

<p align="center"><b>BALTIMORE POLICE DEPARTMENT – EDUCATION AND TRAINING SECTION</b></p> <p align="center"><b>LESSON PLAN</b></p>		
<p><b>COURSE TITLE:</b> IST 2025: Law and Policy</p> <p><b>LESSON TITLE:</b> Consent Decree Update</p>		
<p><b>New or Revised Course</b></p>		<p><input checked="" type="checkbox"/> <b>New</b>      <input type="checkbox"/> <b>Revised</b></p>
<p><b>Revised By:</b> Director Melissa Krafchik</p>		<p><b>Date:</b> 12/4/2024</p>
<p><b>Academic Director Approval:</b></p>		<p><b>Date:</b></p>
<p><b>PARAMETERS</b></p>	<p>Lesson hours: 30 minutes</p> <p>Class size: 40 students</p> <p>Space needs: Classroom</p>	<p><input type="checkbox"/> Entry-level</p> <p><input checked="" type="checkbox"/> Continuing Education</p> <p><input type="checkbox"/> Other</p>
<p><b>STUDENT/COURSE PREREQUISITES/QUALIFICATIONS</b> (if any)</p> <p>N/A</p>		
<p><b>LESSON HISTORY</b> (previous versions, titles if applicable)</p> <p>N/A</p>		
<p align="center"><b>PERFORMANCE OBJECTIVES</b></p> <p>1. Given a lecture and facilitated discussion, students will be able to describe the function, process, and goals of the Consent Decree, to the satisfaction of the facilitator.</p>	<p align="center"><b>ASSESSMENT TECHNIQUES</b></p> <p>1. Lecture and Facilitated Discussion</p>	
<p align="center"><b>COURSE DESCRIPTION</b></p> <p>This course is intended to inform students about Baltimore City’s Consent Decree (CD), the structure of the CD, the component parts, and progress in successfully completing it.</p>		
<p align="center"><b>MPCTC OBJECTIVES</b> (if applicable)</p> <p><i>(Include all enabling and terminal State objectives addressed by this lesson. Ensure that all objectives mentioned here are also added to the left “Instructional Input” column preceding their supporting content.)</i></p> <p>N/A</p>		
<p align="center"><b>INSTRUCTOR MATERIALS</b></p> <ul style="list-style-type: none"> <li>Lesson Plan</li> </ul>		

<p style="text-align: center;"><b>TECHNOLOGY/EQUIPMENT/SUPPLIES NEEDED</b></p> <ul style="list-style-type: none"><li>• Computer</li><li>• PowerPoint</li></ul>
<p style="text-align: center;"><b>STUDENT HANDOUTS</b></p> <p>None</p>
<p style="text-align: center;"><b>METHODS/TECHNIQUES</b></p> <p>Lecture Facilitated Discussion</p>
<p style="text-align: center;"><b>REFERENCES</b></p> <p><a href="#">Baltimore City Consent Decree Monitoring Team Reports and Assessments</a> <a href="#">BPD Consent Decree Progress Dashboard</a></p>
<p style="text-align: center;"><b>GENERAL COMMENTS</b></p> <p><i>In preparing to teach this material, the instructor should take into consideration the following comments or suggestions.</i></p> <p>Instructors should be familiar with the Consent Decree and the most recent assessments. They should also be up to date with the Consent Decree Progress Dashboard.</p>

### Lesson Plan Checklist (Part 1)

Format	Yes	No	N/A
1. All sections and boxes are completed.	X		
2. Performance objectives are properly worded and included in content.	X		
3. Assessment techniques are aligned with performance objectives.	X		
4. Copies of handouts and other instructional aids (if any) are included.			X
5. References are appropriate and up-to-date.	X		
6. Instructions to facilitators are in the right-hand column.	X		
7. Content is in the left-hand column.	X		
8. Timing of instructional content and activities is specified.	X		
9. Instructional content and PowerPoint slides are consistent & properly aligned.	X		
10. Student engagement/adult learning techniques are included.	X		
a. Instructional content is not primarily lecture-based.	X		
b. Questions are posed regularly to engage students and ensure material is understood.	X		
c. Case studies, role-playing scenarios, and small group discussions are included where appropriate.	X		
11. Videos are incorporated.			X
a. Video introductions set forth the basis for showing the video and key points are highlighted in advance for students.			X
b. Videos underscore relevant training concepts.			X
c. Videos do not contain crude or offensive language or actions that are gratuitous or unnecessary.			X
d. Videos portray individuals of diverse demographics in a positive light.			X
12. Meaningful review/closure is included.	X		
a. Important points are summarized at the end of lesson plan.	X		
b. Assessments are provided to test knowledge of concepts.	X		

