

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

**UNITED STATES  
OF AMERICA,**

**Plaintiff,**

**v.**

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

**Defendants.**

\*

\*

\*

\*

\*

\*

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

**SUBMISSION OF THE MONITORING TEAM OF  
THE FIRST-YEAR MONITORING PLAN FOR APPROVAL**

Pursuant to paragraphs 461 through 463 of the Consent Decree entered in this matter, ECF No. 2-2 (as modified by ECF No. 39), and this Court’s previous order, ECF No. 83, the Monitoring Team for the Baltimore Police Department (“Monitoring Team”) hereby submits for approval its First-Year Monitoring Plan, attached as **Exhibit A** (“Plan”). The Plan is the culmination of substantial collaboration among the Baltimore Police Department (“BPD”), the City of Baltimore, the United States, and the Monitoring Team. It also reflects considerable input from residents and organizations from across Baltimore’s diverse communities.

The Plan sets aggressive but realistic goals, milestones and deadlines for complying with critical requirements of the Consent Decree, and establishes vital procedures for community participation in the compliance process. The overarching goal of the Plan is to ensure that the implementation of the Consent Decree promotes safe, effective, and constitutional policing—policing that fosters mutual trust and respect between BPD and the communities it serves.

Because the Plan reflects the views of all stakeholders about the priorities for Consent Decree implementation in Year One, the Monitoring Team, with the concurrence of the Parties, respectfully requests that the Court approve it.

## **I. OVERVIEW OF THE PLAN**

The Plan provides a timetable for implementing certain Consent Decree requirements during the upcoming year. Informed by the Monitoring Team's experience with overseeing other police reform efforts and our sense of what is unique about Baltimore and BPD, the Plan furnishes a road map for ensuring that (1) BPD and the City make swift progress in adopting lasting, sustainable reform and (2) 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 Plan does not take the place of the Consent Decree. Indeed, nothing in the Plan by itself changes any of the requirements of the Consent Decree. Instead, the Plan provides a structure and framework for ensuring compliance with the Consent Decree's existing requirements.

The Plan contains two parts: (1) the Monitoring Plan for the first year and (2) an Overview of Subsequent Years. The Monitoring Plan identifies the obligations of BPD, the City, DOJ, and the Monitoring Team for the first year of monitoring, which will run from the date of approval of the Plan in mid-February 2018 through mid-February 2019. The Monitoring 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 believes ought to be prioritized, and can be achieved, by February 2019. These requirements include establishing policies, developing training curricula, and making systemic assessments, all of which are aimed at ensuring effective, safe, constitutional policing. The Monitoring Plan thus lays the

groundwork for making tangible improvements in BPD operations and performance, including positive changes in the ways BPD officers interact with civilians.

The Monitoring 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. *See* ECF No. 2-2 ¶¶ 446–47. The Monitoring Team, in collaboration with the Parties and with public input, will provide the plan for the second year in late 2018, with plans developed and provided to the Court on an annual basis thereafter.

As its name indicates, the Overview of Subsequent Years contains an overview of the plan for meeting Consent Decree requirements that are either not prioritized or not realistically achievable in the first year. Unlike the Monitoring Plan, and as the Consent Decree requires, *see* ECF No. 2-2 ¶ 461(a) (requiring a “general schedule” for work beyond the first year), the Overview of Subsequent Years provides a general timetable—not specific deadlines—for achieving the Consent Decree’s goals. It is a rough timeline, subject to refinement as work progresses.

## **II. PROCESS FOR DEVELOPING THE PLAN**

Shortly after appointment by the Court, ECF No. 68, the Monitoring Team commenced an intensive, initial community outreach initiative. In correspondence with residents and organizations, in informal meetings, and at forums held in November and December 2017 at Mervo High School, Douglass High School, Dunbar High School, and Harford Heights Elementary School, the Monitoring Team heard the views of a number of community members about what they believe are the most urgent priorities under the Consent Decree and how they think the community should be involved in the Consent Decree process. That initial outreach affirmed the Monitoring Team’s belief that community members, including police officers, needed

an opportunity to review and comment on a written draft of the First-Year Monitoring Plan before submission to the Court.

During the same period, the Monitoring Team learned a good deal about BPD and how it currently functions. In meetings, on ride-alongs, and in preliminary focus group sessions, the Monitoring Team has also spent time with BPD command staff, supervisors, union leadership, and rank-and-file officers to obtain their views about the measures BPD already has adopted attempting to achieve reform, the Consent Decree requirements that are achievable in the short term, BPD's long-term needs for satisfying other Consent Decree requirements, and the challenges BPD officers face as they seek to protect communities afflicted by violent crime. In addition, the Monitoring Team reviewed a substantial number of BPD documents, including existing policies and training curricula, to gauge what BPD is doing and intends to do to comply with the Consent Decree.

Using the Consent Decree as the guide, and relying on the experiences of a number of Monitoring Team members who monitor other consent decrees and oversee other police reform efforts, the Monitoring Team considered all of this information and drafted a plan that attempted to account for what BPD should do, and what it is capable of doing, in the first year of monitoring. As the Consent Decree requires, the Monitoring Team then consulted with BPD, the City, and DOJ to obtain their feedback on a preliminary draft of the Plan, made adjustments where appropriate, and rejected other proposed changes.

The result was a Draft First-Year Monitoring Plan that, as the Court had ordered in response to the Monitoring Team's request, ECF No. 74 at 1, the Monitoring Team made available for public comment on January 8, 2018. In the ensuing weeks, the Monitoring Team and the Parties received substantial community feedback. The feedback included responses from Baltimore

residents, BPD officer and community organizations to the Monitoring Team's online survey form; oral comments made by community stakeholders who requested meetings with the Monitoring Team; and detailed letters from community organizations. All public comments received by the Monitoring Team are included in **Attachment B**.

The comment period lasted for nearly a month, through February 3, 2018. *See* ECF No. 83 at 1. When the comment period concluded, the Monitoring Team and the Parties considered and distilled all of the comments, discussed them at length and, following those discussions, made various modifications to the draft Plan.

### **III. COMMUNITY FEEDBACK AND MONITORING TEAM RESPONSE**

The thoughtful, in-depth community feedback the Monitoring Team received on the draft Plan is an encouraging sign that community members are committed to participating in the reform process as the implementation of the Consent Decree gets underway. Although the Monitoring Team necessarily cannot inventory every individual comment that it received, we summarize many of the recurring comments and explain how they are now reflected in the final proposed Plan in **Attachment A**.

#### **A. Changes Made in Response to Community Feedback**

The final proposed Plan in **Attachment A** incorporates a number of changes that the Monitoring Team and the Parties made in response to specific community member comments. These changes include the following:

- **Explaining the Monitoring Team's ongoing review of stops, searches and arrests, use of force incidents, and internal affairs misconduct investigations.**
- Several commenters expected to see provisions indicating that the Monitoring Team would not simply be reviewing and assisting with new policies and training

programs in the first year, but also would be engaged in assessing BPD's performance—*e.g.*, reviewing documentary evidence and body-worn camera footage from stop/search encounters, use of force incidents, and internal investigation files. Because performing such reviews is naturally part of the ongoing work of the Monitoring Team, the final proposed Plan makes explicit that, in the areas of Stops/Searches/Arrests, Use of Force, and Misconduct Investigations and Discipline, the Monitoring Team will review documentary evidence and body-worn camera footage for two purposes during the first year: (i) understanding and evaluating existing BPD practices; and (ii) developing required outcome assessment measures for future use. As the proposed Plan emphasizes, the Monitoring Team's role in conducting these evidentiary reviews is not to independently investigate BPD officer conduct; rather, it is to identify and report on current practices and trends, develop ways of measuring BPD's performance, and ultimately gauge whether BPD is complying with the terms of the Consent Decree.

- **Posting a monthly calendar of events on the Monitoring Team's website and establishing office hours:** Certain commenters suggested that the Monitoring Team (i) include a calendar of key dates on its website, including key deadlines under the Plan and dates for court hearings, public forums that the Monitoring Team will host, and community meetings that Monitoring Team members will attend, and (ii) establish and post on its website a schedule of variable office hours that includes times both during and after the work day. The proposed Plan makes explicit and

clarifies that the Monitoring Team has been planning to do both of these things. They are now concrete deliverables in the proposed Plan.

- **Identifying training on cultural competency and cross-cultural communication as part of bias-free policing training.** Some community members believe that cultural competency and cross-cultural communication training should be featured as a component of any bias-free policing training curriculum. BPD already had plans to include such training in its revised bias-free policing training curriculum. There is now an explicit reference to it in the proposed Plan.
- **Involving community members in the development of the required community survey.** Several commenters urged a clearer role for community feedback in the selection of a vendor to conduct the annual, methodologically rigorous community survey required under the Consent Decree. The proposed Plan outlines a Request for Proposals process in which community members will be able to review initial vendor proposals, provide comments, submit supplementary questions, and review and comment on vendor responses.<sup>1</sup> In response to certain comments, the Monitoring Team also notes that, although the Plan is not the vehicle for identifying specific survey methodologies, the Monitoring Team anticipates that, together with

---

<sup>1</sup> At least one commenter recommended that the Monitoring Team obtain public comment on a draft of a Request for Applications (RFA) for the community survey vendor before issuing the RFA. Because permitting prospective applicants to attempt to shape the RFA to favor their own applications could jeopardize the integrity of the application process, the Monitoring Team plans to use the above-described public comment procedure, instead of a draft RFA public comment procedure.

the selected vendor, it will conduct outreach and obtain community stakeholder input on the methodologies that will be used for the survey.

- **Extending the deadlines for the required Youth-Criminal Justice Interactions Assessment to better accommodate the school calendar and maximize youth involvement.** The draft Monitoring Plan included deadlines for the BPD-youth interactions assessment that would have required substantial work over the summer, when school is out of session and involving youth in the assessment process would be more difficult. Consequently, the proposed Plan extends the deadline for this vital assessment to the end of the year. Correspondingly, the assessment of BPD's relationship with the Baltimore Schools Police—an independent agency over which BPD has no authority—will remain in Year Two. Although several community organizations recommended moving this assessment to Year One, the Monitoring Team and the Parties continue to believe it is better suited for Year Two, as it is likely to be informed by the results of the BPD-youth interactions assessment.
- **Clarifying the duration of the required public comment period for the Community Oversight Task Force report.** Based on the joint stipulation filed by the Parties, *see* ECF No. 85, which is subject to Court approval, the proposed Plan expressly provides for a 30-day public comment period on the required Community Oversight Task Force (“COTF”) report, and another 30-day period for COTF to consider the comments received, before COTF releases a final report.
- **Clarifying and augmenting the process for selecting the Monitoring Team's neighborhood liaisons.** Several community members wanted the ability to



participate, in some form, in the process of selecting the Monitor's neighborhood liaisons. The proposed Plan includes a public comment period for a draft request for applications for those neighborhood liaisons. The public comment period on the draft RFA begins today.<sup>2</sup> The Monitoring Team also will provide a means for community stakeholders to express their views on applicants for the neighborhood liaison positions.

- **Expediting the deadline for the Monitoring Team's baseline qualitative analysis of BPD's internal investigations system.** Given the focus of many community members on officer misconduct investigations and accountability, the Monitoring Team advanced the timeline for conducting its structured analysis of BPD's internal investigations system, which will be designed to obtain baseline outcome assessment measures.
- **Expediting the deadline for approval of BPD's Crisis Intervention Team (CIT) Coordinator and extending the deadline for finalizing composition of the Collaborative Planning and Implementation Committee (CPIC).** In response

---

<sup>2</sup> There also appeared to be some confusion about the budget for the neighborhood liaisons. The proposed budget will be explained and filed with the Court in a separate submission next week. In short, in its draft first-year budget, the Monitoring Team proposed committing \$50,000 to the neighborhood liaisons. The Monitoring Team will also seek outside funding for the neighborhood liaisons. If we are able to obtain sufficient outside funding, we will use that funding to compensate the liaisons and will allocate the budgeted \$50,000 to the monitoring work of subject matter experts. If the Monitoring Team is unable to obtain outside funding for the neighborhood liaisons, we will use the budgeted \$50,000 to compensate them. Separately, Baltimore Community Mediation Center ("BCMC") is budgeted to earn up to \$100,000 for its community engagement work during the first year. If, however, the neighborhood liaisons are ultimately funded out of the Monitoring Team's own budget, BCMC will earn up to a total of \$150,000—up to \$100,000 for BCMC staff who perform community engagement work for the Monitoring Team (Shantay Guy and Darnyle Wharton) and up to \$50,000 for the community liaisons, as the community liaisons will contract with, and be compensated through, BCMC.

to recommendations, the Monitoring Team has advanced the deadline for approving the CIT coordinator and has made clear that the expansion of CPIC's membership to include all pertinent community stakeholders is an ongoing process and will not be concluded upon Monitoring Team approval of the initial expansion by the end of April 2018.

- **Posting invoices to the Monitoring Team's website.** Some commenters asked the Monitoring Team to post our monthly invoices to our website. The Monitoring Team has been posting, and will continue to post, invoices on the website at <https://www.bpdmonitor.com/monthly-statements>.

#### **B. Response to Other Comments**

The Monitoring Team and the Parties reflected on and discussed additional salient comments that warrant a response.

First, community members raised questions about how various aspects of the Plan would proceed. For example, what specific methodologies will the Monitoring Team actually use to assess outcomes? What considerations will be taken into account when completing the required assessment to identify gaps in the City's behavioral health services system? What methodologies will be used in the annual community surveys and how can community members or organizations contribute? A number of comments suggested that the Plan was not as comprehensive as it could be because it did not answer these types of questions.

The Plan is just that: a plan. It cannot, and is not intended to, address and resolve every substantive issue regarding implementation. Instead, it provides a detailed framework for more in-depth consideration of a number of implementation issues. One reason the Plan establishes clear processes for community participation is to ensure that this more in-depth consideration of

implementation issues includes as many stakeholders as possible. The Plan tees up work on a host of difficult questions, but it does not, by itself, resolve all of them. That will be the work of the first year, and subsequent years, of the Consent Decree.

Second, some community members wanted to see shorter timelines for issuing final policies and establishing revised training curricula. The Monitoring Team and the Parties understand—and share—the desire to implement the changes that the Consent Decree requires as rapidly as possible. At the same time, the Consent Decree is committed to stakeholder collaboration and community involvement in the development of new policies, new training, and new approaches to policing in Baltimore. Police officers, Baltimore residents and community organizations all deserve a meaningful opportunity to provide front-end input on proposed policies and training regimes, and the Monitoring Team and the Parties likewise need the opportunity to consider that input. This type of process takes time—especially given the vital importance of clear, well-developed policies and training curricula to promoting constitutional policing. The experience of other cities under consent decrees shows that building in a reasonable amount of time for stakeholder collaboration and community participation yields substantial dividends in the effectiveness and sustainability of reform efforts. The Monitoring Team concludes that the timelines in the proposed Plan are aggressive and achievable and, at the same time, provide the necessary opportunities for the involvement of diverse stakeholders.

Third, several commenters expressed concern that the Monitoring Team will be obtaining meaningful input only from BPD officers, not from community members, and that the input we receive from BPD officers will not be publicly available. The Monitoring Team intends to obtain meaningful input from community members and BPD officers alike. The very purpose of including a community liaison on the Monitoring Team and hiring neighborhood liaisons is to

obtain feedback from community members on BPD's performance—not just in periodic large community forums, but in smaller, more intimate community and one-on-one meetings on a consistent, ongoing basis. Moreover, input from BPD officers will be made public. In precisely the same way that community member feedback on BPD performance will be reflected in the Monitoring Team's public reports and survey results, the feedback the Monitoring Team receives from officers also will be reflected in those reports and results.

#### **IV. FEATURES OF THE FINAL PROPOSED PLAN**

##### **A. First-Year Objectives**

Not every Consent Decree requirement can be or will be addressed, much less met, in the first year. Full Consent Decree compliance cannot be achieved all at once. Instead, it will be achieved by taking incremental steps toward implementation milestones. 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.

