

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

**UNITED STATES
OF AMERICA,**

Plaintiff,

v.

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

Defendants.

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CIVIL NO. JKB-17-0099

**SUBMISSION OF UPDATED FOURTH-YEAR
MONITORING PLAN FOR APPROVAL**

The Baltimore Police Department Monitoring Team (“Monitoring Team”) hereby submits for approval an Updated Fourth-Year Monitoring Plan (“Updated Plan”). The City of Baltimore, the Baltimore Police Department (“BPD”), and the Department of Justice (“DOJ”) all join in the request for approval. The Updated Plan is attached as **Exhibit 1**.

The Updated Plan accounts for the reality expressly recognized in the Consent Decree: minor modifications to monitoring plans may be necessary “[t]o promote flexibility in the implementation of the [Consent Decree]” and to ensure the integrity of the reform process. ECF No. 2-2 (as modified by ECF No. 39), ¶ 464. As the Court has recognized, there is an “inherent tension between the need to move forward with all deliberate haste and the importance of insuring that BPD’s reform measures are sufficiently thorough and comprehensive to withstand the test of time. Quality should not be sacrificed for speed. On the other hand, progress should not be sacrificed for perfection.” ECF No. 125 at 1. The Updated Plan properly balances the need for rapid progress with the need for reform that is real, sustainable, and enduring.

Over the past five months, BPD and the City have met many of the deadlines and accomplished a number of objectives for the fourth year of monitoring. BPD has begun the rollout of its new Record Management System, the utilization of which is essential for the Monitoring Team (and BPD itself) to assess compliance with Consent Decree requirements in key areas such as stops, weapons pat-downs, searches, and interactions with individuals with behavioral health disabilities. Consistent with the Fourth-Year Monitoring Plan (ECF No. 391-1), BPD also has completed or is presently delivering: (1) training on peer intervention, called Ethical Policing Is Courageous; (2) training for Public Integrity Bureau detectives; (3) training on community policing and addressing low-level offenses; (4) training for dispatchers and 911 call-takers on behavioral health awareness; (5) e-learning on First Amendment protected activity; (6) e-learning for supervisors on stops, searches and arrests (delivered to all officers, not just supervisors); and (7) e-learning on youth interrogations. Further, BPD is developing curriculum for the third tranche of training on fair and impartial policing, which will include refresher training on use of force and First Amendment protected activity; a 40-hour in-service training curriculum for Crisis Intervention Team officers; and e-learning on intake policies for misconduct complaints. Finally, BPD and the City have produced, or will very shortly produce, an updated Staffing Plan, as well as reports on arrests resulting in release without charge for the first three months of 2021, community policing developments in 2020, BPD responses to First Amendment protected activity in 2020, and implementation of the recommendations from a comprehensive analysis of shortcomings in the City's behavioral health and crisis response systems.

Notwithstanding these accomplishments, certain deadlines in the Fourth-Year Monitoring Plan need to be adjusted to ensure that all stakeholders—BPD, the Mayor's Office and other City agencies, the Monitoring Team, DOJ, and community members—have the time they need to

carefully consider and weigh in on the associated reforms. BPD, the City, DOJ and the Monitoring Team did not anticipate that such additional time would be needed when they devised the original Monitoring Plan, but as work has progressed in earnest, they have recognized the need.

Importantly, none of the affected deadlines are being extended for very long. The vast majority are being extended for only a short period of four to six weeks. The original Monitoring Plan nonetheless requires amendments because the extensions move the affected deadlines from one quarter to the next quarter—for instance, from “Q3 2021” to “Q4 2021”—and thus alter the content of the original Plan.

Amendments to the original Monitoring Plan are being made in the following areas:

- *Monitoring Team community survey (Rows 21 – 24)*. The survey will now be conducted this fall (rather than over the summer), and the report will be published in Q1 2022.
- *Implementation plan for recommendations from analysis of shortcomings in City’s behavioral health and crisis response systems (Rows 63 – 71) and methodology for analysis of police encounters with individuals in crisis (Rows 73 – 81)*. The final deadlines for these items are extended from Q3 2021 to Q4 2021.
- *Policies regarding reasonable accommodations for individuals with disabilities and Law Enforcement Assisted Diversion (Rows 91 – 108)*. The final deadlines for these items are extended from Q3 to Q4 2021.
- *Performance Review Board training (Row 147)*. Although the deadlines for development of the training curriculum remain in Q3 2021, the training will now be delivered in Q4 2021, rather than Q3 2021.
- *Monitoring Team assessments on use of force (Rows 162 - 165) and training (Rows 249 – 255)*. The deadlines for publication of the final reports for these assessments are

- extended, respectively, from Q3 2021 to Q1 2022 and from Q4 2021 to Q1 2022. The Monitoring Team also will be conducting assessments regarding sexual assault investigations, Public Integrity Bureau complaints and investigations, transportation of persons in custody, and arrests.
- *Mobile Field Force standard operating procedure and training (Rows 199 – 205)*. The deadline for finalization of the standard operating procedure is extended from Q3 2021 to Q1 2022, and for delivery of associated training from Q4 2021 to Q1 2022.
 - *Field training officer refresher training (Rows 285 – 293)*. The deadlines for development and delivery of this in-service training are extended from Q3 2021 to Q4 2021.
 - *General supervisor training (Rows 294 – 301)*. The deadlines for development and delivery of this in-service training are extended by one quarter, with the deadline for finalizing the curriculum and commencing delivery of the training extended from Q4 2021 to Q1 2022.
 - *Revision of BPD's internal system for evaluating supervisor performance (Rows 303 – 307)*. The deadlines for developing and finalizing the new supervisor evaluation system, required by Paragraph 328 of the Consent Decree, are extended one quarter, with the deadline for finalization of the new system extended from Q3 2021 to Q4 2021.
 - *Discipline policies (Rows 309 – 323)*. Revisions to Policies 211 (Non-Disciplinary Corrective Action), 302 (Rules and Regulations), and 321 (Expedited Resolution of Minor Misconduct) were finalized by mid-July 2021, while Policy 310 (Disciplinary Matrix) will be finalized shortly, following public comment periods. The deadline for

- finalizing Policies 211, 302 and 321 is thus extended from Q2 2021 to Q3 2021, while the deadline for finalizing Policy 310 is extended to Q4 2021. The deadline for Policy 308 (General Disciplinary Process) will need to be extended further, until Q1 2022, for two reasons—first, to account for the planned implementation of the disciplinary process provisions of the recently enacted police reform legislation (HB 670), and second, to account for the provisions relating to discipline in the Memorandum of Understanding with the Fraternal Order of Police, which is currently being negotiated.
- *Public Integrity Bureau (PIB) and Civilian Review Board (CRB) quarterly reports regarding misconduct complaints (Row 324).* As required by Paragraph 402 of the Consent Decree, the original Monitoring Plan required PIB and CRB to produce four different reports regarding misconduct complaints received in each quarter of 2020 and 2021. The Updated Plan requires PIB and CRB to produce a single annual report for all misconduct complaints received in 2020. That annual report will be published shortly, in Q3 2021. In addition, the Updated Plan changes reporting obligations for misconduct complaints received in 2021, requiring one report for Q1-Q2 2021 to be published in Q4 2021 and an additional report for Q3-Q4 to be published in Q2 2022.
 - *Training on requirements for disclosure of exculpatory and impeachment evidence in criminal cases (“Brady/Giglio training”) (Rows 361 – 370).* The deadlines for development and delivery of this training are extended one quarter. The training curriculum will be developed, issued for public comment, and finalized in Q4 2021 and Q1 2022, and Department-wide training will begin in Q1 2022.

In addition to these modifications to the original Monitoring Plan, the Updated Monitoring Plan adds deadlines for the following measures, which were not included in the original Monitoring Plan:

- *In-service training and e-learning for transport van drivers (Rows 179 - 192)*
- *E-learning for supervisors on the new performance evaluations system (Row 386 - 388)*

Like the original Monitoring Plan, the Updated Plan includes date ranges, rather than specific dates. The date ranges 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, as well as final reports on both internal BPD assessments and external Monitoring Team assessments. Using a variety of outreach methods, BPD will continue to alert the public at least one week before public comment periods on policies and training curriculum 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 providing during the initial comment period) will continue to be for two weeks.

Although the Updated Plan provides the public with quarterly deadline dates, BPD, the City, DOJ and the Monitoring Team will still be working aggressively to meet specific internal deadlines, which they have established. In this way, BPD, DOJ and the Monitoring Team will remain accountable for complying with the date range deadlines that appear in the Updated Plan.

For the Court's convenience, a proposed order approving the Updated Plan is attached.

Respectfully submitted,

/s/

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**UNITED STATES
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CIVIL NO. JKB-17-0099

ORDER

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

DATED this ___ day of _____, 2021.

BY THE COURT:

James K. Bredar
United States District Judge

Row							
1	Fourth-Year Monitoring Plan						
2	<p><u>General Notes:</u> This Fourth-Year Monitoring Plan contains all requirements, milestones, deliverables, and deadlines expected from February 16, 2021 through the end of the fourth monitoring year on February 15, 2022. In some instances, existing deadlines that occur prior to February 16, 2021 are included for clarity about process.</p>						
3	<p>For all deadlines established below, the Monitoring Team and the Parties agree that the deadlines might, in some instances, need to be extended by a brief interval to allow or accommodate unforeseen circumstances or unexpected, minor delays. Accordingly, if and only if all of the Monitoring Team, the United States, BPD and the City agree that an extension for any of the deadlines outlined below is warranted and acceptable, the deadline may be extended by an interval of up to 45 days without receiving formal approval of the Court for an extension of the deadline. No deadline may be extended by more than 45 days without approval of the Court. If any or all of this 45-day period is used, the Monitoring Team will formally notify the Court of the deadline extension(s). The extension of any specific deadline, or deadlines, will not change or otherwise affect any other deadline. Unless the Monitoring Team identifies problems with a deadline extension or otherwise raises issues with the Court, none of the Parties, the Court, or the public should interpret changes in deadlines to reflect problems in implementation or a lack of progress. Instead, all should understand that, for progress to be comprehensive and enduring, it may be necessary to take more time initially to refine policies, procedures, or training so that progress, ultimately, is faster, more effective, and more efficient.</p>						
4	<p><u>Definitions:</u> For purposes of the following deadlines, and unless otherwise expressly noted to the contrary, "semi-annual" means two times per year at a pace of once per six months. "Annual" means once per calendar year. "Bi-weekly" means once every two calendar weeks. "Monthly" means once per calendar month. "Bi-monthly" means once every two calendar months. "Days" means calendar days. If a listed deadline falls on a weekend or federal, state, local, or Court holiday, the deadline may be satisfied by submission or completion of the identified deliverable on the next business day.</p>						
5	Consent Decree Paragraphs	Area	Sub-Area	Milestone	Responsible Stakeholder(s)	Deliverable	Quarter

6	6, 19-21	Community Engagement	General	<p>As required by the Consent Decree, direct community participation and involvement in police reform will continue to be an overriding objective under the Third-Year Monitoring Plan.</p> <p>This will include continuing, specific periods of community feedback and engagement provided for elsewhere in this plan in connection with proposed policies, plans, training initiatives, and other major milestones. It will also include more generalized community engagement to identify issues, feedback, concerns, experiences, values, and histories of Baltimore's diverse communities – including BPD officers – regarding the various subject matters of the Consent Decree.</p> <p>The form of this outreach may include, depending on the issue area, electronic feedback mechanisms; meetings with community organizations and leaders; engagement with existing BPD-community partnerships; general community forums; or community focus groups. Such outreach will also include BPD's two annual meetings per police district to discuss Consent Decree implementation, as required by paragraph 21.</p> <p>BPD, DOJ and the Monitoring Team will meet bi-weekly throughout the year to discuss and plan community engagement efforts.</p>	BPD, City, DOJ, Monitoring Team	Ongoing Community Engagement	Ongoing
7	15-20, 25	Community Policing	Community Policing Plan	<p>BPD will begin to adopt the approved Community Policing Plan per its terms, milestones, and phased implement approach.</p> <p>Finalized deadlines for various milestones contained in the Plan will be incorporated by reference into this Monitoring Plan. BPD, DOJ and the Monitoring Team will meet regularly to discuss implementation and whether the objectives, goals, and milestones of the Plan are being met.</p>	BPD, DOJ, Monitoring Team	Adoption of Community Policing Plan & Regular Implementation Status Meetings	Ongoing

8	16	Community Policing	Training	BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft Community Policing/Lesser Offense Training Curriculum as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	Q1 2021
9	16	Community Policing	Training	BPD will post the Proposed Draft Community Policing/Lesser Offense Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q1 2021
10	16	Community Policing	Training	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Revised Draft Community Policing/Lesser Offense Training for additional public feedback.	BPD	Consideration of Comment Period Feedback & Posting for Additional Public Feedback	Q1 2021
11	16	Community Policing	Training	BPD will post the Revised Draft Community Policing/Lesser Offense Training on its website for additional public feedback.	BPD	Second Comment Period	Q1 2021 through Q2 2021
12	16	Community Policing	Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft Community Policing/Lesser Offense Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final Community Policing/Lesser Offense Training Curriculum	Q2 2021

13	16	Community Policing	Training	The Monitoring Team approves or disapproves the Final Community Policing/Lesser Offense Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Community Policing/Lesser Offense Training Curriculum	Q2 2021
14	16	Community Policing	Training	BPD will proceed through a pilot process to orient selected instructors to the training and refine the curriculum. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Training Pilot Period	Q2 2021
15	16	Community Policing	Training	BPD will implement the Community Policing/Lesser Offense Training. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences. During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.	BPD, DOJ, Monitoring Team	Training Conducted	Q2 through Q3 2021

16	16	Community Policing	Training	<p>BPD will certify to the Court that all eligible BPD officers have successfully completed the required Community Policing/Lesser Offense Training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing. 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 referrals it made or will make for each officer.</p>	BPD, City	Filing of Memorandum to the Court re: Completion of Community Policing/Lesser Offense Training	Q4 2021
17	22	Community Engagement	Assessments: BPD Community Policing Report	BPD will submit a Draft Annual Community Policing Report that complies with the requirements of paragraph 22. This report will include information on potential, future community engagement opportunities and the continual efforts the Department is making to increase and improve community engagement.	BPD	Submission of Draft Annual Community Policing Report to DOJ, Monitoring Team	Q1 2021
18	22	Community Engagement	Assessments: BPD Community Policing Report	DOJ and the Monitoring Team will review and provide feedback on the Draft Annual Community Policing Report.	DOJ, Monitoring Team	Submission of Feedback re: Draft Annual Community Policing Report to BPD	Q1 2021
19	22	Community Engagement	Assessments: BPD Community Policing Report	BPD will file with the Court and make public a Final Annual Community Policing Report that incorporates the feedback and recommendations of DOJ and the Monitoring Team, where appropriate.	BPD	Submission of Annual Community Policing Report	Q2 2021
20	23-24, 459(a)	Community Survey	Resident Survey	The Monitoring Team and its designated community survey team will work with BPD and DOJ during a Collaboration Period to finalize the survey instrument and methodology.	BPD, DOJ, Monitoring Team	Collaboration Period	Q2 2021

21	23-24, 459(a)	Community Survey	Resident Survey	The Monitoring Team's designated community survey team will conduct the survey per the methodology established in the Collaboration Period. The survey team will meet with BPD, the Parties, and the Monitoring Team at regular intervals to provide updates and share any issues encountered in the implementation of the survey methodology.	Monitoring Team	Survey Conducted	Q3 2021 through Q4 2021
22	23-24, 459(a)	Community Survey	Resident Survey	The Monitoring Team will provide the parties a draft report for comment and feedback, along with the underlying analysis, data, methods, and source of the information relied upon in the report.	Monitoring Team	Draft Survey Report Submitted	Q1 2022
23	23-24, 459(a)	Community Survey	Resident Survey	The Parties will provide comment and feedback on the draft survey report.	BPD, DOJ	Feedback re: Draft Survey Report Provided	Q1 2022
24	23-24, 459(a)	Community Survey	Resident Survey	The Monitoring Team will file with the Court and publish on the Monitoring Team's website the final report on the surveys.	Monitoring Team	Submission of Final Report on Survey Results	Q1 2022
25	69-74, 85	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Supervisor SSA Review Training	<p>Following the completion of SSA/FIP II training, BPD supervisors will receive e-learning training on reviewing reporting on stops, searches, arrests. Supervisors will receive in-service training on such reviews in a subsequent monitoring year.</p> <p>BPD developed an initial draft of the Supervisor SSA Review e-learning earlier in the third monitoring year and received feedback from the Monitoring Team and DOJ. BPD will incorporate the feedback and submit a revised draft of the e-learning to the Monitoring Team and DOJ</p>	BPD	Submission of Draft E-Learning	Q1 2021
26	69-74, 85	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Supervisor SSA Review Training	BPD will work with DOJ and the Monitoring Team to address additional feedback during the Collaboration Period. BPD will produce subsequent iterations of the Draft Supervisor SSA Review E-Learning as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate.	BPD, City, DOJ, Monitoring Team	Collaboration Period	Q1 2021