### Lesson Plan Checklist (Part 2)

Integration	Yes	No	N/A
13. Does the lesson incorporate BPD technology?	X		
14. Does the lesson plan integrate BPD policies?	X		
15. Does the lesson reinforce BPD mission, vision, and values?	X		
16. Does the lesson reinforce the Critical Decision Making Model?		X	
17. Does the lesson reinforce peer intervention (EPIC)?		X	
18. Does the lesson incorporate community policing principles?		X	
19. Does the lesson incorporate problem solving practices?		X	
20. Does the lesson incorporate procedural justice principles?		X	
21. Does the lesson incorporate fair & impartial policing principles?		X	
22. Does the lesson reinforce de-escalation?		X	
23. Does the lesson reinforce using most effective, least intrusive options?		X	
24. Does the lesson have external partners involved in the development of training?	X		
25. Does the lesson have external partners in the delivery of training?	X		
<b>Subject Matter Expert:</b> Director Melissa Krafchik	<b>Date:</b> 12/4/2024		
<b>Curriculum Specialist:</b> Kelsey Dziedzic Danalee Potter	<b>Date:</b> 12/6/2024 12/9/2024		
<b>Reviewing Supervisor:</b> Lt. Josh Rosenblatt	<b>Date:</b> 12/9/24		
<b>Reviewing Commander:</b> Lt. Josh Rosenblatt	<b>Date:</b> 12/9/24		

## LESSON TITLE: Consent Decree Update



The slide features a blue background with a large, gold-colored Baltimore Police Department seal in the center. The seal is circular with 'POLICE DEPARTMENT' at the top and 'BALTIMORE, MARYLAND' at the bottom, surrounding a central shield with a coat of arms. Below the seal, the text 'Consent Decree Update' is written in white. In the bottom right corner, there is a small, circular inset of the same seal and a stack of three books with spines labeled 'BOOK 1113', 'ALGEBRA', and 'ENGLISH'.

**SAY:** One critic recently claimed that the Consent Decree hasn't resulted in "transformational change" and that progress has been slow since the Consent Decree began.

**ASK:** For those who have been with BPD since 2017, does that seem true to you? Why/why not? Is the Baltimore Police Department any different now than it was in 2017?

## Slide 2

Heather Warnken, executive director of the Center for Criminal Justice Reform at the University of Baltimore School of Law, is "concerned" about the future of Baltimore's consent decree, which many residents said hasn't driven transformational change.

"Many residents are already fatigued, given the slow pace of progress..."

Is this claim true?

Is the Baltimore Police Department any different now than it was in 2017?

*Take a variety of answers, having each explain why or why not.*

**SAY:** Everyone talks about the Consent Decree, but most people don't really know what it is.

That's why we included this lesson. This session is going to review BPD's compliance in regard to the Consent Decree.

We're going to talk about the parts of the Consent Decree, look at how we're doing, and talk about what we still have left to do to get out of it.

## Slide 3

### Learning Objective

#### Describe

the function, process, and goals of the consent decree,

## Slide 4

**NOTE:** Content on this slide is hidden. Click to reveal it when directed.

UNITED STATES DISTRICT COURT FOR THE DISTRICT OF MARYLAND

UNITED STATES OF AMERICA,  
Plaintiff;  
v.  
POLICE DEPARTMENT OF BALTIMORE  
CITY, et. al.,  
Defendants.

Civil Action No. \_\_\_\_

**ASK:** Let's start with the basics. Who are the parties to the Consent Decree?

**Anticipated Responses may include:**

- Judge
- BPD
- City of Baltimore

**SAY:** While the Consent Decree began as a US Department of Justice investigation into the Baltimore Police Department, the Consent Decree itself also includes the Mayor and City Council of Baltimore.

**ASK:** How do we know whether or not the BPD is doing what the Consent Decree requires it to do?

**SAY:** In order to know whether or not we're actually doing what we promised to do, the Baltimore Police Monitoring Team is charged with overseeing implementation of the Consent Decree between the City of Baltimore and the U.S. Department of Justice.

The Monitoring Team's job is to help the Court gauge whether, consistent with the Consent Decree's objectives, the Baltimore City Police Department is achieving meaningful reform – real world change with tangible, positive results for Baltimoreans.

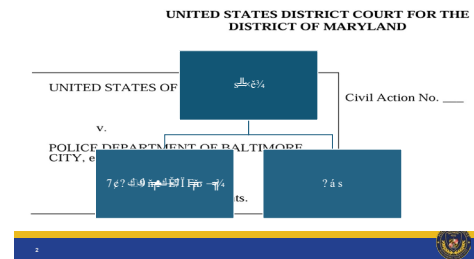
But the Monitoring Team doesn't just decide how we're doing; they also provide advice based on their experience and resources and work to ensure that community members and other stakeholders have a voice in the process.