Under the Plan, there is a logical progression for achieving sustainable reform in each area of the Consent Decree. BPD first must establish revised *policies* in each area. Then it must develop and conduct *training* on those revised policies. Only after officers have been trained on new policies and have worked under them for a meaningful period can the Monitoring Team comprehensively assess whether, across a material amount of time or number of events, new policies are actually resulting in the real-world changes that the Consent Decreed requires. Because it covers just the first year, the Plan naturally focuses on the front-end of the reform process: policy revision and, where achievable within the first twelve months, training curriculum revision. The specific areas of focus for policy revision and training in the first year include: use of force; transportation of persons in custody; stops, searches, arrests and voluntary interactions;

impartial policing; misconduct investigations and discipline; First Amendment-protected activities; and sexual assault investigations. The Plan focuses on these areas because (1) community members have identified them as priorities; (2) DOJ focused on them in its findings, which led to the Consent Decree; (3) they are achievable in the first year; and (4) BPD, the City and DOJ have agreed they are ripe for early focus.

The Plan targets a number of specific milestones in the first year. For instance, by the end of 2018, the Plan requires BPD to have an updated, Consent Decree-compliant use of force policy and to complete the development of an integrated, scenario-based training on use of force so that officers will begin to receive training on the new training curriculum in early 2019. Likewise, by the end of 2018, the Plan requires BPD's Office of Professional Responsibility to have new policies and manuals regarding the intake, classification, and investigation of complaints. In numerous other areas, from officer wellness and supervision to First-Amendment-protected activities and the transportation of detained individuals, the Plan requires BPD to achieve major policy implementation milestones within the next year.

Notwithstanding the necessary focus on policies and training in the first year, the Plan requires much more. BPD and the City are, for instance, required to install proper equipment in BPD vehicles and perform foundational studies to determine what BPD and the City need in critical areas like technology, staffing, and services to individuals with behavioral health disabilities. The Monitoring Plan also focuses on community policing and engagement. It requires BPD to formulate a robust community engagement and policing plan, which is essential to achieving the Consent Decree's goal of building a relationship of trust between BPD and the communities it serves.

Although the primary purpose of the Plan is to structure the progress BPD is expected to make toward reform, the Plan also keeps the Parties and the Monitoring Team accountable to the Court and to City residents for achieving established milestones. The Plan enables the Court and community stakeholders to identify whether compliance is proceeding on time. The Plan thus ensures that the Parties and the Monitoring Team ultimately do as they say they will.

**B. Assessing Progress and Ensuring Accountability in the First Year**

For each “deliverable” BPD must achieve under the Plan, the Monitoring Team will conduct a *compliance review* to determine whether it satisfies the requirements of the Consent Decree. In these reviews, the Monitoring Team will evaluate whether BPD and the City are, in fact, doing what is required under the Consent Decree. For instance, the Monitoring Team will review whether proposed policies on use of force, search and seizure, and officer misconduct investigations adhere to the letter and spirit of the Consent Decree.

The general focus on policies and training development in the first year does not mean that the Monitoring Team will not examine the conduct of BPD officers on the street, or determine how to measure whether BPD is making tangible improvements in its performance, which is the ultimate goal of the Consent Decree. As explained above, the Monitoring Team will conduct preliminary assessments of BPD performance in certain key areas—stops/searches/arrests and impartial policing; use of force; and misconduct investigations. Also, as the Plan indicates, the Monitoring Team will work with BPD and DOJ, as the Consent Decree requires, to develop methodologies for determining whether BPD officers are engaged in constitutional policing and whether BPD, including its internal accountability mechanisms and data collection systems, are functioning in a way that promotes that goal. These *outcome assessments* are qualitative and/or quantitative assessments designed to measure whether the reforms BPD makes actually result in

safe, effective, and constitutional policing. Consistent with the Consent Decree's requirements in this regard, *see* ECF No. ¶¶ 461(c)–(g), the Plan obligates the Parties and Monitoring Team to establish a specific schedule for conducting formalized outcome assessments and to submit that schedule to the Court.

### **C. Mechanisms for Community Participation and Engagement**

The Parties have recognized that if policing in Baltimore is to be “responsive to community priorities,” the community must have a direct, ongoing role in the reforms that the Consent Decree requires. ECF No. 2-2 ¶ 1. The Court has similarly emphasized the importance of “ensur[ing] that the community’s voice is heard throughout the implementation of the Consent Decree.” ECF No. 68 at 11. The Consent Decree itself requires that the Plan “[e]stablish a method of communicating with the public and receiving public input” throughout the implementation process. ECF No. 2-2 ¶ 461(i).

Consistent with these objectives, the final proposed Plan provides a specific two-step process for involving community members in the implementation of policy and training reforms under the Consent Decree. First, for each policy or training program to be developed, the Plan gives community members a chance to provide their views up front, before a draft has been finalized, in order to influence the content of the draft. The Plan identifies each of these up front feedback opportunities as an “Initial Comment Period.” During the Initial Comment Period, the Parties and the Monitoring Team will hear the views, concerns and experiences of community members, including police officers, relating to the pertinent policy or training program, and then those views, concerns, and experienced will be synthesized into a written document for review by the public, the Parties and the Monitoring Team during a “Collaboration Period.” In the

Collaboration Period, BPD will consider the public comments and work actively with DOJ and the Monitoring Team to craft a final draft of the policy or training program.

Once the draft is finalized, community members will be given a second opportunity for comment. BPD will post the proposed policy or training program to its website and provide affirmative, intensive opportunities for the public, including BPD officers, to review. This “Comment Period” allows community members to gauge for themselves whether the final draft accounts for the concerns they expressed during the Initial Comment Period. Following the Comment Period, BPD will consider whether any further revisions are appropriate in response to the community’s feedback, and either re-commence collaboration with the Parties to make further refinements or provide the final draft to DOJ and Monitor for review and approval.

The Plan also outlines the Monitoring Team’s own engagement with the community. Consistent with the input received from community stakeholders in meetings and at the community forums held in November and December 2017, the Monitoring Team will be expanding our community engagement team. Within the first several months of 2018, the Team will select and hire, through an application process, neighborhood liaisons in each of Baltimore’s nine police districts. The purpose of this expansion is to provide Baltimoreans access to the Monitoring Team that is both localized and familiar. Through the existing ties they have with residents in their communities, the neighborhood liaisons will serve as the Team’s initial points of contact for information and opinions about the performance and conduct of BPD officers, which the Monitoring Team will need to fully assess BPD’s compliance with the Consent Decree.

The Plan further identifies how the Monitoring Team will communicate with community members, including a physical office, a telephone number, a website, and presence on social media. Twice in the first year (and every year), the Monitoring Team will publish detailed reports



on BPD's progress toward satisfying the Consent Decree's requirements. Four times during the first year, on dates in April, July and October 2018 and January 2019, the Monitoring Team will hold community meetings in different areas of the City, which will be followed by formal presentations to the Court regarding BPD's progress (on April 13, July 26 and October 9, 2018, and January 10, 2019). The Team will also conduct a comprehensive community survey that will gauge community views, including officers' views, about BPD performance and BPD needs. Finally, The Team will continue to meet informally with community members to discuss our work—with small groups, as we seek and receive invitations to attend meetings of community organizations, and with individual stakeholders.

#### **IV. ADDITIONAL ELEMENTS OF THE PLAN**

##### **A. Required Protocols for Communication with BPD and the Parties**

The Plan implicitly establishes a protocol for Monitoring Team communications with BPD, the City, and DOJ, as the Consent Decree requires. *See* ECF No. 2-2 ¶ 461(h). For each deliverable in the Plan, there is a prescribed give-and-take involving the Monitoring Team and the Parties. In addition, while the Monitoring Team may communicate with only one Party to facilitate compliance logistics and administration as needed, the Monitoring Team and the parties agree that the compliance process is a collaborative one, so for any meetings, telephone calls or electronic communications that address how BPD is expected to achieve compliance, the Monitoring Team will include all parties.

##### **B. Roles and Responsibilities of Monitoring Team Members**

The Monitoring Team responsible for assessing BPD's compliance with the Consent Decree—and for creating a monitoring plan to facilitate that assessment—includes specialists in

policing and police reform, civil rights enforcement, psychology, social science, organizational change, data and technology, and community engagement.

The leadership of the Monitoring Team includes Kenneth Thompson, the Monitor; Charles Ramsey, Principal Deputy Monitor; Seth Rosenthal, Deputy Monitor; Theron Bowman, Deputy Monitor; and Hassan Aden, Deputy Monitor. Mr. Thompson oversees the entire project and is the final decision-maker for the Team. Mr. Ramsey assists Mr. Thompson in his general oversight role. So does Mr. Rosenthal, who is also the principal drafter of the Team's public reports, manages the bulk of the Team's administration, and oversees Team responsibilities in the areas of community engagement and First Amendment-protected activities. Mr. Bowman and Mr. Aden are also responsible for directly overseeing Team responsibilities in certain areas. Mr. Bowman manages Team responsibilities for community policing, stop/search/arrest, impartial policing, interactions with people with behavioral health disabilities and in crisis, sexual assault investigations, recruitment, and technology. Mr. Aden manages Team responsibilities for use of force, transportation of persons in custody, interactions with youth, coordination with school police, misconduct/discipline, supervision-policies, supervision-training, supervision and early intervention systems, staffing and promotions, and officer assistance and support.

Other team members include Matthew Barge, Kevin Bethel, Jessica Drake, Dr. Randy Dupont, Terry Gainer, Maggie Goodrich, Shantay Guy/Baltimore Community Mediation Center, Rachel Harmon, Nola Joyce, Tracey Meares, Robert McNeilly, Kathleen O'Toole, Stephen Parker, Dr. Ellen Scrivner, Sean Smoot, Dr. Ralph Taylor, George Turner, and Roberto Villasenor.

The biographies of each Monitoring Team member are at <https://www.bpdmonitor.com/about/>.

As paragraph 461(g) of the Consent Decree requires, the roles of each Monitoring Team member are set forth in the following chart:

	<b>Team Lead</b>	<b>Other Team Members Assigned</b>
<b>Community Engagement</b>	Chuck Ramsey Seth Rosenthal	Shantay Guy (primary liaison) Jessica Drake Hassan Aden
<b>Community Policing</b>	Chuck Ramsey	Kevin Bethel Nola Joyce Terry Gainer Ellen Scrivner George Turner
<b>Stops, Searches, Arrests, and Voluntary Police-Community Interactions</b>	Theron Bowman	Steve Parker Tracey Meares Ralph Taylor
<b>Impartial Policing</b>	Tracey Meares	Theron Bowman Seth Rosenthal
<b>Responding To and Interacting with People with Behavioral Health Disabilities or in Crisis</b>	Randy Dupont	Roberto Villasenor
<b>Use of Force</b>	Roberto Villasenor	Steve Parker Rachel Harmon Ralph Taylor
<b>Interactions with Youth</b>	Kevin Bethel	Roberto Villasenor
<b>Transportation of Persons in Custody</b>	Roberto Villasenor	Kevin Bethel Terry Gainer
<b>First Amendment Protected Activities</b>	Chuck Ramsey	Seth Rosenthal Rachel Harmon
<b>Handling of Reports of Sexual Assault</b>	Nola Joyce	George Turner Rachel Harmon
<b>Technology</b>	Maggie Goodrich	Theron Bowman
<b>Supervision – Policies</b>	Theron Bowman	Hassan Aden Kathleen O'Toole
<b>Supervision – Training</b>	Hassan Aden	Theron Bowman Kathleen O'Toole
<b>Supervision – Early Intervention System</b>	Maggie Goodrich	Bob McNeilly George Turner Sean Smoot
<b>Misconduct Investigations and Discipline</b>	Hassan Aden	Steve Parker Matthew Barge Bob McNeilly Sean Smoot

<b>Coordination with Baltimore City School Police Force</b>	Kevin Bethel	Roberto Villasenor
<b>Recruitment, Hiring, and Retention</b>	Theron Bowman Sean Smoot	
<b>Staffing, Performance Evaluations, and Promotions</b>	Nola Joyce	Sean Smoot
<b>Officer Assistance and Support</b>	Sean Smoot	Roberto Villasenor

### C. Document Retention Protocols

The Consent Decree calls for the Monitoring Plan to “[s]pecify any documents that must be preserved pursuant to the Agreement beyond the requirements of applicable retention policies.” ECF No. 2-2 ¶ 461(j). The Parties and Monitoring Team have engaged in productive discussions regarding what documents should be retained, and for how long, to ensure that compliance can be meaningfully assessed over time. In the coming weeks, the Monitoring Team and the Parties likely will finalize a detailed protocol.

### V. CONCLUSION

For the foregoing reasons, the Monitoring Team, with the Parties’ concurrence, requests that the Court approve the First-Year Monitoring Plan.

A proposed Order is attached.

Respectfully submitted,

/s/

Kenneth Thompson, Monitor  
Seth Rosenthal, Deputy Monitor  
VENABLE LLP  
750 E. Pratt Street  
Baltimore, MD 21202  
[Ken.thompson@bpdmonitor.com](mailto:Ken.thompson@bpdmonitor.com)  
[Seth.Rosenthal@bpdmonitor.com](mailto:Seth.Rosenthal@bpdmonitor.com)  
(410) 244-7400

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

**UNITED STATES  
OF AMERICA,**

**Plaintiff,**

**v.**

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

**Defendants,**

\*

\*

\*

\*

\*

\*

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

**ORDER**

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

DATED this \_\_\_\_ day of February, 2018.

BY THE COURT:

---

James K. Bedar  
United States District Judge

**CERTIFICATE OF SERVICE**

I hereby certify that on February 9, 2018, copies of the foregoing Submission of the Monitoring Team of the First-Year Monitoring Plan for Approval were served via the Court's ECF system upon all counsel of record.

\_\_\_\_\_/s/\_\_\_\_\_  
Seth Rosenthal





BPD  
Monitoring  
Team

## First-Year Monitoring Plan

Amended February 16, 2018

Row							
1	<b>First-Year Monitoring Plan</b>						
2	<p><u>General Notes:</u></p> <p>For all deadlines established below, the Monitor and 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 Monitor, United States, 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 fourteen (14) calendar days without receiving formal approval of the Court for an extension of the deadline. No deadline may be extended by more than fourteen (14) calendar days without approval of the Court. If any or all of this 14-day period is used, the Monitor 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 issued with the Court, none of the Parties, the Court, or the public should interpret changes in deadlines to reflect problems in implementation or a lack of progress. Instead, all should understand that, for progress to be comprehensive and enduring, it may be necessary to take more time initially to refine policies, procedures, or training so that progress, ultimately, is faster, more effective, and more efficient.</p>						
3	<p>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. "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 and/or non-holiday day.</p>						
4	Consent Decree Paragraphs	Area	Sub-Area	Milestone	Responsible Stakeholder(s)	Deliverable	Deadline
5	6, 19-21	Community Engagement	General	As required by the Consent Decree, direct community participation and involvement in police reform will be an overriding objective and goal throughout work under the First-Year Monitoring Plan. In addition to specific periods of community feedback and engagement provided for elsewhere in this plan, during the initial 30 to 45 days of work on any specifically-designated "sub-area" of the Monitoring Plan, the Monitoring Team, potentially in partnership with the Parties and BPD, will conduct an affirmative and focused community engagement effort to identify issues, feedback, concerns, experiences, values, and histories of Baltimore's diverse communities – including BPD officers – regarding the subject matter at hand. The nature 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.	BPD, City, DOJ, Monitoring Team	Ongoing Community Engagement	Ongoing



6	6, 19-21	Community Engagement	General	To facilitate community engagement, the Monitoring Team will select between one and three neighborhood liaisons in each BPD district. These liaisons will serve as access points to the Monitoring Team. The Monitoring Team will publish a draft request for applications for public comment to solicit additional community input on the proper criteria used to assess neighborhood liaison applications.	Monitoring Team	Draft Request for Applications Issued for Public Comment	09-Feb-18
7	6, 91-21	Community Engagement	General	The Monitoring Team will ensure a public comment period on draft request for applications for neighborhood liaisons.	Monitoring Team	Public Comment Period on Draft Request for Applications	09-Feb-18 - 16-Feb-18
8	6, 19-21	Community Engagement	General	The Monitoring Team will issue a request for applications for neighborhood liaisons.	Monitoring Team	Final Request for Applications Issued	19-Feb-18
9	6, 19-21	Community Engagement	General	The Monitoring Team will receive applications from throughout the Baltimore City community.	Monitoring Team	Deadline for Submission of Applications	16-Mar-18
10	6, 19-21	Community Engagement	General	The Monitoring Team will select the liaisons and will contact the liaisons and Parties.	Monitoring Team	Announcement of Neighborhood Liaisons	11-Apr-18
11	6, 19-21	Community Engagement	General	The Monitoring Team will establish a calendar on its website, bpdmonitor.com, of key deliverables under the First-Year Plan, court dates and meetings, and community meetings. It will update this calendar on an ongoing basis.	Monitoring Team	Calendar Established on Website	01-Mar-18
12	6, 19-21	Community Engagement	General	The Monitoring Team will establish a schedule and publish office hours at flexible times.	Monitoring Team	Office Hours Scheduled and Published	01-Mar-18

