

f



CONSENT DECREE MONITORING TEAM

DRAFT FOURTH-YEAR MONITORING PLAN

ISSUED FOR PUBLIC COMMENT
January 22, 2021

Introduction

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

The Consent Decree, which is a judicially enforceable agreement, requires BPD to adopt a comprehensive set of specific reforms designed to promote fair and constitutional policing, rebuild its relationships with Baltimore’s communities, and ensure public safety. Taken as a whole, the Consent Decree prescribes transformational change for BPD. Achieving transformational change in a large police department does not happen overnight. As the Consent Decree envisions, it takes time, and it requires adherence to a rigorous, methodical reform process. The Fourth-Year Plan is the blueprint for the fourth year of that process. It provides a clear, detailed, structured framework for the steps that BPD and the City must take between February 2021 and February 2022 to move toward the goal of full and effective compliance with the Consent Decree.

The draft Fourth-Year Plan is what it purports to be: a draft. Between now and February 21, 2020, the Monitoring Team, BPD, the City and DOJ seek to obtain the community’s views on the draft. The Monitoring Team would like to know whether community members and police officers believe the draft reflects the correct priorities based on both the requirements of the Consent Decree and the progress BPD has made in the first three years, and if not, which Consent Decree requirements ought to be prioritized instead. Upon receiving and assessing the community’s comments, the Monitoring Team, in collaboration with BPD, the City and DOJ, will assemble a final proposed plan for the Court’s review and approval.

What the Draft Fourth-Year Plan Is and What It Is Not

The Fourth-Year Plan does not take the place of the Consent Decree, and nothing in the Fourth-Year Plan changes any of the requirements of the Consent Decree. Just the opposite: the Fourth-Year Plan provides a timetable for implementing the requirements of the Consent Decree. The Fourth-Year Plan furnishes a road map for ensuring that BPD and the City make swift progress toward adopting sustainable reform and that all stakeholders—Baltimore residents, BPD, the City, and DOJ—know what needs to be done, and when it needs to be done, as the compliance process unfolds.

The Fourth-Year Plan identifies the obligations of BPD, the City, DOJ and the Monitoring Team for the fourth year of monitoring, which will run from late February 2021 through late February 2022. The Fourth-Year Plan is necessarily detailed. It provides specific deadlines, week-by-week and month-by-month, that obligate BPD and the City to comply with the Consent Decree requirements that the Monitoring Team, BPD, the City and DOJ believe ought to be prioritized, and can be achieved, by February 2022. As described in greater detail below, these requirements

include developing and implementing a host of new training programs; revising a handful of policies that have yet to be revised; advancing the process of overhauling of BPD's IT systems; addressing BPD's staffing issues; and intensifying the Monitoring Team's review of the quality and constitutionality of BPD encounters with community members. The Fourth-Year Plan thus lays the groundwork for making tangible improvements in BPD operations and performance, including positive changes in the ways BPD officers interact with community members.

The Fourth-Year Plan does not flesh out each and every measure BPD and the City must take to achieve full and effective compliance with the Consent Decree. It covers only one year of a multi-year project. As the Fourth-Year Plan indicates, the Monitoring Team will present a similarly detailed Fifth-Year Plan in early 2022, after it has had time to assess BPD's progress in the fourth year. The Monitoring Team will then present a detailed Sixth-Year Plan near the end of the fifth year, after it has a chance to assess BPD's progress under the Fifth-Year Plan. And so on.

There are some deliverables included in the Fourth-Year Plan on which work already has begun under the Third-Year Plan. For those deliverables, the Fourth-Year Plan includes dates from the Third-Year Plan—that is, dates that precede the end of February 2021—so that the community fully understands the genesis of all the work due under the Fourth-Year Plan.

What the Draft Fourth-Year Plan Requires

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

There is a logical progression for achieving sustainable reform in each area of the Consent Decree that implicates police behavior. BPD first must establish revised *policies* in each area. Then it must develop and conduct *training* on those revised policies. A new policy will not become effective until all officers have been trained on it. To ensure that the new policies and the new training take root, BPD also must revamp vital components of its infrastructure—technology, internal investigations and discipline, supervision, recruiting, hiring and retention. It is only after officers have been trained on the new policies, and after infrastructure upgrades are well underway, that the Monitoring Team can comprehensively assess whether the new policies, training and organizational upgrades are taking root—that is, whether they are actually resulting in the real-world changes the Consent Decree requires.

During the first three years of monitoring, as recently reported in the Monitoring Team's [First Comprehensive Re-Assessment](#), BPD and the City have made substantial progress on implementing the Consent Decree's foundational reforms. BPD has successfully revised almost all of its policies implicated by the Consent Decree. It also has completed or is nearing completion of Department-wide, Consent Decree-required training in a number of core areas, including de-escalation and use of force; impartial policing; stops, searches and arrests; behavioral health

awareness; responses to reports of sexual assault; and peer intervention (“Ethical Policing Is Courageous”). And BPD and the City have completed foundational studies and implementation plans on technology, staffing, officer recruitment/hiring/retention, youth diversion, community policing, the City’s behavioral health system, and BPD’s relationship with Baltimore School Police.