27	69–74, 85	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Supervisor SSA Review Training	BPD will post the Proposed Draft Supervisor Review SSA E-Learning on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q1 2021
28	69–74, 85	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Supervisor SSA Review Training	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Revised Draft Supervisor SSA Review E-Learning for additional public feedback.	BPD	Consideration of Comment Period Feedback & Posting for Additional Public Feedback	Q1 2021
29	69–74, 85	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Supervisor SSA Review Training	BPD will post the Revised Draft Supervisor SSA Review E-Learning on its website for additional public feedback.	BPD	Second Comment Period	Q1 2021
30	69–74, 85	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Supervisor SSA Review Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft Supervisor SSA Review E-Learning in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final Supervisor SSA Review E-Learning	Q2 2021

31	69-74, 85	Stops, Searches, Arrests and Voluntary Police- Community Interactions	Supervisor SSA Review Training	<p>BPD will certify to the Court that all eligible and relevant BPD supervisors have successfully completed the required Supervisor SSA Review E-Learning. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many supervisors failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary referrals it made or will make for those supervisors.</p> <p>BPD will share a draft of the certification with the DOJ and the Monitoring Team with sufficient time to allow review and provide 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	Filing of Memorandum to the Court re: Completion of Supervisor SSA Review E-Learning	Q3 2021
32	75-79	Stops, Searches, Arrests and Voluntary Police- Community Interactions	BPD Analysis of State's Attorney's Office Arrest Data	BPD will provide the Monitoring Team and DOJ a Draft Quarterly State's Attorney's Office Arrest Data Analysis considering data from the prior reporting period.	BPD	Submission of Draft Quarterly State's Attorney's Office Arrest Data Analysis	Q1 2021 Q2 2021 Q3 2021 Q4 2021
33	75-79	Stops, Searches, Arrests and Voluntary Police- Community Interactions	BPD Analysis of State's Attorney's Office Arrest Data	DOJ and the Monitoring Team provide feedback on the Draft Quarterly State's Attorney's Office Arrest Data Analysis.	DOJ, Monitoring Team	Submission of Feedback re: Draft Quarterly State's Attorney's Office Arrest Data Analysis	Q1 2021 Q2 2021 Q3 2021 Q4 2021
34	75-79	Stops, Searches, Arrests and Voluntary Police- Community Interactions	BPD Analysis of State's Attorney's Office Arrest Data	BPD submits a Final Quarterly State's Attorney's Office Arrest Data Analysis to the Court.	BPD	Submission to Court of Final Quarterly State's Attorney's Office Arrest Data Analysis	Q1 2021 Q2 2021 Q3 2021 Q4 2021

35	82–84	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Annual BPD Data Analysis	BPD will provide the Monitoring Team and DOJ a Draft Annual BPD SSA Data Analysis.	BPD	Submission of Draft Annual BPD SSA Data Analysis	Q1 2021
36	82–84	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Annual BPD Data Analysis	DOJ and the Monitoring Team provide feedback on the Draft Annual BPD SSA Data Analysis.	DOJ, Monitoring Team	Submission of Feedback re: Draft Annual BPD SSA Data Analysis	Q1 2021
37	82–84	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Annual BPD Data Analysis	BPD submits a Final Annual BPD SSA Data Analysis to the Court.	BPD	Submission to Court of Final Annual BPD SSA Data Analysis	Q1 2021
38	82–84	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Annual BPD Data Analysis	<p>Understanding that initial reports may remain progress reports on how BPD is progressing in developing the technological capacity to record and maintain data necessary, BPD will provide the Monitoring Team and DOJ a methodology for conducting the required, annual analysis of stop, search, and arrest data (the “Annual BPD SSA Data Analysis”).</p> <p>To the extent that there is more robust data that may be analyzed, BPD will produce a methodology for conducting an inquiry and generating a report consistent with requirements of paragraphs 82 through 86.</p>	BPD	Submission of Annual BPD SSA Data Analysis Methodology	Q4 2021
39	82–84	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Annual BPD Data Analysis	BPD will work with DOJ and the Monitoring Team on the Annual BPD SSA Data Analysis Methodology to address comments and feedback. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations.	DOJ, Monitoring Team	Collaboration Period	Q4 2021

40	82–84	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Annual BPD Data Analysis	BPD will provide the Monitoring Team and DOJ a Draft Annual BPD SSA Data Analysis.	BPD	Submission of Draft Annual BPD SSA Data Analysis	Q1 2021
41	82–84	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Annual BPD Data Analysis	DOJ and the Monitoring Team provide feedback on the Draft Annual BPD SSA Data Analysis.	DOJ, Monitoring Team	Submission of Feedback re: Draft Annual BPD SSA Data Analysis	Q1 2021
42	85	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Supervisory SSA Reporting Review	BPD will prepare and submit to DOJ and the Monitoring Team a proposed system for supervisors to routinely review their assigned officers' Stop, Search, Citation, and Arrest documentation for completeness, accuracy, legal sufficiency, and compliance with BPD policy and the Consent Decree ("SSA Supervisory Review System"), with the objective of implementing the methodology upon implementation of the revised Record Management System.	BPD	Submission of Initial Draft of SSA Supervisory Review System	Q2 2021
43	85	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Supervisory SSA Reporting Review	BPD will work with DOJ and the Monitoring Team on the SSA Supervisory Review System. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations.	DOJ, Monitoring Team	Collaboration Period	Q2 through Q3 2021
44	85	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Supervisory SSA Reporting Review	BPD will provide the Monitoring Team and DOJ a revised draft of the SSA Supervisory Review System.	BPD	Submission of Revised Draft SSA Supervisory Review System	Q3 2021

45	85	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Supervisory SSA Reporting Review	DOJ and the Monitoring Team provide feedback on the revised draft of the SSA Supervisory Review System.	DOJ, Monitoring Team	Submission of Feedback re: Revised Draft of SSA Supervisory Review System	Q3 2021
46	85	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Supervisory SSA Reporting Review	BPD finalizes and implements the SSA Supervisory Review System.	BPD	Finalization and Implementation of SSA Supervisory Review System	Q3 2021 and ongoing

47	90–94, 16(h); 67–68; 166–68	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	<p>To satisfy initial requirements regarding Fair and Impartial Policing Training, BPD has been conducting ongoing, integrated training and will continue to do so in 2021.</p> <p>The first stage occurred as part of Use of Force/Fair & Impartial Policing Training I. The focus was on fair and impartial policing concepts that directly address officer threat assessment and decision-making in use of force contexts.</p> <p>The second stage consisted of separate, additional training that was part of Stops, Searches, and Arrests/Fair & Impartial Policing Training II conducted in 2020. The focus was on fair and impartial policing concepts that directly address decision-making related to stops and the nature of interactions in stop, search, and arrest contexts.</p> <p>The final stage will consist of two days of separate, additional training that will be part of Advanced Tactical Fair & Impartial Policing Training (“FIP III”). The focus will be on advanced topics that build on the FIP I and II, 2019 Use of Force and 2020 Stop, Search, and Arrest training courses.</p> <p>Community members will be involved in the development and delivery of the training. This will include but not be limited to collaboration with BPD’s Community Training Review Committee.</p> <p>BPD will submit an Initial Draft FIP III Training curriculum to DOJ and the Monitoring Team. This draft curriculum will make clear which community advocates and organizations have participated in the development of the curriculum and set forth how and to what extent community members will participate in the delivery of training.</p>	BPD	Submission of Initial Draft FIP III Training Curriculum	Q2 2021
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48	90–94, 16(h); 67–68; 166–68	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft FIP III Training Curriculum as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	Q2 2021
49	90–94, 16(h); 67–68; 166–68	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD will submit a Proposed Draft FIP III Training Curriculum to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft FIP III Training Curriculum	Q2 2021
50	90–94, 16(h); 67–68; 166–68	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD will post the Proposed Draft FIP III Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q2 2021 through Q3 2021
51	90–94, 16(h); 67–68; 166–68	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Revised Draft FIP III Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	Q3 2021
52	90–94, 16(h); 67–68; 166–68	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD will post the Revised Draft FIP III Training on its website for additional public feedback.	BPD	Second Comment Period	Q3 2021

53	90–94, 16(h); 67–68; 166–68	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft FIP III Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final FIP III Training Curriculum	Q3 2021
54	90–94, 16(h); 67–68; 166–68	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	The Monitoring Team approves or disapproves the Final FIP III Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final FIP III Training Curriculum	Q3 2021
55	90–94, 16(h); 67–68; 166–68	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD will proceed through a pilot process to orient selected instructors to the training and refine the curriculum. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Training Pilot Period	Q3 2021
56	90–94, 16(h); 67–68; 166–68	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	BPD will implement the FIP III Policing Training Curriculum. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences. During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.	BPD, DOJ, Monitoring Team	Training Conducted	Q3 2021 through Q4 2021

57	90–94, 16(h); 67–68; 166–68	Impartial Policing/ Advanced Use of Force & Stops, Searches, and Arrests Training	Training	<p>BPD will certify to the Court that all eligible BPD officers have successfully completed the required FIP III Training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing. 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 referrals it made or will make for each officer.</p>	BPD, City	Filing of Memorandum to the Court re: Completion of FIP III Policing Training	Q1 2022
58	97	Behavioral Health Disabilities / Crisis	General: Staffing	The City and CPIC will present to the CPIC General Body, DOJ and the Monitoring Plan a staffing plan that address the project management and coordination roles necessary to support the CPIC's ongoing work in support of implementation of the Consent Decree and Gap Analysis, and continuous evaluation of the City's behavioral health services. The City and CPIC will then submit the Staffing Plan to the DOJ and Monitoring Team.	City, CPIC, DOJ, MT	Submission of Staffing Plan	Q1 2021
59	96, 105	Behavioral Health Disabilities/ Crisis	Workplan: Goals & Objectives	The City and BPD will work with CPIC to develop a fourth year workplan with goals, objectives and appropriate timelines in order to implement the tasks necessary to accomplish the deliverables in the Monitoring Plan. The workplan should include a period of review, a collaboration period with all parties, significant community input and comment throughout the process, periods for revisions, approval by DOJ, the Monitoring Team and submission to the Court. The City will submit the Workplan to DOJ and the Monitoring Team.	City, BPD, CPIC	Submission of Initial Draft of the 4 th Year CPIC Workplan	Q1 2021

60	96, 105	Behavioral Health Disabilities/ Crisis	Workplan: Goals & Objectives	BPD and CPIC will work with the DOJ and Monitoring Team to address the submitted initial workplan during the Collaboration Period. The City, BPD and CPIC will produce subsequent iterations of the Workplan as necessary through this process, which the DOJ and Monitoring Team will review and provide additional comments or feedback, as appropriate. BPD will submit a Final Draft Workplan at the conclusion of the Collaboration Period.	CPIC, City, BPD DOJ, Monitoring Team	Collaboration Period	Q1 2021
61	96, 105	Behavioral Health Disabilities/ Crisis	Workplan: Goals & Objectives	DOJ reviews the Final Draft Workplan and indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Final Draft of 4 th Year CPIC Workplan	Q1 2021
62	96, 105	Behavioral Health Disabilities/ Crisis	Workplan: Goals & Objectives	The Monitoring Team will approve or disapprove of the Final Workplan, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Proposed CPIC Workplan	Q1 2021
63	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis: Implementation Plan	The City, CPIC, BPD will work with DOJ and the Monitoring Team to revise the initial draft plan for implementing the recommendations in the Gap Analysis report. The City, with cooperation of CPIC and BPD, will submit a draft implementation plan beforehand. The City, and CPIC will produce subsequent iterations of the Draft Implementation Plan as necessary through this process, which the DOJ and Monitoring Team will review and provide additional feedback on, as appropriate.	City, CPIC, BPD, DOJ, MT	Collaboration Period	Q1 2021 through Q3 2021
64	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis: Implementation Plan	The City will revise the initial draft to create a Revised Draft of the Implementation Plan.	City	Submission of First Draft for Public Comment	Q3 2021

65	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis: Implementation Plan	The City will post the Revised Draft of the Implementation Plan on its website and provide affirmative, intensive opportunities for the public to comment.	City	Comment Period	Q3 2021
66	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis: Implementation Plan	The City will further revise the Revised Draft to create a Second Draft of the Implementation Plan. The City will coordinate revision of this draft with CPIC.	City, CPIC	Consideration of Comment Period	Q3 – Q4 2021
67	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis: Implementation Plan	The City will post the Second Draft of the Implementation Plan on its website and provide affirmative, intensive opportunities for the public to comment.	City	Second Comment Period	Q4 2021
68	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis: Implementation Plan	The City will revise the Second Draft to create a Final Implementation Plan. The City will coordinate revision of the Final Draft with CPIC.	City, CPIC	Consideration of Second Comment Period	Q4 2021
69	97	Behavioral Health Disabilities / Crisis	Needs Assessment/Gap Analysis: Implementation Plan	The City submits the proposed Final Implementation Plan to the DOJ and Monitoring Team.	City	Submission of Final Draft of the Implementation Plan	Q4 2021
70	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis: Implementation Plan	DOJ reviews the Final Implementation Plan and indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Approval of the Final Implementation Plan	Q4 2021
71	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis: Implementation Plan	The Monitoring Team will approve or disapprove of the Final Implementation Plan, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of proposed Plan	Q4 2021

72	97	Behavioral Health Disabilities/ Crisis	Evaluation of Implementation of Needs Assessment	The Monitoring Team will conduct and provide an assessment of the City's and BPD's progress toward implementing the recommendations in the Gap Analysis, using the Implementation Plan as a guide to prioritize areas for review. The assessment will include recommendations for areas for continued work and prioritization of work for future years in the Implementation Plan. The Monitoring Team will conduct this assessment in at least the Fourth and Fifth years of monitoring, and will develop a process for conducting the assessment and provide technical assistance to the City on conducting the assessment so that eventually the City will conduct an annual self-assessment in lieu of the Monitoring Team's assessment.	Monitoring Team	Assessment of Progress Toward Gap Analysis Implementation	Q1 2022
73	97,121, 122	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis: Root Cause	The City will work with the CPIC and BPD to submit the draft of the Strategy and Process for Analyzing Police Interactions (which the parties have referred to as the Root Cause Analysis) to DOJ and the Monitoring Team. The City will submit the first draft at or before the beginning of the Collaboration Period. During the Collaboration Period, BPD and the City will revise the initial draft, and will post a draft for public comment at the end of collaboration.	BPD, City, CPIC, DOJ, Monitoring Team	Collaboration Period	Q1 2021 through Q2 2021
74	97	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis: Root Cause	The City will revise the initial draft to create a Revised Draft of the Strategy and Process for Analyzing Police Interactions.	City	Submission of First Draft for Public Comment	Q3 2021
75	97, 121, 122	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis: Root Cause	The City and BPD will post the First Draft of the Strategy and Process for Analyzing Police Interactions on their websites and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the strategy.	BPD, City	Comment Period	Q3 2021
76	97, 121, 122	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis: Root Cause	The City, CPIC, and BPD will revise the First Draft of the Strategy and Process for Analyzing Police Interactions.	BPD, City, CPIC	Consideration of Comment Period	Q3 2021