13	289	<b>Policies</b>	<b>General</b>	BPD will certify, and the Monitoring Team will independently verify that BPD is making all policies publicly available electronically on BPD's website. BPD will certify, and the Monitoring Team will independently verify that adequate, specific procedures are in place to ensure that each new or revised policy or procedure is published on the website promptly upon initial implementation. This certification will contain a schedule for subsequent verifications of compliance with paragraph 288.	BPD	Certification to Monitoring Team of Policy Availability on Public Website, Procedure for Updating	23-Feb-18
14	288	<b>Policies</b>	<b>General</b>	BPD will certify, and the Monitoring Team will independently verify, that all BPD officers and employees have access to a readily usable electronic format of all BPD policies. If all officers and employees do not have such access, BPD will provide a Policy Access Plan that provides specific milestones, deadlines, and responsible stakeholders for ensuring such access.	BPD	Certification of Policy Availability or Submission of Policy Access Plan	23-Feb-18
15	10–14	<b>Community Policing</b>	<b>Community Oversight Task Force</b>	To ensure compliance with paragraphs 10 to 14, the Monitoring Team shall have at least monthly communications with the Community Oversight Task Force ("COTF").	Monitoring Team, COTF	Monthly Conference Calls	Ongoing
16	10-14	<b>Community Policing</b>	<b>Community Oversight Task Force</b>	The Community Oversight Task Force will "present a public report with its recommendations," with the City "post[ing] any COTF report on its website and invit[ing] public comment."	COTF	Public Report Posted for Public Comment	30-June-18 through 30-Jul-18
17	10-14	<b>Community Policing</b>	<b>Community Oversight Task Force</b>	The Final Report of the COTF will be published and made available to the public.	COTF	Final Report Released	30-Aug-18
18	1–3, 15	<b>Community Policing</b>	<b>Mission</b>	BPD, the Parties, and the Monitoring Team will actively solicit public comment on issues relating to the mission statement. Stakeholders will synthesize public input into a written document for stakeholder and public review during the Collaboration Period.	City, DOJ, Monitoring Team	Initial Comment Period	07-Feb-18 through 13-Mar-18

19	1–3, 15	Community Policing	Mission	BPD will submit a first draft of a mission statement that "reflects its commitment to community-oriented policing" and the objectives of the Consent Decree.	BPD	Submission of Draft Mission Statement	14-Feb-18
20	1–3, 15	Community Policing	Mission	BPD will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Draft Mission Statement as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	16-Feb-18 through 13-Mar-18
21	1–3, 15	Community Policing	Mission	BPD will submit a Proposed Final Mission Statement.	BPD	Submission of Proposed Final Mission Statement	22-Mar-18
22	1–3, 15	Community Policing	Mission	BPD will post the Final Mission Statement on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Final Mission Statement.	BPD	Comment Period	21-Mar-18 through 21-Apr-18
23	1–3, 15	Community Policing	Mission	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Consideration of Comment Period Feedback	21-Apr-18 through 21-May-18
24	1–3, 16	Community Policing	Mission	BPD will submit a Final Mission Statement.	BPD	Submission of Final Mission Statement	11-May-18
25	1–3, 15	Community Policing	Mission	The Parties review the Final Mission Statement. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Mission Statement	25-May-18
26	1–3, 15	Community Policing	Mission	The Monitoring Team will approve or disapprove of the Proposed Final Mission Statement, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Mission Statement	11-Jun-18

27	15-20, 25	Community Policing	General	BPD will submit a first draft plan for ensuring the specific community policing and engagement mechanisms outlined in paragraphs 19 through 21 of the Consent Decree (the "Draft Community Policing Plan"). The Plan should include specific information about particular milestones, sub-deadlines, responsible actors or stakeholders for coordination and implementation, and mechanisms for measuring success or compliance. It should also include concrete performance indicators, which will then inform required status reports.	BPD	Submission of Draft Community Policing Plan	10-Sep-18
28	15-20, 25	Community Policing	General	BPD, the Parties, and the Monitoring Team will actively solicit public comment on issues relating to BPD community policing and engagement. Stakeholders will synthesize public input into a written document for stakeholder and public review during the Collaboration Period.	City, DOJ, Monitoring Team	Initial Comment Period	01-Sep-18 through 30-Oct-18
29	15-20, 25	Community Policing	General	BPD will work with the Parties and Monitoring Team to address the submitted initial feedback by all stakeholders (Parties, community (including officers)) during the Collaboration Period. BPD will produce subsequent iterations of the Draft Community Policing Plan as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations of the Community Policing Plan.	BPD, City, DOJ, Monitoring Team	Collaboration Period	10-Sep-18 through 30-Nov-18
30	15-20, 25	Community Policing	General	BPD will submit a Proposed Final Community Policing Plan.	BPD	Submission of Final Community Policing Plan to Parties, Monitoring Team	17-Dec-18
31	15-20, 25	Community Policing	General	BPD will post the Proposed Final Community Policing Plan on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Final policies.	Monitoring Team	Comment Period	17-Dec-18 through 18-Jan-19
32	15-20, 25	Community Policing	General	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit a Final Community Policing Plan or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD, City, CPC, Department of Justice	Submission of Final Community Policing Plan	30-Jan-19

33	15-20, 25	Community Policing	General	The Parties review the Final Community Policing Plan. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Community Policing Plan	15-Feb-19
34	15-20, 25	Community Policing	General	The Monitoring Team will approve or disapprove of the Final Community Policing Plan, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Community Policing Plan	01-Mar-19
35	15-20, 25	Community Policing	General	BPD will implement the approved Community Policing Plan per its terms, with the Monitoring Team providing technical assistance. BPD and the Parties will meet periodically to discuss the status of implementation.	BPD, City, DOJ, Monitoring Team	Implementation of Community Policing Plan & Periodic Implementation Status Updates	Beginning 15-Mar-19
36	22	Community Engagement	Assessments: BPD Community Policing Report	BPD will submit a Draft Community Policing Report that complies with the requirements of paragraph 22.	BPD	Submission of Draft Community Policing Report to Parties	12-Nov-18
37	22	Community Engagement	Assessments: BPD Community Policing Report	The Parties and Monitoring Team will review and provide feedback on the Draft Community Policing Report	City, DOJ, Monitoring Team	Submission of Feedback re: Draft Community Policing Report to BPD	03-Dec-18
38	22	Community Engagement	Assessments: BPD Community Policing Report	BPD will file with the Court and make public a Final Community Policing Report that incorporates the feedback and recommendations of the Parties, where appropriate.	BPD	Submission of Community Policing Report	24-Dec-18
39	23	Community Survey	General	The Monitoring Team will draft an RFP for an external vendor or vendors to conduct surveys and/or focus groups of (1) residents, (2) police personnel, and (3) custodial arrestees. The vendor(s) will be a sub-contractor of the Monitoring Team. The Monitoring Team will submit the draft RFP to the Parties for feedback and comment.	Monitoring Team	Submission of Draft Survey RFP	24-Mar-18
40	23	Community Survey	General	The Parties will provide feedback and comment on the draft RFP to the Monitoring Team.	City, DOJ	Submission of Feedback re: Draft Survey RFP	14-Apr-18

41	23	Community Survey	General	In consultation with the Parties and BPD, the Monitoring Team will issue an RFP for an external vendor or vendors to conduct surveys and/or focus groups of (1) residents, (2) police personnel, and (3) custodial arrestees. The vendor(s) will be a sub-contractor of the Monitoring Team. The Monitoring Team and ultimately selected vendor(s) will actively pursue opportunities to incorporate members of the community in the process and administration of the survey.	Monitoring Team	RFP Issued	28-Apr-18
42	23	Community Survey	General	Respondents will provide proposals to the Monitoring Team. The Monitoring Team will make these proposals available to the public.	Monitoring Team	RFP Responses Due	19-May-18
43	23	Community Survey	General	The Monitoring Team will actively solicit public comment on the RFP submissions. Community members and stakeholders will provide comments and any additional, follow-up questions that they would like to see RFP respondents answer.	Monitoring Team	Comment Period	20-May-18 through 04-Jun-18
44	23	Community Survey	General	RFP respondents will submit answers to the community questions that the Monitoring Team identifies in a supplemental RFP.	Monitoring Team	Supplemental RFP Containing Community Questions Issued	25-Jun-18
45	23	Community Survey	General	The Monitoring Team will select a final vendor or vendors will be selected pursuant to the RFP after considering public comments and receiving comments and feedback from the Parties and BPD. The Monitoring Team will notify the Parties and the public of the selected vendor(s).	Monitoring Team	Notification of Parties of Vendor(s) Selected	09-Jul-18
46	23	Community Survey	General	The selected vendor(s) and Monitoring Team will work with the Parties and BPD to design and facilitate the required surveys and/or focus groups. The vendor and the Monitoring Team will conduct outreach and obtain community stakeholder input on the Survey Methodology Plan. The vendor and Monitoring Team will submit a final Survey Methodology Plan to the Parties providing final details on survey design, methodology, approach, and timetable.	Monitoring Team	Survey Methodology Plan Provided to Parties	23-Aug-18
47	23-24	Community Survey	General	The surveys will be conducted and completed pursuant to the design, methodology, approach, and timetable outlined in the Survey Methodology Plan.	Monitoring Team	Surveys Conducted	15-Sep-18 through 30-Oct-18
48	23-24	Community Survey	General	A draft final report on the surveys will be provided to the Parties for comment and feedback.	Monitoring Team	Draft Survey Report Submitted	24-Nov-18

49	23-24	<b>Community Survey</b>	<b>General</b>	The Parties will provide comment and feedback on the draft survey report.	City, DOJ	Feedback re: Draft Survey Report Provided	15-Dec-18
50	23-24	<b>Community Survey</b>	<b>General</b>	A final report on the surveys will be provided to the Parties, BPD, and the Court and be publicly available on the Monitor's website.	Monitoring Team	Submission of Final Report on Survey Results	04-Jan-19
51	27-40, 43-44, 47-58, 60-66	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>General</b>	The Monitoring Team will review evidence regarding stops, searches and arrests, including written reports and body worn camera footage, for the purposes of (1) structuring the Decree-required outcome assessments, and (2) understanding and evaluating current practices. The Monitoring Team's role is not to independently investigate BPD officer conduct in performing stops, searches and arrests. Instead, the Monitoring Team's role is to examine stops, searches, and arrests in order to identify current practices and trends, develop outcome assessment measures, and ultimately to gauge BPD's compliance with the Consent Decree.	Monitoring Team	Monitoring of Stops, Searches, Arrests and Voluntary Police-Community Interactions	Ongoing
52	27-40, 43-44, 47-58, 60-66	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>Policy</b>	BPD will submit to the Parties and Monitoring Team its policies, including any "recently implemented revised policies" referenced in paragraph 29, on (1) voluntary contacts, (2) field interviews, (3) involuntary investigatory stops and detentions (non-vehicle), (4) vehicle stops, (5) searches, and (6) arrests (the "Policies re: Stops, Searches, Arrests, and Voluntary Police-Community Interactions") that it believes are compliant or relate to implementation of paragraphs 27 through 40, 43 through 44, 47 through 58, and 60 through 66 of the Consent Decree. It will include policies relating to supervisory response and review of the same. It will not include policies relating to the documentation or logging of information of such interactions.	BPD	Submission of Current/Recently Revised Policies on Stops, Searches, Arrests, and Voluntary Contacts	07-Apr-18
53	27-40, 43-44, 47-58, 60-67	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>Policy</b>	The Parties and the Monitoring Team will review and provide feedback on the submitted policies on stops, searches, arrests, and voluntary contacts. The Parties and Monitoring Team will provide initial feedback to BPD.	City, DOJ, Monitoring Team	Submission of Initial Feedback to BPD re: Draft Policies re: Stops, Searches, Arrests, and Voluntary Police-Community Interactions	28-Apr-18



54	27-40, 43-44, 47-58, 60-68	<b>Stops, Searches, Arrests and Voluntary Police- Community Interactions</b>	<b>Policy</b>	BPD, the Parties, and the Monitoring Team will actively solicit public comment on issues relating to stops, searches, arrests, and voluntary police-community interactions. Stakeholders will synthesize public input into a written document for stakeholder and public review during the Collaboration Period.	City, DOJ, Monitoring Team	Initial Comment Period	01-Apr-18 through 25- May-18
55	27-40, 43-44, 47-58, 60-68	<b>Stops, Searches, Arrests and Voluntary Police- Community Interactions</b>	<b>Policy</b>	BPD will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Policies re: Stops, Searches, Arrests, and Voluntary Police-Community Interactions as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	28-Apr-18 through 15- Jul-18
56	27-40, 43-44, 47-58, 60-69	<b>Stops, Searches, Arrests and Voluntary Police- Community Interactions</b>	<b>Policy</b>	BPD will submit Proposed Final Policies re: Stops, Searches, Arrests, and Voluntary Police-Community Interactions.	BPD	Submission of Approval or Disapproval of Final Policies on Stops, Searches, Arrests, and Voluntary Police- Community Interactions	30-Jul-18
57	27-40, 43-44, 47-58, 60-70	<b>Stops, Searches, Arrests and Voluntary Police- Community Interactions</b>	<b>Policy</b>	BPD, the Parties, and the Monitoring Team will post the Proposed Final Policies on Stops, Searches, Arrests, and Voluntary Police-Community Interactions on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Proposed Final policies.	BPD, City, DOJ, Monitoring Team	Comment Period	30-Jul-18 through 15- Sep-18
58	27-40, 43-44, 47-58, 60-71	<b>Stops, Searches, Arrests and Voluntary Police- Community Interactions</b>	<b>Policy</b>	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit Final Policies re: Stops, Searches, Arrests, and Voluntary Police-Community Interactions or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Submission of Final Policies on Stops, Searches, Arrests, and Voluntary Police- Community Interactions	30-Sep-18



59	27-40, 43-44, 47-58, 60-70	<b>Stops, Searches, Arrests and Voluntary Police- Community Interactions</b>	<b>Policy</b>	The Parties review the Final Policies. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Policies on Stops, Searches, Arrests, and Voluntary Police-Community Interactions	14-Oct-18
60	27-40, 43-44, 47-58, 60-71	<b>Stops, Searches, Arrests and Voluntary Police- Community Interactions</b>	<b>Policy</b>	The Monitor approves or disapproves the Final Policies on Stops, Searches, Arrests and Voluntary Police-Community Interactions, 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 the Parties, and reflects the values and specific input of community and Department stakeholders. <i>Note: When approved, the Stops, Searches, Arrests and Voluntary Police-Community Interactions policies do not become effective, and officers are neither expected to conform to its requirements or be subject to discipline or any employment action pursuant to it, until the Parties and Monitor have certified that the requirements of the policy have been sufficiently communicated to officers and any necessary training completed.</i>	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Policies on Stops, Searches, Arrests, and Voluntary Police-Community Interactions	31-Oct-18
61	67-68	<b>Stops, Searches, Arrests and Voluntary Police- Community Interactions</b>	<b>Training</b>	BPD will submit a Draft Stops, Searches, and Arrests Training Plan. This training plan will provide a summary but sufficiently specific overview about the objectives and content to be addressed, a breakdown of the not fewer than 16 hours of training, and a general explanation about the types of learning techniques that may be utilized. It should also analyze and incorporate resource and operational considerations into proposed implementation timelines.	BPD	Submission of Draft Stops, Searches, and Arrests Training Plan	30-Jul-18