Accordingly, the Fourth-Year Plan takes BPD and the City squarely into the second phase of the reform process. While a handful of policies remain to be revised and training will continue to be in the spotlight, attention will turn increasingly to fortifying vital components of infrastructure—strengthening the City’s behavioral health system to improve responses to individuals in crisis; implementing new IT systems, especially a new Records Management System, to become a modern, data-driven police force; revitalizing BPD’s system of internal investigations and discipline to enhance officer accountability; implementing a robust community policing model; expanding BPD’s internal audit function to augment BPD’s capacity for self-assessment and self-correction; and recruiting, hiring and retaining qualified officers in order to enhance public safety and foster community-oriented policing.

In the first three years of monitoring, BPD has finalized policy revisions in nearly every area of the Consent Decree, including stops/searches/arrests; impartial policing; responding to individuals with behavioral health disabilities and in crisis; de-escalation and use of force; youth interactions and youth interrogations; transportation of persons in custody; First Amendment-protected activities; handling reports of sexual assault; body-worn cameras; patrol supervision; promotions; performance evaluations; technology; intake, classification, investigation and negotiated resolution of complaints against officers; and officer wellness. In the fourth year, under the draft Monitoring Plan, BPD will finalize most of the few remaining policies covered by the Consent Decree, including policies addressing:

- Officer discipline
- BPD’s Law Enforcement Assisted Diversion program and reasonable accommodations, which affect individuals with behavioral health disabilities
- Child abuse investigations
- BPD’s early intervention system (aimed at pre-emptively identifying and correcting problematic officer behavior)
- Expungement of disciplinary records, and
- BPD’s Mobile Field Force (which preserves First Amendment rights and public safety during public assemblies)

At the same time, BPD will begin reviewing and re-assessing certain policies that were previously revised, including policies on sexual assault investigations, use of force, and field training officers.

Year Four will continue to focus on training on policies that have been established under the Consent Decree. Thus, as in Year Three, BPD’s Training Academy and its personnel will continue to have their work cut out for them. Given the resources BPD has committed to the

Training Academy over the past two years—including a new civilian director, new police and law instructors, new curriculum writers, and the opening of a new facility at the University of Baltimore—the Monitoring Team is optimistic that BPD has the capacity to satisfy the training objectives of the Fourth Year Plan. Under the Fourth-Year Plan, BPD will:

- Complete in-service training already underway on behavioral health awareness for all officers, responding to reports of sexual assault for all officers, peer intervention/Ethical Policing Is Courageous for all officers, and behavioral health awareness for dispatchers
- Finalize and deliver e-learning and in-service training on community policing and impartial policing (particularly in the context of de-escalation/use of force and stops/searches/arrests),
- Finalize and deliver e-learning on First Amendment-Protected Activity, supervisory review of stops/searches/arrests, misconduct complaint intake, and performance evaluations for supervisors
- Finalize and deliver specialized in-service training on: supervision for new supervisors; internal investigations for Public Integrity Bureau detectives and Civilian Review Board (CRB) investigators; sexual assault investigations for Sex Offense Unit detectives; field training for field training officers (initial certification, re-certification, and refresher training); behavioral health awareness for Crisis Intervention Team officers; Performance Review Board (“PRB”) review of significant use of force incidents for PRB members; Mobile Field Force (“MFF”) operations for MFF officers; and disciplinary hearings for trial board members, and
- Develop curriculum for in-service training in 2022 on behavioral health awareness, youth interactions, misconduct complaint investigations

In addition to training, the Fourth-Year Plan concentrates on bolstering BPD’s accountability by increasing transparency into BPD practices and strengthening BPD’s systems for self-evaluation and self-correction. Thus, in the fourth year, BPD will:

- Continue to conduct routine audits of transport vehicle equipment and transport events involving individuals in custody
- Prepare quarterly reports on misconduct investigations, interactions with individuals in crisis, and arrests that result in release without charge
- Prepare annual reports on community policing, responses to First Amendment activity, sexual assault investigations, stop/search/arrest data, and use of force data
- Begin annual evaluations of its system for collecting and reporting data on uses of force

- Conduct a survey of victims of sexual assaults to measure the efficacy of sexual assault investigations
- Develop protocols for evaluating the effectiveness of supervisors, and
- Implement a new civilian complaint intake testing program intended to assess compliance with new misconduct complaint intake policies

The Fourth-Year Plan further requires BPD and the City to advance vital systemic reforms. On a monthly basis, BPD will begin tracking diversions of youth from outcomes involving the criminal and juvenile legal systems. After two years of preparation and planning, BPD will implement its new Record Management System, which will utilize field-based electronic reporting and provide a uniform, centralized means for efficiently collecting and analyzing data on stops, searches and arrests. At the same time, BPD will implement a new Learning Management System to track officer training and a Workforce Management System to manage and track staffing assignments.

The City and BPD will take a number of steps to implement the recommendations in the previously completed “Gap Analysis,” which, by identifying unmet needs in the City’s behavioral health system, seeks to ensure that behavioral health professionals, instead of or in addition to police officers, respond to calls for assistance involving individuals in crisis. The Fourth-Year Plan requires the City to develop a behavioral health staffing plan, as well as a broader plan for implementing the recommendations in the Gap Analysis. The Fourth-Year Plan further requires the City and BPD analyze the “root causes” of each call for service BPD receives involving individuals in crisis (what precipitated the crisis, what services could have prevented the crisis, how police became involved, how the response to the crisis could be improved, and what could be done to prevent the crisis in the future); revise 911 call intake protocols to ensure dispatchers divert calls to behavioral health service providers when warranted; and undertake a public education campaign to promote the use of the City’s crisis hotline and other behavioral health services instead of 911. As cities around the country seek to “reimagine policing” in response to the killing of George Floyd and other instances of police misconduct, these measures aimed at fortifying the City’s behavioral health system are a particularly important aspect of the Fourth-Year Plan.