77	97, 121, 122	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis: Root Cause	The City, CPIC, and BPD will post both the Strategy and Process for Analyzing Police Interactions on its website for additional public feedback.	BPD	Second Comment Period	Q3 2021
78	97, 121, 122	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis: Root Cause	The City, CPIC, and BPD will revise the Second Draft of the Strategy and Process for Analyzing Police Interactions based on the public feedback received during the comment period.	BPD, City, CPIC	Consideration of Second Comment Period	Q3-Q4 2021
79	97, 121, 122	Behavioral Health Disabilities / Crisis	Needs Assessment/Gap Analysis: Root Cause	The City will submit a proposed Final Draft Strategy and Process for Analyzing Police Interactions to the DOJ and Monitoring Team	BPD, City, CPIC, DOJ, Monitoring Team	Final Submission	Q4 2021
80	97,121, 122	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis: Root Cause	DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission or Approval of Final Draft	Q4 2021
81	97,121, 122	Behavioral Health Disabilities/ Crisis	Needs Assessment/Gap Analysis: Root Cause	The Monitoring Team will approve or disapprove of the Final Draft of the Strategy and Process for Analyzing Police Interactions, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of proposed Plan	Q4 2021
82	121,122	Behavioral Health Disabilities/ Crisis	Crisis Data Collection, Analysis, and Reporting	BPD and the City will analyze crisis event data on an ongoing basis to drive improvement toward the goals of Paragraph 96 and report the data on a quarterly basis to the Crisis Intervention Coordinator and CPIC. CPIC, BPD and the City will engage in the process of defining the report variables needed into measurable factors. In doing so, CPIC, BPD and the City will review the Crisis Data Form and other existing and needed data sources and identify specific types of data and information to be contained in the quarterly report.	BPD, City, CPIC	Submission of Draft Quarterly Reports	Quarterly

83	121, 122	Behavioral Health Disabilities / Crisis	Crisis Data Collection, Analysis, and Reporting	DOJ and the Monitoring Team will provide feedback on the Quarterly Reports to further understand and secure the available data applicable to an outcome assessment that analyzes the criteria included within ¶122a and any additional criteria requested by the CPIC.	DOJ, Monitoring Team, BPD, CPIC	Submission of Feedback re: Draft Quarterly Reports	Quarterly
84	121, 122	Behavioral Health Disabilities / Crisis	Crisis Data Collection, Analysis, and Reporting	The BPD and CPIC submit a final Quarterly Report to the CPIC general body, and present the report to at the next scheduled monthly meeting.	BPD, CPIC	Submission to CPIC of Final Quarterly Report	Quarterly
85	96	Behavioral Health Disabilities / Crisis	Policy	The parties will finalize the revision of the BPD's Overdose / Naloxone policy initiated under the Third Year Monitoring Plan. The BPD will post the policy on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policy. BPD will revise the policy with the CPIC Policy Subcommittee prior to a second comment period.	BPD, CPIC Policy Subcommittee	Comment Period	Q1 2021
86	96	Behavioral Health Disabilities / Crisis	Policy	The BPD and the CPIC Policy Subcommittee will revise the first draft of the policy based on public comment received.	BPD, CPIC Policy Subcommittee, DOJ, Monitoring Team	Consideration of Comment Period	Q1 2021
87	96	Behavioral Health Disabilities / Crisis	Policy	BPD will post the revised draft policies on its website for additional public feedback.	BPD, CPIC Policy Subcommittee	Second Comment Period	Q1 – Q2 2021
88	96	Behavioral Health Disabilities / Crisis	Policy	The BPD and the CPIC Policy Subcommittee will submit the proposed final draft of Policy 801, <i>Overdose Response and Investigation / NARCAN Protocol</i> to the DOJ and Monitoring Team.	BPD, CPIC Policy Subcommittee	Proposed Final Submission	Q2 2021
89	96	Behavioral Health Disabilities / Crisis	Policy	The DOJ indicates its formal approval or disapproval to the Monitor.	DOJ	Submission of Approval	Q2 2021

90	96	Behavioral Health Disabilities / Crisis	Policy	The Monitoring Team approves or disapproves the Final Policies, explaining its rationale and justification with the Court. The determination will be based on the extent to which the reports adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Policies	Q2 2021
91	96	Behavioral Health Disabilities / Crisis	Policy: Reasonable Accommodations	BPD, CPIC, DOJ, and the Monitoring Team have recommended that the BPD Behavioral Health-related policies are reviewed and revised to ensure consistency with the goals of the Consent Decree. To continue the policy revisions initiated in previous Monitoring years, the parties will develop: <ul style="list-style-type: none"> - A new Policy governing Reasonable Accommodations to for law enforcement-related interactions with individuals experiencing behavioral health disabilities. 	BPD, CPIC Policy Subcommittee	Initial Submission	Q2 2021
92	96	Behavioral Health Disabilities / Crisis	Policy: Reasonable Accommodations	BPD, DOJ, and the Monitoring Team will review the initially-submitted draft, and the parties will collaborate on further revisions prior to the BPD issuing an agreed-upon draft for public comment.	BPD, DOJ, MT, CPIC Policy Subcommittee	Collaboration Period	Q2 – Q3 2021
93	96	Behavioral Health Disabilities / Crisis	Policy: Reasonable Accommodations	BPD will post the policy on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policies. BPD will revise the policy with the CPIC Policy Subcommittee prior to a second comment period.	BPD, CPIC Policy Subcommittee	Comment Period	Q3 2021
94	96	Behavioral Health Disabilities / Crisis	Policy: Reasonable Accommodations	BPD and the CPIC Policy Subcommittee will revise the first Draft of the policy based on public comment received.	BPD, CPIC Policy Subcommittee	Consideration of Comment Period	Q3 2021
95	96	Behavioral Health Disabilities / Crisis	Policy: Reasonable Accommodations	BPD will post the revised draft policy on its website for additional public feedback.	BPD, CPIC Policy Subcommittee	Second Comment Period	Q3 2021

96	96	Behavioral Health Disabilities / Crisis	Policy: Reasonable Accommodations	BPD and the CPIC Policy Subcommittee will revise the second draft of the policy based on additional public comment received.	BPD, CPIC Policy Subcommittee	Consideration of Comment Period	Q4 2021
97	96	Behavioral Health Disabilities / Crisis	Policy: Reasonable Accommodations	BPD and the CPIC Policy Subcommittee will submit the proposed final policy to the DOJ and Monitoring Team.	BPD, CPIC Policy Subcommittee	Proposed Final Submission	Q4 2021
98	96	Behavioral Health Disabilities/ Crisis	Policy: Reasonable Accommodations	DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval of Final Draft	Q4 2021
99	96	Behavioral Health Disabilities/ Crisis	Policy: Reasonable Accommodations	The Monitoring Team approves or disapproves the Final policy, explaining its rationale and justification with the Court. The determination will be based on the extent to which the reports adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Policies	Q4 2021
100	96	Behavioral Health Disabilities/ Crisis	Policy: LEAD	BPD, CPIC, DOJ, and the Monitoring Team have recommended that the BPD Behavioral Health-related policies are reviewed and revised to ensure consistency with the goals of the Consent Decree. To continue the policy revisions initiated in previous Monitoring years, the parties will revise BPD Policy 806, <i>Law Enforcement Assisted Diversion</i>	BPD, CPIC Policy Subcommittee	Initial Submission	Q3 2021
101	96	Behavioral Health Disabilities/ Crisis	Policy: LEAD	BPD, DOJ, and the Monitoring Team will review the initially-submitted draft, and the parties will collaborate on further revisions prior to the BPD issuing an agreed-upon draft for public comment.	BPD, DOJ, MT, CPIC Policy Subcommittee	Collaboration Period	Q3 through Q4 2021

102	96	Behavioral Health Disabilities/ Crisis	Policy: LEAD	BPD will post the policy on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policies. BPD will revise the policy with the CPIC Policy Subcommittee prior to a second comment period.	BPD, CPIC Policy Subcommittee	Comment Period	Q4 2021
103	96	Behavioral Health Disabilities/ Crisis	Policy: LEAD	BPD and the CPIC Policy Subcommittee will revise the first Draft of the policy based on public comment received.	BPD, CPIC Policy Subcommittee	Consideration of Comment Period	Q4 2021
104	96	Behavioral Health Disabilities/ Crisis	Policy: LEAD	BPD will post the revised draft policy on its website for additional public feedback.	BPD, CPIC Policy Subcommittee	Second Comment Period	Q4 2021
105	96	Behavioral Health Disabilities/ Crisis	Policy: LEAD	BPD and the CPIC Policy Subcommittee will revise the second draft of the policy based on additional public comment received.	BPD, CPIC Policy Subcommittee	Consideration of Comment Period	Q4 2021
106	96	Behavioral Health Disabilities/ Crisis	Policy: LEAD	BPD and the CPIC Policy Subcommittee will submit the proposed final policy to the DOJ and Monitoring Team.	BPD, CPIC Policy Subcommittee	Proposed Final Submission	Q4 2021
107	96	Behavioral Health Disabilities/ Crisis	Policy: LEAD	DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval of Final Draft	Q4 2021
108	96	Behavioral Health Disabilities/ Crisis	Policy: LEAD	The Monitoring Team approves or disapproves the Final policy, explaining its rationale and justification with the Court. The determination will be based on the extent to which the reports adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Policies	Q4 2021

109	96, 97, 98, 105, 114	Behavioral Health Disabilities/ Crisis	System Implementation	<p>Through the state-funded Greater Baltimore Regional Integrated Crisis System (GBRICS) opportunity, the City and BHSB anticipate that they will be able to pursue certain of the recommendations of the Gaps Analysis report and the requirements of the Consent Decree agreement. GBRICS is funded through the Health Services Cost Review Commission and BHSB is serving as the regional administrative manager through a partnership with the 17 hospitals involved with the project. The City is directly involved in GBRICS through its appointed seat on the GBRICS Advisory Council.</p> <p>The City shall work with GBRICS to ensure that the following items, which CPIC has identified as having an immediate priority, are implemented:</p> <ul style="list-style-type: none"> - Mobile Crisis Team standards, - 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 - A public awareness campaign that promotes alternatives to calling 911 for a behavioral health crisis (e.g., the Here2Help Hotline). <p>On a quarterly basis, the City shall provide detailed public-facing reports on its website that describe the status of and progress made in the above-listed areas and any timelines for implementation, and shall disclose and promote opportunities for the public to participate in the implementation process. The City will ensure that these reports provide enough information for the Monitoring Team and DOJ to determine and provide feedback as to whether the activities being pursued through GBRICS are being developed in a manner consistent with the Consent Decree. This feedback will be provided through the processes described below. The City will make its best efforts to communicate</p>	City with cooperation from BHSB, CPIC, DOJ, and Monitoring Team.	Initial Submission: Draft Quarterly Reports on GBRICS Implementation Progress	Quarterly
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				<p>feedback received through this process to GBRICS and work with GBRICS so that the programs and services developed through GBRICS can be consistent with Consent Decree requirements. The Parties understand that ultimately if GBRIC's work does not satisfy Consent Decree requirements, the City will need to fulfill those obligations through other means.</p> <p>Should there not be meaningful progress in a given area to report, the City shall include an explanation that apprises the public of future timelines and activities for progress.</p> <p>On months where a report is published, the City shall brief the CPIC general body during the monthly meeting on the report's contents.</p>			
110	96, 97, 98, 105, 114	Behavioral Health Disabilities/ Crisis	System Implementation	DOJ and Monitoring Team shall review the draft Quarterly Report supply recommendations and edits, and the City will return subsequent drafts as necessary.	DOJ, Monitoring Team, and the City	Collaboration Period	Quarterly
111	96, 97, 98, 105, 114	Behavioral Health Disabilities/ Crisis	System Implementation	The DOJ indicates its formal approval, or disapproval, of the draft Quarterly System Implementation Report.	DOJ	DOJ	Quarterly
112	96, 97, 98, 105, 114	Behavioral Health Disabilities/ Crisis	System Implementation	The Monitoring Team approves or disapproves the draft System Implementation Quarterly Report. The determination will be based on the extent to which the report adequately provides information to determine whether the programs and services being developed under GBRICS will comply with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Monitoring Team	Quarterly

113	96, 97, 98, 105, 114	Behavioral Health Disabilities/ Crisis	System Implementation	The City shall file with the Court and publish on its website the approved Quarterly Report.	City	Publication of Quarterly Report	
114	96, 97, 98, 105, 114	Behavioral Health Disabilities/ Crisis	System Implementation	<p>The City shall provide the public an opportunity to comment on the Quarterly Report. In addition, the City shall provide a presentation to CPIC general body during the first regularly scheduled monthly meeting that follows publication of the report.</p> <p>The City will consider the feedback received from the general public and CPIC when drafting subsequent quarterly reports.</p>	City, CPIC	Public Comment / Presentation to CPIC	

115	96, 97, 98, 105, 114	Behavioral Health Disabilities/ Crisis	Policy & Gap Analysis/Needs Assessment	<p>The City, with the cooperation of CPIC and BPD, will review and revise 911 call intake protocols to:</p> <ul style="list-style-type: none"> 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, Identify call-types relating to behavioral health needs or regarding people in crisis that could be diverted to community resources, Determine the least police-involved response appropriate for such calls, Divert to and dispatch the most appropriate resource, in particular non-police behavioral health or crisis response resources, for such calls, and Determine whether additional resources as utilized or developed during the pilot phase need to be introduced, in particular non-police behavioral health or crisis response resources, to ensure 911 law enforcement diversion. <p>This review will include evaluating the protocols for collecting additional data at 911, BPD, and the crisis hotline to inform future assessments. The City will submit the assessment and draft protocols ("911 Diversion Protocol and Assessment")</p>	City (including BCFD), with cooperation from BPD, CPIC	Initial Submission of 911/Dispatch Diversion Assessment and Protocol	Q3 2021
116	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gap Analysis/Needs Assessment	The City (including the BCFD), CPIC, and BPD will work with the DOJ and Monitoring Team on further revisions to the 911 Diversion Protocol and Assessment.	City (including BCFD), CPIC, BPD, DOJ, and Monitoring Team	Collaboration Period	Q3 2021
117	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gap Analysis/Needs Assessment	The City (including BCFD) and BPD will post the revised 911 Diversion Protocol and Assessment on their websites for public inspection and comment and provide affirmative, intensive opportunities for the public to comment on the Protocol and Assessment.	City and BPD	Public Comment Period	Q3 2021 through Q4 2021

118	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gap Analysis/Needs Assessment	The City, CPIC, and BPD will revise the first draft based on comments received during the comment period, and will provide a second draft for public inspection and comment.	City, CPIC, and BPD	Consideration of Comment Period	Q4 2021
119	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gap Analysis/Needs Assessment	The City and BPD will post the revised 911 Diversion Protocol and Assessment to their websites for additional public comment and will provide affirmative, intensive opportunities for the public to comment on the Protocol and Assessment.	City and BPD	Second Comment Period	Q4 2021
120	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gap Analysis/Needs Assessment	The City, CPIC, and BPD will review the comments received in the Second Comment Period, and will submit a proposed final draft Protocol and Assessment at the end of the Consideration Period.	City, CPIC, BPD	Consideration of Comment Period	Q4 2021
121	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gap Analysis/Needs Assessment	The DOJ will indicate its formal approval or disapproval of the Protocol and Assessment in writing to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Draft	Q4 2021
122	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gap Analysis/Needs Assessment	The Monitoring Team approves or disapproves the Final Protocol and Assessment, explaining its rationale and justification with the Court. The determination will be based on the extent to which the Protocol and Assessment adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court of final approval or disapproval of 911 Diversion Protocol & Assessment	Q4 2021
123	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers	BPD continues the Behavioral Health Disabilities/Crisis In-Service Training for all officers per the curriculum previously developed and approved.	BPD	Training Conducted	Q4 2020 through Q1 2021

124	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers	BPD will certify to the Court that all eligible BPD officers have successfully completed the required Behavioral Health Disabilities/Crisis In-Service Training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.	BPD, City	Filing of Memorandum to the Court re: Completion of Behavioral Health Disabilities/ Crisis In-Service Training	Q2 2021
125	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers 2022	Based on the Plan submitted under the 3 rd Year Monitoring Plan, the BPD will submit initial lesson plan drafts for the one-day, 2022 Behavioral Health In-Service Training for all active duty members. .	BPD, CPIC Training & Implementation Subcommittee	Submission of Initial Draft 2021 IST Behavioral Health Training Curriculum	Q3 2020
126	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers 2022	CPIC and BPD will work with DOJ and the Monitoring Team to revise the Behavioral Health In-Service Training for 2022 for all officers. BPD and CPIC will produce subsequent iterations of the Draft lesson plans as necessary through this process, which the DOJ and Monitoring Team will review and provide additional feedback.	CPIC, BPD, DOJ, MT	Collaboration Period	Q3 2021 through Q4 2021
127	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers 2022	BPD will post the Proposed Draft Behavioral Health In-Service Training for 2022 on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q4 2021
128	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers 2022	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Revised Draft Behavioral Health In-Service Training for 2022 for additional public feedback.	BPD	Consideration of Comment Period Feedback	Q4 2021
129	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers 2022	BPD will post the Revised Draft Behavioral Health In-Service Training for 2022 on its website for additional public feedback.	BPD	Second Comment Period	Q4 2021