The Monitoring Team is composed of former police chiefs such as Chuck Ramsey from Chicago and DC, Hassan Aden who was with Alexandria's Police Department for 26 years and was Chief in Greenville, NC, and Roberto Villasenor who was chief of Tucson's police department, serving there for over 35 years, and Nola Joyce, executive in DC and Chicago after retiring from the Philadelphia police department.

The Team also consists of academics and other practitioners from law enforcement agencies.

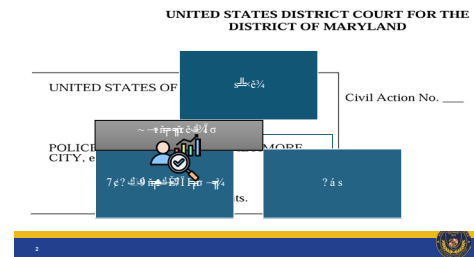
- Monitoring Team

*Click to reveal hidden content.*



*Variety of answers*

*Click to reveal hidden content.*



## II. INSTRUCTIONAL INPUT (CONTENT)

**SAY:** Let's take a look at the history of the Consent Decree in Baltimore.

In May of 2015, DOJ Civil Rights begins an investigation into the BPD.

*Instructor Note (If asked):*

*The DOJ is allowed to investigate Departments for civil rights violations because of the Violent Crime Control Act of 1994 and because BPD receives federal funds. The DOJ also reviewed the anti-discrimination provisions of the [Omnibus Crime Control and Safe Streets Act of 1968](#), and [Title VI of the Civil Rights Act of 1964](#), which forbids discrimination on the basis of race, color, sex or national origin.*

**ASK:** We are not the only city that the DOJ has investigated. Does anyone know any others?

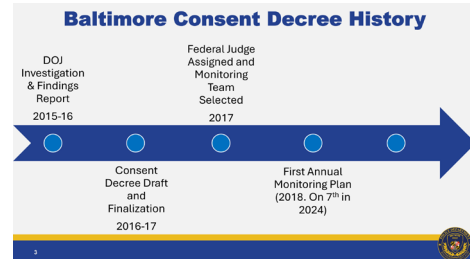
**SAY:** In August of 2016, (14 months after the start of the investigation), the DOJ Office of Civil Rights issued their investigative summary called a Findings Report. This is not to be confused with the consent decree. It found that the BPD violated 1<sup>st</sup>, 4<sup>th</sup>, 14<sup>th</sup> Amendments as well as certain provisions of statutory law. The findings report found that these violations stemmed from deficiencies in the Department's supervision and training. In 2017, the federal Judge was assigned, and the Monitoring Team was selected.

The first Annual Monitoring Plan came out in 2018, so 2024 was the 7<sup>th</sup> Annual Monitoring Plan. The Monitoring Plan is comprised of 423 reform paragraphs and was designed to be completed over a period of time (the Consent Decree has 511 paragraphs, but 423 of them are focused on reform measures).

**Time:** 20 minutes

### Slide 5

**NOTE:** Content on this slide is hidden. Click to reveal it when directed.



**Anticipated Responses may include:**

Pittsburgh, Seattle, Newark, LA, Detroit, New Orleans, New Haven, Maricopa County Sheriff's Department



Each plan outlines the Department's goals and deadlines during this time. All of BPD's progress or non-progress on this plan will be publicly documented through outcome assessments and compliance reviews.

**SAY:** We've accomplished a lot since the first annual plan. We've updated over 50 policies and created training to inform members of the changes. Technology and software such as AXON, Case Management, and Acadis has been improved. Facilities have been updated, such as the E&T move to UB, and the updated building out at the range.

Out of all the sections, we've accomplished full and effective compliance in 5 sections of the consent decree. Let's take a closer look at all the reform topics included in the Consent Decree.

**SAY:** Here are the key sections where the reform measures lie. There are other sections of the decree, but they are more administrative in nature.

There are areas we would expect when discussing police reform such as Use of Force and Stops, Searches, and Arrests, but the DOJ's findings report not only examined whether BPD was treating civilians constitutionally, but also the how the department and the City were treating its officers. That's why there are sections such as Recruitment & Retention, Officer Assistance & Support, and Technology.

**ASK:** Which of these sections have you seen the most progress in over the course of the Consent Decree? Can you give an example?

**ASK:** Are there any areas where you haven't seen progress since 2017?

**SAY:** Thanks to these sections, the department and the City, which we can't forget is a party to this too, upgraded technology and invested in facility improvements or relocations from dilapidated structures.

*Click to reveal hidden content.*

#### Baltimore Consent Decree History

Ongoing Accomplishments:

- Over 50 policies updated and trained upon.
- Improved technology such as Axon Records & Case Management, and Acadis
- Improved facilities such as the relocation E&T
- Robust systems of accountability.
- Achieved Full & Effective Compliance in 5 Sections.