For each “deliverable” BPD must achieve under the Fourth-Year Plan, the Monitoring Team will assess whether it satisfies the requirements of the Consent Decree. In addition, the Fourth-Year Plan contains a number of express obligations for the Monitoring Team. Together with the Department of Justice, the Monitoring Team will continue to observe in-service training and Performance Review Board meetings, and will provide BPD with routine technical assistance on training, misconduct investigations, sexual assault investigations, recruitment, retention, staffing, promotions, and officer wellness. The Monitoring Team will also continue to conduct analyses aimed at determining whether, on the street and in practice, BPD and its officers are engaging in constitutional policing and making progress toward the Consent Decree’s long-term

performance goals. To date, the Monitoring Team has published a qualitative assessment of BPD misconduct investigations from 2018 and a quantitative assessment of use of force incidents from 2018-19. A quantitative assessment of BPD's responses to calls for service from 2018-19 is forthcoming. As BPD has completed or will be completing training on many revised policies, and as data becomes increasingly available with the improvement of BPD's IT systems, the Monitoring Team will ramp up its assessments in the fourth year. The Fourth-Year Plan thus calls for the Monitoring Team to analyze a representative sample of use of force incidents and reporting from 2018-2020, transport events, sexual assault investigations, misconduct investigations, and training. Other assessments will be added during the year, likely including assessments of BPD responses to First Amendment activity and arrests resulting in release without charge.

Under the Fourth-Year Plan, the Monitoring Team will conduct a representative survey to gauge community attitudes toward BPD. It will then issue a report analyzing the results. The Monitoring Team will also continue to report on BPD's progress toward reform in semiannual reports and in court hearings and public forums.

How the Draft Fourth-Year Plan Provides for Community Input

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

What the Deadlines in the Draft Fourth-Year Plan Mean

To provide the flexibility necessitated by the COVID-19 pandemic while at the same time ensuring that BPD proceeds with the required urgency, the draft Fourth-Year Plan includes date ranges for deadlines, rather than specific dates. The date ranges will provide the community the opportunity to anticipate the approximate dates by which they can expect to see and begin reviewing draft policies and training curricula. The date ranges encompass three-month periods, or annual quarters—*e.g.* “Q2 2021” for April 1 – June 30, 2021.

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

The Monitoring Team has chosen to use quarterly date ranges, rather than specific dates, for the at least the first half of the fourth year (through August 2021) because the uncertainty the pandemic continues to generate would likely require changes to specific dates, which would lead to confusion in the community about reform timelines. In fact, this is what happened with many deadlines included in the original Third-Year Plan, which had to be changed repeatedly because of the pandemic. The Monitoring Team wants to avoid similar confusion over the next six months. The Monitoring Team will revert to using specific dates in the Updated Fourth-Year Plan, to be issued in late August 2021, provided the dislocation caused by the pandemic recedes.

What Happens Next: Community Feedback on the Draft Fourth-Year Plan

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

The public comment period will run from today, January 26, 2021, through February 25, 2021. Comments can be submitted in writing as follows:

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

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

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

- Does the Fourth-Year Plan identify the right priorities under the Consent Decree given what BPD has done in the first three years, or should it focus on different Consent Decree requirements?
- Does the Fourth Year Plan give community members and police officers alike an adequate voice in the reform process? If not, what changes should be made to make sure it does?

The Monitoring Team and the parties will consider the comments received, incorporate the comments into the Fourth-Year Plan as warranted, and submit a final proposed Fourth-Year Plan to the Court for review and approval by the end of February 2021. The Monitoring Team will share all comments received with the City, BPD and DOJ, and will file all of them publicly with the Court.

Row							
1	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 Due

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>	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.	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	Q1 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	Q1 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	Q1 2021 through Q2 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	Q2 2021
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	Q3 2021
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	Q3 2021
25	67-68	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Training	<p>BPD will certify to the Court that all eligible BPD officers have successfully completed the required SSA/FIP II Training. To the extent that some officers who should have completed training did not, BPD will provide the Court a statement of how many officers failed to complete the training without good cause, as well as an explanation of the remedial efforts or disciplinary processes it utilized, or will utilize, with those officers.</p> <p>BPD will share a draft of the certification with the Parties with sufficient time for the Parties to review and provide feedback on the certification before filing. 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 SSA/FIP II Training	Q1 2021

26	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
27	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
28	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
29	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

30	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
31	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 Community Policing/Lesser Offense Training Curriculum	Q2 2021
32	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	Q2 2021
33	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

34	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
35	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
36	459(c)(i)	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Arrests: Outcome Assessment	The Monitoring Team will collaborate with BPD and the Parties to understand and secure available data applicable to an outcome assessment that analyzes the rate at which arrests are found to lack probable cause or otherwise violate the 4 th Amendment.	Monitoring Team, BPD, DOJ	Collaboration Period re: Data Availability & Production	Q1 2021
37	459(c)(i)	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Arrests: Outcome Assessment	The Monitoring Team will provide a draft methodology outlining the process for conducting the outcome assessment.	Monitoring Team	Draft Methodology Provided	Q1 2021
38	459(c)(i)	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Arrests: 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	Q1 2021