130	99, 100, 112	Behavioral Health Disabilities/ Crisis	Training: All Officers 2022	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft FIP III Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final Training Curriculum	Q4 2021
131	99, 100, 112	Behavioral Health Disabilities / Crisis	Training: All Officers 2022	DOJ will review the final draft of the proposed 2022 Behavioral Health In-Service Training curriculum and will indicate its formal approval or disapproval, in writing, to the Monitor.	DOJ	Approval or Disapproval of Submission of In-Service Curriculum	Q1 2022
132	99, 100, 112	Behavioral Health Disabilities / Crisis	Training: All Officers 2022	The Monitoring Team will approve or disapprove of the proposed 2022 Behavioral Health In-Service Training Curriculum, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Behavioral Health IST Curriculum	Q1 2022
133	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	BPD begins Crisis Intervention Training for 911 Call Specialists and Dispatchers on previously approved curriculum and any necessary revisions to accommodate new diversion opportunities. The curriculum was previously approved in the third year (May 2020).	BPD	Implementation of Revised Crisis Intervention Training Curriculum	Q1 2021
134	113	Behavioral Health Disabilities/ Crisis	Training: Dispatchers	BPD will certify to the Court that all 911 Call Specialists and Dispatchers have received the Crisis Intervention Training for Dispatchers. To the extent that some dispatchers who should have completed training did not, BPD and/or the City will provide the Court an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those dispatchers.	BPD, City	Filing of Memorandum to the Court re: Completion of Dispatcher Crisis Intervention Training	Q2 2021
135	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish the enhanced Crisis Intervention Curriculum for CIT Officers for additional public feedback.	BPD, CPIC	Consideration of Comment	Q1 2021

136	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD will post the Revised Draft CIT Officer curriculum on its website for additional feedback.	BPD	Second Comment Period	Q1 2021
137	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish the enhanced Crisis Intervention Curriculum for CIT Officers for additional public feedback.	BPD, CPIC	Consideration of Second Comment Period	Q1 2021
138	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD will proceed through a pilot process to orient selected instructors to the training and refine the curriculum. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Training Pilot Period	Q2 2021
139	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	DOJ reviews the Final Draft CIT curriculum and indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Approval or Disapproval of final curriculum	Q3 2021
140	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	The Monitoring Team approves or disapproves the Final CIT Officer curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval for Disapproval of final CIT 40 Hour Training curriculum	Q3 2021
141	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	BPD will implement CIT training for officers who successfully complete the selection process.	BPD	Implementation of CIT Training	Q3 2021

142	106	Behavioral Health Disabilities/ Crisis	Training: CIT Officers	<p>When a to-be-determined threshold number of CIT officers have completed the training, BPD will certify to the Court the completion of such training. To the extent any designated CIT officers should have completed training and did not, BPD will provide the Court a statement of how many such officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Monitoring Team and DOJ with sufficient time to review and provide feedback before filing. Along with the draft, BPD will provide a list of designated CIT officers who failed to complete the training without good cause, along with the remedial efforts or disciplinary referrals it made or will make for each officer.</p>	BPD	Filing of Memorandum of Certification of Completion of CIT Officer Training	Q1 2022
143	207-10	Use of Force	Performance Review Board: Training	BPD will submit a Draft Plan for providing training to PRB members that addresses the PRB Policy and requirements of the Consent Decree ("PRB Training Plan").	BPD	Submission of Draft PRB Training Plan	Q3 2021
144	207-10	Use of Force	Performance Review Board: Training	BPD work with DOJ and the Monitoring Team on the Draft PRB Training Plan to address comments and feedback. During this period, BPD, DOJ, and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations.	DOJ, Monitoring Team	Collaboration Period	Q3 2021
145	207-10	Use of Force	Performance Review Board: Training	BPD will submit a final PRB Training Plan to DOJ and the Monitoring Team for approval.	BPD, DOJ, Monitoring Team	Submission of PRB Training Plan	Q3 2021
146	207-10	Use of Force	Performance Review Board: Training	The Monitoring Team will approve or disapprove the Final PRB Training Plan, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval for Disapproval of final PRB Training Plan	Q3 2021

147	207-10	Use of Force	Performance Review Board: Training	BPD will conduct approved training for PRB members.	BPD	Training Conducted	Q4 2021
148	207-10	Use of Force	Performance Review Board: General	The Monitoring Team and DOJ will observe meetings of the PRB on an ongoing basis. After respective PRBf convenings, the Monitoring Team and Department of Justice may provide real-time technical assistance and recommendations for improvement.	DOJ, Monitoring Team	Observation of PRB Meetings	Ongoing
149	212-15	Use of Force	Forms & Data Collection Systems Evaluation	BPD will provide a proposed approach and methodology to DOJ and the Monitoring Team for its Use of Force Forms & Data Collection Systems Evaluation that addresses the requirements of paragraphs 212-215. The Report will address data from the calendar year 2020.	BPD	Draft Annual Use of Force forms & Data Collection Systems Evaluation Methodology Submitted	Q3 2021
150	212-15	Use of Force	Forms & Data Collection Systems Evaluation	The Parties will provide feedback on the methodology, and BPD will provide subsequent iterations of the proposed methodology as necessary.	BPD, DOJ, Monitoring Team	Collaboration Period	Q3 through Q4 2021
151	212-15	Use of Force	Forms & Data Collection Systems Evaluation	BPD will submit a Draft Use of Force Forms & Data Collection Systems Evaluation.	BPD	Submission of Draft Use of Force Forms & Data Collection Systems Evaluation	Q4 2021
152	212-15	Use of Force	Forms & Data Collection Systems Evaluation	DOJ and the Monitoring Team will review and provide feedback on the Draft Use of Force forms & Data Collection Systems Evaluation.	DOJ, Monitoring Team	Submission of Feedback re: Draft Use of Force Forms & Data Collection Systems Evaluation	Q4 2021
153	212-15	Use of Force	Forms & Data Collection Systems Evaluation	BPD will revise the Draft Use of Force forms & Data Collection Systems Evaluation in light of received feedback, complete a Final Use of Force forms & Data Collection Systems Evaluation Report, and file this report with the Court, making the report available on its website.	BPD	Submission of Final Use of Force Forms & Data Collection Systems Evaluation to Court	Q1 2022

154	211–217	Use of Force	BPD Annual Use of Force Data Analysis	BPD will provide a proposed approach and methodology to DOJ and the Monitoring Team for its Use of Force Data Analysis that addresses the requirements of paragraphs 216 and 217. To capture Departmental use of force trends, the quantitative analysis will report data on use of force incidents from 2017 through 2020.	BPD	Draft Annual Use of Force Data Analysis Submitted	Q2 2021
155	211–217	Use of Force	BPD Annual Use of Force Data Analysis	The Parties will provide feedback on the methodology, and BPD will provide subsequent iterations of the proposed methodology as necessary.	BPD, DOJ, Monitoring Team	Collaboration Period	Q2 through Q3 2021
156	211–217	Use of Force	BPD Annual Use of Force Data Analysis	BPD will submit a Draft Annual Use of Force Data Analysis report.	BPD	Submission of Draft Annual Use of Force Data Analysis	Q4 2021
157	211–217	Use of Force	BPD Annual Use of Force Data Analysis	DOJ and the Monitoring Team will review and provide feedback on the Draft Annual Use of Force data Analysis.	DOJ, Monitoring Team	Submission of Feedback re: Draft Annual Use of Force Data Analysis	Q4 2021
158	211–217	Use of Force	BPD Annual Use of Force Data Analysis	BPD will revise the Draft Use of Force Data Analysis in light of received feedback, complete a Final Use of Force Data Analysis Report, and file this report with the Court, making the report available on its website.	BPD	Submission of Final Use of Force Data Analysis to Court	Q4 2021
159	123–166	Use of Force	Use of Force Compliance Review & Audit	<p>The Monitoring Team will revise the current, approved methodology for a structured audit of use of force incidents to encompass a representative sample of force incidents occurring, respectively, in 2018, 2019, and 2020. BPD's performance in 2018 will serve as an initial baseline. Its performance in 2019 will capture its transition from old to new policies, as officers were receiving training in new force policies during that time. Its performance in 2020 will capture the initial implementation of new force policies following all officers receiving training and the policies becoming effective.</p> <p>The Monitoring Team will provide a draft methodology outlining the process for conducting the compliance review and audit.</p>	Monitoring Team	Updated Methodology Provided	Q1 2021

160	123–166	Use of Force	Use of Force Compliance Review & Audit	The Monitoring Team will work with BPD and DOJ to address feedback on the draft methodology during the Collaboration Period. The Monitoring Team will produce subsequent iterations of the methodology as necessary through this process, which BPD and DOJ will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations of the methodology.	Monitoring Team, BPD, DOJ	Collaboration Period re: Methodology	Q1 2021
161	123–166	Use of Force	Use of Force Compliance Review & Audit	The Monitoring Team will provide a finalized methodology to BPD and the Parties.	Monitoring Team	Finalized Methodology Provided	Q1 2021
162	123–166	Use of Force	Use of Force Compliance Review & Audit	The Monitoring Team will conduct the assessment per the finalized methodology. At routine and ongoing intervals, the Monitoring Team will meet with BPD and DOJ to discuss the findings of specific cases.	Monitoring Team, BPD, DOJ	Compliance Review & Audit Conducted	Q2 2021 through Q4 2021
163	123–166	Use of Force	Use of Force Compliance Review & Audit	The Monitoring Team will provide a draft report summarizing the results of the compliance review, along with the underlying analysis, data, methods, and source of the information relied upon in the report.		Draft Compliance Review & Audit Report Provided to Parties	Q4 2021
164	123–166	Use of Force	Use of Force Compliance Review & Audit	BPD and DOJ will provide comments and feedback on the draft report.	BPD, DOJ	Feedback Provided re: Draft Compliance Review & Audit Report	Q1 2022
165	123–166	Use of Force	Use of Force Compliance Review & Audit	The Monitoring Team will finalize the draft report, providing a copy to BPD and DOJ. The Monitoring Team will either file the report with the Court or prepare the report to be filed as an Appendix to the next semiannual report.	Monitoring Team	Final Compliance Review & Audit Report Completed and Filed	Q1 2022

166	218-221	Youth	Child Abuse Investigations Policy	BPD will submit an initial draft policy that revises and updates its Child Abuse Investigations Policy.	BPD	Submission of Initial Draft Child Abuse Investigations Policy	Q2 2021
167	218-221	Youth	Child Abuse Investigations Policy	BPD will work with the DOJ and Monitoring Team to address the submitted initial feedback during the Collaboration Period for the Policy. BPD will produce subsequent iterations of the drafts as necessary through this process, which the DOJ and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	Q2 2021
168	218-221	Youth	Child Abuse Investigations Policy	BPD will submit a Proposed Draft Child Abuse Investigations Policy to DOJ and the Monitoring Team.	BPD	Submission of Proposed Child Abuse Investigations Policy	Q2 2021
169	218-221	Youth	Child Abuse Investigations Policy	BPD will post the Proposed Draft Child Abuse Investigations Policy on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q2 2021 through Q3 2021
170	218-221	Youth	Child Abuse Investigations Policy	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish the Revised Draft Child Abuse Investigations Policy for additional public feedback.	BPD	Consideration of Comment Period Feedback	Q3 2021
171	218-221	Youth	Child Abuse Investigations Policy	BPD will post the Revised Draft Child Abuse Investigations Policy on its website for additional public feedback.	BPD	Second Comment Period	Q3 2021
172	218-221	Youth	Child Abuse Investigations Policy	BPD will submit the Final Child Abuse Investigations Policy to DOJ and the Monitoring Team.	BPD	Submission of Final Child Abuse Investigations Policy	Q3 2021

173	218-221	Youth	Child Abuse Investigations Policy	DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Approval or Disapproval of Final Child Abuse Investigations Policy	Q3 2021
174	218-221	Youth	Child Abuse Investigations Policy	The Monitoring Team approves or disapproves the Final Child Abuse Investigations Policy, explaining its rationale and justification with the Court. The determination will be based on the extent to which the reports adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Child Abuse Investigations Policy	Q3 2021
175	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 Reports Provided	Beginning Q2 2021
176	220	Youth	Training	BPD trainings in 2019 and 2020 have addressed topics related to youth (including training on Use of Force; Stops, Searches, and Arrests; and Fair and Impartial Policing). In 2021, BPD will begin work on a standalone classroom training curriculum that focuses specifically on considerations and issues related to youth, including use of force against youth, and that covers BPD Policies 1202 and 1207 covering youth interactions and youth interrogations. The training will be delivered in the first quarter of 2022. The precise timeline for development and delivery of this standalone training on youth interactions will be included in the revised Training Plan, with curriculum development completed by the end of 2021.	BPD	Development of Training Curriculum on Youth Policies	Through Q4 2021
177	220	Youth	E-Learning for Investigators on Youth Interrogations	BPD will develop and deliver an e-learning for investigators on BPD Policy 1207 (Youth Interrogations) as a prerequisite for the standalone classroom training. The timeline for the development and delivery of the e-learning will be included in the Training Plan prepared under Paragraph 294	BPD, DOJ, Monitoring Team	Development & Delivery of E-Learning on Youth Interrogations	Q2 2021 through Q3 2021

178	225, 236-37	Transportation of Persons in Custody	Monthly Vehicle Inspection	BPD will provide the Monitoring Team with access to BPD records reflecting required monthly vehicle inspections and quarterly audits of compliance with transportation procedures. The Monitoring Team will ensure compliance with paragraph 225 and 236.	BPD, Monitoring Team	Monthly Vehicle Inspections Conducted & Quarterly Audits Conducted	Ongoing
179	238	Transportation of Persons in Custody	Training - Transport Van Driver Certification	BPD will provide a draft curriculum for a 4-hour in-service certification course to transport van drivers to the DOJ and Monitoring Team.	BPD	Submission of Initial Draft Transport Van Driver Training Certification Curriculum	Q3 2021
180	238	Transportation of Persons in Custody	Training - Transport Van Driver Certification	BPD will work with the DOJ and Monitoring Team to address the submitted initial feedback. BPD will produce subsequent iterations of the drafts as necessary through this process, which the DOJ and Monitoring Team will review and provide additional comments or feedback, as appropriate.	BPD, DOJ, Monitoring Team	Collaboration Period	Q3 2021
181	238	Transportation of Persons in Custody	Training - Transport Van Driver Certification	BPD will post the Transport Van Driver Certification curriculum, developed with input from DOJ and the Monitoring Team, on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the curriculum.	BPD	Comment Period	Q3/Q4 2021
182	238	Transportation of Persons in Custody	Training - Transport Van Driver Certification	BPD will revise the first Draft of the curriculum based on public comment received.	BPD	Consideration of Comment Period	Q4 2021
183	238	Transportation of Persons in Custody	Training - Transport Van Driver Certification	BPD will post on its website the Transport Van Driver Certification curriculum for a second public comment period.	BPD	Second Comment Period	Q4 2021
184	238	Transportation of Persons in Custody	Training - Transport Van Driver Certification	BPD will revise the draft curriculum based on public comment received.	BPD	Consideration of Comment Period	Q4 2021

185	238	Transportation of Persons in Custody	Training - Transport Van Driver Certification	BPD submits any draft revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Transport Van Driver Certification Curriculum	Q4 2021
186	238	Transportation of Persons in Custody	Training - Transport Van Driver Certification	The Monitoring Team approves or disapproves the Transport Van Driver Certification curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Transport Van Driver Certification Curriculum.	Q4 2021
187	238	Transportation of Persons in Custody	Training - Transport Van Driver Certification	BPD will deliver the Transport Van Driver Certification course on an ongoing basis based on newly assigned drivers.	BPD	Training Delivered	Ongoing
188	238	Transportation of Persons in Custody	Training - Transport Van Driver E-Learning	BPD will provide a draft Transport Van Driver E-Learning to be delivered to members.	BPD	Submission of Initial Draft Transport Van Driver E-Learning	Q3 2021
189	238	Transportation of Persons in Custody	Training - Transport Van Driver E-Learning	BPD will work with the DOJ and Monitoring Team to address the submitted initial feedback. BPD will produce subsequent iterations of the drafts as necessary through this process, which the DOJ and Monitoring Team will review and provide additional comments or feedback, as appropriate.	BPD, DOJ, Monitoring Team	Collaboration Period	Q3/Q4 2021
190	238	Transportation of Persons in Custody	Training - Transport Van Driver E-Learning	BPD submits any revisions to the DOJ and Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Transport Van Driver E-Learning.	Q4 2021