62	67-68	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>Training</b>	BPD will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Draft Stops, Searches, and Arrests Training Plan as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent Training Plan iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	30-Jul-18 through 30-Sep-18
63	67-68	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>Training</b>	BPD provides a Final Stops, Searches, and Arrests Training Plan.	BPD	Submission of Final Stops, Searches, and Arrests Training Plan	15-Oct-18
64	67-68	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>Training</b>	The Parties review the Final Stops, Searches, and Arrests Training Plan. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Stops, Searches, and Arrests Training Plan	29-Oct-18
65	67-68	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>Training</b>	The Monitor approves or disapproves the Final Stops, Searches, and Arrests Training Plan, 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 Agreement, incorporates feedback of the Parties, and reflects the values and specific input of community and Division stakeholders.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Stops, Searches, and Arrests Training Plan	14-Nov-18
66	67-68	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>Training</b>	BPD implements the approved Stops, Searches, and Arrests training plan. The curricula for initial and/or follow-up training will be subject to the Comment and Collaboration Periods required by the Consent Decree.	BPD	Implementation of Stops, Searches, and Arrests Training Plan	Beginning 01-Jan-19

67	82-83, 86	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>Data Collection</b>	BPD will convene regular, ongoing meetings with the Parties and Monitoring Team, to include relevant BPD and City IT professionals, to discuss and plan for the implementation of an electronic tracking system for all investigatory stops and searches (the "Investigatory Stop System").	BPD, City, DOJ, Monitoring Team	Regular, Ongoing Meetings Begin	20-May-18
68	82-83, 86	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>Data Collection</b>	BPD, working with the Parties and Monitoring Team, will produce a project implementation plan for the Investigatory Stop System containing specific objectives, tasks, deadlines, and responsible stakeholders for ensuring the implementation of an Investigatory Stop System by March 30, 2019.	BPD	Submission of Draft Investigatory Stop System Plan to Parties	19-Jul-18
69	82-83, 86	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>Data Collection</b>	The Parties and Monitoring Team will review and provide feedback on the Draft Investigatory Stop System Plan.	City, DOJ, Monitoring Team	Submission of Feedback on Draft Investigatory Stop System Plan to BPD	12-Aug-18
70	82-83, 86	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>Data Collection</b>	BPD shall consider whether any further revisions are appropriate in light of feedback received. BPD will either submit a Final Investigatory Stop System Plan or notify the Parties and Monitoring Team that a resumption of the Collaboration Period is necessary or desired.	BPD	Submission of Final Investigatory Stop System Plan	02-Sep-18
71	82-83, 86	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>Data Collection</b>	The Monitor approves or disapproves the Final Investigatory Stop System Plan, explaining its rationale and justification with the Court.	Monitoring Team	Submission of Investigatory Stop System Plan to Court	23-Sep-18
72	82-83, 86	<b>Stops, Searches, Arrests and Voluntary Police-Community Interactions</b>	<b>Data Collection</b>	BPD will implement the Investigatory Stop System Plan.	BPD	Implementation of Investigatory Stop System Plan	Beginning 01-Dec-18

73	87–89, 95	Impartial Policing	Policy	BPD will submit to the Parties and Monitoring Team policies, including its new July 2016 policy (§ 87), on impartial policing, anti-discrimination, that it believes to comply or otherwise relate to the requirements of paragraphs 87 through 89 (the "Current Impartial Policing Policies").	BPD	Submission of Current Impartial Policing Policies to Parties, Monitoring Team	19-Mar-18
74	87–89, 95	Impartial Policing	Policy	The Parties and the Monitoring Team will review and provide feedback on Current Impartial Policing Policies. The Parties and Monitoring Team will provide initial feedback to BPD.	City, DOJ, Monitoring Team	Submission of Initial Feedback to BPD re: Impartial Policing Policies.	02-Apr-18
75	87–89, 96	Impartial Policing	Policy	BPD, the Parties, and the Monitoring Team will actively solicit public comment on issues relating to impartial policing. Stakeholders will synthesize public input into a written document for stakeholder and public review during the Collaboration Period.	City, DOJ, Monitoring Team	Initial Comment Period	01-Apr-18 through 15-May-18
76	87–89, 95	Impartial Policing	Policy	BPD will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Impartial Policing Policies as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	02-Apr-18 through 28-May-18
77	87–89, 95	Impartial Policing	Policy	BPD will submit Proposed Final Impartial Policing Policies.	BPD	Submission of Approval or Disapproval of Impartial Policing Policies	07-Jun-18
78	87–89, 95	Impartial Policing	Policy	BPD, the Parties, and the Monitoring Team will post the Proposed Final Impartial Policing Policies on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Final policies.	BPD, City, DOJ, Monitoring Team	Comment Period	07-Jun-18 through 09-Jul-18
79	87–89, 95	Impartial Policing	Policy	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit Final Impartial Policing Policies or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Consideration of Comment Period Feedback	22-Jul-18

80	87–89, 95	Impartial Policing	Policy	The Parties review the Final Impartial Policing Policies. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Impartial Policing Policies	06-Aug-18
81	87–89, 95	Impartial Policing	Policy	The Monitor approves or disapproves the Final Impartial Policing Policies 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 Consent Decree, incorporates feedback of the Parties, and reflects the values and specific input of community and Department stakeholders. Note: When approved, the Impartial Policing Policies do not become effective, and officers are neither expected to conform to its requirements or be subject to discipline or any employment action pursuant to it, until the Parties and Monitor have certified that the requirements of the policy have been sufficiently communicated to officers and any necessary training completed.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Impartial Policing Policies	20-Aug-18
82	90–94, 16(h)	Impartial Policing	Training	BPD, the Parties, and the Monitoring Team will convene regular, ongoing meetings regarding training addressing impartial policing, the specific sub-topics outlined in paragraph 93, and additional topics such as training in cultural competency and cross-cultural communication. Discussion will include exploration of either or both outside training programs or initiatives from other organizations and the development of Baltimore-specific training.	BPD, City, DOJ, Monitoring Team	Regular Meetings re: Fair & Impartial Policing Training Begin	09-Aug-18
83	90–94, 16(h)	Impartial Policing	Training	BPD submits a First Draft Impartial Policing Training Curriculum to the Parties and Monitoring Team.	BPD	Submission of First Draft Impartial Policing Training Curriculum	21-Sep-18
84	90–94, 16(h)	Impartial Policing	Training	The Parties and the Monitoring Team will review and provide feedback on the First Draft Impartial Policing Training Curriculum. The Parties and Monitoring Team will provide initial feedback to BPD.	City, DOJ, Monitoring Team	Submission of Initial Feedback to BPD re: First Draft Impartial Policing Training Curriculum	01-Oct-18

85	90–94, 16(h)	Impartial Policing	Training	BPD will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the First Draft Impartial Policing Training Curriculum as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	01-Oct-18 through 13-Dec-18
86	90–94, 16(h)	Impartial Policing	Training	BPD will submit Proposed Final Impartial Policing Training Curriculum.	BPD	Submission of Approval or Disapproval of Proposed Final Impartial Policing Training Curriculum	20-Dec-18
87	90–94, 16(h)	Impartial Policing	Training	BPD, the Parties, and the Monitoring Team will post the Proposed Final Impartial Policing Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Final training.	BPD, City, DOJ, Monitoring Team	Comment Period	20-Dec-18 through 21-Jan-18
88	90–94, 16(h)	Impartial 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 either submit a Final Initial Impartial Policing Training Curriculum or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Consideration of Comment Period Feedback	27-Jan-18
89	90–94, 16(h)	Impartial Policing	Training	The Parties review the Final Impartial Policing Training Curriculum. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Impartial Policing Training Curriculum	11-Feb-19
90	90–94, 16(h)	Impartial Policing	Training	The Monitor approves or disapproves the Final Impartial Policing Training Curriculum, 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 Consent Decree, incorporates feedback of the Parties, 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 Impartial Policing Training Curriculum	25-Feb-19

91	115	Behavioral Health Disabilities/ Crisis	General: CIT Coordinator	BPD will "designate an officer at the rank of Sergeant or above to act as a Crisis Intervention Coordinator ("Coordinator") to better facilitate communication between BPD and members of the behavioral health provider community and to increase the effectiveness of BPD's crisis intervention program." BPD will submit a memorandum documenting compliance with the requirement.	BPD	Submission to Monitoring of Memorandum Documenting Compliance	27-Feb-18
92	115	Behavioral Health Disabilities/ Crisis	General: CIT Coordinator	The Parties review the memorandum. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Approval or Disapproval of Memorandum Documenting Compliance	05-Mar-18
93	115	Behavioral Health Disabilities/ Crisis	General: CIT Coordinator	The Monitoring Team will approve or disapprove of the memorandum, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of memorandum	19-Mar-18
94	104	Behavioral Health Disabilities/ Crisis	General: CPIC	BPD will seek to expand the membership of the Collaborative Planning and Implementation Committee ("CPIC") to include representatives from the community listed in the Consent Decree as well any other representatives that might be helpful to accomplish the tasks identified in the Consent Decree. The committee "will also include the Crisis Intervention Coordinator and Behavioral Health Services Baltimore." BPD will submit a list of expanded membership of the Collaborative Planning and Implementation Committee ("CPIC").	BPD, City, DOJ, BHSB, Monitoring Team,	Collaboration Period	30-Jan-18 through 30-Mar-18
95	104	Behavioral Health Disabilities/ Crisis	General: CPIC	The Parties review the initial CPIC expanded membership. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Membership List	12-Apr-18
96	104	Behavioral Health Disabilities/ Crisis	General: CPIC	The Monitoring Team will approve or disapprove of the expanded membership, explaining its rationale and justification with the Court. Note that the expansion of CPIC's membership to include all pertinent community stakeholders is an ongoing process and will not be concluded upon Monitoring Team approval of this initial expansion.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of List	26-Apr-18



97	96, 97, 105	<b>Behavioral Health Disabilities/Crisis</b>	<b>Gap Analysis</b>	As part of the Workplan, further described below, the CPIC shall designate an organization to lead the Needs Assessment (“Gap Analysis”) process.	CPIC	Organization Designated and Needs Assessment Begins	25-May-18
98	96, 97, 105	<b>Behavioral Health Disabilities/Crisis</b>	<b>Workplan: Goals and Objectives</b>	BPD and the City will work with the CPIC to develop a Workplan with goals, objectives and appropriate timelines in order to ensure that when responding to individuals with Behavioral Health Disabilities or those in crisis, BPD will use appropriate crisis response techniques. These techniques should be designed to “help prevent situations that could lead to unreasonable use of force, promote connection of people with Behavioral Health Disabilities or in crisis to the behavioral health system, and decrease inappropriate criminal justice involvement for people with Behavioral Health Disabilities or in crisis.” BPD will also “encourage CPIC to identify and implement, as appropriate, strategies to reduce the number of people with Behavioral Health Disabilities who have unnecessary encounters with the police.” As part of the Workplan, BPD, the City and CPIC will submit the Workplan to DOJ and the Monitoring Team.	BPD, City, CPIC	Submission of Initial Draft of Workplan	31-May-18
99	96, 97, 105	<b>Behavioral Health Disabilities/Crisis</b>	<b>Workplan: Goals and Objectives</b>	BPD and CPIC will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD and CPIC will produce subsequent iterations of the Workplan as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, CPIC, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations. BPD will submit a Proposed Final Draft Workplan at the conclusion of the Collaboration Period.	BPD, CPIC, City, DOJ, Monitoring Team	Collaboration Period	31-May-18 through 29-Jun-18
100	96, 97, 105	<b>Behavioral Health Disabilities/Crisis</b>	<b>Workplan: Goals and Objectives</b>	The Parties review the Final Draft Workplan. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Approval or Disapproval of Final Draft Workplan	30-Jul-18



101	96, 97, 105	Behavioral Health Disabilities/ Crisis	Workplan: Goals and Objectives	The Monitoring Team will approve or disapprove of the Proposed Final Workplan, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Proposed Workplan	17-Aug-18
102	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The City will "coordinate with CPIC to conduct an assessment to identify gaps in the behavioral health service system, recommend solutions, and assist with implementation of the recommendations as appropriate." The Gap Analysis should include formal public meetings and other appropriate strategies in order to obtain wide range of community input. Once the analysis is complete and a report is developed, the recommended solutions and the plan of implementation should be presented for community feedback at a second formal public meeting. The Gap Analysis should be an on-going process and should be updated each year as progress is made and/or new gaps in services are identified. The Gap Analysis Report should be submitted to the City and CPIC for discussion, review, revision and initial approval. The City will submit a 1st Draft of the Gap Analysis Report.	City, CPIC	Submission of First Draft of the Gap Analysis Report	30-Nov-18
103	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	BPD will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Draft Gap Analysis Report as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations.	City, CPIC, DOJ, Monitoring Team	Collaboration Period	30-Nov-18 through 31-Dec-18
104	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The City will submit a Proposed Final Draft Gap Analysis Report.	City, CPIC	Submission of Proposed Final Draft Gap Analysis Report	14-Jan-18
105	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The City, working with CPIC, the DOJ, and the Monitoring Team will post the Final Draft Gap Analysis Report on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Final Draft policies.	City, CPIC	Comment Period	14-Jan-18 through 14-Feb-19

106	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The City shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	City, CPIC	Consideration of Comment Period Feedback	28-Feb-19
107	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The Parties review the Final Draft Gap Analysis Report. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Final Draft Gap Analysis Report for Behavioral Health Disabilities and Persons in Crisis	19-Mar-19
108	97	Behavioral Health Disabilities/ Crisis	Needs Assessment: Report	The Monitoring Team will approve or disapprove of the Proposed Final Gap Analysis Report, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Proposed Gap Analysis Report Behavioral Health Disabilities and Persons in Crisis	08-Apr-19
109	98, 102, 108, 110,111	Behavioral Health Disabilities/ Crisis	Policy: Crisis	BPD will revise its policy to establish a preference for the least police-involved response possible consistent with public safety. The new policy should be consistent with the terms of Consent Decree. The goal of the policy should be to "divert people with Behavioral Health Disabilities or in crisis to the Behavioral Health service system rather than jail or a hospital emergency room whenever appropriate" except when an emergency petition is involved.	BPD, CPIC	Submission of Initial Draft of the Crisis Policy for both officers and dispatch ("Crisis and Dispatch Policy")	21-Dec-18
110	114	Behavioral Health Disabilities/ Crisis	Policy: Dispatch	BPD will revise its dispatch policies and protocol as necessary to meet the requirements of this Agreement, with input from the CPIC, the Monitor, and DOJ. "Calls related to crises that do not necessitate a police response will be sent to other crisis services." Additionally, "when a police response is necessary, BPD will ensure that dispatchers use all reasonable efforts to dispatch a CIT trained officer to respond to the call."	BPD, CPIC	Submission of Initial Draft of the Crisis Policies for both officers and dispatch	21-Dec-18

111	98, 102, 108, 110, 111 and 114	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Policy: Crisis and Dispatch</b>	BPD and CPIC will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the BPD Crisis Policy as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, CPIC, City, DOJ, Monitoring Team	Collaboration Period	21-Dec-18 through 11-Jan-19
112	98, 102, 108, 110, 111 and 114	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Policy: Crisis and Dispatch</b>	BPD and CPIC will submit a Proposed Final Draft of the Crisis and Dispatch Policy.	BPD, CPIC	Submission of Proposed Final Draft of the Crisis and Dispatch Policies	18-Jan-19
113	98, 102, 108, 110, 111 and 114	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Policy: Crisis and Dispatch</b>	BPD and CPIC, the Parties, and the Monitoring Team will post the Final of the Crisis and Dispatch Policies on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Final Draft policies.	BPD, CPIC	Comment Period	18-Jan-19 through 18-Feb-19
114	98, 102, 108, 110, 111 and 114	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Policy: Crisis and Dispatch</b>	BPD and CPIC shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD and CPIC will notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD, CPIC	Consideration of Comment Period Feedback	25-Feb-19
115	98, 102, 108, 110, 111 and 114	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Policy: Crisis and Dispatch</b>	The Parties review the Final Draft of the Crisis and Dispatch Policies and indicate their formal approval or disapproval, in writing, to the Monitor.	City, DOJ	Submission of Final Draft of the Crisis Policies for Behavioral Health Disabilities and Persons in Crisis	04-Mar-19
116	98, 102, 108, 110, 111 and 114	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Policy: Crisis and Dispatch</b>	The Monitoring Team will approve or disapprove of the Proposed Final Draft of the Crisis and Dispatch Policies, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Proposed Final Draft Crisis and Dispatch Policies	15-Mar-19

