations &amp; Discipline</b>	<b>Brady-Giglio Policy E-Learning</b>	<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 incorporates the feedback and finalizes the initial draft of the curriculum and e-learning.</p> <p>BPD issues the initial draft of the curriculum and e-learning 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 and e-learning.</p> <p>BPD issues the second draft of the curriculum and e-learning for public comment.</p> <p>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.</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>Monitoring Team, DOJ</p> <p>BPD</p> <p>BPD</p> <p>BPD</p> <p>BPD</p> <p>BPD</p> <p>Monitoring Team, DOJ</p> <p>Monitoring Team</p>	<p>Draft e-learning 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>Approval/ disapproval of final curriculum</p> <p>Notice of approval/ disapproval filed</p>	<p>Q2 2022</p> <p>Q2 2022</p> <p>Q3 2022</p> <p>Q3 2022</p> <p>Q3 2022</p> <p>Q3 2022</p> <p>Q3 2022</p> <p>Q3 2022</p> <p>Q3 2022</p>
----	---	---------------------------------------	---	--	---	--



			<p>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.</p>	BPD	E-learning delivered	Following Disciplinary System Training (Row 70)
			<p>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 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 required individuals who failed to complete the e-learning without good cause, along with the remedial efforts or disciplinary processes it utilized, or will utilize, for each officer.</p>	BPD	Certification of completion filed	TBD 2023

74	402	<b>Misconduct Investigations &amp; Discipline</b>	<b>BPD-PIB and CRB Quarterly Reports</b>	<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>Q2 2022 (for Q3/Q4 2021)</p> <p>Q3 2022 (for Q1 2022)</p> <p>Q4 2022 (for Q2 2022)</p> <p>Q1 2022 (for Q3 2022)</p> <p>Q2 2022 Q3 2022 Q4 2022 Q1 2023</p> <p>Q2 2022 Q3 2022 Q4 2022 Q1 2023</p>
----	-----	---	--	---	---	---	--

75	329-415	<b>Misconduct Investigations &amp; Discipline</b>	<b>Ongoing Monitoring Team and DOJ Technical Assistance with Misconduct Investigations</b>	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	Quarterly Meetings	Ongoing
76	396-401, 403, 404	<b>Misconduct Investigations &amp; Discipline</b>	<b>Transparency Initiatives</b>	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.	BPD	Transparency Initiatives Plan Implemented	Ongoing

77	405	<b>Misconduct Investigations &amp; Discipline</b>	<b>BPD Disciplinary Process Audit</b>	BPD prepares and submits to the Monitoring Team and DOJ a proposed methodology for auditing 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 2021.	BPD	Proposed methodology submitted	Q3 2022
				The Monitoring Team and DOJ provide feedback and collaborate with BPD on the proposed methodology.	Monitoring Team, DOJ	Feedback and collaboration	Q4 2022
				BPD finalizes the methodology.	BPD	Methodology finalized	Q4 2022
				BPD conducts the audit.	BPD	Audit conducted	Q4 2022-Q1 2023
				BPD submits a draft of the audit report to the Monitoring Team and DOJ.	BPD	Draft report submitted	Q1 2023
				The Monitoring Team and DOJ provide feedback on the draft report.	Monitoring Team, DOJ	Feedback	Q1 2023
				BPD publishes the final report and files it with the Court.	BPD	Final report filed	Q1 2023

78	406– 408	<b>Misconduct Investigations &amp; Discipline</b>	<b>Civilian Complaint Intake Testing Program</b>	The Monitoring, DOJ and the Civilian Review Board provide feedback and collaborate with BPD on civilian intake testing program BPD proposed during the fourth monitoring year. The proposal incorporates program policies and procedures, as well as a plan for implementation, including identifying stakeholders to oversee and participate in the program, developing means for ensuring program integrity, and establishing an implementation timeline.	Monitoring Team, DOJ, CRB	Feedback and collaboration	Through Q1 2022
				BPD finalizes the program’s policies and procedures and implementation plan.	BPD	Policies, procedures and implementation plan finalized	Q2 2022
				BPD implements the program.	BPD	Implementation begins	Q2 2022
				BPD commences random testing.	BPD	Testing commences	TBD

79	329–88, 459.n.	<b>Misconduct Investigations &amp; Discipline</b>	<b>Monitoring Team Review and Assessment</b>	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) to determine BPD's compliance with Consent Decree requirements.	Monitoring Team	Draft methodology submitted	Q3 2022
				BPD and DOJ provide feedback and collaborate with the Monitoring Team on the proposed methodology.	BPD, DOJ	Feedback and collaboration	Q4 2022
				The Monitoring Team finalizes the methodology.	Monitoring Team	Methodology finalized	Q4 2022
				The Monitoring Team conducts the review.	Monitoring Team	Review conducted	Q4 2022–Q1 2023
				The Monitoring Team submits to BPD and DOJ a draft report of its review.	Monitoring Team	Draft report submitted	Q2 2023
				BPD 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
80	420–26	<b>Recruitment, Hiring, and Retention</b>	<b>Recruitment, Hiring and Retention Plan Implementation and Reporting</b>	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