191	238	Transportation of Persons in Custody	Training - Transport Van Driver E-Learning	The Monitoring Team approves or disapproves the Transport Van Driver E-Learning, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Transport Van Driver E-Learning.	Q4 2021
192	238	Transportation of Persons in Custody	Training - Transport Van Driver E-Learning	BPD will implement the Transport Van Driver E-Learning.	BPD	Delivery of Transport Van Driver E-Learning	Q4 2021
193	222–238	Transportation of Persons in Custody	Transportation of Persons in Custody: Monthly Meetings	BPD, DOJ and the Monitoring Team will meet at least once every month to discuss BPD's progress toward achieving compliance with Paragraphs 222-38. Among the topics to be addressed will be the outcome assessments and compliance reviews the Monitoring Team is required to perform, which will begin in 2021, as well as the results of BPD's routine audits of transport equipment and transport events.	BPD, DOJ, Monitoring Team	Monthly Meetings	Ongoing
194	238-256	First Amendment Protected Activities	Training	BPD will post the Revised Draft First Amendment E-Learning on its website for additional public feedback.	BPD	Second Comment Period	Q1 2021
195	238-256	First Amendment Protected Activities	Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft First Amendment E-Learning in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final First Amendment E-Learning	Q1 2021
196	238-256	First Amendment Protected Activities	Training	The Monitoring Team approves or disapproves the Final First Amendment E-Learning, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final First Amendment E-Learning	Q1 2021

197	238-256	First Amendment Protected Activities	Training	BPD will implement the First Amendment Training E-Learning.	BPD, DOJ, Monitoring Team	Training Conducted	Q1 2021 through Q2 2021
198	238-256	First Amendment Protected Activities	Training	<p>BPD will certify to the Court that all eligible and relevant BPD personnel have successfully completed the required First Amendment E-Learning. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing. 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, City	Filing of Memorandum to the Court re: Completion of First Amendment E-Learning	Q3 2021
199	238-256	First Amendment Protected Activities	Mobile Field Force Standard Operating Procedures	BPD will submit the Proposed Mobile Field Force SOP.	BPD	Submission of Proposed Draft Mobile Field Force SOP	Q4 2021
200	238-256	First Amendment Protected Activities	Mobile Field Force Standard Operating Procedures	BPD will work with the DOJ and Monitoring Team to address the submitted initial feedback during the Collaboration Period for the Procedures. BPD will produce subsequent iterations of the drafts as necessary through this process, which the DOJ and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	Q4 2021

201	238-256	First Amendment Protected Activities	Mobile Field Force Standard Operating Procedures	BPD will post the Proposed Draft Mobile Field Force SOP, developed with input from DOJ and the Monitoring Team in Year Two, on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policy.	BPD	Comment Period	Q4 2021
202	238-256	First Amendment Protected Activities	Mobile Field Force Standard Operating Procedures	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Revised Draft Mobile Field Force SOP for additional public feedback.	BPD	Consideration of Comment Period Feedback	Q4 2021
203	238-256	First Amendment Protected Activities	Mobile Field Force Standard Operating Procedures	BPD will post the Revised Draft Mobile Field Force SOP on its website for additional public feedback.	BPD	Second Comment Period	Q4 2021
204	238-256	First Amendment Protected Activities	Mobile Field Force Standard Operating Procedures	BPD, DOJ, and the Monitoring Team consider additional changes to the previously submitted Revised Draft Mobile Field Force SOP in light of public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitoring Team.	BPD, DOJ	Submission and Approval or Disapproval of Mobile Field Force SOP	Q1 2022
205	238-256	First Amendment Protected Activities	Mobile Field Force Standard Operating Procedures	The Monitoring Team approves or disapproves the Final Mobile Field Force SOP, explaining its rationale and justification with the Court. The determination will be based on the extent to which the policy adequately complies with the requirements of the Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and BPD stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Mobile Field Force SOP	Q1 2022
206	238-256	First Amendment Protected Activities	Mobile Field Force Training	BPD, in consultation with DOJ and the Monitoring Team, will include the timeline for development and delivery of training on the Mobile Field Force SOP in the Training Plan required by Paragraph 294. The Training Plan shall provide that such training be developed and delivered in 2021.		Development and Delivery of Mobile Field Force Training	TBD 2022

207	238-254, 255-56	First Amendment Protected Activities	Annual BPD Assessment	<p>BPD will provide a revised Draft Annual First Amendment Protected Activity Assessment. Consistent with Paragraphs 255 and 256, it will include (1) review and analysis of complaints alleging misconduct related to First Amendment protected activity, (2) review and analysis of BPD responses to public protests or assemblies, and (3) review and analysis of arrests for offenses, such as disorderly conduct, that might have implicated First Amendment activity. The assessment should also identify deficiencies and opportunities for improvement, corrective action or improvement measures, and documentation of such measures.</p> <p>BPD may elect to consult with the Monitoring Team and DOJ beginning on or about August 1, 2020 to discuss methodology and approach in conducting the assessment.</p>	BPD	Submission of Revised Draft Annual First Amendment Protected Activity Assessment	Q1 2021
208	238-254, 255-56	First Amendment Protected Activities	Annual BPD Assessment	DOJ and the Monitoring Team provide feedback on the Draft Annual First Amendment Protected Activity Assessment.	DOJ, Monitoring Team	Collaboration Period	Q2 2021 through Q3 2021
209	238-254, 255-56	First Amendment Protected Activities	Annual BPD Assessment	BPD submits a Final Annual First Amendment Protected Activity Assessment to the Court.	BPD	Submission to Court of Final Annual First Amendment Protected Activity Assessment	Q3 2021
210	238-254, 255-56	First Amendment Protected Activities	Annual BPD Assessment	BPD will provide DOJ and the Monitoring Team with a draft methodology outlining its intended approach for the Third Annual First Amendment Protected Activity Assessment (the "Second Amendment Protected Activity Assessment Methodology").	BPD	Submission of Draft First Amendment Protected Activity Assessment Methodology	Q4 2021

211	238-254, 255-56	First Amendment Protected Activities	Annual BPD Assessment	BPD will work with DOJ and the Monitoring Team on the Third Annual BPD Assessment to address comments and feedback. During this period, BPD, DOJ and the Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations.	DOJ, Monitoring Team	Collaboration Period	Q4 2021
212	238-254, 255-56	First Amendment Protected Activities	Annual BPD Assessment	BPD will submit a Final Methodology for the Third Annual First Amendment Protected Activity Assessment.	BPD	Final Methodology Submitted	Q4 2021
213	258	Sexual Assault	Patrol Training	BPD will conduct training on sexual assault response and protocols for all personnel.	BPD, City	Patrol Response to Sexual Assault Training Conducted	Q1 2021
214	258	Sexual Assault	Patrol Training	<p>BPD will certify to the Court that all eligible and relevant BPD personnel have successfully completed the required Patrol Response to Sexual Assault training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing. 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 referrals it made or will make for each officer.</p>	BPD, City	Filing of Memorandum to the Court re: Completion of Patrol Response to Sexual Assault Training	Q2 2021

215		Sexual Assault	Quarterly Technical Assistance	At least once each quarter, BPD will meet with DOJ and the Monitoring Team to review sexual assault cases for the purpose of receive technical assistance on conducting sexual assault investigations. BPD, DOJ and the Monitoring Team will work collaboratively each quarter to develop a schedule for: (1) BPD to provide DOJ and the Monitoring Team a list of sexual assault cases closed during the prior 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 detectives to discuss the issues in the case(s) and make recommendations for improving future investigations as warranted.	BPD, DOJ, Monitoring Team	Quarterly Technical Assistance Meetings	Quarterly
216	258, 287	Sexual Assault	Policy Review	BPD will provide proposed changes, revisions, and updates to the approved Sexual Assault Policies completed pursuant to, or related to, the policies approved through the Consent Decree process. The revisions will include, as an appendix to the policy, a sexual assault victim survey, which will be administered annually.	BPD	Submission of Proposed Updates to Sexual Assault Policies	Q2 2021
217	258, 287	Sexual Assault	Policy Review	BPD will work with DOJ and the Monitoring Team to address the initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the updated policy as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, DOJ, Monitoring Team	Collaboration Period	Q2 2021 through Q3 2021
218	258, 287	Sexual Assault	Policy Review	BPD will submit Final Updated Sexual Assault Policies to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.		Submission of Final Updated Sexual Assault Policies	Q3 2021

219	258, 287	Sexual Assault	Policy Review	The Monitoring Team approves or disapproves the Sexual Assault Policies, explaining its rationale and justification with the Court. The determination will be based on the extent to which the reports adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Updated Sexual Assault Policies	Q3 2021
220	264-65	Sexual Assault	Victim Survey	BPD will administer its first survey of sexual assault victims using the survey methodology and instrument developed as part of BPD's Updated Sexual Assault Policies.	BPD	Survey Conducted	Q1 2022
221	264-65	Sexual Assault	Victim Survey	BPD will publish the results from the sexual assault victim survey in its Annual Sexual Assault Investigations Data Report in 2022, as required by Paragraph 265.	BPD	Survey Results Published	5 th Year Monitoring Plan
222	259	Sexual Assault	Annual Detective Training	BPD submits an Initial Draft Annual Sexual Assault Detective Training to DOJ and the Monitoring Team that addresses the requirements of paragraph 259.	BPD	Submission of Initial Draft Annual Sexual Assault Detective Training Curriculum	Q2 2021
223	259	Sexual Assault	Annual Detective Training	BPD will work with DOJ and the Monitoring Team to address the initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft Annual Sexual Assault Detective Training Curriculum as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	Q2 2021 through Q3 2021

224	259	Sexual Assault	Annual Detective Training	BPD will submit a Proposed Draft Annual Sexual Assault Detective Training Curriculum to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft Annual Sexual Assault Detective Training Curriculum	Q3 2021
225	259	Sexual Assault	Annual Detective Training	BPD will provide an opportunity for public feedback on the Proposed Draft Annual Sexual Assault Detective Training Curriculum. BPD, DOJ and the Monitoring Team will determine, through further consultation, the appropriate means of providing such opportunity.	BPD	Comment Period	Q3 2021
226	259	Sexual Assault	Annual Detective Training	BPD shall consider whether any further revisions are appropriate in light of public feedback received in the Comment Period. BPD will then provide an opportunity for additional public feedback on the Revised Draft Annual Sexual Assault Detective Training, with BPD, DOJ and the Monitoring Team to determine, through additional consultation, the appropriate means of providing such opportunity.	BPD	Consideration of Comment Period Feedback	Q4 2021
227	259	Sexual Assault	Annual Detective Training	BPD will provide an additional opportunity for public feedback on the Revised Draft Annual Sexual Assault Detective Training.	BPD	Second Comment Period	Q4 2021
228	259	Sexual Assault	Annual Detective Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft Annual Sexual Assault Detective Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final Annual Sexual Assault Detective Training Curriculum	Q4 2021
229	259	Sexual Assault	Annual Detective Training	The Monitoring Team approves or disapproves the Final Annual Sexual Assault Detective Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Annual Sexual Assault Detective Training Curriculum	Q4 2021

230	259	Sexual Assault	Annual Detective Training	<p>BPD will implement the Annual Sexual Assault Detective Training Curriculum. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences.</p> <p>During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.</p>	BPD, DOJ, Monitoring Team	Training Conducted	Q4 2021
231	259	Sexual Assault	Annual Detective Training	<p>BPD will certify to the Court that all eligible and relevant BPD personnel have successfully completed the required Annual Sexual Assault Detective Training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing. 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, City	Filing of Memorandum to the Court re: Completion of Annual Sexual Assault Detective Training	Q1 2022

232	264	Sexual Assault	Data	<p>In 2021, BPD will be implementing a new RMS and new digital case management tools, which will likely impact the sexual assault data gathered in 2021 – and, therefore, the data analyzed in the internal Annual Sexual Assault Investigations Report completed in 2022 and any future outcome assessments and compliance reviews.</p> <p>BPD will meet with the Parties quarterly to discuss the data being collected on sexual assault. The purpose is to provide ongoing technical assistance and quality assurance expertise in real-time as BPD is enhancing its data capabilities in the area.</p>	BPD, DOJ, Monitoring Team	Quarterly Meetings re: Sexual Assault Data	Q1 2021 Q2 2021 Q3 2021 Q4 2021
233	264	Sexual Assault	Annual Sexual Assault Investigations Data Report	BPD will provide a proposed methodology to DOJ and the Monitoring Team for its Annual Sexual Assault Investigations Data Report that reports and analyzes the data outlined in paragraph 264. The Report will address data from the calendar year 2020. To the extent that some elements cannot be definitively completed at this time, or would require undue resources to complete, the Report will describe the difficulties, identify specific processes or measures that need to be implemented to address the difficulties, and propose a time horizon for being able to prepare a full, comprehensive report.	BPD	Draft Annual Sexual Assault Investigations Data Report Methodology Submitted	Q2 2021
234	264	Sexual Assault	Annual Sexual Assault Investigations Data Report	The Parties will provide feedback on the methodology, and BPD will provide subsequent iterations of the proposed methodology as necessary.	BPD, DOJ, Monitoring Team	Collaboration Period	Q2 2021
235	264	Sexual Assault	Annual Sexual Assault Investigations Data Report	BPD will submit a Draft Annual Sexual Assault Investigations Data Report.	BPD	Submission of Draft Annual Sexual Assault Investigations Data Report	Q3 2021
236	264	Sexual Assault	Annual Sexual Assault Investigations Data Report	DOJ and the Monitoring Team will review and provide feedback on the Draft Sexual Assault Investigations Data Report.	DOJ, Monitoring Team	Submission of Feedback re: Draft Annual Sexual Assault Investigations Data Report	Q3 2021

237	264	Sexual Assault	Annual Sexual Assault Investigations Data Report	BPD will revise the Sexual Assault Investigations Data Report in light of received feedback, complete a Final Annual Sexual Assault Investigations Data Report, and file this report with the Court, making the report available on its website.	BPD	Submission of Final Sexual Assault Data Report to Court	Q4 2021
238	257–256	Sexual Assault	Sexual Assault: Compliance Review & Audit	The Monitoring Team will provide a draft methodology outlining the process for conducting the compliance review and audit, including reviewer qualifications demonstrating specific expertise in sexual assault investigations. The draft methodology will include a proposed budget for the compliance review.	Monitoring Team	Draft Methodology Provided	Q3 2021
239	257–256	Sexual Assault	Sexual Assault: Compliance Review & Audit	The Monitoring Team will work with BPD and DOJ to address feedback on the draft methodology during the Collaboration Period. The Monitoring Team will produce subsequent iterations of the methodology as necessary through this process, which BPD and DOJ will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations of the methodology.	Monitoring Team, BPD, DOJ	Collaboration Period re: Methodology	Q3 2021
240	257–256	Sexual Assault	Sexual Assault: Compliance Review & Audit	The Monitoring Team will provide a finalized methodology to BPD and the Parties.	Monitoring Team	Finalized Methodology Provided	Q3 2021
241	257–256	Sexual Assault	Sexual Assault: Compliance Review & Audit	The Monitoring Team will conduct the assessment per the finalized methodology. At routine and ongoing intervals, the Monitoring Team will meet with BPD and DOJ to discuss the findings of specific cases. During the review process, the Parties may inquire of the Monitoring Team about the status of the compliance review, including the number of case-files reviewed, the number of case-files remaining to be reviewed, the current status of the compliance review budget, and other related matters.	Monitoring Team, BPD, DOJ	Compliance Review & Audit Conducted	Q4 2021 through Q1 2022