117	120	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Program: Crisis Plan</b>	BPD will implement a CIT first-responder model of police-based crisis intervention with community, health care, and advocacy partnerships to assist individuals with Behavioral Health Disabilities and individuals who are in crisis. BPD, through the Coordinator, will develop and implement a crisis intervention plan ("Crisis Intervention Plan"). The goal of the Crisis Intervention Plan will be to ensure that a CIT officer is available to respond to all calls and incidents that appear to involve an individual in crisis.	BPD	Submission of Initial Crisis Intervention Plan	29-Aug-18
118	108-109, 118-119, 120	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Program: CIT Selection Process</b>	The Coordinator will be responsible for ensuring the selection of appropriate candidates for designation as CIT officers consistent with the requirements set forth in this Agreement. The Coordinator shall also ensure that CIT officer capacity is sufficient to ensure that, at all times of the day and in all districts, CIT officers can respond to individuals with Behavioral Health Disabilities and those in crisis.	BPD	Submission of Selection Process	18-Sep-18
119	108-109, 118-119, 120	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Program: Crisis Plan and Selection Process</b>	BPD and CPIC will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD and CPIC will produce subsequent iterations of the Crisis Intervention Plan and Selection Process as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations. BPD will submit Proposed Final Drafts for the Crisis Intervention Plan and Selection Process.	BPD, City, DOJ, Monitoring Team	Collaboration Period	19-Sep-18 through 18-Oct-18
120	108-109, 118-119, 120	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Program: Crisis Plan and Selection Process</b>	The Parties review the Final Draft Crisis Intervention Plan and Selection Process. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Final Crisis Intervention Plan and Selection Process	28-Oct-18
121	108-109, 118-119, 120	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Program: Crisis Plan and Selection Process</b>	The Monitoring Team will approve or disapprove of the Proposed Final Crisis Intervention Plan and Selection Process, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Proposed Final Crisis Intervention Plan and Selection Process	18-Nov-18

122	122	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Crisis Data Form</b>	BPD and CPIC will develop a Crisis Data Form to capture relevant data points as outlined in the Consent Decree.	BPD, CPIC	Submission of Initial Draft Crisis Data Form	02-Sep-18
123	122	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Crisis Data Form</b>	BPD and CPIC will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD and CPIC will produce subsequent iterations of the Crisis Data Form as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, CPIC, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent iterations. BPD will submit a Proposed Final Draft Crisis Data Form.	BPD, CPIC, City, DOJ, Monitoring Team	Collaboration Period	03-Sep-18 through 17-Oct-18
124	122	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Crisis Data Form</b>	The Parties review the Final Draft Crisis Data Form. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Final Draft Crisis Data Form	30-Oct-18
125	122	<b>Behavioral Health Disabilities/ Crisis</b>	<b>Crisis Data Form</b>	The Monitoring Team will approve or disapprove of the Proposed Final Crisis Data Form, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Proposed Crisis Data Form	13-Nov-18
126	123–79	<b>Use of Force</b>	<b>General</b>	The Monitoring Team will review evidence regarding use of force incidents, including written reports and body worn camera footage, for the purposes of (1) structuring the Decree-required outcome assessments, and (2) understanding and evaluating current practices. The Monitoring Team's role is not to independently investigate BPD officer conduct in using force. Instead, the Monitoring Team's role is to examine use of force incidents 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 Use of Force Incidents	Ongoing
127	123-65; 169-79	<b>Use of Force</b>	<b>Officer Use of Force &amp; Force Reporting Policy</b>	BPD will submit to the Parties and Monitoring Team its policies, including "recently improved policies" referenced in paragraph 123, on Officer Use of Force; specific force instruments, including CEWs, batons/impact weapons, OC spray, and firearms; and the reporting of use of force that are geared toward complying with the requirements of paragraphs 123 to 165 and 169 through 179 of the Decree.	BPD	Submission of Current/Recently Revised Policies on Officer Use of Force	05-Feb-18

128	123-65; 169-79	<b>Use of Force</b>	<b>Officer Use of Force &amp; Force Reporting Policy</b>	The Parties and the Monitoring Team will review and provide feedback on Current/Recently Revised Policies on Officer Use of Force. The Parties and Monitoring Team will provide initial feedback to BPD.	City, DOJ, Monitoring Team	Submission of Initial Feedback to BPD re: Current/Recently Revised Policies on Officer Use of Force	26-Feb-18
129	123-65; 169-80	<b>Use of Force</b>	<b>Officer Use of Force &amp; Force Reporting Policy</b>	BPD, the Parties, and the Monitoring Team will actively solicit public comment on issues relating to officer use of force. Stakeholders will synthesize public input into a written document for stakeholder and public review during the Collaboration Period.	City, DOJ, Monitoring Team	Initial Comment Period	05-Feb-18 through 15-Mar-18
130	123-65; 169-79	<b>Use of Force</b>	<b>Officer Use of Force &amp; Force Reporting Policy</b>	BPD will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Policies on Use of Force as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	28-Feb-18 through 11-Apr-18
131	123-65; 169-79	<b>Use of Force</b>	<b>Officer Use of Force &amp; Force Reporting Policy</b>	BPD will submit Proposed Final Policies on Officer Use of Force.	BPD	Submission of Approval or Disapproval of Proposed Final Policies on Officer Use of Force	18-Apr-18
132	123-65; 169-79	<b>Use of Force</b>	<b>Officer Use of Force &amp; Force Reporting Policy</b>	BPD, the Parties, and the Monitoring Team will post the Proposed Final Policies on Officer Use of Force on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Proposed Final Policies.	BPD, City, DOJ, Monitoring Team	Comment Period	18-May-18
133	123-65; 169-79	<b>Use of Force</b>	<b>Officer Use of Force &amp; Force Reporting Policy</b>	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit Final Officer Use of Force Policies or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Consideration of Comment Period Feedback	29-May-18



134	123-65; 169-79	<b>Use of Force</b>	<b>Officer Use of Force &amp; Force Reporting Policy</b>	The Parties review the Final Officer Use of Force Policies. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Officer Use of Force Policies	12-Jun-18
135	123-65; 169-79	<b>Use of Force</b>	<b>Officer Use of Force &amp; Force Reporting Policy</b>	The Monitor approves or disapproves the Final Policies on Officer Use of Force, 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 Consent Decree, incorporates feedback of the Parties, and reflects the values and specific input of community and Department stakeholders. Note: When approved, the Officer Use of Force Policies do not become effective, and officers are neither expected to conform to its requirements or be subject to discipline or any employment action pursuant to it, until the Parties and Monitor have certified that the requirements of the policy have been sufficiently communicated to officers and any necessary training completed.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Officer Use of Force Policies	03-Jul-18
136	166-67	<b>Use of Force</b>	<b>Officer Use of Force Policy Training Curriculum</b>	BPD will submit a First Draft Initial Use of Force Training Curriculum geared toward addressing the requirements of the Consent Decree and providing guidance and instruction to BPD officers on the new use of force policies.	BPD	Submission of First Draft Initial Use of Force Training Curriculum	15-Jul-18
137	166-67	<b>Use of Force</b>	<b>Officer Use of Force Policy Training Curriculum</b>	The Parties and the Monitoring Team will review and provide feedback on the First Draft Initial Use of Force Training Curriculum. The Parties and Monitoring Team will provide initial feedback to BPD.	City, DOJ, Monitoring Team	Submission of Initial Feedback to BPD re: First Draft Initial Use of Force Training Curriculum	06-Aug-18
138	166-67	<b>Use of Force</b>	<b>Officer Use of Force Policy Training Curriculum</b>	BPD, the Parties, and the Monitoring Team will actively solicit public comment on issues relating to use of force training. Stakeholders will synthesize public input into a written document for stakeholder and public review during the Collaboration Period.	City, DOJ, Monitoring Team	Initial Comment Period	15-Jul-18 through 27-Aug-18

139	166-67	<b>Use of Force</b>	<b>Officer Use of Force Policy Training Curriculum</b>	BPD will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Use of Force Training as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent training iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	27-Aug-18 through 30-Oct-18
140	166-67	<b>Use of Force</b>	<b>Officer Use of Force Policy Training Curriculum</b>	BPD will submit a Final Draft Initial Use of Force Training Curriculum.	BPD	Submission of Final Initial Use of Force Training Curriculum	15-Nov-18
141	166-67	<b>Use of Force</b>	<b>Officer Use of Force Policy Training Curriculum</b>	BPD, the Parties, and the Monitoring Team will post the Proposed Final Draft Initial Use of Force Training Curriculum on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the curriculum.	BPD, City, DOJ, Monitoring Team	Comment Period	15-Nov-18 through 15-Dec-18
142	166-67	<b>Use of Force</b>	<b>Officer Use of Force Policy Training Curriculum</b>	The Parties review the Final Initial Use of Force Training Curriculum. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Initial Use of Force Training Curriculum	22-Dec-18
143	166-67	<b>Use of Force</b>	<b>Officer Use of Force Policy Training Curriculum</b>	The Monitor approves or disapproves the Final Initial Use of Force Training Curriculum, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Initial Use of Force Training Curriculum	29-Dec-18
144	166-67	<b>Use of Force</b>	<b>Officer Use of Force Policy Training Curriculum</b>	BPD proceeds to implement the Final Initial Use of Force Training. All training initiatives will go through a Collaboration period and approval process.	BPD	Implementation of Final Initial Use of Force Training Curriculum	Beginning 01-Jan-19



145	213	<b>Use of Force</b>	<b>Use of Force Reporting Data Collection</b>	BPD will provide the Parties and Monitoring Team either with the current use of force reporting instrument and/or access to the current use of force reporting system or, alternatively, the currently proposed use of force report or reporting system (the "Use of Force Reporting Mechanism/System"). The reporting mechanism or system should comply with the requirements of paragraph 213 and provide necessary information required by the Final Officer Use of Force Policies.	BPD	Submission of Use of Force Reporting Mechanism/System	18-Apr-18
146	213	<b>Use of Force</b>	<b>Use of Force Reporting Data Collection</b>	The Parties and the Monitoring Team will review and provide feedback on the Use of Force Reporting Mechanism/System. The Parties and Monitoring Team will provide initial feedback to BPD.	City, DOJ, Monitoring Team	Submission of Initial Feedback to BPD re: Use of Force Reporting Mechanism/System	30-Apr-18
147	213	<b>Use of Force</b>	<b>Use of Force Reporting Data Collection</b>	BPD will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Use of Force Reporting Mechanism/System as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	30-Apr-18 through 05-Jul-18
148	213	<b>Use of Force</b>	<b>Use of Force Reporting Data Collection</b>	BPD will submit a Final Use of Force Reporting Mechanism/System.	BPD	Submission of Final Use of Force Reporting Mechanism/System	13-Jul-18
149	213	<b>Use of Force</b>	<b>Use of Force Reporting Data Collection</b>	The Parties review the Final Use of Force Reporting Mechanism/System. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Use of Force Reporting Mechanism/System	27-Jul-18

150	213	<b>Use of Force</b>	<b>Use of Force Reporting Data Collection</b>	The Monitor approves or disapproves the Use of Force Reporting Mechanism/System, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Officer Use of Force Training Plan	11-Aug-18
151	219	<b>Youth</b>	<b>Youth-Criminal Justice Interactions Assessment</b>	BPD, the Parties, the Monitoring Team, and "community organizations with particular expertise and/or insight into issues affecting Youth, academics, and Youth advocates" will convene to determine a process and timeline for completing "a report publicizing the results of its assessment and making recommendations to improve the City's supports for Youth and its diversion programs" (the "Comprehensive Youth-Criminal Justice Interactions Assessment Process & Timeline"). (§ 219).	BPD, City, Community Organizations, DOJ, Monitoring Team	Collaboration Period	01-Apr-18 through 20-Jun-18
152	219	<b>Youth</b>	<b>Youth-Criminal Justice Interactions Assessment</b>	"The City will conduct a comprehensive assessment of the City's efforts to decrease Youth involvement with the juvenile and criminal justice systems and obstacles to doing so." (§ 219).	City	Completion of Comprehensive Youth-Criminal Justice Interactions Assessment Process & Timeline	09-Jul-18
153	219	<b>Youth</b>	<b>Youth-Criminal Justice Interactions Assessment</b>	The Monitor will approve the Comprehensive Youth-Criminal Justice Interactions Assessment Process & Timeline unless its provisions are unreasonable or will substantially delay implementation of the Consent Decree.	Monitoring Team	Filing of Memorandum to the Court re: Approval of Comprehensive Youth-Criminal Justice Interactions Assessment Process & Timeline	30-Jul-18
154	219	<b>Youth</b>	<b>Youth-Criminal Justice Interactions Assessment</b>	The City will issue a Final Report on the Youth-Criminal Justice Interactions Assessment and convene public meetings to inform the public and stakeholders of the report's findings.	City	Publication of Final Report on Youth-Criminal Justice Interactions	31-Dec-18

155	223-25	Transportation of Persons in Custody	Equipment Audit	The Monitoring Team will submit a draft methodology to the Parties for conducting a formal audit to test current compliance with paragraphs 223 through 225.	Monitoring Team	Submission of Draft Audit Methodology	22-Feb-18
156	223-25	Transportation of Persons in Custody	Equipment Audit	The Parties provide comment and feedback on the draft audit methodology.	City, DOJ	Submission of Feedback re: Draft Audit Methodology	15-Mar-18
157	223-25	Transportation of Persons in Custody	Equipment Audit	The Monitoring Team will conduct a formal audit to test current compliance with paragraphs 223 through 225.	Monitoring Team	Audit Conducted	30-Mar-18 through 30-Apr-18
158	223-25	Transportation of Persons in Custody	Equipment Audit	The Monitoring Team will submit a Draft Compliance Status Report on the results of its Equipment Audit.	Monitoring Team	Draft Compliance Status Report Submitted to Parties	24-May-18
159	223-25	Transportation of Persons in Custody	Equipment Audit	The Parties will provide feedback and comment on the Draft Compliance Status Report.	City, DOJ	Submission of Feedback on Draft Compliance Report to Monitoring Team	07-Jun-18
160	223-25	Transportation of Persons in Custody	Equipment Audit	The Monitoring Team will file a Final Compliance Status Report. To the extent that the final report highlights any deficiencies found in the audit, it shall include a timeline either to remedy any deficiencies or develop a plan to remedy any deficiencies.	Monitoring Team	Filing of Final Compliance Status Report with Court	18-Jun-18
161	225	Transportation of Persons in Custody	Monthly Vehicle Inspection	BPD will provide the Monitoring Team with access to the required monthly vehicle inspections. The Monitoring Team will ensure compliance with paragraph 225.	BPD, Monitoring Team	Monthly Vehicle Inspections Conducted	Beginning 01-Mar-18
162	223-38	Transportation of Persons in Custody	Policies	BPD will submit its "policies [and] procedures . . . associated with the transportation of persons in custody" (the "Transportation Policies, Procedures, and Training") that it believes are compliant with or related to paragraphs 223 through 238 of the Consent Decree. (§ 238). This will include processes, procedures, and timelines for the quarterly audits of the transportation of persons in custody required by paragraph 236.	BPD	Submission of Current or Draft Proposed Transportation Policies and Procedures	16-Feb-18
163	223-38	Transportation of Persons in Custody	Policies	BPD, the Parties, and the Monitoring Team will actively solicit public comment on issues relating to transportation of persons in custody. Stakeholders will synthesize public input into a written document for stakeholder and public review during the Collaboration Period.	City, DOJ, Monitoring Team	Initial Comment Period	01-Mar-18 through 30-Mar-18

164	223-28	Transportation of Persons in Custody	Policies	BPD will work with the Parties and Monitoring Team to refine the Transportation Policies. BPD will produce subsequent iterations of the Transportation Policies as necessary through this process, which the Monitoring Team and the Parties will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	01-Apr-18 through 30-May-18
165	223-38	Transportation of Persons in Custody	Policies	BPD will submit Proposed Final Transportation Policies and Procedures.	BPD	Submission of Final Transportation Policies and Procedures	30-May-18
166	223-38	Transportation of Persons in Custody	Policies	BPD, the Parties, and the Monitoring Team will post the Proposed Final Policies on transportation on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Proposed Final Policies.	BPD, City, DOJ, Monitoring Team	Comment Period	01-Jun-18 through 30-Jun-18
167	223-38	Transportation of Persons in Custody	Policies	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit Final Transportation Policies and Procedures or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Consideration of Comment Period Feedback	25-Jul-18
168	223-38	Transportation of Persons in Custody	Policies	The Parties review the Final Transportation Policies and Procedures. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	City, DOJ	Submission of Approval or Disapproval of Final Transportation Policies and Procedures	15-Aug-18