39	459(c)(i)	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Arrests: Outcome Assessment	The Monitoring Team will provide a finalized methodology to BPD and the Parties.	Monitoring Team	Finalized Methodology Provided	Q1 2021
40	459(c)(i)	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Arrests: 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	Q2 2021
41	459(c)(i)	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Arrests: 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
42	459(c)(i)	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Arrests: 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
43	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
44	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

45	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
46	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
47	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
48	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
49	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

50	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 methodology 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 Methodology"), with the objective of implementing the methodology upon implementation of the revised Record Management System.	BPD	Submission of Initial Draft of SSA Supervisory Review Methodology	Q1 2021
51	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 Methodology. 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
52	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 Methodology.	BPD	Submission of Revised Draft SSA Supervisory Review Methodology	Q1 2021
53	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 Methodology.	DOJ, Monitoring Team	Submission of Feedback re: Revised Draft of SSA Supervisory Review Methodology	Q2 2021
54	85	Stops, Searches, Arrests and Voluntary Police-Community Interactions	Supervisory SSA Reporting Review	BPD finalizes and implements the SSA Supervisory Review Methodology.	BPD	Finalization and Implementation of SSA Supervisory Review Methodology	Q2 2021 and ongoing

55	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
----	-----------------------------	--	-----------------	---	-----	---	---------

56	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
57	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
58	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
59	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
60	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

61	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
62	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
63	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
64	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

65	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
66	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
67	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

68	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
69	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
70	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
71	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 Q2 2021
72	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	Q2 2021

73	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	Q2 2021
74	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	Q2 2021
75	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	Q2 2021
76	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	Q2 2021
77	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	Q2 2021
78	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	Q2 2021
79	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	Q3 2021

80	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Implementation	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	Q3 2021
81	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Implementation Plan	The City and CPIC will develop on-going updates to the Implementation Plan. Each year, the City and CPIC will identify priorities for the coming year, and will develop more detailed timelines and specific tasks for those priorities. The updated implementation plan will be based on community input and on an assessment of progress toward implementation in the preceding year. Such updates should examine the protocols of new services introduced to provide community alternatives to police crisis response, the integration of such services with existing Baltimore behavioral health programs, the use of evidence-based models along with outcome assessment and the development of supportive services that allow for appropriate pathways for recovery. New and updated tasks and timelines will be incorporated in subsequent monitoring plans. The City, with input from CPIC, will submit a first Draft of the Updated Implementation Plan.	City, CPIC	Submission of Draft Updated Implementation Plan	Q3 2021
82	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Implementation Plan	The City, CPIC, BPD will work with DOJ and the Monitoring Team to revise the draft Updated implementation plan. The City, and CPIC will produce subsequent iterations of the Draft Updated Implementation Plan as necessary through this process, which the DOJ and Monitoring Team will review and provide additional feedback on, as appropriate.	City, CPIC	Collaboration Period	Q3 2021

83	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Implementation Plan	The City will revise the initial draft to create a Revised Draft of the Updated Implementation Plan.	City, CPIC	Submission of First Draft for Public Comment	Q3 2021
84	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Implementation Plan	The City will post the Revised Draft of the Updated Implementation Plan on its website and provide affirmative, intensive opportunities for the public to comment.	City, CPIC	Comment Period	Q4 2021
85	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Implementation Plan	The City will revise the Draft to create a Second Draft of the Updated Implementation Plan. The City will coordinate revision of this draft with CPIC.	City, CPIC	Consideration of Comment Period	Q4 2021
86	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Implementation Plan	The City submits the proposed Final Updated Implementation Plan to the DOJ and Monitoring Team.	City, CPIC	Submission of Final Draft of the Updated Implementation Plan	Q4 2021
87	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Implementation Plan	DOJ reviews the Final Updated Implementation Plan and indicates its formal approval or disapproval, in writing, to the Monitor.	City, CPIC	Approval of the Final Updated Implementation Plan	Q4 2021
88	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Implementation Plan	The Monitoring Team will approve or disapprove of the Final Updated Implementation Plan, explaining its rationale and justification with the Court.	City, CPIC	Filing of Memorandum to the Court re: Approval or Disapproval of Updated Plan	Q4 2021
89	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

90	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	Q2 2021
91	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	Q2 2021
92	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	Q2 2021
93	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	Q2 2021
94	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	Q2 2021
95	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	Q2 2021
96	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	Q2 2021

97	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	Early Q3 2021
98	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
99	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
100	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
101	96	Behavioral Health Disabilities / Crisis	Policy	BPD, CPIC, DOJ, and the Monitoring Team have recommended that the BPD Behavioral Health-related policies are reviewed and revised to ensure consistency with the goals of the Consent Decree. To continue the policy revisions initiated in previous Monitoring years, the parties will revise or develop: <ul style="list-style-type: none"> - Policy 806, <i>Law Enforcement Assisted Diversion</i> - 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