242	257–256	Sexual Assault	Sexual Assault: Compliance Review & Audit	The Monitoring Team will provide a draft report summarizing the results of the compliance review, along with the underlying analysis, data, methods, and source of the information relied upon in the report. The Monitoring Team will also provide an assessment of whether the original compliance review budget accurately projected the costs for administering the review.		Draft Compliance Review & Audit Report Provided to Parties	Q1 2022
243	257–256	Sexual Assault	Sexual Assault: Compliance Review & Audit	BPD and DOJ will provide comments and feedback on the draft report.	BPD, DOJ	Feedback Provided re: Draft Compliance Review & Audit Report	Q1 2022
244	257–256	Sexual Assault	Sexual Assault: Compliance Review & Audit	The Monitoring Team will finalize the draft report, providing a copy to BPD and DOJ. The Monitoring Team will either file the report with the Court or prepare the report to be filed as an Appendix to the next semiannual report.	Monitoring Team	Final Compliance Review & Audit Report Completed and Filed	Q1 2022
245	267-79	Technology	Resource Plan	BPD and the City of Baltimore will submit to the Court, DOJ and the Monitoring Team semiannual updates to the previously submitted and approved Technology Resource Plan. These updates will address progress to date, outstanding progress remaining, and any changes in timelines for various deliverables. Any revised deadlines for various milestones will be incorporated by reference into this Monitoring Plan.	BPD	Submission of Semiannual Resource Plan Updates	Q2 2021 Q4 2021
246	267-79	Technology	Resource Plan	BPD will submit to the parties an updated data matrix that tracks BPD's progress toward satisfying the objectives established in the Technology Resource Plan.	BPD	Submission of Updated Data Matrix	Q1 2021

247	267-79	Technology	Resource Plan	<p>BPD, DOJ, and the Monitoring Team will meet biweekly to discuss the implementation of the various technology initiatives required by or otherwise supporting the Consent Decree process. Representatives across BPD functions that are implicated by the Resource Plan will be in attendance, as will Monitoring Team leads across implicated substantive areas. The purpose is to discuss 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) Phase I of the 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 will cover development of RMS functionality to achieve 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) Phase II of the implementation of the RMS, which will encompass case management under Paragraphs 262, 264, and 270c; and (3) the New Training Data Tracking System under Paragraph 300.</p>	BPD, DOJ, Monitoring Team	Monthly Technology & Data Implementation Meetings	Ongoing
248	294	Training	Training Plan	<p>BPD will complete a Training Plan for in-service training and e-learning for officers and its Field Training Officer (“FTO”) program. The revised Training Plan will, identify all training planned for the next three years, together with anticipated dates for development and delivery. The Training Plan will be prepared in consultation with the Monitoring Team and DOJ. Once completed, the Training Plan will be published on BPD’s website. Any subsequent modifications to the Training Plan will similarly be posted.</p>	BPD	Completion of Training Plan	Q1 2021

249	459(l)	Supervision	Training: Outcome Assessment	The Monitoring Team will collaborate with BPD and the Parties to understand and secure available data applicable to the outcome assessment.	Monitoring Team, BPD, DOJ	Collaboration Period re: Data Availability & Production	Through Q3 2021
250	459(l)	Supervision	Training: Outcome Assessment	The Monitoring Team will provide a draft methodology outlining the process for conducting the outcome assessment.	Monitoring Team	Draft Methodology Provided	Q3 2021
251	459(l)	Supervision	Training: Outcome Assessment	The Monitoring Team will work with BPD and DOJ to address feedback on the draft methodology during the Collaboration Period. The Monitoring Team will produce subsequent iterations of the methodology as necessary through this process, which BPD and DOJ will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations of the methodology.	Monitoring Team, BPD, DOJ	Collaboration Period re: Methodology	Q4 2021
252	459(l)	Supervision	Training: Outcome Assessment	The Monitoring Team will provide a finalized methodology to BPD and the Parties.	Monitoring Team	Finalized Methodology Provided	Q4 2021
253	459(l)	Supervision	Training: Outcome Assessment	The Monitoring Team will conduct the assessment per the finalized methodology. The Monitoring Team will provide a draft report summarizing the results of the outcome assessment, along with the underlying analysis, data, methods, and source of the information relied upon in the report.	Monitoring Team	Draft Outcome Assessment Report Provided to Parties	Q4 2021
254	459(l)	Supervision	Training: Outcome Assessment	BPD and DOJ will provide comments and feedback on the draft report.	BPD, DOJ	Feedback Provided re: Draft Outcome Assessment Report	Q1 2022

255	459(l)	Supervision	Training: Outcome Assessment	The Monitoring Team will finalize the draft report, providing a copy to BPD and DOJ. The Monitoring Team will either file the report with the Court or prepare the report to be filed as an Appendix to the next semiannual report.	Monitoring Team	Final Outcome Assessment Report Completed and Filed	Q1 2022
256	294, 301– 302	Supervision	FTO Policies	BPD will submit an initial draft policy that revises and updates its current FTO policy in accordance with the FTO plan and the requirements of the Consent Decree (the “FTO Policies”). Among other areas, the FTO Policy will provide sufficient detail about: (1) the FTO selection process; (2) the FTO evaluation process; (3) the processes involved in FTO resignation, suspension, and termination; and (4) field training core competencies, performance categories, and standard evaluation guidelines.	BPD	Submission of Initial FTO Policies	Q1 2021
257	294, 301– 302	Supervision	FTO Policies	BPD will work with the DOJ and Monitoring Team to address the submitted initial feedback during the Collaboration Period for the Policies. BPD will produce subsequent iterations of the drafts as necessary through this process, which the DOJ and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations. BPD will submit the Proposed Draft FTO Policies at the conclusion of the Collaboration Period.	BPD, DOJ, Monitoring Team	Collaboration Period	Q1 2021 through Q2 2021
258	294, 301– 302	Supervision	FTO Policies	BPD will submit Proposed Draft FTO Policies to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft FTO Policies	Q2 2021
259	294, 301– 302	Supervision	FTO Policies	BPD will post the Proposed Draft FTO Policies on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q2 2021

260	294, 301– 302	Supervision	FTO Policies	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish the Revised Draft FTO Policies for additional public feedback.	BPD	Consideration of Comment Period Feedback	Q3 2021
261	294, 301– 302	Supervision	FTO Policies	BPD will post the Revised Draft FTO Policies on its website for additional public feedback.	BPD	Second Comment Period	Q3 2021
262	294, 301– 302	Supervision	FTO Policies	BPD will submit the Final FTO Policies to DOJ and the Monitoring Team.	BPD	Submission of Final FTO Policies	Q3 2021
263	294, 301– 302	Supervision	FTO Policies	DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Approval or Disapproval of Final FTO Policies	Q3 2021
264	294, 301– 302	Supervision	FTO Policies	The Monitoring Team approves or disapproves the Final FTO Policies, explaining its rationale and justification with the Court. The determination will be based on the extent to which the reports adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final FTO Policies	Q3 2021
265	293, 301– 302	Supervision	FTO Program Administration: Incentives	BPD will identify potential, additional incentives for BPD personnel to serve as FTOs. The incentives will be considered consistent with any updated MOU and included in the 2022 FTO Incentive Plan.	BPD	Identification of FTO Program Incentives	TBD
266	293, 301– 302	Supervision	FTO Program Administration: Oversight	BPD will shift oversight and administrative responsibility of the FTO program from Education & Training to the Chief of Patrol's Office and Patrol Districts in accordance with the FTO Plan.	BPD	Implementation of Administrative Changes	Q2 2021

267	293, 301– 302	Supervision	FTO Certification Training	BPD submits an Initial Draft FTO Certification Training (also referred to as “FTO School”) that revises and updates its current five-day curriculum for new FTOs in accordance with the revised FTO Plan. It will also enhance existing lesson and lesson plans to meet the Department’s current adult learning standards.	BPD	Submission of Initial Draft FTO Certification Training	Q2 2021
268	293, 301– 302	Supervision	FTO Certification Training	BPD will work with DOJ and the Monitoring Team to address the initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft FTO Certification Curriculum as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	Q2 2021 through Q3 2021
269	293, 301– 302	Supervision	FTO Certification Training	BPD will submit a Proposed Draft FTO Certification Training Curriculum to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft FTO Certification Training Curriculum	Q3 2021
270	293, 301– 302	Supervision	FTO Certification Training	BPD will post the Proposed Draft FTO Certification Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q3 2021
271	293, 301– 302	Supervision	FTO Certification Training	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Revised Draft FTO Certification Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	Q3 2021
272	293, 301– 302	Supervision	FTO Certification Training	BPD will post the Revised Draft FTO Certification Training on its website for additional public feedback.	BPD	Second Comment Period	Q3 2021 through Q4 2021

273	293, 301– 302	Supervision	FTO Certification Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft FTO Certification Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of FTO Certification Training Curriculum	Q4 2021
274	293, 301– 302	Supervision	FTO Certification Training	The Monitoring Team approves or disapproves the Final FTO Certification Training, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of FTO Certification Training	Q4 2021
275	293, 301– 302	Supervision	FTO Certification Training	BPD will implement the FTO Certification Training Curriculum. When the FTO Certification Training is conducted, this implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences. During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.	BPD, DOJ, Monitoring Team	Training Conducted	Beginning Q1 2022
276	293, 301– 302	Supervision	FTO Recertification Training	BPD submits an Initial Draft FTO Recertification Training (also referred to as “FTO School”) that revises and updates its current one-day curriculum required for existing FTOs every two years.	BPD	Submission of Initial Draft FTO Recertification Training	Q4 2021

277	293, 301– 302	Supervision	FTO Recertification Training	BPD will work with DOJ and the Monitoring Team to address the initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft FTO Recertification Training Curriculum as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	Q4 2021 – Q1 2022
278	293, 301– 302	Supervision	FTO Recertification Training	BPD will submit a Proposed Draft FTO Recertification Training Curriculum to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft FTO Recertification Training Curriculum	Q1 2022
279	293, 301– 302	Supervision	FTO Recertification Training	BPD will post the Proposed Draft FTO Recertification Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q1 2022
280	293, 301– 302	Supervision	FTO Recertification Training	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Revised Draft FTO Recertification Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	Q1 2022
281	293, 301– 302	Supervision	FTO Recertification Training	BPD will post the Revised Draft FTO Recertification Training on its website for additional public feedback.	BPD	Second Comment Period	Q1 & Q2 2022
282	293, 301– 302	Supervision	FTO Recertification Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft FTO Recertification Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of FTO Recertification Training Curriculum	Q2 2022

283	293, 301– 302	Supervision	FTO Recertification Training	The Monitoring Team approves or disapproves the Final FTO Recertification Training, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of FTO Recertification Training	Q2 2022
284	293, 301– 302	Supervision	FTO Recertification Training	BPD will implement the FTO Recertification Training Curriculum, providing the new curriculum to all existing FTO officers regardless of the date of their most-recent certification. This implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences. During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.	BPD, DOJ, Monitoring Team	Training Conducted	TBD 5 th Year Monitoring Plan
285	293, 301– 302	Supervision	FTO Refresher Training	BPD submits an Initial Draft FTO Refresher Training (also referred to as “FTO School”) that revises and updates its current one-day curriculum required for existing FTOs every two years.	BPD	Submission of Initial Draft FTO Refresher Training	Q4 2021
286	293, 301– 302	Supervision	FTO Refresher Training	BPD will work with DOJ and the Monitoring Team to address the initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft FTO Refresher Training Curriculum as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	Q4 2021

287	293, 301– 302	Supervision	FTO Refresher Training	BPD will submit a Proposed Draft FTO Refresher Training Curriculum to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft FTO Refresher Training Curriculum	Q4 2021
288	293, 301– 302	Supervision	FTO Refresher Training	BPD will post the Proposed Draft FTO Refresher Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q4 2021 through Q1 2022
289	293, 301– 302	Supervision	FTO Refresher Training	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Revised Draft FTO Refresher Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	Q1 2022
290	293, 301– 302	Supervision	FTO Refresher Training	BPD will post the Revised Draft FTO Refresher Training on its website for additional public feedback.	BPD	Second Comment Period	Q1 2022
291	293, 301– 302	Supervision	FTO Refresher Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft FTO Refresher Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of FTO Refresher Training Curriculum	Q1 2022
292	293, 301– 302	Supervision	FTO Refresher Training	The Monitoring Team approves or disapproves the Final FTO Refresher Training, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of FTO Refresher Training	Q1 2022

293	293, 301– 302	Supervision	FTO Refresher Training	<p>BPD will implement the FTO Refresher Training Curriculum. When the FTO Refresher Training is conducted, this implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences.</p> <p>During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.</p>	BPD, DOJ, Monitoring Team	Training Conducted	Beginning Q1 2022
294	308– 309, 414, 432	Supervision	General Supervisor Consent Decree Training	<p>BPD will develop the initial draft curriculum for a training module designed for sworn members who serve in a supervisory capacity within the agency. This General Supervisor Training should cover the topics and issues identified in paragraphs 308, 309, 414, and 432, and the leadership qualities and supervisory skills described in BPD's recently approved Policy 210, <i>Patrol Supervisor Duties and Responsibilities</i>. The training will be delivered to all supervisors in 2022 and included as part of a course for newly appointed sergeants and lieutenants in fall 2021.</p>	BPD	Draft General Supervisor Training Submitted	Q2 2021
295	308– 309, 414, 432	Supervision	General Supervisor Consent Decree Training	<p>BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft General Supervisor Curriculum as necessary through this process, during which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.</p>	BPD, DOJ, Monitoring Team	Collaboration Period	Q2 2021 through Q4 2021
296	308– 309, 414, 432	Supervision	General Supervisor Consent Decree Training	<p>BPD will post the Proposed Draft General Supervisor Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.</p>	BPD	Comment Period	Q4 2021

297	308–309, 414, 432	Supervision	General Supervisor Consent Decree Training	BPD, DOJ and the Monitoring Team shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Revised Draft General Supervisor Training for additional public feedback.	BPD, DOJ, Monitoring Team	Consideration of Comment Period Feedback & Posting for Additional Public Feedback	Q4 2021
298	308–309, 414, 432	Supervision	General Supervisor Consent Decree Training	BPD will post the Revised Draft General Supervisor Training Curriculum on its website for additional public feedback.	BPD	Second Comment Period	Q4 2021
299	308–309, 414, 432	Supervision	General Supervisor Consent Decree Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft General Supervisor Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final General Supervisor Training Curriculum	Q1 2022
300	308–309, 414, 432	Supervision	General Supervisor Consent Decree Training	The Monitoring Team approves or disapproves the Final General Supervisor Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final General Supervisor Training Curriculum	Q1 2022
301	308–309, 414, 432	Supervision	General Supervisor Consent Decree Training	BPD will implement the General Supervisor Training. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences. During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.	BPD	Training Conducted	Beginning Q1 2022

302	312–327	Supervision	Early Intervention System	BPD will continue to convene an EIS Working Group of designated and appointed stakeholders to coordinate the implementation of the EIS program within BPD. The Working Group will meet at least monthly with the Monitoring Team and DOJ.	BPD, DOJ, Monitoring Team	EIS Working Group Monthly Meetings	Ongoing 2021
303	328	Supervision	Annual Supervision Evaluation	BPD will provide a proposed approach and methodology to DOJ and the Monitoring Team for the Annual Supervision Evaluation outlined in paragraph 328.	BPD	Draft Annual Supervision Evaluation Approach & Methodology Submitted	Q2 2021
304	328	Supervision	Annual Supervision Evaluation	The Parties will provide feedback on the methodology, and BPD will provide subsequent iterations of the proposed methodology as necessary.	BPD, DOJ, Monitoring Team	Collaboration Period	Q2 2021 through Q3 2021
305	328	Supervision	Annual Supervision Evaluation	BPD will submit a Draft Annual Supervision Evaluation to the Parties for review.	BPD	Submission of Draft Annual Supervision Evaluation	Q3 2021
306	328	Supervision	Annual Supervision Evaluation	DOJ and the Monitoring Team will review and provide feedback on the Draft Annual Supervision Evaluation.	DOJ, Monitoring Team	Submission of Feedback re: Annual Supervision Evaluation	Q4 2021
307	328	Supervision	Annual Supervision Evaluation	BPD will revise the Annual Supervision Evaluation in light of received feedback, complete a Final Annual Supervision Evaluation, and file this report with the Court, making the report available on its website.	BPD	Submission of Annual Supervision Evaluation	Q4 2021