#### Slide 6



*Take answers from the class*

*Take answers from the class. If a student gives a questionable response, question it.*

The five sections of the decree in which we have achieved Full & Effective Compliance are highlighted in gold.

Depending on the section of the decree, BPD is required to show Sustained Compliance for either 1 or 2 years. For the specific areas highlighted, they only require one year of sustained compliance.

Once a section has achieved “sustained compliance” it is no longer under federal oversight. We are still required to continue the documentation and auditing requirements put into place, but we no longer have to collaborate or seek approval from the DOJ and Monitoring Team when updating policies and trainings, nor does the Monitoring Team conduct assessments. An overarching goal of the consent decree is to prove that we are self-assessing, self-correcting agency, and reaching “Sustained Compliance” signifies we have reached that goal.

Additionally, coming into compliance with the Consent Decree occurs section by section. It’s not an all or nothing task.

**ASK:** So how do you think we “get out” of the Consent Decree?

**Anticipated Response:** Achieve sustained compliance with each section.

**SAY:** Consent decrees have four basic parts in their process.

- 1) First, we work on updating our policies to match the Consent Decree requirements and national best practices.

**ASK:** What were some of the first policies that were updated under the Consent Decree?

- 2) After finalizing our policies on a given topic, we then begin drafting training to help our officers translate our new policies into practice. Once again, we go through a rigorous development process, with opportunities for community and officer feedback, along with a piloting of the training. Once the training curriculum is finalized, we then re-train all the members in our department before activating the new policy.

**ASK:** For those that were around, what did we do after the Use of Force policies changed?

- 3) Implementation is all about improving performance and complying with the reforms in practice, on the streets, and not just on paper or in the classroom. Performance is a critical stage of the overall reform process, including how we are implementing the reforms in practice, and how we are assessing our compliance according to the Consent Decree, all with the goal of delivering better services to our community.

## Slide 7

**NOTE:** Content on this slide is hidden. Click to reveal it when directed.

### PROCESS

Policy



**Anticipated Answer:** Use of Force

*Click to reveal hidden content.*

### PROCESS

Policy

Training



**Anticipated Response:** The entire agency went through Use of Force training.

*Click to reveal hidden content.*

### PROCESS

Policy

Training

Implementation



**ASK:** As the Use of Force training was being implemented, what changed about how we expected officers to act on the street with regard to force and de-escalation?

**SAY:**

- 4) Per Judge Bedar’s direction, the parties (BPD, DOJ, and MT) recently moved to a more robust assessment stage. This stage entails the Monitoring Team assessing us to determine if we have achieved “sustained compliance” for several Consent Decree areas through thorough examination of our reform implementation.

Moreover, this pivot towards assessments will allow BPD to fine-tune reforms previously made through the Consent Decree process. One of the ultimate goals of the Consent Decree is for BPD to become a self-assessing, self-correcting agency even after the Consent Decree concludes. The foundations built during this stage in the process will allow for BPD to continue to self-assess well after the Decree’s lifetime.

**SAY:** As you can see here on the slide, policing and training is a process. We start with drafting the policy, and then continue to revise the policy based on collaboration and feedback. The training is then drafted and goes through a similar revision process. With training, we add the pilot before final approval. Ideally, the policy becomes activated in conjunction with the training.

**ASK:** If you feel like a training or a policy should change, what options do you have?

**Anticipated Response:** We began to expect officers to follow those policies and training.

*Click to reveal hidden content.*



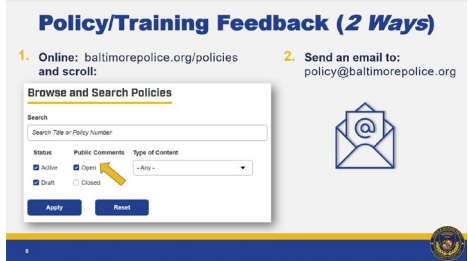
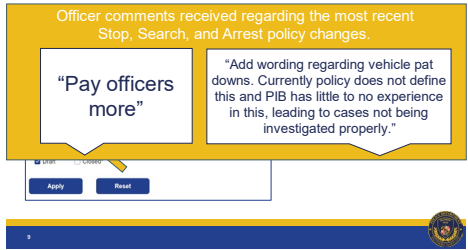
*Click to reveal hidden content.*



## Slide 8



**Anticipated Response:** You can submit a public comment about the policy, you can submit a public comment about the training, you can participate in the training pilot and give feedback, and you can