102	96	Behavioral Health Disabilities / Crisis	Policy	BPD, DOJ, and the Monitoring Team will review the initially-submitted drafts, 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
103	96	Behavioral Health Disabilities / Crisis	Policy	BPD will post the policies 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
104	96	Behavioral Health Disabilities / Crisis	Policy	BPD and the CPIC Policy Subcommittee will revise the first Draft of the policies based on public comment received.	BPD, CPIC Policy Subcommittee	Consideration of Comment Period	Q3 2021
105	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	Q3 2021
106	96	Behavioral Health Disabilities / Crisis	Policy	BPD and the CPIC Policy Subcommittee will revise the second draft of the policies based on additional public comment received.	BPD, CPIC Policy Subcommittee	Consideration of Comment Period	Q3 2021
107	96	Behavioral Health Disabilities / Crisis	Policy	BPD and the CPIC Policy Subcommittee will submit the proposed final policies to the DOJ and Monitoring Team.	BPD, CPIC Policy Subcommittee	Proposed Final Submission	Q3 2021
108	96	Behavioral Health Disabilities / Crisis	Policy	DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission or Approval of Final Draft	Q3 2021

109	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	Q3 2021
110	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.</p>	City (including BCFD), with cooperation from BPD, CPIC	Initial Submission of 911/Dispatch Diversion Assessment and Protocol	Q3 2021

111	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
112	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
113	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gaps 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
114	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gaps Analysis/Needs Assessment	The City and BPD will post the revised Assessment to their websites for additional public comment and will provide affirmative, intensive opportunities for the public to comment on the Protocol & Assessment.	City and BPD	Second Comment Period	Q4 2021
115	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gaps 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
116	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gaps 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

117	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gaps 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
118	96, 97, 98, 105, 114	Behavioral Health Disabilities/ Crisis	Policy & Gap Analysis/Needs Assessment	The City, with cooperation of CPIC and BPD, will develop and implement a public education campaign to promote use of the crisis hotline and other BH services in lieu of calling 911. The City will submit an initial draft of the plan and materials for the public education campaign.	City (including BCFD), with cooperation from BPD, CPIC	Initial Submission	Q4 2021
119	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gap Analysis/Needs Assessment	The City, CPIC, and BPD will work with the DOJ and Monitoring Team on further revisions to the initially-submitted Public Education plan and materials.	City, CPIC, BPD, DOJ, and Monitoring Team	Collaboration Period	Q4 2021
120	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gaps Analysis/Needs Assessment	The City and BPD will post the draft Public Education Plan and Materials on its website for public comment and will provide affirmative, intensive opportunities for the public to comment.	City, BPD	Comment Period	Q4 2021 through Q1 2022
121	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gaps Analysis/Needs Assessment	The City 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	Q1 2022
122	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gaps Analysis/Needs Assessment	The City and BPD will post the revised Public Education Plan and Materials to their websites for additional public comment and will provide affirmative, intensive opportunities for the public to comment.	City and BPD	Second Comment Period	Q4 2021
123	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gaps Analysis/Needs Assessment	The City and BPD will review the comments received in the Second Comment Period and will submit a proposed final draft Public Education Plan and Materials at the end of the Consideration Period.	City, CPIC, BPD	Consideration of Comment Period	Q1 2022

124	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gaps 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	Q1 2022
125	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gaps Analysis/Needs Assessment	The Monitoring Team approves or disapproves the Final Public Education Plan and Materials, explaining its rationale and justification with the Court. The determination will be based on the extent to which the Public Education Plan and Materials adequately comply with the requirements of the Consent Decree, incorporate feedback of DOJ and the Monitoring Team, and reflect the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court of final approval or disapproval of Public Education Plan and Materials	Q1 2022
126	96, 97, 98, 114	Behavioral Health Disabilities/ Crisis	Policy & Gap Analysis/Needs Assessment	The City, with cooperation of CPIC, will develop standards and protocols for when and what type of crisis response, such as Mobile Crisis Teams, will be sent as a response to crises that do not necessitate a police response, or where a joint-response is appropriate. The City will submit an initial draft of the protocol.	City, with cooperation from CPIC	Initial Submission	Q3 2021
127	96, 97, 98, 105, 114	Behavioral Health Disabilities/ Crisis	Policy & Gap Analysis/Needs Assessment	The City, CPIC, DOJ, and Monitoring Team will collaborate on further revisions as necessary to the initial draft of the Mobile Crisis Team Standards & Protocol.	City, CPIC, DOJ, and Monitoring Team	Collaboration Period	Q3 2021
128	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gap Analysis/Needs Assessment	The City will post the Mobile Crisis Team Standards & Protocols Draft on their website for public inspection and will provide affirmative, intensive opportunities for the public to comment.	City	Public Comment Period	Q3 2021 through Q4 2021
129	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gaps 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,	Consideration of Comment Period	Q4 2021

130	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gaps Analysis/Needs Assessment	The City will post the revised Standards & Protocol to their website for additional public comment and will provide affirmative, intensive opportunities for the public to comment.	City	Second Comment Period	Q4 2021
131	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gaps 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 Standards & Protocol at the end of the Consideration Period.	City, CPIC, BPD	Consideration of Comment Period	Q4 2021
132	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gaps Analysis/Needs Assessment	The DOJ will indicate its formal approval or disapproval of the Standards & Protocol in writing to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Draft	Q4 2021
133	96, 97, 98, 105, 114	Behavioral Health Disabilities / Crisis	Policy & Gaps Analysis/Needs Assessment	The Monitoring Team approves or disapproves the Final Standards & Protocol, explaining its rationale and justification with the Court. The determination will be based on the extent to which the Standards and Protocol 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 Mobile Crisis Team Standards & Protocol	Q4 2021
134	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
135	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