81	427	Recruitment, Hiring, and Retention	Annual BPD Self-Evaluation	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.	BPD	Draft report submitted	Q3 2022
				The Monitoring Team and DOJ provide feedback on the draft report.	Monitoring Team, DOJ	Feedback	Q4 2022
				BPD publishes the final report and files it with the Court.	BPD	Final report filed	Q4 2022
82	420-27	Recruitment, Hiring, and Retention	Monitoring Team Review	The Monitoring Team prepares and submits to BPD and DOJ a proposed methodology for conducting 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.	Monitoring Team	Draft methodology submitted	Q2 2022
				BPD and DOJ provide feedback and collaborate with the Monitoring Team on the proposed methodology.	BPD, DOJ	Feedback and collaboration	Q3 2022
				The Monitoring Team finalizes the methodology.	Monitoring Team	Methodology finalized	Q3 2022
				The Monitoring Team conducts the review.	Monitoring Team	Review conducted	Q3-Q4 2022
				The Monitoring Team submits to BPD and DOJ a draft report of the review.	Monitoring Team	Draft report submitted	Q4 2022
				BPD 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

83	429-30	<b>Staffing, Performance Evaluations, and Promotions</b>	<b>Staffing Plan Meetings</b>	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
84	429-30	<b>Staffing, Performance Evaluations, and Promotions</b>	<b>Updated Staffing Plan</b>	<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>	Q2 2022
85	431-35	<b>Staffing, Performance Evaluations, and Promotions</b>	<b>Promotions Policies Implementation and Reporting</b>	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



86	431–35	<b>Staffing, Performance Evaluations, and Promotions</b>	<b>Performance Evaluations Policies Implementation and Reporting</b>	BPD implements the previously approved performance evaluations 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	Implementation of policies; quarterly meetings	Ongoing
87	436-40	<b>Officer Assistance &amp; Support</b>	<b>Officer Wellness Programs Implementation and Reporting</b>	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
88	441	<b>Officer Assistance &amp; Support</b>	<b>Annual BPD Self-Assessment</b>	<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 2022</p> <p>Q2 2022</p> <p>Q2 2022</p>

89	436-41	<b>Officer Assistance &amp; Support</b>	<b>Monitoring Team Review</b>	The Monitoring Team prepares and submits to BPD and DOJ a proposed methodology for conducting a 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.	Monitoring Team	Draft methodology submitted	Q1 2022
				BPD and DOJ provide feedback and collaborate with the Monitoring Team on the proposed methodology.	BPD, DOJ	Feedback and collaboration	Q1 2022
				The Monitoring Team finalizes the methodology.	Monitoring Team	Methodology finalized	Q1 2022
				The Monitoring Team conducts the review.	Monitoring Team	Review conducted	Q1-Q2 2022
				The Monitoring Team submits to BPD and DOJ a draft report of the review.	Monitoring Team	Draft report submitted	Q2 2022
				BPD and DOJ provide feedback on the Monitoring Team’s draft report.	BPD, DOJ	Feedback	Q3 2022
				The Monitoring Team files the final report with the Court.	Monitoring Team	Final report filed	Q2 2022
90	469-72	<b>Required Monitor Reporting</b>	<b>Monitoring Team Comprehensive Reassessment/ Eighth Semiannual Report</b>	The Monitoring Team prepares and submits to BPD, the City and DOJ a draft of its second Comprehensive Reassessment, in accordance with the requirements of paragraphs 469-70. This Reassessment will also include the information required by paragraph 472 to be included in the Monitoring Team’s semiannual report—its eighth—for the prior reporting period.	Monitoring Team	Draft report submitted	Q3 2022
				BPD, the City and DOJ provide feedback on the draft report.	BPD, DOJ	Feedback	Q3 2022
				The Monitoring Team publishes the final report and files it with the Court.	Monitoring Team	Final report filed	Q3 2022

91	471–72	<b>Required Monitor Reporting</b>	<b>Monitoring Team Ninth Semiannual Report</b>	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.	Monitoring Team	Draft report submitted	Q1 2023
				BPD, the City and DOJ provide feedback on the draft report.	BPD, DOJ	Feedback	Q1 2023
				The Monitoring Team publishes the final report and files it with the Court.	Monitoring Team	Final report filed	Q1 2023
92	471–72	<b>Monitor Reports</b>	<b>Seventh Semiannual Report</b>	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
93	461	<b>Monitor Reports</b>	<b>Monthly Meetings with Court</b>	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
94	461	<b>Monitor Reports</b>	<b>Quarterly Hearings with Court</b>	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
95	461	<b>Monitoring Plan</b>	<b>Updated Fifth-Year Monitoring Plan</b>	The Monitoring Team prepares and submits to BPD, the City and DOJ a draft Updated Fifth-Year Monitoring Plan, which includes any necessary adjustments to the approved Plan.	Monitoring Team	Draft updated plan submitted	Q3 2022
				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 2022
				The Monitoring Team files the Updated Plan with the Court.	Monitoring Team	Final updated plan filed	Q3 2022

96	461	<b>Monitoring Plan</b>	<b>Sixth-Year Monitoring Plan</b>	The Monitoring Team prepares and submits to BPD, the City and DOJ a draft of the Sixth-Year Monitoring Plan. The Plan will cover the period February 16, 2023 through March 1, 2024.	Monitoring Team	Draft plan submitted	Q4 2022	
				BPD, the City and DOJ provide feedback and collaborate with the Monitoring Team on the draft Plan.		Feedback and collaboration	Q1 2023	
				The Monitoring Team issues the draft Plan for public comment.		Public comment period	Q1 2023	
				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 2023	
97	451	<b>Monitoring Plan</b>	<b>Monthly Invoices</b>	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	
98	448	<b>Monitoring Plan</b>	<b>Monitoring Team Budget</b>	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.	Monitoring Team	Draft budget submitted	Q3 2022	
				BPD, the City and DOJ provide feedback on the draft budget.		BPD, City, DOJ	Feedback and collaboration	Q3 2022
				The Monitoring Team files the final budget with the Court, requesting Court approval.		Monitoring Team	Final budget filed	Q3 2022