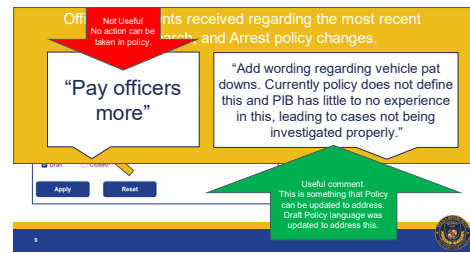
	<p>give your thoughts as part of the post-training survey.</p>
<p><b>SAY:</b> People can send feedback at any time, but to know when something is out for public comment, keep an eye out on the Consent Decree Implementation Unit’s social media, through Broadcast, or go online to check.</p> <p><b>ASK:</b> When can you someone provide feedback on a policy?</p> <p><b>SAY:</b> Feedback can be provided at any time through the website, or by sending an email to <a href="mailto:policy@baltimorepolice.org">policy@baltimorepolice.org</a>. When they are out for public comment, it’s preferred for feedback to come through the website in order for it to be compiled in one place. If it’s a large suite of policies like Use of Force or SSA, a survey link will be issued for members to provide general comments to the policies.</p> <p><b>ASK:</b> How often do you think officer feedback is considered when it comes to training and policies?</p> <p><b>ASK:</b> What comments are the most likely to be effective?</p> <p><b>SAY:</b> Let’s take a look at two actual comments from the recent public comment of Policy 1112, which covers Pat-Downs (among other things).</p> <p><b>ASK:</b> Pretend that you’re writing the Investigative Stop and Pat-Down policy. What do these comments tell you?</p>	<p><b>Slide 9</b></p>  <p><b>Desired Response:</b> Anytime</p> <p><b>Desired Response:</b> Every time. Every comment is reviewed.</p> <p><b>Desired Response:</b> Comments that are well thought out and help us do our jobs better.</p> <p><i>Click slide</i></p>  <p><b>Anticipated Response:</b> One of these people is wasting their time. The other one might have a legitimate point.</p>

**SAY:** If you just leave a comment like “everything is terrible” or “pay us more,” you might as well save your energy. There’s nothing that’s going to change about the Investigative Stop policy that will give you a pay raise.

However, if you want policy language to change, be specific about what you want changed and why.

In this case, the comment was reviewed and Draft Policy 1112 (still in development) was changed to include vehicle pat-downs.

*Click slide*



**SAY:** Each section of the Consent Decree may have a number of paragraphs within it.

To see how we’re doing with each section or paragraph, you’ll see some common scores:

- Not Assessed: The Monitoring Team hasn’t tested to see how’re doing.
- Not Started: As it says, not started, or the City/BPD have not accomplished much progress due to circumstances such as funding or pivoting in another direction. Off Track: Not making satisfactory progress.
- On Track: Making satisfactory progress
- Initial Compliance: Shown compliance with all requirements of the paragraph. If all paragraphs achieve Initial Compliance then the section will also. The Monitoring Team will then recommend the section be found in Full and Effective. We then have to await for the DOJ and BPD to submit motions to agree and the judge grant the section in Full and Effective.
- Full and Effective Compliance: Demonstrated compliance with all requirements in a Consent Decree section, but hasn’t kept it going for the time period specified in the Consent Decree.
- Sustained Compliance: Demonstrated sustained compliance by consistently following

## Slide 10

### HOW ARE WE DOING?



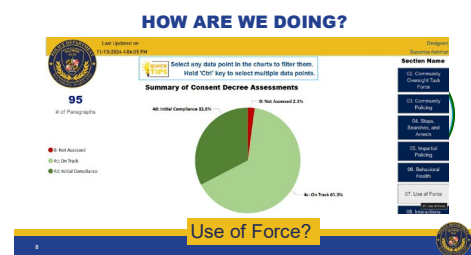
all requirements for the time period specified in the Consent Decree. This is when the section is no longer under federal oversight.

**SAY:** We're not going to read the entire Consent Decree right now, but I'll name a few sections and you tell me where you think the BPD is with them.

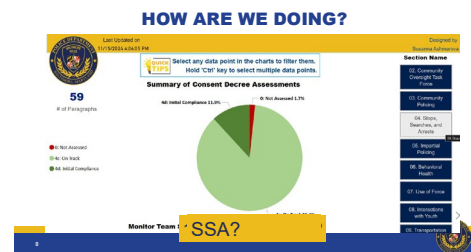
**ASK:** How do you think we're doing with Use of Force?

**SAY:** As you can see, we're on track or in initial compliance with nearly all of the Use of Force section.

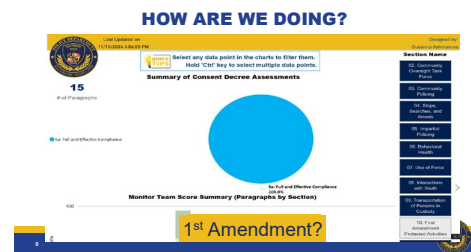
*Take a few answers and then click slide for the result.*



*Take a few answers and then click slide for the result.*



*Take a few answers and then click slide for the result.*



**ASK:** What about Stops, Searches, and Arrests?

**ASK:** First Amendment?

**ASK:** What do you think this means?

**Anticipated Response:** That we're on track to successfully complete the Consent Decree; we just have to keep progress going.