136	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
137	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
138	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
139	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
140	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
141	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
142	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

143	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
144	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
145	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
146	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
147	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
148	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

149	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
150	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	Q1 2021
151	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	Q1 2021
152	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	Q2 2021

153	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
154	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	Q1 2021
155	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	Q1 2021 - Q2 2021
156	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	Q2 2021
157	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	Q2 2021

158	207-10	Use of Force	Performance Review Board: Training	BPD will conduct approved training for PRB members.	BPD	Training Conducted	Q2 2021 through Q3 2021
159	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
160	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
161	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 2021
162	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
163	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
164	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	Q4 2021

165	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
166	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 2021
167	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	Q3 2021
168	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	Q3 2021
169	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
170	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

171	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
172	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
173	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	Q1 2021
174	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	Q2 2021
175	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	Q2 2021
176	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	Q3 2021

177	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	Q1 2021
178	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	Q1 2021 through Q2 2021
179	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
180	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
181	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
182	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
183	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

184	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
185	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
186	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 Q1 2021
187	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
188	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	TBD 2021

189	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
190	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
191	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
192	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
193	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
194	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

195	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	Q2 2021
196	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	Q1 2021
197	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	Q1 2021
198	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	Q1 2021 through Q2 2021

199	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	Q2 2021
200	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	Q2 2021
201	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	Q2 2021
202	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	Q2 2021
203	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	Q4 2021

204	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
205	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	Q1 2021
206	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	Q2 2021
207	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

208	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
209	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
210	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
211	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

212		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
213	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
214	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
215	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

216	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
217	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
218	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
219	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
220	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

221	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
222	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
223	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
224	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
225	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
226	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

227	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
228	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

229	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
230	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
231	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
232	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
233	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

234	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
235	459(k)	Sexual Assault	Sexual Assault: 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 Q1 2021
236	459(k)	Sexual Assault	Sexual Assault: Outcome Assessment	The Monitoring Team will provide a draft methodology outlining the process for conducting the outcome assessment.	Monitoring Team	Draft Methodology Provided	Q1 2021
237	459(k)	Sexual Assault	Sexual Assault: 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	Q1 2021
238	459(k)	Sexual Assault	Sexual Assault: Outcome Assessment	The Monitoring Team will provide a finalized methodology to BPD and the Parties.	Monitoring Team	Finalized Methodology Provided	Q1 2021
239	459(k)	Sexual Assault	Sexual Assault: 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 as part of a larger report that also summarizes the results of the compliance review and audit regarding sexual assault. The underlying analysis, data, methods, and source of the information relied upon in the report will also be provided.	Monitoring Team	Draft Outcome Assessment Report Provided to Parties	Q3 2021

240	459(k)	Sexual Assault	Sexual Assault: Outcome Assessment	BPD and DOJ will provide comments and feedback on the draft report.	BPD, DOJ	Feedback Provided re: Draft Outcome Assessment Report	Q3 2021
241	459(k)	Sexual Assault	Sexual Assault: 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	Q3 2021
242	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.	Monitoring Team	Updated Methodology Provided	Q1 2021
243	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	Q1 2021 through Q2 2021
244	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	Q2 2021
245	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.	Monitoring Team, BPD, DOJ	Compliance Review & Audit Conducted	Q2 2021

246	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.		Draft Compliance Review & Audit Report Provided to Parties	Q3 2021
247	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	Q3 2021
248	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	Q3 2021
249	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
250	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

251	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
252	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 be in spreadsheet format, identifying 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

253	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 Q2 2021
254	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
255	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	Q3 2021
256	459(l)	Supervision	Training: Outcome Assessment	The Monitoring Team will provide a finalized methodology to BPD and the Parties.	Monitoring Team	Finalized Methodology Provided	Q3 2021
257	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	Q3 2021
258	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	Q3 2021

259	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	Q4 2021
260	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
261	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
262	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
263	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

264	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
265	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
266	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
267	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
268	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
269	293, 301– 302	Supervision	FTO Program Administration: Incentives	BPD will identify potential, additional incentives for BPD personnel to serve as FTOs. It will provide BPD with a short, written plan (the “FTO Incentive Plan”) in draft form for DOJ and the Monitoring Team’s review and feedback.	BPD	Draft FTO Incentive Plan Submitted	Q2 2021
270	293, 301– 302	Supervision	FTO Program Administration: Incentives	DOJ and the Monitoring Team will provide feedback to BPD on the FTO Incentive Plan.	DOJ, Monitoring Team	Feedback on Draft FTO Incentive Plan Provided	Q2 2021
271	293, 301– 302	Supervision	FTO Program Administration: Incentives	BPD will finalize the FTO Incentive Plan, providing the final version to DOJ and the Monitoring Team for their final review.	BPD	Final FTO Incentive Plan Submitted	Q2 2021

272	293, 301– 302	Supervision	FTO Program Administration: Incentives	DOJ and the Monitoring Team indicates its formal approval or disapproval, in writing, to BPD and the City.	DOJ, Monitoring Team	Submission and Approval or Disapproval of Final FTO Incentive Plan	Q2 2021
273	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
274	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
275	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
276	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
277	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

278	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
279	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
280	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
281	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
282	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

283	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
284	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
285	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
286	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
287	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
288	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