169	223-38	Transportation of Persons in Custody	Policies	The Monitor approves or disapproves of the Final Transportation Policies and Procedures, and explains its rationale with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Transportation Policies and Procedures	29-Aug-18
170	238-56	First Amendment Protected Activities	Policies	BPD will submit to the Parties and Monitoring Team its policies and protocols relating to First Amendment Protected Activities and the areas referenced in or implicated by paragraphs 238 through 256 of the Consent Decree.	BPD	Submission of Policies re: First Amendment Protected Activities	09-Apr-18
171	238-56	First Amendment Protected Activities	Policies	The Parties and the Monitoring Team will review and provide feedback on the policies re: First Amendment Protected Activities. The Parties and Monitoring Team will provide initial feedback to BPD.	City, DOJ, Monitoring Team	Submission of Initial Feedback to BPD re: First Amendment Protected Activities Policies	30-Apr-18
172	238-56	First Amendment Protected Activities	Policies	BPD, the Parties, and the Monitoring Team will actively solicit public comment on issues relating to First Amendment Protected Activities. Stakeholders will synthesize public input into a written document for stakeholder and public review during the Collaboration Period.	City, DOJ, Monitoring Team	Initial Comment Period	01-May-18 through 15-Jun-18
173	238-56	First Amendment Protected Activities	Policies	BPD will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Policies on First Amendment Protected Activities as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	01-May-18 through 15-Jun-18

174	238-56	First Amendment Protected Activities	Policies	BPD will submit Proposed Final Policies on First Amendment Protected Activities.	BPD	Submission of Approval or Disapproval of Proposed Final Policies on First Amendment Protected Activities	25-Jun-18
175	238-56	First Amendment Protected Activities	Policies	BPD will post the Proposed Final Policies on First Amendment Protected Activities on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Proposed Final Policies.	BPD, City, DOJ, Monitoring Team	Comment Period	25-Jun-18 through 25-Jul-18
176	238-56	First Amendment Protected Activities	Policies	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit Final First Amendment Protected Activities Policies or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Consideration of Comment Period Feedback	04-Aug-18
177	238-56	First Amendment Protected Activities	Policies	The Parties review the Final First Amendment Protected Activities Policies. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	City, DOJ	Submission of Approval or Disapproval of Final First Amendment Protected Activities Policies	25-Aug-18
178	238-56	First Amendment Protected Activities	Policies	The Monitor approves or disapproves of the Final First Amendment Protected Activities Policies, and explains its rationale with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of First Amendment Protected Activities Policies	15-Sep-18

179	258, 260-66	<b>Sexual Assault</b>	<b>Policy</b>	BPD will submit to the Parties and Monitoring its policies and protocols relating to Sexual Assault and the areas referenced in or implicated by paragraphs 258 and 260 through 266 of the Consent Decree.	BPD	Submission of Current/Recently Revised Policies on Sexual Assault	14-May-18
180	258, 260-66	<b>Sexual Assault</b>	<b>Policy</b>	The Parties and the Monitoring Team will review and provide feedback on Sexual Assault. The Parties and Monitoring Team will provide initial feedback to BPD.	City, DOJ, Monitoring Team	Submission of Initial Feedback to BPD re: Current/Recently Revised Policies on Sexual Assault	28-May-18
181	258, 260-66	<b>Sexual Assault</b>	<b>Policy</b>	BPD, the Parties, and the Monitoring Team will actively solicit public comment on issues relating to sexual assault. Stakeholders will synthesize public input into a written document for stakeholder and public review during the Collaboration Period.	City, DOJ, Monitoring Team	Initial Comment Period	28-May-18 through 08-Jul-18
182	258, 260-66	<b>Sexual Assault</b>	<b>Policy</b>	BPD will work with the Parties and Monitoring Team to address the submitted initial feedback during the Collaboration Period. BPD will produce subsequent iterations of the Policies on Sexual Assault as necessary through this process, which the Parties and Monitoring Team will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	15-Jun-18 through 30-Jul-18
183	258, 260-66	<b>Sexual Assault</b>	<b>Policy</b>	BPD will submit Proposed Final Policies on Sexual Assault.	BPD	Submission of Approval or Disapproval of Proposed Final Policies on Sexual Assault	15-Aug-18
184	258, 260-66	<b>Sexual Assault</b>	<b>Policy</b>	BPD will post the Proposed Final Policies on Sexual Assault on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Proposed Final Policies.	BPD, City, DOJ, Monitoring Team	Comment Period	15-Aug-18 through 15-Sep-18
185	258, 260-66	<b>Sexual Assault</b>	<b>Policy</b>	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit Final Officer Use of Force Policies or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Consideration of Comment Period Feedback	30-Sep-18



186	258, 260-66	<b>Sexual Assault</b>	<b>Policy</b>	The Parties review the Final Sexual Assault Policies. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	City, DOJ	Submission of Approval or Disapproval of Final Sexual Assault Policies	15-Oct-18
187	258, 260-66	<b>Sexual Assault</b>	<b>Policy</b>	The Monitor approves or disapproves of the Final Sexual Assault Policies, and explains its rationale with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Sexual Assault Policy	06-Nov-18
188	211-17, <i>see also</i> 42, 45-46, 59, 65-66, 82-86, 317, 459	<b>Technology</b>	<b>Data Requirements Matrix</b>	BPD will prepare a Draft Data Requirements Matrix. The Matrix will, among other things: (1) inventory Consent Decree's express requirements related to data and information; (2) inventory the data and information substantially implicated by the Consent Decree's substantive requirements; (3) inventory the specific requirements of the Outcome Assessments (§ 459); (4) inventory the requirements of the required Early Intervention system (§ 317).	BPD	Submission of Draft Data Requirements Matrix to Parties, Monitoring Team	01-Mar-18
189	211-17, <i>see also</i> 42, 45-46, 59, 65-66, 82-86, 317, 460	<b>Technology</b>	<b>Data Requirements Matrix</b>	BPD will work with the Parties and Monitoring Team to refine the Data Requirements Matrix during the Collaboration Period. BPD will produce subsequent iterations of the Data Requirements Matrix as necessary through this process, which the Monitoring Team and the Parties will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations. The Monitoring Team, Parties, and BPD will seek input from community members on the nature and scope of data to be collected.	BPD, City, DOJ, Monitoring Team	Collaboration Period	29-Mar-18 through 10-May-18
190	211-17, <i>see also</i> 42, 45-46, 59, 65-66, 82-86, 317, 461	<b>Technology</b>	<b>Data Requirements Matrix</b>	BPD, the Parties, and the Monitoring Team will complete a Final Data Requirements Matrix that has been approved as sufficient by each of the Monitoring Team, City, and DOJ.	BPD, City, DOJ, Monitoring Team	Approval of Final Data Requirements Matrix	07-Jun-18



191	268	Technology	Resource Study	BPD, the Parties, and the Monitoring Team will commence bi-weekly meetings and/or conference calls to discuss the process, methodology, approach and timelines to be used for a comprehensive study of the technology necessary to satisfy the requirements of the Consent Decree.	BPD, City, DOJ, Monitoring Team	Bi-Weekly Meetings Begin	13-Feb-18
192	268	Technology	Resource Study	BPD will submit a Draft Resource Study. The objective of the Resource Study will be to accurately and comprehensively detail the current state of BPD's equipment, technology, and information infrastructure. Among other things, the Resource Study must: (1) specifically identifies all the end-user and back-end data, technology, information systems, and equipment that relate to any requirement of the Consent Decree, including but not limited to paragraph 270; (2) sufficiently and specifically describes the current state, use, condition, and availability of all such equipment and technology (both overall and broken down by District and Unit); (3) describes BPD's current processes for identifying technology and equipment needs, procuring new technology and equipment, and implementing new technology and equipment platforms.	BPD, City, DOJ, Monitoring Team	Submission of Draft Resource Study	17-Apr-18
193	268	Technology	Resource Study	BPD will work with the Parties and Monitoring Team to refine the Draft Resource Study. BPD will produce subsequent iterations of the Draft Resource Study as necessary through this process, which the Monitoring Team and the Parties will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	18-Apr-18 through 28-May-18
194	268	Technology	Resource Study	BPD submits a Final Resource Study.	BPD	Submission of Final Resource Study	08-Jun-18
195	268	Technology	Resource Study	The Monitor approves or disapproves the Final Resource Study, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Resource Study	22-Jun-18
196	267-78	Technology	Resource Plan	BPD submits a Draft Resource Plan to the Monitor and DOJ for review and approval.	BPD	Submission of Draft Resource Plan	22-Sep-18

197	267-78	Technology	Resource Plan	DOJ and the Monitor will "assess whether the Resource Plan sets out a reasonable and cost-effective plan for complying with the Material Requirements of the Agreement. If an objection is noted by either DOJ or the Monitor, DOJ, the Monitor, and BPD shall meet and confer to resolve any objections." (§ 273).	DOJ, Monitoring Team	Objections Identified to BPD, City	22-Oct-18
198	267-79	Technology	Resource Plan	The Monitor files a completed Resource Plan with the Court.	Monitoring Team	Filing of Approved Resource Plan with the Court	01-Dec-18
199	291-302	Training (General)	Training Plan	BPD, the Parties, and the Monitoring Team will convene, on at least a bi-weekly basis, the required 'written Training Plan for comprehensive in-service training and supplemental training for officers and for enhancing BPD's field training with a revised Field Training Officer ('FTO') program." (§§ 294). These discussions will principally focus on ensuring that BPD and its trainers have the necessary knowledge, experience, and resources to deliver high-quality adult educational programs. The discussions will also be geared toward finalizing a Training Plan that, among other things: (a) incorporates the specific in-service training deadlines and reflect the various policy and project deadlines of this Monitoring Plan, (b) projects anticipated timelines for completing the training set forth in Attachment A of the Consent Decree, (c) addresses the Decree's particular requirements of the Plan (§§ 294, 296–98), (d) provides a schedule for the periodic needs assessment and update of the Training Plan (§ 299), (e) outlines a specific project plan for the implementation of a training data tracking system (§ 300), (f) provides a detailed account of the major approaches to training (including in-class, scenario-based, electronic, or other forms) that BPD will utilize across Consent Decree areas. With respect to (f), this may include adoption and explanation of the Instructional System Design Model ("ISDM") or other, formalized approaches to curriculum development.	BPD, City, DOJ, Monitoring Team	Bi-Weekly Training Discussions Begin	29-Jan-18
200	291-302	Training (General)	Training Plan	BPD will submit a Draft Training Plan.	BPD	Submission of Draft Training Plan	29-Jun-18

201	291-302	<b>Training (General)</b>	<b>Training Plan</b>	BPD will work with the Parties and Monitoring Team to refine the Draft Training Plan. BPD will produce subsequent iterations of the Draft Training Plan as necessary through this process, which the Monitoring Team and the Parties will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	29-Jun-18 through 08-Aug-18
202	291-302	<b>Training (General)</b>	<b>Training Plan</b>	BPD submits a Proposed Final Training Plan.	BPD	Submission of Proposed Final Training Plan	18-Aug-18
203	291-302	<b>Training (General)</b>	<b>Training Plan</b>	BPD, the Parties, and the Monitoring Team will post the Proposed Final Training Plan on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Final Training Plan.	BPD, City, DOJ, Monitoring Team	Comment Period	19-Aug-18 through 19-Sep-18
204	291-302	<b>Training (General)</b>	<b>Training Plan</b>	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit a Final Training Plan or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Submission of Final Training Plan	26-Sep-18
205	291-302	<b>Training (General)</b>	<b>Training Plan</b>	The Parties review the Final Training Plan. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Training Plan	09-Oct-18
206	291-302	<b>Training (General)</b>	<b>Training Plan</b>	The Monitor approves or disapproves the Final Training Plan, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Training Plan	30-Oct-18
207	328	<b>Supervision</b>	<b>Supervision Effectiveness Protocols</b>	BPD, the Parties, and the Monitoring Team will convene regular, ongoing meetings to develop supervision metrics. The objective is to develop evaluation metrics based on an assessment of the skills and performance necessary in high-quality supervisors.	BPD, City, DOJ, Monitoring Team	Beginning of Regular, Ongoing Meetings	22-Oct-18
208	329	<b>Supervision</b>	<b>Supervision Effectiveness Protocols</b>	BPD produces Draft Supervision Effectiveness Protocols, consistent with discussions in the regular, ongoing meetings.	BPD	Submission of Draft Supervision Effectiveness Protocols to Parties	17-Dec-18

209	330	<b>Supervision</b>	<b>Supervision Effectiveness Protocols</b>	The Parties and Monitoring Team will review and provide feedback on the Draft Supervision Effectiveness Protocols.	City, DOJ, Monitoring Team	Submission of Comments re: Draft supervision Effectiveness Protocols to BPD	07-Jan-19
210	331	<b>Supervision</b>	<b>Supervision Effectiveness Protocols</b>	BPD provides Final Supervision Effectiveness Protocols.	BPD	Submission of Final Supervision Effectiveness Protocols.	04-Feb-19
211	332	<b>Supervision</b>	<b>Supervision Effectiveness Protocols</b>	The Parties review the Final Supervision Effectiveness Protocols. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Supervision Effectiveness Protocols	18-Feb-19
212	333	<b>Supervision</b>	<b>Supervision Effectiveness Protocols</b>	The Monitor approves or disapproves the Final Supervision Effectiveness Protocols, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Training Plan	11-Mar-19
213	329-415	<b>Misconduct Investigations &amp; Discipline</b>	<b>General</b>	BPD, the Parties, and the Monitoring Team will convene bi-weekly meetings with BPD's Office of Professional Responsibility ("OPR"). The objective of these meetings will be to track OPR's progress in complying with the Consent Decree in real-time, to provide immediate technical assistance, as necessary, and to provide a platform for the formal Collaboration periods on Decree- and Plan-required deliverables. The major deliverable in the first stage of monitoring will be the completion of policies and an operational manual governing all aspects of OPR's work, investigations, and internal operations.	BPD, City, DOJ, Monitoring Team	Beginning of Bi-Weekly Meetings re: OPR	22-Jan-18
214	329-415	<b>Misconduct Investigations &amp; Discipline</b>	<b>General</b>	The Monitoring Team will review internal affairs investigation records for the purposes of (1) structuring the 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

215	329–42, 392–95, 396–401, 406–7	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD will submit draft policies and relevant portions of a draft operational manual addressing OPR's intake classification, and tracking of complaints; communication with complainants during investigations; and transparency and access measures (the "Draft OPR Policies & Manual re: Complaint Intake, Classification, and Transparency.") (¶¶ 329–42, 392–94, 396–401, 406–7). This will include an interim and/or permanent technological solution(s) for ensuring that the public may access information on misconduct investigations.	BPD	Submission of Draft OPR Policies & Manual re: Complaint Intake, Classification, and Transparency	01-Apr-18
216	329–42, 392–95, 396–401, 406–7	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD will work with the Parties and Monitoring Team to refine the Draft OPR Policies & Manual re: Complaint Intake, Classification, and Transparency. BPD will produce subsequent iterations of the draft policies and manual as necessary through this process, which the Monitoring Team and the Parties will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	28-Apr-18 through 28-Jun-18
217	329–42, 392–95, 396–401, 406–7	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD submits Proposed Final OPR Policies & Manual re: Complaint Intake, Classification, and Transparency.	BPD	Submission of Proposed Final OPR Policies & Manual re: complaint Intake, Classification, and Transparency	06-Jul-18
218	329–42, 392–95, 396–401, 406–7	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint Intake, Classification, Communication with Complainants & Transparency	BPD, the Parties, and the Monitoring Team will post the Final OPR Policies & Manual re: Complaint Intake, Classification, and Transparency on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Final OPR Policies & Manual re: Complaint Intake, Classification, and Transparency.	BPD, City, DOJ, Monitoring Team	Comment Period	06-Jul-18 through 04-Aug-18