**SAY:** We looked at individual sections just now, but this pie chart illustrates where we are with regards to the Monitoring Team's assessments of the Consent Decree as a whole. Currently, the Monitoring Team plans to conduct approximately three to five sections a year to assess.

To do this, they draft a methodology and review instrument based on the paragraphs within the section. They are granted access to BWC, BPD systems such as AXON, and any relevant documentation related to the topic area.

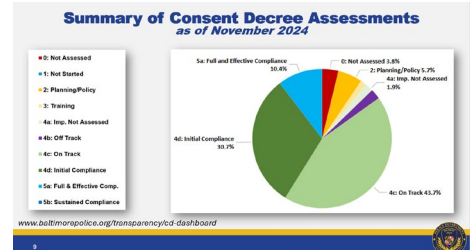
**ASK:** What might the Monitoring Team use to determine the Use of Force Assessment for example?

**SAY:** For example, we might provide them with a list of Use of Force events within the timeframe they are assessing (2022, 2023, etc.) and they select a sample size of events to assess. They will then use their access to BWC, AXON, and IAPro to watch and assess the events, as well as compare their findings with those of the department's internal findings.

As mentioned, one of the overarching goals of the Consent Decree is to become a self-assessing, self-correcting agency, so it is important for the Monitors to conduct an audit of our internal audits to ensure our self-assessments are robust. They also take into consideration how BPD responds on an individual or group-level to deficiencies and violations identified.

Once completed, the monitors produce a report of their findings and give a score to each paragraph within that particular section. If you go on the website, you can click into the individual sections to see more. You can also go to BPD's website to read the reports,

## Slide 11



## Desired Response:

- List of UOF events
- BWC
- AXON
- IAPro



which will be discussed later.

**SAY:** This graph to shows progress over time as of November.

From the chart, in 6-month increments, starting in January 2023 we moved from only 23% of the Decree being in Initial Compliance to 30.7% plus an additional 10.4% in Full and Effective Compliance as a result of the Monitor's Assessments of:

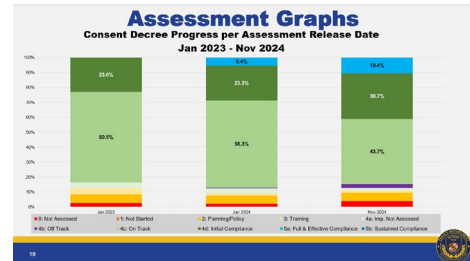
- Transport
- Officer Safety and Wellness
- First Amendment Protected Activities
- Coordination with School Police
- Civilian Oversight Task Force

As time moves on, with your continued hard work, you will slowly start to see shifts from light green to dark green, and an increase in the blues: Full & Effective Compliance and Sustained Compliance.

**SAY:** A primary goal of the department is to become a self-assessing, self-correcting agency and to do so we must conduct our own assessments and audits.

This table lists the assessments and audits that BPD conducts on a regular basis. Additionally, our Performance Standards Section will conduct ad hoc assessments based on recent events, to check the efficacy of an initiative, or per the PC or City Hall's request.

## Slide 12



## Slide 13

**NOTE:** Content on this slide is hidden. Click to reveal it when directed.

**Assessments/Audits**

BPD Ongoing Assessments/Audits/Reports
Behavioral Health forms
Quarterly Arrests resulting in a Release Without Charge (RWOC)
Annual First Amendment Protected Activities
Annual Supervision Assessment
Quarterly Misconduct Investigation Reports
Use of Force Reports
Internal Affairs Audit
Body-Worn Camera Audits
Transportation Audits
Procedural Justice Audits

<https://www.baltimorepolice.org/resources-and-reports>

**SAY:** The following are recent scorecards and charts from the Performance Standards Section.

For the scorecards, the Performance Standards Section breakdowns relevant policies and reviews whether members did or did not do what was required.

For the RWOC assessment, Performance Standards reviews arrests that the State's Attorney's Office RWOC to determine whether the arrest had probable cause or not, and/or if there was poor report writing.

When PSS began conducting RWOC assessments, BPD had 161 RWOCs in Q2 2020, which was 5.6% of total arrests and has reduced to less than 1% of total arrests in Q2 2024.

**SAY:** Once the Monitoring Team completes an assessment, they will post it at BPDMonitor.Com (it will also be linked to the BPD website).