289	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
290	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
291	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
292	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	Q3 2021

293	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	Q3 2021 through Q4 2021
294	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
295	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
296	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
297	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
298	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

299	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
300	293, 301– 302	Supervision	FTO Refresher Training	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. 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
301	308– 309, 414, 432	Supervision	New Supervisor Training	BPD will generate initial draft curricula of training that will subsequently be provided whenever personnel are newly assigned or promoted to fulfill the roles and duties of departmental supervisors (sergeants, lieutenants). The curricula should cover topics and issues addressed in paragraphs 308, 309, 414 and 432 and be appropriately targeted toward the particular roles, responsibilities, challenges, and opportunities of particular ranks. The curricula should also address general leadership and supervisory skills.	BPD, City	Draft New Supervisor Training Submitted	Q1 2021

302	308– 309, 414, 432	Supervision	New Supervisor 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 New Supervisor 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
303	308– 309, 414, 432	Supervision	New Supervisor Training	BPD will post the Proposed Draft New Supervisor 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
304	308– 309, 414, 432	Supervision	New Supervisor 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 New Supervisor training for additional public feedback.	BPD	Consideration of Comment Period Feedback & Posting for Additional Public Feedback	Q3 2021
305	308– 309, 414, 432	Supervision	New Supervisor Training	BPD will post the Revised Draft New Supervisor Training Curriculum on its website for additional public feedback.	BPD	Second Comment Period	Q3 2021
306	308– 309, 414, 432	Supervision	New Supervisor Training	BPD, DOJ, and the Monitoring Team consider additional changes to the Revised Draft New 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 New Supervisor Training Curriculum	Q3 2021

307	308– 309, 414, 432	Supervision	New Supervisor Training	The Monitoring Team approves or disapproves the Final New 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 New Supervisor Training Curriculum	Q3 2021
308	308– 309, 414, 432	Supervision	New Supervisor Training	BPD will implement the New Supervisor. 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 Q4 2021
309	308– 309, 414, 432	Supervision	General Supervisor Consent Decree Training	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.	BPD	Draft General Supervisor Training Submitted	Q2 2021

310	308– 309, 414, 432	Supervision	General Supervisor Consent Decree 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 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.	BPD, DOJ, Monitoring Team	Collaboration Period	Q2 2021 through Q3 2021
311	308– 309, 414, 432	Supervision	General Supervisor Consent Decree Training	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.	BPD	Comment Period	Q3 2021
312	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	Q3 2021
313	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	Q3 2021
314	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	Q3 2021

315	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	Q3 2021
316	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 Q4 2021
317	312–327	Supervision	Early Intervention System	BPD will submit initial draft policies and procedures regarding the Decree-required Early Intervention System (the “EIS Policies”). These policies will provide, with specificity, for how the EIS operates, what performance indicators set the occasion for performance review, how supervisors make and document decisions about the suitability of the EIS program for particular personnel, and how performance interventions are designed to match the needs of personnel.	BPD	Submission of Initial EIS Policies	Q2 2021

318	312–327	Supervision	Early Intervention System	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 Proposed Draft EIS Policies at the conclusion of the Collaboration Period.	BPD, DOJ, Monitoring Team	Collaboration Period	Q2 2021 through Q1 2022
319	312–327	Supervision	Early Intervention System	BPD will submit Proposed Draft EIS Policies to DOJ and the Monitoring Team.	BPD	Submission of Proposed Draft EIS Policies	Q1 2022
320	312–327	Supervision	Early Intervention System	BPD will post the Proposed Draft EIS Policies on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the policies.	BPD	Comment Period	TBD 5 th Year Plan
321	312–327	Supervision	Early Intervention System	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 EIS Policies for additional public feedback.	BPD	Consideration of Comment Period Feedback	TBD 5 th Year Plan
322	312–327	Supervision	Early Intervention System	BPD will post the Revised Draft EIS Policies on its website for additional public feedback.	BPD	Second Comment Period	TBD 5 th Year Plan
323	312–327	Supervision	Early Intervention System	BPD will submit the Final EIS Policies to DOJ and the Monitoring Team.	BPD	Submission of Final EIS Policies	TBD 5 th Year Plan
324	312–327	Supervision	Early Intervention System	DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission and Approval or Disapproval of Final EIS Policies	TBD 5 th Year Plan

325	312–327	Supervision	Early Intervention System	The Monitoring Team approves or disapproves the Final EIS 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 EIS Policies	TBD 5 th Year Plan
326	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
327	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
328	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
329	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
330	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	Q3 2021
331	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	Q3 2021

332	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
333	372-88, 403-05	Misconduct Investigations & Discipline	Disciplinary System Policies Suite I	BPD will work with DOJ and the Monitoring Team to address initial feedback during the Collaboration Period regarding core discipline policies, including: General Disciplinary Process (308), Disciplinary Matrix (310), and Rules and Regulations (302). 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. A schedule for work on remaining disciplinary system policies will be determined following the completion of Suite I.	BPD, City, DOJ, Monitoring Team	Collaboration Period	Q1 2021
334	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	Q1 2021
335	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	Q1 2021

336	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	Q1 2021 through Q2 2021
337	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	Q2 2021
338	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	Q2 2021
339	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, 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	Q2 2021
340	415	Misconduct Investigations & Discipline	Training for Trial Board Members	BPD, in consultation with DOJ and the Monitoring Team, will develop a plan for training on the new disciplinary system policies for trial board members and other personnel involved in disciplinary proceedings. The training to be developed under this plan will be scenario-based and interactive.	BPD, DOJ, Monitoring Team	Development of Training Plan	Ongoing
341	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
342	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	Q1 2021