219	329–42, 392–95, 396– 401, 406–7	<b>Misconduct Investigations &amp; Discipline</b>	<b>OPR Policies &amp; Manual: Complaint Intake, Classification, Communication with Complainants &amp; Transparency</b>	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Consideration of Comment Period Feedback	11-Aug-18
220	329–42, 392–95, 396– 401, 406–7	<b>Misconduct Investigations &amp; Discipline</b>	<b>OPR Policies &amp; Manual: Complaint Intake, Classification, Communication with Complainants &amp; Transparency</b>	BPD will submit Final OPR Policies & Manual re: Complaint Intake, Classification, and Transparency.	BPD	Submission of Final OPR Policies & Manual re: Complaint Intake, Classification, and Transparency	25-Aug-18
221	329–42, 392–95, 396– 401, 406–7	<b>Misconduct Investigations &amp; Discipline</b>	<b>OPR Policies &amp; Manual: Complaint Intake, Classification, Communication with Complainants &amp; Transparency</b>	The Parties review the Final OPR Policies & Manual. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final OPR Policies & Manual re: Complaint Intake, Classification, and Transparency	15-Sep-18
222	329–42, 392–95, 396– 401, 406–7	<b>Misconduct Investigations &amp; Discipline</b>	<b>OPR Policies &amp; Manual: Complaint Intake, Classification, Communication with Complainants &amp; Transparency</b>	The Monitor approves or disapproves the Final OPR Policies & Manual re: Complaint Intake, Classification, and Transparency, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final OPR Policies & Manual re: Complaint Intake, Classification, and Transparency	05-Oct-18

223	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	BPD will submit Draft OPR Policies & a Draft Manual re: the mechanics, conduct, and expectations for complaint, administrative misconduct, and criminal investigations (the "OPR Investigation Policies & Manual") (¶¶ 329, 334, 339, 342, 343–71).	BPD	Submission of Draft Training Plan	08-Jul-18
224	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	BPD will work with the Parties and Monitoring Team to refine the Draft OPR Investigation Policies & Manual. BPD will produce subsequent iterations of the draft policies and manual as necessary through this process, which the Monitoring Team and the Parties will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	09-Jul-18 through 28-Sep-18
225	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	BPD submits Proposed Final OPR Investigation Policies & Manual.	BPD	Submission of Proposed Final OPR Investigation Policies & Manual	07-Oct-18
226	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	BPD, the Parties, and the Monitoring Team will post the Proposed Final OPR Investigation Policies & Manual on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Proposed Final OPR Investigation Policies & Manual.	BPD, City, DOJ, Monitoring Team	Comment Period	09-Oct-18 through 08-Nov-18
227	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit a Final OPR Investigation Policies & Manual or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Consideration of Comment Period Feedback	18-Nov-18



228	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	The Parties review the Final OPR Investigation Policies & Manual. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	City, DOJ	Submission of Approval or Disapproval of Final OPR Investigation Policies & Manual	01-Dec-18
229	329, 334, 339, 342, 343–71	Misconduct Investigations & Discipline	OPR Policies & Manual: Complaint, Administrative Misconduct, and Criminal Investigations	The Monitor approves or disapproves the Final OPR Investigation Policies & Manual, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final OPR Investigation Policies & Manual	15-Dec-18
230	409-15	Misconduct Investigations & Discipline	OPR Training	BPD will produce a draft, 40-hour training for OPR investigators that addresses the OPR Policies & Manual and the requirements of paragraphs 409 through 415.	BPD	Draft OPR Investigator Training Plan	27-Jan-19
231	271	Technology	Body-Worn Cameras: Policy	BPD will submit draft policies addressing "use of [body-worn] cameras, retention of videos, access and privacy issues, the use of recordings as evidence in force and complaint reviews, and the use of recordings for other criminal justice purposes (such as evidence in prosecutions or evidence required to be turned over to defense attorneys" and the specific requirements of paragraph 271 (the "Body-Worn Camera Policies"). ( <i>Id.</i> ).	BPD	Submission of Current or Proposed Body-Worn Camera Policies	20-Mar-18
232	271	Technology	Body-Worn Cameras: Policy	BPD, the Parties, and the Monitoring Team will actively solicit public comment on issues relating to body-worn cameras. Stakeholders will synthesize public input into a written document for stakeholder and public review during the Collaboration Period.	City, DOJ, Monitoring Team	Initial Comment Period	20-Mar-18 through 03-May-18
233	271	Technology	Body-Worn Cameras: Policy	BPD will work with the Parties and Monitoring Team to refine the Body-Worn Camera Policies. BPD will produce subsequent iterations of the Body-Worn Camera Policies as necessary through this process, which the Monitoring Team and the Parties will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	20-Mar-18 through 15-Jun-18
234	271	Technology	Body-Worn Cameras: Policy	BPD submits Proposed Final Body-Worn Camera Policies	BPD	Submission of Final Body-Worn Camera Policies	19-Jun-18



235	271	Technology	Body-Worn Cameras: Policy	BPD, the Parties, and the Monitoring Team will post the Proposed Final Body-Worn Camera Policies on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Proposed Final Body-Worn Camera Policies.	BPD, City, DOJ, Monitoring Team	Comment Period	20-Jun-18 through 17-Jul-18
236	271	Technology	Body-Worn Cameras: Policy	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit Final Body-Worn Camera Policies or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Submission of Final Body-Worn Camera Policies	08-Aug-18
237	271	Technology	Body-Worn Cameras: Policy	The Parties review the Final Body-Worn Camera Policies. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Body-Worn Camera Policies	15-Aug-18
238	271	Technology	Body-Worn Cameras: Policy	The Monitor approves or disapproves the Final Body-Worn Camera Policies, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Body-Worn Camera Policies	05-Sep-18
239	271	Technology	Body-Worn Cameras: Training	BPD provides the Parties and Monitoring Team with a proposed curriculum for updating officers, via electronic or in-class training, on the revised Body-Worn Cameras Policy (the "Body-Worn Cameras Training Curriculum").	BPD	Submission of Draft Body-Worn Cameras Training Curriculum	10-Oct-18
240	271	Technology	Body-Worn Cameras: Training	BPD will work with the Parties and Monitoring Team to refine the Body-Worn Cameras Training. BPD will produce subsequent iterations of the Body-Worn Cameras Training as necessary through this process, which the Monitoring Team and the Parties will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent training iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	10-Oct-18 through 27-Nov-18
241	271	Technology	Body-Worn Cameras: Training	BPD submits Proposed Final Body-Worn Cameras Training Curriculum.	BPD	Submission of Final Body-Worn Camera Training Curriculum	05-Dec-18

242	271	<b>Technology</b>	<b>Body-Worn Cameras: Training</b>	The Parties review the Final Body-Worn Camera Training Curriculum. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	City, DOJ	Submission of Approval or Disapproval of Final Body-Worn Camera Training Curriculum	19-Dec-18
243	271	<b>Technology</b>	<b>Body-Worn Cameras: Training</b>	The Monitor approves or disapproves the Final Body-Worn Cameras Training Curriculum, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Body-Worn Cameras Training	02-Jan-19
244	420-22	<b>Recruitment, Hiring, and Retention</b>	<b>Hiring Process &amp; Policy Review/Report</b>	BPD, the Parties, and the Monitoring Team will commence regular, ongoing meetings regarding the completion of the required "in-depth review of BPD's current hiring processes for officers . . . and state hiring criteria to assess whether any process, criterion, or requirement had a disparate impact based on Demographic Categories," (§ 423), and processes and policies pertaining to background investigations of prospective officer hires. The objective of these meetings is to ensure that BPD's review of current hiring processes, including but not limited to background investigation procedures, is sufficient in scope and quality.	BPD, City, DOJ, Monitoring Team	Regular, Ongoing Meetings	30-Apr-18
245	420-22	<b>Recruitment, Hiring, and Retention</b>	<b>Hiring Process &amp; Policy Review/Report</b>	BPD will provide a Draft Hiring Report that (1) outlines the current hiring process, criterion, and requirements; (2) analyzes whether each process, criterion, and requirement may result in disparate impact based on Demographic Categories; (3) whether there are reasonable alternative selection procedures available that would have less disparate impact; and (4) a specific timeline, schedule, and procedure for implementing alternative selection procedures. This report will also include a timeline for memorializing the background investigation requirements of paragraphs 424-25 into BPD and/or City policy.	BPD	Submission of Draft Hiring Process & Policy Report	13-Aug-18

246	420-22	<b>Recruitment, Hiring, and Retention</b>	<b>Hiring Process &amp; Policy Review/Report</b>	BPD will work with the Parties and Monitoring Team to refine the Draft Hiring Process & Policy Report. BPD will produce subsequent iterations of the Hiring Report as necessary through this process, which the Monitoring Team and the Parties will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	14-Aug-18 through 15-Oct-18
247	420-22	<b>Recruitment, Hiring, and Retention</b>	<b>Hiring Process &amp; Policy Review/Report</b>	BPD submits a Final Hiring Process & Policy Review Report	BPD	Submission of Final Hiring Process & Policy Report	12-Nov-18
248	420-22	<b>Recruitment, Hiring, and Retention</b>	<b>Hiring Process &amp; Policy Review/Report</b>	The Parties review the Final Hiring Report. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Hiring Report	26-Nov-18
249	420-22	<b>Recruitment, Hiring, and Retention</b>	<b>Hiring Process &amp; Policy Review/Report</b>	The Monitor approves or disapproves the Final Hiring Report, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Hiring Report	10-Dec-18
250	428	<b>Staffing, Performance Evaluations, and Promotions</b>	<b>Staffing Study</b>	BPD, the Parties, and the Monitoring Team will commence regular, ongoing meetings regarding the completion of the required staffing study of sworn and civilian personnel (the "Staffing Study"). The objective of these meetings is to ensure that the Staffing Study conducted by outside experts sufficiently addresses the requirements of the City, Division, and Consent Decree.	BPD, City, DOJ, Monitoring Team	Regular, Ongoing Meetings	15-Jan-18

251	428	Staffing, Performance Evaluations, and Promotions	Staffing Study	"BPD will complete a comprehensive staffing study to assess the appropriate number of sworn and civilian personnel to perform the functions necessary for BPD to fulfill its mission, enable supervision, and satisfy the requirements of the Agreement." (§ 428). The staffing study should, among other things, describe current deployment across the Department (including where sworn and civilian personnel are assigned and where such personnel actively work), a detailed workload analysis of officers and supervisors (including an analysis for officer-initiated versus dispatched response activity), and a breakdown of the Department's specialty units and assignments (and personnel resources devoted to such units and assignments).	BPD	Submission of Draft Staffing Study	18-May-18
252	428	Staffing, Performance Evaluations, and Promotions	Staffing Study	BPD will work with the Parties and Monitoring Team to refine the Draft Staffing Study. BPD will produce subsequent iterations of the Staffing Study as necessary through this process, which the Monitoring Team and the Parties will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	18-May-18 through 30-Jul-18
253	428	Staffing, Performance Evaluations, and Promotions	Staffing Study	BPD submits Final Staffing Study.	BPD	Submission of Final Staffing Study	14-Aug-18
254	428	Staffing, Performance Evaluations, and Promotions	Staffing Study	The Parties review the Final Staffing Study. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Staffing Study	28-Aug-18
255	428	Staffing, Performance Evaluations, and Promotions	Staffing Study	The Monitor approves or disapproves the Final Staffing Study, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Staffing Study	11-Sep-18
256	429-30	Staffing, Performance Evaluations, and Promotions	Staffing Plan	BPD, the Parties, and the Monitoring Team will commence regular, ongoing meetings regarding the completion of the required Staffing Plan that provides sufficient personnel and resources per the requirements of the Decree. (§ 429).	BPD, City, DOJ, Monitoring Team	Regular, Ongoing Meetings	14-Aug-18

257	429-30	<b>Staffing, Performance Evaluations, and Promotions</b>	<b>Staffing Plan</b>	Reflecting the outcomes of the Staffing Study, BPD will produce a Staffing Plan that conforms to the requirements of the Decree and enables sufficient personnel levels and deployment to perform effective, efficient, and constitutional policing.	BPD	Submission of Draft Staffing Plan	23-Nov-18
258	429-30	<b>Staffing, Performance Evaluations, and Promotions</b>	<b>Staffing Plan</b>	BPD will work with the Parties and Monitoring Team to refine the Draft Staffing Plan. BPD will produce subsequent iterations of the Staffing Plan as necessary through this process, which the Monitoring Team and the Parties will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	24-Nov-18 through 31-Jan-19
259	436-41	<b>Officer Assistance and Support</b>	<b>General</b>	BPD, the Parties, and the Monitoring Team will convene a meeting or series of meetings or informal focus groups with a representative group of sworn personnel from across the Department – representing a variety of ranks, levels of seniority, and geographic assignment – to discuss currently-available officer wellness resources generally and potentially desired or useful protocols and resources for officers (1) following a traumatic incident, and (2) during officer deployments during public demonstration or civil unrest.	BPD, City, DOJ, Monitoring Team	Convening of Meetings/Informal Focus Groups with Officers	13-Mar-18 through 30-Apr-18
260	436-37	<b>Officer Assistance and Support</b>	<b>Employee Assistance Program</b>	BPD will provide policies, procedures, processes, and other documentation (the "EAP Protocols") relating to compliance with paragraphs 436 and 437.	BPD	Submission of EAP Protocols	15-May-18
261	436-37	<b>Officer Assistance and Support</b>	<b>Employee Assistance Program</b>	BPD will work with the Parties and Monitoring Team to refine the EAP Protocols, as necessary. BPD will produce subsequent iterations of the Draft Protocols as necessary through this process, which the Monitoring Team and the Parties will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	15-May-18 through 07-Jul-18
262	436-37	<b>Officer Assistance and Support</b>	<b>Employee Assistance Program</b>	BPD submits Proposed Final EAP Protocols.	BPD	Submission of Final EAP Protocols	18-Jul-18

263	436-37	<b>Officer Assistance and Support</b>	<b>Employee Assistance Program</b>	BPD, the Parties, and the Monitoring Team will post the Proposed Final EAP Protocols on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Proposed Final Traumatic and High-Stress Incident Protocols.	BPD, City, DOJ, Monitoring Team	Comment Period	19-Jul-18 through 15-Aug-18
264	436-37	<b>Officer Assistance and Support</b>	<b>Employee Assistance Program</b>	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit Final Traumatic and High-Stress Incident Protocols or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Consideration of Comment Period Feedback	31-Aug-18
265	436-37	<b>Officer Assistance and Support</b>	<b>Employee Assistance Program</b>	The Parties review the Final EAP Protocols. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final EAP Protocols	16-Oct-18
266	436-37	<b>Officer Assistance and Support</b>	<b>Employee Assistance Program</b>	The Monitor approves or disapproves the Final EAP Protocols, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final EAP Protocols	06-Nov-18
267	439-40	<b>Officer Assistance and Support</b>	<b>Traumatic and High-Stress Incident Protocols</b>	BPD will draft (a) policies, and (b) accompanying or implicated resources regarding protocols for "all officers returning to duty following a traumatic incident (e.g. serious injury, officer-involved shooting, officer-involved accident involving fatality, or all other uses of force resulting in death or serious injury)" (§ 439), and for use "during officer deployments during public demonstrations or civil unrest" (the "Draft Traumatic and High-Stress Incident Protocols"). (§ 440).	BPD	Submission of Draft Traumatic and High-Stress Incident Protocols	15-May-18
268	439-40	<b>Officer Assistance and Support</b>	<b>Traumatic and High-Stress Incident Protocols</b>	BPD will work with the Parties and Monitoring Team to refine the Draft Traumatic and High-Stress Incident Protocols. BPD will produce subsequent iterations of the Draft Protocols as necessary through this process, which the Monitoring Team and the Parties will review and provide additional comments or feedback, as appropriate. During this period, BPD, the Parties, and Monitoring Team will work together to establish working timeframes for collaborating and exchanging subsequent policy iterations.	BPD, City, DOJ, Monitoring Team	Collaboration Period	15-May-18 through 07-Jul-18