308	329-415	Misconduct Investigations & Discipline	General	The Monitoring Team will review internal affairs investigation records for the purposes of (1) structuring Consent Decree-required outcome assessments, and (2) understanding and evaluating current practices. The Monitoring Team's role is not to independently investigate BPD officers who are the subject of internal affairs investigations. Instead, the Monitoring Team's role is to examine internal affairs investigations in order to identify current practices and trends, develop outcome assessment measures, and ultimately to gauge BPD's compliance with the Consent Decree.	Monitoring Team	Monitoring of Misconduct Investigations & Discipline	Ongoing
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309	372–88, 403–05	Misconduct Investigations & Discipline	Disciplinary System Policies Suite I	<p>BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period regarding core discipline policies, including: Non-Disciplinary Corrective Action (211), Rules and Regulations (302), General Disciplinary Process (308), and Disciplinary Matrix (310).</p> <p>The development of disciplinary policies will be separated between two groups.</p> <ul style="list-style-type: none"> • Group A – Policy 211, Non-Disciplinary Corrective Action and Policy 302, Rules and Regulations (Group A’s timeline mirrors the timeline for Policy 321, Expedited Resolution of Minor Misconduct) • Group B – Policy 310, General Disciplinary Matrix <p>BPD will produce subsequent iterations as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.</p> <p>A schedule for work on remaining disciplinary system policies will be determined following the completion of Suite I.</p> <p>Note: The General Disciplinary Process policy (308) will be included in next year’s monitoring plan, a draft of which will be released for public comment in February 2022.</p>	BPD, City, DOJ, Monitoring Team	Collaboration Period	<p>Group A: Q1 2021 through Q2 2021</p> <p>Group B: Q1 2021 through Q4 2021</p>
310	372–88, 403–05	Misconduct Investigations & Discipline	Disciplinary System Policies Suite I	BPD will submit Proposed Draft Disciplinary System Policies Suite I to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft Disciplinary System Policies Suite I	<p>Group A: Q2 2021</p> <p>Group B: Q4 2021</p>

311	372–88, 403–05	Misconduct Investigations & Discipline	Disciplinary System Policies Suite I	BPD will post the Proposed Draft Disciplinary System Policies Suite I on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Group A: Q2 2021 Group B: Q4 2021
312	372–88, 403–05	Misconduct Investigations & Discipline	Disciplinary System Policies Suite I	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish Revised Draft Disciplinary System Policies Suite I for additional public feedback.	BPD	Consideration of Comment Period Feedback	Group A: Q2 2021 Group B: Q4 2021
313	372–88, 403–05	Misconduct Investigations & Discipline	Disciplinary System Policies Suite I	BPD will post the Revised Draft Disciplinary System Policies on its website for additional public feedback.	BPD	Second Comment Period	Group A: Q2 2021 Group B: Q4 2021
314	372–88, 403–05	Misconduct Investigations & Discipline	Disciplinary System Policies Suite I	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft Disciplinary System Policies Suite I in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final Disciplinary System Policies Suite I	Group A: Q3 2021 Group B: Q4 2021
315	372–88, 403–05	Misconduct Investigations & Discipline	Disciplinary System Policies Suite I	The Monitoring Team approves or disapproves the Final Disciplinary System Policies Suite I, with the exception of the General Disciplinary Process policy (308), explaining its rationale and justification with the Court. The determination will be based on the extent to which the policies adequately comply with the requirements of the Consent Decree, incorporate feedback of DOJ and the Monitoring Team, and reflect the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Disciplinary System Policies	Group A: Q3 2021 Group B: Q4 2021

316	415	Misconduct Investigations & Discipline	Training for Trial Board Members	BPD, in consultation with DOJ and the Monitoring Team, will develop training on the new disciplinary system policies for trial board members and other personnel involved in disciplinary proceedings. The training to be developed will be scenario-based and interactive. The dates for development and delivery of this training will be the same as the dates for All-Personnel Misconduct Investigations & Discipline Training (see rows below)	BPD, DOJ, Monitoring Team	Development of Training	Q3 2020 through TBD 2022
317	353	Misconduct Investigations & Discipline	Expedited Resolution of Minor Misconduct (ERMM) Policy	BPD, DOJ, and the Monitoring Team will review and, if warranted, revise the list of violations covered by the full policy. Revision discussions will also include adding more strict rolling timeframes to the ERMM policy to avoid abuse and procedures regarding repeat violations.	BPD, Monitoring Team, DOJ	Collaboration Period	Q1 2021 through Q2 2021
318	353	Misconduct Investigations & Discipline	Expedited Resolution of Minor Misconduct (ERMM) Policy	BPD will submit a Proposed Revised Draft of the ERMM Policy to the DOJ and Monitoring Team	BPD	Submission of Revised ERMM Policy	Q2 2021
319	353	Misconduct Investigations & Discipline	Expedited Resolution of Minor Misconduct (ERMM) Policy	BPD will post the Proposed Revision to the ERMM Policy on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policy.	BPD	Comment Period	Q2 2021
320	353	Misconduct Investigations & Discipline	Expedited Resolution of Minor Misconduct (ERMM) Policy	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish the ERMM Policy for additional public feedback.	BPD	Consideration of Comment Period Feedback	Q2 2021
321	353	Misconduct Investigations & Discipline	Expedited Resolution of Minor Misconduct (ERMM) Policy	BPD will post the Revised Draft ERMM Policy on its website for additional public feedback.	BPD	Second Comment Period	Q2 2021
322	353	Misconduct Investigations & Discipline	Expedited Resolution of Minor Misconduct (ERMM) Policy	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft ERMM Policy in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final ERMM Policy	Q3 2021

323	353	Misconduct Investigations & Discipline	Expedited Resolution of Minor Misconduct (ERMM) Policy	The Monitoring Team approves or disapproves the Final ERMM Policy, explaining its rationale and justification with the Court. The determination will be based on the extent to which the policies adequately comply with the requirements of the Consent Decree, incorporate feedback of DOJ and the Monitoring Team, and reflect the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of ERMM Policy	Q3 2021
324	402	Misconduct Investigations & Discipline	PIB and CRB Quarterly Reports	PIB and CRB will produce an annual report, combining all quarterly reports responsive to the requirements of paragraph 402. The annual reports will include all data from 2020 required by Paragraph 402. PIB will subsequently produce Quarterly Reports for 2021 responsive to the requirements of paragraph 402. Q1 and Q2 will be combined into one report. Q3 and Q4 will be combined into a second report.	BPD, CRB	Submission of Report	Q3 2021 (2020 report) Q4 2021 (Q1/Q2 2021 report) Q2 2022 (Q3/Q4 2021 report)
325	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD will work with CRB, DOJ and the Monitoring Team to address initial feedback on the submitted PIB/CRB Investigator Training during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft PIB/CRB Investigator Training Curriculum as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, CRB, DOJ, Monitoring Team	Collaboration Period	Through Q1 2021

326	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	<p>BPD will submit a Proposed Draft PIB/CRB Investigator Training Curriculum to CRB, DOJ and the Monitoring Team.</p> <p>BPD also will submit the proposed draft of curriculum to the Community Training Review Committee prior to publishing the initial draft for public comment.</p>	BPD	Submission of Proposed Draft PIB/CRB Investigator Training Curriculum	Q1 2021
327	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD will post the Proposed Draft PIB/CRB Investigator Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q1 2021
328	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Revised Draft PIB/CRB Investigator Training for additional public feedback.	BPD	Consideration of Comment Period Feedback	Q1 2021
329	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD will post the Revised Draft PIB/CRB Investigator Training on its website for additional public feedback.	BPD	Second Comment Period	Q1 2021 through Q2 2021
330	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD, CRB, DOJ, and the Monitoring Team consider additional changes to the Revised Draft PIB/CRB Investigator Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, CRB, DOJ	Submission and Approval or Disapproval of Revised Draft PIB/CRB Investigator Training Curriculum	Q2 2021
331	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	The Monitoring Team approves or disapproves the Final PIB/CRB Investigator Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final PIB/CRB Investigator Training Curriculum	Q2 2021

332	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD will proceed through a pilot process to orient selected instructors to the training and refine the curriculum. This will include practice sessions and/or pilot classes covering the parts of the training that will be delivered by BPD personnel. DOJ and the Monitoring Team will participate and provide feedback. This pilot process shall be confined to the section of the training which is delivered by BPD & Baltimore City Law Dept.	BPD, City, CRB, DOJ, Monitoring Team	Training Pilot Period	Q2 2021
333	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	<p>BPD will implement the PIB/CRB Investigator Training Curriculum. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences.</p> <p>During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.</p>	BPD, City, CRB, DOJ, Monitoring Team	Training Conducted	Q2 2021
334	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	<p>BPD and the City will certify to the Court that all eligible and relevant BPD and City personnel, respectively, have successfully completed the required PIB/CRB Investigator Training. To the extent that some BPD officers and CRB investigators who should have completed training did not, BPD and the City, respectively, will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD and the City will share drafts of the certifications with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing.</p>	BPD, CRB, City	Filing of Memorandum to the Court re: Completion of PIB/CRB Investigator Training	Q2 2021

335	392– 395	Misconduct Investigations & Discipline	Tracking Misconduct Investigations & Ongoing Technical Assistance	<p>BPD, DOJ, and the Monitoring Team will meet at least monthly to discuss current information about complaint intake, misconduct, and investigations. The purpose of these monthly meetings is to (1) evaluate in real-time BPD's compliance with Consent Decree provisions regarding the tracking of misconduct investigations and complaints; (2) discuss and address in real-time any potential issues related to trends in officer misconduct, the timeliness of misconduct investigations, compliance with requirements regarding complainant and involved officer communication, and other Decree and policy requirements; and (3) address particular issues regarding specific investigations, in order to provide real-time technical assistance and support.</p> <p>In addition, meetings will be used to periodically review sample misconduct cases to assess compliance with PIB 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.</p>	BPD, DOJ, Monitoring Team	Monthly Meetings re: Misconduct Investigations, Complaint Data, and Specific Investigations	Beginning Q2 2021
336	396– 401, 403, 404	Misconduct Investigations & Discipline	Transparency	<p>BPD will submit a Draft Transparency Initiatives Plan that outlines (1) its current activities that relate to compliance with paragraphs 396 through 401, 403, and 404 of the Consent Decree; and (2) proposed activities related to compliance with the same paragraphs. The Plan should clearly identify deliverables, milestones, responsible stakeholders, and deadlines, and clearly establish how BPD will solicit public input on the components of the plan.</p>	BPD	Submission of Draft Transparency Initiatives Plan	Q2 2021

337	396–401, 403, 404	Misconduct Investigations & Discipline	Transparency	BPD will work with CRB, DOJ and the Monitoring Team to address initial feedback on the submitted Draft Transparency Initiatives Plan. BPD will produce subsequent iterations of the Initial Transparency Initiatives Plan as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, CRB, DOJ, Monitoring Team	Collaboration Period	Q2 2021 through Q3 2021
338	396–401, 403, 404	Misconduct Investigations & Discipline	Transparency	BPD will submit the Transparency Initiatives Plan to the Court.	BPD	Filing Transparency Initiatives Plan	Q3 2021
339	396–401, 403, 404	Misconduct Investigations & Discipline	Transparency	BPD will implement the Transparency Initiatives Plan, providing regular updates to the Parties and Monitoring Team on the status of implementation.	BPD, City, CRB, DOJ, Monitoring Team	Transparency Initiatives Plan Implemented	Beginning Q3 2021
340	406–408	Misconduct Investigations & Discipline	Civilian Complaint Intake Testing Program	BPD will submit (1) initial draft protocols regarding the establishment and operations of a civilian complaint intake testing program, and (2) a plan for implementing the program, including but not limited to the identification of stakeholders to oversee the program, mechanisms for ensuring integrity within the program, and a process for effectuating ultimately-approved policies regarding the program. The plan should clearly identify deliverables, milestones, responsible stakeholders, deadlines, and the personnel or entity that will carry it out.	BPD	Initial Draft Civilian Complaint Intake Testing Program Protocols & Plan Submitted to DOJ, Monitoring Team	Q4 2021

341	406–408	Misconduct Investigations & Discipline	Civilian Complaint Intake Testing Program	BPD will work with CRB, DOJ and the Monitoring Team to address initial feedback on the submitted Initial Draft Civilian Complaint Intake Testing Program Protocols & Plan. BPD will produce subsequent iterations of the Initial Civilian Complaint Intake Testing Program as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent protocol iterations.	BPD, CRB, DOJ, Monitoring Team	Collaboration Period	Q4 2021 through Q1 2022
342	335–42	Misconduct Investigations & Discipline	Complaint Intake E-Learning	BPD will generate an initial draft e-learning on Misconduct Complaint Intake, which will cover the requirements of BPD’s policy on complaint intake.	BPD	Draft Misconduct Complaint E-Learning Submitted	Q2 2021
343	335–42	Misconduct Investigations & Discipline	Complaint Intake E-Learning	BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft Misconduct Complaint Intake E-Learning as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	Q2 2021
344	335–42	Misconduct Investigations & Discipline	Complaint Intake E-Learning	BPD will post the Proposed Misconduct Complaint Intake E-Learning on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q2 2021 through Q3 2021

345	335-42	Misconduct Investigations & Discipline	Complaint Intake E-Learning	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Revised Draft Misconduct Complaint Intake E-Learning for additional public feedback.	BPD	Consideration of Comment Period Feedback & Posting for Additional Public Feedback	Q3 2021
346	335-42	Misconduct Investigations & Discipline	Complaint Intake E-Learning	BPD will post the Revised Draft Misconduct Complaint Intake E-Learning on its website for additional public feedback.	BPD	Second Comment Period	Q3 2021
347	335-42	Misconduct Investigations & Discipline	Complaint Intake E-Learning	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft Misconduct Complaint Intake E-Learning in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final Misconduct Complaint Intake E-Learning	Q3 2021
348	335-42	Misconduct Investigations & Discipline	Complaint Intake E-Learning	The Monitoring Team approves or disapproves the Final Misconduct Complaint Intake E-Learning, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Misconduct Complaint Intake E-Learning	Q3 2021
349	335-42	Misconduct Investigations & Discipline	Complaint Intake E-Learning	BPD will implement the Misconduct Complaint Intake E-Learning	BPD, DOJ, Monitoring Team	E-Learning Delivered	Q3 2021

350	335–42	Misconduct Investigations & Discipline	Complaint Intake E-Learning	<p>BPD will certify to the Court that all eligible BPD officers have successfully completed the required Misconduct Complaint Intake E-Learning. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary referrals it made or will make for those officers.</p> <p>BPD will share a draft of the certification with the DOJ and the Monitoring Team with sufficient time to review and provide 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 referrals it made or will make for each officer.</p>	BPD	Filing of Memorandum to the Court re: Completion of Misconduct Complaint Intake E-Learning	Q4 2021
351	415	Misconduct Investigations & Discipline	All-Personnel Misconduct Investigations & Discipline Policies Training	BPD will generate an initial draft curriculum of classroom training for all personnel on BPD's new and revised policies related to misconduct and discipline that addresses the requirements of paragraph 415 (the "All-Personnel Misconduct Investigations & Discipline Training").	BPD, City	Draft All-Personnel Misconduct Investigations & Discipline Training Submitted	Q3 2021
352	415	Misconduct Investigations & Discipline	All-Personnel Misconduct Investigations & Discipline Policies Training	BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft All-Personnel Misconduct Investigations & Discipline Training Curriculum as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	Q3 2021 through Q4 2021

353	415	Misconduct Investigations & Discipline	All-Personnel Misconduct Investigations & Discipline Policies Training	BPD will post the Proposed Draft All-Personnel Misconduct Investigations & Discipline Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q4 2021 through Q1 2022
354	415	Misconduct Investigations & Discipline	All-Personnel Misconduct Investigations & Discipline Policies Training	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Revised Draft All-Personnel Misconduct Investigations & Discipline Training for additional public feedback.	BPD	Consideration of Comment Period Feedback & Posting for Additional Public Feedback	Q1 2022
355	415	Misconduct Investigations & Discipline	All-Personnel Misconduct Investigations & Discipline Policies Training	BPD will post the Revised Draft All-Personnel Misconduct Investigations & Discipline Training Curriculum on its website for additional public feedback.	BPD	Second Comment Period	Q1 2022
356	415	Misconduct Investigations & Discipline	All-Personnel Misconduct Investigations & Discipline Policies Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft All-Personnel Misconduct Investigations & Discipline Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final All-Personnel Misconduct Investigations & Discipline Training Curriculum	Q1 2022
357	415	Misconduct Investigations & Discipline	All-Personnel Misconduct Investigations & Discipline Policies Training	The Monitoring Team approves or disapproves the Final All-Personnel Misconduct Investigations & Discipline n Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final All-Personnel Misconduct Investigations & Discipline Training Curriculum	Q1 2022