The Monitoring Team assessments look at the data and see where we are with regard to that topic. Monitoring Team Assessments that have or are being conducted include:

Full & Effective Compliance:

- First Amendment, Community Policing & Oversight, Officer Safety and Wellness, Coordination with School Police, & Transport (x2)

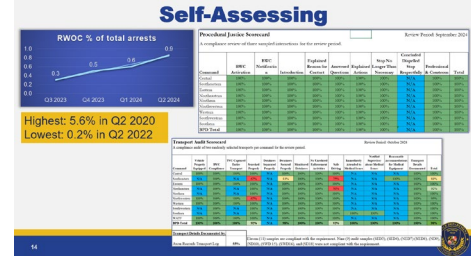
Completed Assessments

- Recruitment, Behavioral Health, Use of Force, Sexual Assault Assessment, Arrests, Training (x2), Performance Review Board, Community Policing, Misconduct Investigations (x2), & Youth Interactions

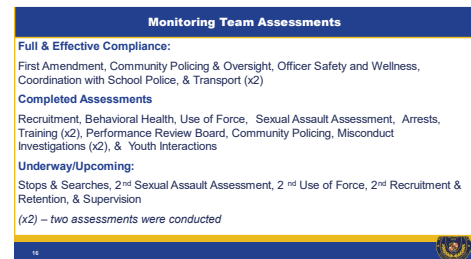
Underway/Upcoming:

- Stops & Searches, 2nd Sexual Assault Assessment, 2nd Use of Force, 2nd Recruitment & Retention, & Supervision

## Slide 14



## Slide 15



**SAY:**

For example: here's a recent assessment on the topic of Interactions with Youth.

**ASK:** What's one positive outcome that was revealed?

**ASK:** What's one area where we still need work?

**SAY:** For those who want to read more, our annual or quarterly reports and the Monitoring Team reports can be found on BPD's website:

<https://www.baltimorepolice.org/resources-and-reports>

**SAY:** Here are some other findings from the Monitoring Team.

Pertaining to the 1<sup>st</sup> Amendment assessment, there was no evidence that BPD is obstructing individuals' ability to observe or record police activity. None of the 7 arrests for failing to obey a dispersal order during the racial justice protests in 2020 violated the First Amendment.

For the arrests assessment, only 4% of a sample of BPD's arrests in 2021, following [the] implementation of BPD's revised arrest policies, lacked probable

**Slide 16**

**MONITORING TEAM ASSESSMENTS**

**Desired Response:**

- High levels of interactions complied with the Consent Decree and policy
- We interacted with youths appropriately
- Lower Use of Force over time

**Desired Response:**

- Supervisors need to understand Youth arrest policies

**Slide 17**

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cause. The limited instances where arrests lacked probable cause appeared to be the result of honest mistakes.

When it comes to Behavioral Health, officers are resolving the vast majority of matters without the use of force or arrest, and [using] de-escalation and due care to the rights of the individuals involved.

Use of force is used less frequently and when it is used, officers are more consistent with policy. There's also been an overall decrease in subject injuries.

**SAY:** When interacting with the youth, BPD officers often use developmentally appropriate responses when engaging with youth.

#### Monitoring Team Findings

##### First Amendment:

- No evidence that BPD is obstructing individuals' ability to observe or record police activity.
- None of the 7 arrests for failing to obey a dispersal order during the racial justice protests in 2020 violated the First Amendment.

##### Arrests:

- Only 4% of a sample of BPD's arrests in 2021, following [the] implementation of BPD's revised arrest policies, lacked probable cause.
- The limited instances where arrests lacked probable cause appeared to be the result of honest mistakes.

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#### Monitoring Team Findings

##### First Amendment:

- No evidence that BPD is obstructing individuals' ability to observe or record police activity.
- None of the 7 arrests for failing to obey a dispersal order during the racial justice protests in 2020 violated the First Amendment.

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- Only 4% of a sample of BPD's arrests in 2021, following [the] implementation of BPD's revised arrest policies, lacked probable cause.
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12



##### Behavioral Health:

- Officers are resolving the vast majority of matters without the use of force or arrest, and with de-escalation and due care to the rights of the individuals involved.

*Click to reveal hidden content.*

#### Monitoring Team Findings

##### First Amendment:

- No evidence that BPD is obstructing individuals' ability to observe or record police activity.
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- Only 4% of a sample of BPD's arrests in 2021, following [the] implementation of BPD's revised arrest policies, lacked probable cause.
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12



##### Behavioral Health:

- Officers are resolving the vast majority of matters without the use of force or arrest, and with de-escalation and due care to the rights of the individuals involved.

##### Use of Force:

- Less frequently and when used, officers are more consistent with policy.
- Decrease in subject injuries.

*Click to reveal hidden content.*

#### Monitoring Team Findings

##### First Amendment:

- No evidence that BPD is obstructing individuals' ability to observe or record police activity.
- None of the 7 arrests for failing to obey a dispersal order during the racial justice protests in 2020 violated the First Amendment.