343	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	Q1 2021 – Q2 2021
344	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
345	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
346	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	Q2 2021
347	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	Q2 2021
348	402	Misconduct Investigations & Discipline	PIB and CRB Quarterly Reports	PIB and CRB will separately produce quarterly reports responsive to the requirements of paragraph 402. These reports will include data from the prior quarter (e.g., a draft report due March 30 will report and analyze data from the fourth quarter of the prior year (October 1 – December 31))	BPD, CRB	Submission of Quarterly Reports	Q1 2021 Q2 2021 Q3 2021 Q4 2021

349	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
350	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD will submit a Proposed Draft PIB/CRB Investigator Training Curriculum to CRB, DOJ and the Monitoring Team. BPD also will submit the proposed draft of curriculum to the Community Training Review Committee prior to publishing the initial draft for public comment.	BPD	Submission of Proposed Draft PIB/CRB Investigator Training Curriculum	Q1 2021
351	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
352	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
353	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

354	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD, CRB, DOJ, and the Monitoring Team consider additional changes to the Revised Draft PIB/CRB Investigator Training in light of the public feedback. BPD submits any revisions to DOJ and the Monitoring Team. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	BPD, CRB, DOJ	Submission and Approval or Disapproval of Revised Draft PIB/CRB Investigator Training Curriculum	Q1 2021
355	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	The Monitoring Team approves or disapproves the Final PIB/CRB Investigator Training Curriculum, explaining its rationale and justification with the Court. The determination will be based on the extent to which the training curriculum adequately complies with the requirements of the Consent Decree, incorporates feedback of DOJ and the Monitoring Team, and reflects the values and specific input of community and Department stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final PIB/CRB Investigator Training Curriculum	Q1 2021
356	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	Q1 2021 through Q2 2021
357	409-11, 412(a,c-f,i), 413	Misconduct Investigations & Discipline	PIB/CRB Training	BPD will implement the PIB/CRB Investigator Training Curriculum. Implementation will include (1) sufficient opportunity for instructors to be trained on the curriculum and to practice conducting the training, and (2) the opportunity for DOJ and the Monitoring Team to provide feedback to BPD and its instructors before the training commences. During the pendency of training, the Monitoring Team and DOJ will randomly audit training sessions to ensure that the training is sufficient in quality, quantity, scope, and type.	BPD, City, CRB, DOJ, Monitoring Team	Training Conducted	Q2 2021

358	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
-----	---------------------------	---	-------------------------	---	----------------	---	---------

359	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 Q1 2021
360	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

361	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
362	396–401, 403, 404	Misconduct Investigations & Discipline	Transparency	BPD will submit the Transparency Initiatives Plan to the Court.	BPD	Filing Transparency Initiatives Plan	Q2 2021
363	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
364	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

365	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
366	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
367	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
368	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

369	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	Q2 2021
370	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	Q2 & Q3 2021
371	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
372	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
373	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

374	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
375	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
376	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

377	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
378	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
379	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
380	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
381	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

382	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
383	415	Misconduct Investigations & Discipline	All-Personnel Misconduct Investigations & Discipline Policies Training	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. 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
384	415	Misconduct Investigations & Discipline	All-Personnel Misconduct Investigations & Discipline Policies Training	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. 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.	BPD, City	Filing of Memorandum to the Court re: Completion of All-Personnel Misconduct Investigations & Discipline Training	TBD 2022
385		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	Q3 2021

386	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	Q3 2021 through Q4 2021
387	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
388	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
389	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	Q3 2021
390	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	Q4 2021

391	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	Q4 2021
392	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
393	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

394	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
395	Misconduct Investigations & Discipline	Disciplinary Record Expungement and Retrieval Procedures	<p>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 to</i> the adoption of this procedure) under BPD's Brady-Giglio policy and otherwise as needed for criminal cases, post-conviction proceedings, and civil litigation.</p>	BPD	Submission of Draft Disciplinary Record Expungement and Retrieval Procedures	Q1 2021
396	Misconduct Investigations & Discipline	Disciplinary Record Expungement and Retrieval Procedures	<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 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.</p>	DOJ, Monitoring Team	Collaboration Period	Q1 2021

397		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	Q1 2021
398	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	Through Q2 2021
399	329–88, 459(n)	Misconduct Investigations & Discipline	PIB/CRB 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
400	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
401	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
402	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	Q2 2021

403	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
404	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
405	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
406	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
407	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 Q2 2021

408	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	Q2 2021
409	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
410	431-35	Staffing, Performance Evaluations, and Promotions	Performance Evaluations: Supervisor E-Learning	BPD will provide training to supervisors on the new Performance Evaluation policies, manual, and forms completed under the Third-Year Monitoring Plan. The timeline for development and delivery of the e-learning will be included in the Training Plan required under Paragraph 294.	BPD	Inclusion of Performance Evaluations Supervisor E-Learning in Training Plan	TBD
411	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
412	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

413	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
414	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
415	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
416	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

417	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
418	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
419	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	Q3 2021
420	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
421	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
422	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
423	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]

424	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]
425	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
426	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
427	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
428	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
429	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