358	415	Misconduct Investigations & Discipline	All-Personnel Misconduct Investigations & Discipline Policies Training	BPD will proceed through a pilot process to orient selected instructors to the training and refine the curriculum. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Training Pilot Period	Q4 2021 through Q1 2022
359	415	Misconduct Investigations & Discipline	All-Personnel Misconduct Investigations & Discipline Policies Training	<p>BPD will implement the All-Personnel Misconduct Investigations & Discipline Training. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences.</p> <p>During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.</p>	BPD, DOJ, Monitoring Team	Training Conducted	Q1 2022 through TBD
360	415	Misconduct Investigations & Discipline	All-Personnel Misconduct Investigations & Discipline Policies Training	<p>BPD will certify to the Court that all eligible BPD officers have successfully completed the required All-Personnel Misconduct Investigations & Discipline Training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing. 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, City	Filing of Memorandum to the Court re: Completion of All-Personnel Misconduct Investigations & Discipline Training	TBD 2022
361		Misconduct Investigations & Discipline	Brady/Giglio Policy Training	BPD will generate an initial draft curriculum of training for all personnel on BPD's new and revised policies on <i>Brady</i> and <i>Giglio</i> obligations (the "Brady/Giglio Policy Training").	BPD, City	Draft Brady/Giglio Policy Training Submitted	Q4 2021

362	Misconduct Investigations & Discipline	Brady/Giglio Policy Training	BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Initial Draft Brady/Giglio Policy Training Curriculum as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent curriculum iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	Q4 2021
363	Misconduct Investigations & Discipline	Brady/Giglio Policy Training	BPD will post the Proposed Draft Brady/Giglio Policy Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the training.	BPD	Comment Period	Q4 2021
364	Misconduct Investigations & Discipline	Brady/Giglio Policy Training	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will then publish a Revised Draft Brady/Giglio Policy Training for additional public feedback.	BPD	Consideration of Comment Period Feedback & Posting for Additional Public Feedback	Q4 2021
365	Misconduct Investigations & Discipline	Brady/Giglio Policy Training	BPD will post the Revised Draft Brady/Giglio Policy Training Curriculum on its website for additional public feedback.	BPD	Second Comment Period	Q4 2021
366	Misconduct Investigations & Discipline	Brady/Giglio Policy Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft Brady/Giglio Policy Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Final Brady/Giglio Policy Training Curriculum	Q1 2022

367	Misconduct Investigations & Discipline	Brady/Giglio Policy Training	The Monitoring Team approves or disapproves the Final All-Personnel Misconduct Investigations & Discipline n Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Brady/Giglio Policy Training Curriculum	Q1 2022
368	Misconduct Investigations & Discipline	Brady/Giglio Policy Training	BPD will proceed through a pilot process to orient selected instructors to the training and refine the curriculum. This will include practice sessions and/or pilot classes. DOJ and the Monitoring Team will participate and provide feedback.	BPD, DOJ, Monitoring Team	Training Pilot Period	Q4 2021 through Q1 2022
369	Misconduct Investigations & Discipline	Brady/Giglio Policy Training	BPD will implement the Brady/Giglio Policy Training. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences. During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.	BPD, DOJ, Monitoring Team	Training Conducted	Q1 2022 through TBD

370	Misconduct Investigations & Discipline	Brady/Giglio Policy Training	<p>BPD will certify to the Court that all eligible BPD officers have successfully completed the required Brady/Giglio Policy Training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing. 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	Filing of Memorandum to the Court re: Completion of Brady/Giglio Policy Training	TBD
371	Misconduct Investigations & Discipline	Disciplinary Record Expungement and Retrieval Procedures	BPD will submit to DOJ and the Monitoring Team draft procedures on the expungement and retrieval of disciplinary records eligible for expungement under the Law Enforcement Officers Bill of Rights. The procedures will establish how to properly expunge eligible records, how to record and keep track of expungements, and how to retrieve expunged records (including records expunged <i>prior</i> to the adoption of this procedure) under BPD's Brady-Giglio policy and otherwise as needed for criminal cases, post-conviction proceedings, and civil litigation.	BPD	Submission of Draft Disciplinary Record Expungement and Retrieval Procedures	Q1 2021
372	Misconduct Investigations & Discipline	Disciplinary Record Expungement and Retrieval Procedures	BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Disciplinary Record Expungement and Retrieval Procedures as necessary through this process, which DOJ and the Monitoring Team will review and provide additional comments or feedback, as appropriate.	DOJ, Monitoring Team	Collaboration Period	Q2 2021

373		Misconduct Investigations & Discipline	Disciplinary Record Expungement and Retrieval Procedures	BPD will finalize and adopt the Disciplinary Record Expungement and Retrieval Procedures.	BPD	Adoption of Disciplinary Record Expungement and Retrieval Procedures	Q2 2021
374	329–88, 459(n)	Misconduct Investigations & Discipline	PIB/CRB Combined Compliance Review & Outcome Assessment	The Monitoring Team will collaborate with BPD and the Parties to understand and secure available data applicable to the outcome assessment.	Monitoring Team, BPD, DOJ	Collaboration Period re: Data Availability & Production	Q3 2021
375	329–88, 459(n)	Misconduct Investigations & Discipline	PIB/CRB Combined Compliance Review & Outcome Assessment	The Monitoring Team will provide a draft methodology outlining the process for conducting the outcome assessment.	Monitoring Team	Draft Methodology Provided	Q3 2021
376	329–88, 459(n)	Misconduct Investigations & Discipline	PIB/CRB Combined Compliance Review & Outcome Assessment	The Monitoring Team will work with BPD and DOJ to address feedback on the draft methodology during the Collaboration Period. The Monitoring Team will produce subsequent iterations of the methodology as necessary through this process, which BPD and DOJ will review and provide additional comments or feedback, as appropriate. During this period, BPD, DOJ and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations of the methodology.	Monitoring Team, BPD, DOJ	Collaboration Period re: Methodology	Q3 2021
377	329–88, 459(n)	Misconduct Investigations & Discipline	PIB/CRB Combined Compliance Review & Outcome Assessment	The Monitoring Team will provide a finalized methodology to BPD and the Parties.	Monitoring Team	Finalized Methodology Provided	Q3 2021
378	329–88, 459(n)	Misconduct Investigations & Discipline	PIB/CRB Combined Compliance Review & Outcome Assessment	The Monitoring Team will conduct the assessment per the finalized methodology. The Monitoring Team will provide a draft report summarizing the results of the outcome assessment, along with the underlying analysis, data, methods, and source of the information relied upon in the report.	Monitoring Team	Draft Outcome Assessment Report Provided to Parties	Q4 2021

379	329–88, 459(n)	Misconduct Investigations & Discipline	PIB/CRB Combined Compliance Review & Outcome Assessment	BPD and DOJ will provide comments and feedback on the draft report.	BPD, DOJ	Feedback Provided re: Draft Outcome Assessment Report	Q2 2021
380	329–88, 459(n)	Misconduct Investigations & Discipline	PIB/CRB Combined Compliance Review & Outcome Assessment	The Monitoring Team will finalize the draft report, providing a copy to BPD and DOJ. The Monitoring Team will either file the report with the Court or prepare the report to be filed as an Appendix to the next semiannual report.	Monitoring Team	Final Outcome Assessment Report Completed and Filed	Q2 2021
381	420–22	Recruitment, Hiring, and Retention	Recruitment	BPD will continue its RecruitSTAT program, providing real-time information to the Parties and Monitoring Team on recruitment activities and meeting bi-weekly to discuss progress in implementing the Hiring Process Policy previously approved by the Court.	BPD, DOJ, Monitoring Team	Ongoing Convening of RecruitSTAT	Ongoing
382	420–22	Recruitment, Hiring, and Retention	Retention	BPD will continue to implement the Retention Plan approved in Year Two, convening with the Parties as necessary to discuss implementation status, issues, and progress.	BPD, DOJ, Monitoring Team	Ongoing Convening with Parties	Ongoing
383	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	<p>BPD will conduct a review and update of its previous Staffing Plan. Among other topics and issues, an Updated Staffing Plan should address: (1) collective bargaining unit renegotiation; (2) redistricting and shift constant review; (3) RMS implementation; (4) the requirements of possible new strategies for dealing with behavioral health-related calls; and (5) the requirements of the Community Policing Plan.</p> <p>During the collaboration period, BPD will provide drafts of an Updated Staffing Plan to the DOJ and Monitoring Plan for review and feedback.</p>	BPD, DOJ, Monitoring Team	Collaboration Period on Updated Staffing Plan	Q1 2021 through Q3 2021

384	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD and the City will file an Updated Staffing Plan with the Court.	BPD, City	Updated Staffing Plan Filed	Q3 2021
385	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD, DOJ and the Monitoring Team will continue to convene at least monthly to discuss the implementation of the Plan in real-time. The purpose is to allow DOJ and the Monitoring Team to provide continual oversight and real-time technical assistance as changes in BPD staffing are implemented.	BPD, DOJ, Monitoring Team	Monthly Meetings re: Staffing Plan Implementation	Ongoing
386	431-35	Staffing, Performance Evaluations, and Promotions	Performance Evaluations E-Learning	BPD will provide a draft Performance Evaluations E-Learning to be delivered to members.	BPD	Submission of Initial Draft Performance Evaluation E-Learning	Q3 2021
387	431-35	Staffing, Performance Evaluations, and Promotions	Performance Evaluations E-Learning	BPD submits any revisions to the DOJ and Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, DOJ	Submission and Approval or Disapproval of Performance Evaluations E-Learning.	Q4 2021
388	431-35	Staffing, Performance Evaluations, and Promotions	Performance Evaluations E-Learning	BPD will implement the Performance Evaluations E-Learning.	BPD	Delivery of Performance Evaluations E-Learning	Q4 2021
389	431-35	Staffing, Performance Evaluations, and Promotions	Promotions	BPD will implement the policies and procedures relating to promotions that were completed under the Third-Year Monitoring Plan. BPD will convene on a quarterly basis to share specific information about its promotions and implementation of the required policies and processes to enable real-time technical assistance and evaluation.	BPD, DOJ, Monitoring Team	Quarterly Meetings re: Promotions	Beginning Q1 2021

390	438(b)	Officer Assistance & Support	EPIC/Peer Intervention Training	<p>BPD will implement the EPIC/Peer Intervention Training Curriculum. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences.</p> <p>During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.</p>	BPD, DOJ, Monitoring Team	Training Conducted	Through Q1 2021
391	438(b)	Officer Assistance & Support	EPIC/Peer Intervention Training	<p>BPD will certify to the Court that all eligible BPD officers have successfully completed the required EPIC/Peer Intervention Training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing. 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 referrals it made or will make for each officer.</p>	BPD, City	Filing of Memorandum to the Court re: Completion of EPIC/Peer Intervention Training	Q2 2021
392	436–441	Officer Assistance & Support	Monthly Meetings	BPD, DOJ and the Monitoring Team will meet monthly to discuss BPD’s progress toward achieving compliance with Paragraphs 436-441 and measures BPD should take to achieve compliance. As part of these discussions, BPD, DOJ and the Monitoring Team will work toward a methodology to be used by the Monitoring team to perform compliance reviews of BPD’s officer wellness programs.	BPD, DOJ, Monitoring Team	Monthly Meetings	Ongoing

393	471-72	Monitor Reports	Sixth Semiannual Report	The Monitoring Team "will provide a copy" of its Draft Sixth Semiannual Report "to the Parties . . . to allow the Parties to comment on the reports." (§ 472).	Monitoring Team	Provision of Draft Sixth Semiannual Report to Parties	Q1 2021
394	471-72	Monitor Reports	Sixth Semiannual Report	The Parties will provide feedback and comments on the Draft Sixth Semiannual Report, as well as any comments that the Parties request be posted on the Monitor's website.	City, DOJ	Submission of Feedback re: Draft Sixth Semiannual Report to Monitoring Team	Q2 2021
395	471-72	Monitor Reports	Sixth Semiannual Report	The Monitor will file the Sixth Semiannual Report with the Court and "post the final report[], along with comments by the Parties that the Parties request be posted, and the Monitor's response, if any, to its website."	Monitoring Team	Filing of Sixth Semiannual Report with Court	Q2 2021
396	471-72	Monitor Reports	Sixth Semiannual Report	The Monitor will hold one of its required, quarterly community meetings to brief community members on the Sixth Semiannual Report.	Monitoring Team	Quarterly Community Meeting on Semiannual Report Held	TBD
397	471-72	Monitor Reports	Seventh Semiannual Report	The Monitoring Team "will provide a copy" of its Draft Seventh Semiannual Report "to the Parties . . . to allow the Parties to comment on the reports." (§ 472).	Monitoring Team	Provision of Draft Seventh Semiannual Report to Parties	Q4 2021
398	471-72	Monitor Reports	Seventh Semiannual Report	The Parties will provide feedback and comments on the Draft Seventh Semiannual Report, as well as any comments that the Parties request be posted on the Monitor's website.	City, DOJ	Submission of Feedback re: Draft Seventh Semiannual Report to Monitoring Team	Q4 2021
399	471-72	Monitor Reports	Seventh Semiannual Report	The Monitor will file the Seventh Semiannual Report with the Court and "post the final report[], along with comments by the Parties that the Parties request be posted, and the Monitor's response, if any, to its website."	Monitoring Team	Filing of Seventh Semiannual Report with Court	Q4 2021

400	471-72	Monitor Reports	Seventh Semiannual Report	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
401	461	Monitor Reports	Monthly Meetings with Court	The Monitoring Team and Parties will, per the Court's instructions, meet with the Court to discuss specific subject areas to discuss progress made to date in those identified areas.	BPD, City, DOJ, Monitoring Team	Participation in Monthly Meetings with Court	TBD [from Court]
402	461	Monitor Reports	Monthly Meetings with Court	The Court will hold quarterly, public hearings to discuss the overall status of progress.	BPD, City, DOJ, Monitoring Team	Quarterly Public Hearings	TBD [from Court]
403	461	Monitoring Plan	Fifth-Year Monitoring Plan	The Monitoring Team will submit a draft of the Fifth-Year Monitoring Plan to the Parties. The Fifth-Year Monitoring Plan will cover the period of February 16, 2022 through February 15, 2023. Prior to the submission of the draft, the Monitoring Team, BPD and DOJ will exchange ideas about the Consent Decree requirements to be addressed in Year Four, as well as the timelines for addressing them.	Monitoring Team	Submission of Draft Fifth-Year Monitoring Plan	Q4 2021
404	461	Monitoring Plan	Fifth-Year Monitoring Plan	The Parties will provide feedback on the Draft Fifth-Year Monitoring Plan.	BPD, City, DOJ	Submission of Feedback re: Draft Fifth-Year Monitoring Plan	Q1 2022
405	461	Monitoring Plan	Fifth-Year Monitoring Plan	BPD, DOJ, and the Monitoring Team will actively and affirmatively seek community feedback and public comment on the Draft Fifth-Year Monitoring Plan.	BPD, City, DOJ Monitoring Team	Comment Period	Q1 2022
406	461	Monitoring Plan	Fifth-Year Monitoring Plan	The Monitoring Team will revise the Draft Fifth-Year Monitoring Plan, as appropriate, and file the Fifth-Year Monitoring Plan with the Court.	Monitoring Team	Filing of Final Fifth-Year Monitoring Plan with Court	Q1 2022

407	451	Monitoring Plan	Monthly Invoices	The Monitoring Team will submit invoices on a monthly basis to the Parties by the 15th day of the month (or as soon as possible thereafter) following the performance of duties. The Parties shall promptly review and communicate any and all questions, comments, or feedback to the Monitoring Team. The invoice shall be submitted to the Court by the 20th day of the month (or as soon as possible thereafter) with an accompanying cover letter.	Monitoring Team	Submission of Monthly Invoices to Parties, Court	Ongoing
408	448	Monitoring Plan	Monitor Budget	The Parties and the Monitoring Team will convene two times annually to discuss the current status of the Monitoring Team's budget, and whether the projected budget adequately accounted for the priorities laid out in the monitoring plan. The Monitoring Team will file an updated budget with the Court explaining any necessary changes to address the priorities of the case.	Monitoring Team and Parties	Filing of Updated Budget with the Court	Q3 2021 and Q1 2022