##### Arrests:

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17



##### Behavioral Health:

- Officers are resolving the vast majority of matters without the use of force or arrest, and with de-escalation and due care to the rights of the individuals involved.

##### Use of Force:

- Less frequently and when used, officers are more consistent with policy.
- Decrease in subject injuries.

##### Youth Interactions:

- BPD officers often use developmentally appropriate responses when engaging with youth.

**SAY:** As we continue to move forward, we will focus on youth interactions, arrests, and use of force.

Although, “case reviews and BPD data indicate that officers have been using alternatives to arrest, such as paper referrals, and other tactics such as warn and release, when interacting with Youth,” there lacks a “common understanding between sergeants and lieutenants with regard to how to implement the Youth arrest policy...”

Most arrest reports adequately document the legal basis for an arrest, but not with sufficient frequency to establish compliance.

Pertaining to Use of Force, [where it was] reasonable and practical under the circumstances to provide a warning, BPD officers failed to issue a warning. Officers did not uniformly render or request medical aid, and document that fact. Overall, there are systemic deficiencies in Use of Force reports.

## Slide 18

**NOTE:** Content on this slide is hidden. Click to reveal it when directed.

**Areas for Improvement**

Youth Interactions

- Case Reviews and BPD Data show:
  - Using alternatives to arrest, such as paper referrals and warn and release
  - However, lack of common understanding among supervisors with regard to Youth Arrest policy.

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**Areas for Improvement**

Youth Interactions

- Case Reviews and BPD Data show:
  - Using alternatives to arrest, such as paper referrals and warn and release
  - However, lack of common understanding among supervisors with regard to Youth Arrest policy.

Arrests:

- Most arrest reports show legal basis for arrest
- HOWEVER, not often enough to establish compliance.

18

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**Areas for Improvement**

Youth Interactions

- Case Reviews and BPD Data show:
  - Using alternatives to arrest, such as paper referrals and warn and release
  - However, lack of common understanding among supervisors with regard to Youth Arrest policy.

Arrests:

- Most arrest reports show legal basis for arrest
- HOWEVER, not often enough to establish compliance.

Use of Force

- Not issuing warnings when practical to do so.
- Not rendering and/or requesting medical aid.
- Not documenting medical aid.
- Deficiencies in UOF reports.

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### III. REVIEW/EVALUATION/CLOSURE

**SAY:** Let's quickly review this session's material.

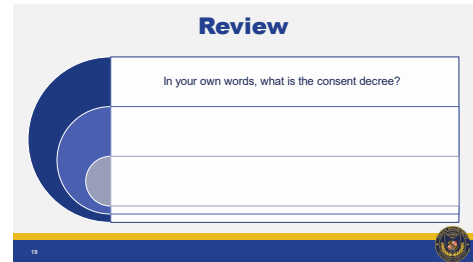
**ASK:** In your own terms, what is the consent decree? function, process, and goals

**ASK:** What are the four general steps in the consent decree process?

**Time:** 5 minutes

#### Slide 19

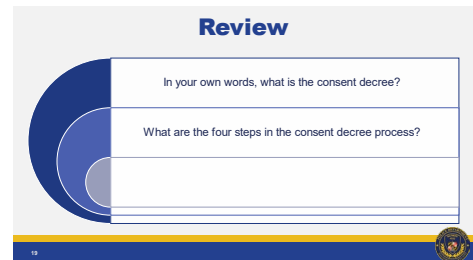
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#### Desired Response:

A legal agreement between the BPD/City of Baltimore and DOJ that is overseen by a judge and the monitoring team.

*Click to reveal hidden content.*



#### Desired Response:

- Policy
- Training
- Implementation
- Assessments

**ASK:** In what areas is BPD showing full and effective compliance?

*Click to reveal hidden content.*

**Review**

In your own words, what is the consent decree?
What are the four steps in the consent decree process?
In what areas is BPD showing compliance?

19

**Desired Response:**

- Community Policing
- 1<sup>st</sup> Amendment
- Transportation
- Officer Assistance and Support
- Coordination with school police

**ASK:** What are the goals of BPD and the consent decree?

*Click to reveal hidden content.*

**Review**

In your own words, what is the consent decree?
What are the four steps in the consent decree process?
In what areas is BPD showing compliance?
What are the future goals of the consent decree?

19

**Desired Response:**

- BPD becomes self-assessing, self- correcting
- Continue to work on our interactions with youth, making legal arrests and

	<p>stops, proper documentation, and using reasonable and proportional use of force.</p> <ul style="list-style-type: none"><li>• Full compliance (eventually)</li></ul>
<p><b>SAY:</b> Before we get started on the next lesson, let's take a short break.</p>	<p><b>Slide 20</b></p> 