269	439-40	<b>Officer Assistance and Support</b>	<b>Traumatic and High-Stress Incident Protocols</b>	BPD submits Proposed Final Traumatic and High-Stress Incident Protocols.	BPD	Submission of Proposed Final Traumatic and High-Stress Incident Protocols	18-Jul-18
270	439-40	<b>Officer Assistance and Support</b>	<b>Traumatic and High-Stress Incident Protocols</b>	BPD, the Parties, and the Monitoring Team will post the Proposed Final Traumatic and High-Stress Incident Protocols on its website and provide affirmative, intensive opportunities for both the public and BPD officers to comment on the Proposed Final Traumatic and High-Stress Incident Protocols.	BPD, City, DOJ, Monitoring Team	Comment Period	19-Jul-18 through 15-Aug-18
271	439-40	<b>Officer Assistance and Support</b>	<b>Traumatic and High-Stress Incident Protocols</b>	BPD shall consider whether any further revisions are appropriate in light of public and officer feedback received in the Comment Period. BPD will either submit Final Traumatic and High-Stress Incident Protocols or notify the Parties and Monitoring Team as to whether resumption of the Collaboration Period is necessary or desired.	BPD	Consideration of Comment Period Feedback	31-Aug-18
272	439-40	<b>Officer Assistance and Support</b>	<b>Traumatic and High-Stress Incident Protocols</b>	The Parties review the Final Traumatic and High-Stress Incident Protocols. DOJ indicates its formal approval or disapproval, in writing, to the Monitor.	DOJ	Submission of Approval or Disapproval of Final Traumatic and High-Stress Incident Protocols	18-Sep-18
273	439-40	<b>Officer Assistance and Support</b>	<b>Traumatic and High-Stress Incident Protocols</b>	The Monitor approves or disapproves the Final Traumatic and High-Stress Incident Protocols, explaining its rationale and justification with the Court.	Monitoring Team	Filing of Memorandum to the Court re: Final Traumatic and High-Stress Incident Protocols	09-Oct-18



274	456–60	<b>Outcome Assessments</b>	<b>First-Year Outcome Assessments</b>	BPD, the Parties, and the Monitoring Team will convene regular meetings to discuss the methodology used for conducting outcome assessments. These discussions will include, but not be limited to, consideration of the availability and reliability of underlying data (as determined in part by the Data Requirements Matrix), quantitative and qualitative assessment methodologies, and the efficiency or cost-effectiveness of conducting certain assessments in the first year of monitoring. It will incorporate the timelines contemplated in the Monitoring Plan with respect to submitting the First-Year Outcome Assessment Report and conducting specific outcome assessments regarding use of force; internal investigations; and stops, searches, and arrests.	BPD, City, DOJ, Monitoring Team	Collaboration Period	15-Feb-18 through 07-May-18
275	456–60	<b>Outcome Assessments</b>	<b>First-Year Outcome Assessments</b>	The Monitoring Team will provide a Draft First-Year Outcome Assessment Process and Methodology Plan to BPD and the Parties for review and comment. The objective of the plan will be to memorialize the understandings and agreements about whether to conduct and how to conduct various outcome assessments in the first year developed during the Collaboration Period.	Monitoring Team	Submission of Draft First-Year Outcome Assessment Process and Methodology Plan	04-Jun-18
276	456-60	<b>Outcome Assessments</b>	<b>First-Year Outcome Assessments</b>	The Parties will provide feedback on the Draft First-Year Outcome Assessment Process and Methodology Plan.	City, DOJ	Submission of Feedback on Draft First-Year Outcome Assessment and Methodology Plan	25-Jun-18
277	456-60	<b>Outcome Assessments</b>	<b>First-Year Outcome Assessments</b>	The Monitor will file the Final First-Year Outcome Assessment Process and Methodology Plan with the Court.	Monitoring Team	Submission of Final First-Year Outcome Assessment Process and Methodology Plan	09-Jul-18
278	456-61	<b>Outcome Assessments</b>	<b>First-Year Outcome Assessments</b>	Using methodology addressed in the First-Year Outcome Assessment Process and Methodology Plan, the Monitoring Team will conduct a structured qualitative analysis of internal investigations to obtain baseline outcome assessment determinations. Mechanisms for updating the Parties will also be addressed in the First-Year Outcome Assessment Process and Methodology Plan.	Monitoring Team	Internal Investigation Analysis Conducted	09-Jul-18 through 29-Aug-18



279	456-62	<b>Outcome Assessments</b>	<b>First-Year Outcome Assessments</b>	Using methodology addressed in the First-Year Outcome Assessment Process and Methodology Plan, the Monitoring Team will conduct a structured qualitative analysis of use of force incidents to obtain baseline outcome assessment determinations. Mechanisms for updating the Parties will also be addressed in the First-Year Outcome Assessment Process and Methodology Plan.	Monitoring Team	Use of Force Analysis Conducted	11-Sep-18 through 31-Oct-18
280	456-63	<b>Outcome Assessments</b>	<b>First-Year Outcome Assessments</b>	Using methodology addressed in the First-Year Outcome Assessment Process and Methodology Plan, the Monitoring Team will conduct a structured qualitative analysis of stops, searches, and arrests to obtain baseline outcome assessment determinations. Mechanisms for updating the Parties will also be addressed in the First-Year Outcome Assessment Process and Methodology Plan.	Monitoring Team	Stops, Searches, and Arrests Analysis Conducted	29-Nov-18 through 31-Jan-19
281	456-60	<b>Outcome Assessments</b>	<b>First-Year Outcome Assessments</b>	The Monitoring Team will provide a Draft First-Year Outcome Assessment Report to BPD and the Parties for review and comment.	Monitoring Team	Submission of Draft First-Year Outcome Assessment Report to BPD, Parties	22-Nov-18
282	456-60	<b>Outcome Assessments</b>	<b>First-Year Outcome Assessments</b>	BPD and the Parties will provide feedback on the Draft First-Year Outcome Assessment Report.	Monitoring Team	Submission of BPD, Party Comments re: Draft First-Year Outcome Assessment Report	06-Dec-18
283	456-60	<b>Outcome Assessments</b>	<b>First-Year Outcome Assessments</b>	The Monitoring Team will file its Final First-Year Outcome Assessment report, which will incorporate feedback of BPD and the Parties, as appropriate, for the first year of monitoring with the Court and make the report publicly available.	Monitoring Team	Filing of Report re: First-Year Outcome Assessments with Court	27-Dec-18
284	472	<b>Monitor Reports</b>	<b>General</b>	The Monitor "will establish an electronic mechanism for receiving public feedback on the reports," debriefing the Parties as to the specifics of that mechanism. (¶ 472).	Monitoring Team	Electronic Report Feedback Mechanism Established & Parties Debriefed	21-May-18
285	471-72	<b>Monitor Reports</b>	<b>First Semiannual Report</b>	The Monitoring Team "will provide a copy" of its Draft First Semiannual Report "to the Parties . . . to allow the Parties to comment on the reports." (¶ 472).	Monitoring Team	Provision of Draft First Semiannual Report to Parties	05-Jun-18

286	471–72	Monitor Reports	First Semiannual Report	The Parties will provide feedback and comments on the Draft First 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 First Semiannual Report to Monitoring Team	05-Jul-18
287	471–72	Monitor Reports	First Semiannual Report	The Monitor will file the First 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 First Semiannual Report with Court	18-Jul-18
288	471–72	Monitor Reports	First Semiannual Report	The Monitor will hold one of its required, quarterly community meetings (see line 282) to brief community members on the First Semiannual Report.	Monitoring Team	Quarterly Community Meeting on Semiannual Report Held	23-Jul-18
289	471–72	Monitor Reports	First Semiannual Report	The Court will hold one of its quarterly, public hearings (see line 284) to discuss the First Semiannual Report and overall progress to date.	BPD, Parties, Monitoring Team	Quarterly Public Hearing Held	26-Jul-18
290	471–72	Monitor Reports	Second Semiannual Report	The Monitoring Team "will provide a copy" of its Draft Second Semiannual Report "to the Parties . . . to allow the Parties to comment on the reports." (§ 472).	Monitoring Team	Provision of Draft Second Semiannual Report to Parties	20-Nov-19
291	471–72	Monitor Reports	Second Semiannual Report	The Parties will provide feedback and comments on the Draft Second 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 Second Semiannual Report to Monitoring Team	20-Dec-19
292	471–72	Monitor Reports	Second Semiannual Report	The Monitor will file the Second 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 Second Semiannual Report with Court	05-Jan-19
293	471–72	Monitor Reports	Second Semiannual Report	The Monitor will hold one of its required, quarterly community meetings (see line 282) to brief community members on the Second Semiannual Report.	Monitoring Team	Quarterly Community Meeting on Semiannual Report Held	12-Jan-19
294	471–72	Monitor Reports	Second Semiannual Report	The Court will hold one of its quarterly, public hearings (see line 284) to discuss the Second Semiannual Report and overall progress to date.	BPD, Parties, Monitoring Team	Quarterly Public Hearing Held	19-Jan-19

295	461	<b>Monitor Reports</b>	<b>Quarterly Meetings</b>	The Monitoring Team will hold, not less frequently than quarterly, “hold in-person meetings in different Baltimore neighborhoods.” The Monitoring Team has elsewhere committed to more frequent community engagement and public meetings throughout the monitoring year.	Monitoring Team	Quarterly Meetings	TBD-May-18 01-Aug-18 TBD-Nov-18 10-Jan-19
296	461	<b>Monitor Reports</b>	<b>Monthly Meetings with Court</b>	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	02-Feb-18 02-Mar-18 06-Apr-18 29-May-18 05-Jun-18 14-Aug-18 06-Sep-18 02-Oct-18 15-Nov-18 17-Dec-18 03-Jan-19
297	461	<b>Monitor Reports</b>	<b>Monthly Meetings with Court</b>	The Court will hold quarterly, public hearings to discuss the overall status of progress.	BPD, City, DOJ, Monitoring Team	Quarterly Public Hearings	13-Apr-18 26-Jul-18 09-Oct-18 10-Jan-19
298	461	<b>Monitoring Plan</b>	<b>Updated First-Year Monitoring Plan</b>	Understanding that implementation may involve unforeseen changes in schedules or good-faith delays in implementation that deviate from the original schedule, the Monitoring Team will submit an updated first-year monitoring plan that reflects progress to date and changes deadlines, as appropriate, to ensure aggressive but achievable timetables toward progress. The Updated First-Year Monitoring Plan will cover the period of July 1, 2018 through December 31, 2018.	Monitoring Team	Submission of Draft Updated First-Year Monitoring Plan	15-Aug-18
299	461	<b>Monitoring Plan</b>	<b>Updated First-Year Monitoring Plan</b>	BPD and the Parties will provide feedback on the Draft Updated First-Year Monitoring Plan.	BPD, City, DOJ	Submission of Feedback re: Draft Updated First-Year Monitoring Plan	29-Aug-18
300	461	<b>Monitoring Plan</b>	<b>Updated First-Year Monitoring Plan</b>	The Monitoring Team will revise the Draft Updated First-Year Monitoring Plan, as appropriate, and file the Final Updated First-Year Monitoring Plan with the Court.	Monitoring Team	Filing of Final Updated First-Year Monitoring Plan with Court	13-Sep-18

301	461	<b>Monitoring Plan</b>	<b>Second-Year Monitoring Plan</b>	The Monitor will submit a draft of the Second-Year Monitoring Plan to BPD and the Parties. The Second-Year Monitoring Plan will cover the period of January 1, 2019 through December 31, 2019.	Monitoring Team	Submission of Draft Second-Year Monitoring Plan	03-Dec-18
302	461	<b>Monitoring Plan</b>	<b>Second-Year Monitoring Plan</b>	BPD and the Parties will provide feedback on the Draft Second-Year Monitoring Plan.	BPD, Parties	Submission of Feedback re: Draft Second-Year Monitoring Plan	17-Dec-18
303	461	<b>Monitoring Plan</b>	<b>Second-Year Monitoring Plan</b>	BPD, the Parties, and the Monitoring Team will actively and affirmatively seek community feedback and public comment on the Draft Second-Year Monitoring Plan.	BPD, Parties, Monitoring Team	Comment Period	20-Dec-18 through 24-Jan-19
304	461	<b>Monitoring Plan</b>	<b>Second-Year Monitoring Plan</b>	The Monitoring Team will revise the Draft Second-Year Monitoring Plan, as appropriate, and file the Final Second-Year Monitoring Plan with the Court.	Monitoring Team	Filing of Final Updated Second-Year Monitoring Plan with Court	05-Feb-19
305	461	<b>Monitoring Plan</b>	<b>Document Preservation Protocol</b>	The Parties and Monitoring Team will convene and use best efforts to establish a document preservation protocol that allows for the retention of necessary documents, information, and data while ensuring that such retention poses no unreasonable burden to the City and BPD.	BPD, City, DOJ, Monitoring Team	Parties and Monitoring Team Begin Discussions	04-Feb-18
306	448	<b>Monitoring Plan</b>	<b>Second-Year Budget</b>	The Monitoring Team will submit a budget for the second year of monitoring to the Court and the Parties for review.	Monitoring Team	Submission of Second-Year Budget	17-Dec-18
307	448	<b>Monitoring Plan</b>	<b>Second-Year Budget</b>	The Parties will provide feedback on the Second-Year Budget.	City, DOJ	Submission of Feedback on Second-Year Budget	31-Dec-18
308	448	<b>Monitoring Plan</b>	<b>Second-Year Budget</b>	The Monitoring Team will provide a finalized Second-Year Budget to the Court.	Monitoring Team	Submission of Second-Year Budget to Court	14-Jan-19
309	451	<b>Monitoring Plan</b>	<b>Monthly Invoices</b>	The Monitoring Team will submit invoices on a monthly basis to the Parties by the 15th day of the month (or the next earliest business day) 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 the next earliest business day) with an accompanying cover letter.	Monitoring Team	Submission of Monthly Invoices to Parties, Court	Ongoing

## Overview of Major Monitoring Tasks, Years 2 through 5

*How to Read this Chart:* This chart provides a general overview of projected timing for major monitoring tasks beyond those covered in the first-year monitoring plan. It is not an exhaustive inventory, as implementation and continued progress on work instigated in the first-year will be required, and the Monitoring Team will provide ongoing technical assistance in those areas. (For instance, although OPR investigative policies and manuals may be completed, the Parties and Monitoring Team will remain engaged in ensuring active, ongoing implementation – such that a compliance review and audit can be contemplated and conducted.) The goal is to have a majority of the major policy, procedure, process, training, and day-to-day changes and reforms completed by the end of Year 3.

Consent Decree Paragraphs	Area	Sub-Area	Year 2				Year 3				Year 4				Year 5			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
16	Community Policing	Annual Community Policing Training (¶¶ (f), (h))																
16	Community Policing	Annual Community Policing Training (¶¶ (e), (g))																
16	Community Policing	Annual Community Policing Training (¶¶ (a), (b), (f))																
17-18	Community Policing	Community and problem-oriented policing plan																
22	Community Engagement Assessments	BPD community policing assessments																
23-26	Community Engagement Assessments	Monitor's community surveys																
67-68	Stops, Searches, and Arrests	Initial training conducted																

Consent Decree Paragraphs	Area	Sub-Area	Year 2				Year 3				Year 4				Year 5			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
67-68	Stops, Searches, and Arrests	Annual 4-hour follow-up training																
69-81	Stops, Searches, and Arrests	Supervisory Review Policy																
69-82	Stops, Searches, and Arrests	Supervisory Review Training																
82	Stops, Searches, and Arrests	Data Collection and Review Electronic System Implementation (continued from Y1)																
82	Stops, Searches, and Arrests	Data Collection and Review Electronic System Officer Training																
84,86	Stops, Searches, and Arrests	Data Collection Review and Analysis Protocols Developed																
84,87	Stops, Searches, and Arrests	BPD annual stop data analysis																
90–94, 16(h)	Impartial Policing	Fair and Impartial Training conducted																
166-67	Use of Force	Officer use of force training conducted (initial)																
166-67	Use of Force	Office use of force training (ongoing)																
98 102 108 110-111 114	Behavioral Health Disabilities/Crisis	Policy: Crisis & Dispatch																

Consent Decree Paragraphs	Area	Sub-Area	Year 2				Year 3				Year 4				Year 5			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
112	Behavioral Health Disabilities/Crisis	Training: Recruits, Designed & Conducted																
99, 100, 112	Behavioral Health Disabilities/Crisis	Training: All Officer, Designed & Conducted																
113	Behavioral Health Disabilities/Crisis	Training: Dispatchers, Designed & Conducted																
106-107	Behavioral Health Disabilities/Crisis	Training: CIT Officers: Designed & Conducted																
120-22	Behavioral Health Disabilities/Crisis	Evaluation of CIT Data, CIT Data Report																
180-200	Use of Force	Supervisory Response and Review Policy																
180-200	Use of Force	Supervisory Response and Review Training																
180-201	Use of Force	Special Investigation Response Team Policy																
180-202	Use of Force	SIRT Training and Active Implementation																
207-17	Use of Force	Performance Review Board Policies and Procedures																

Consent Decree Paragraphs	Area	Sub-Area	Year 2				Year 3				Year 4				Year 5			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
207-18	Use of Force	Performance Review Board Training and Active Implementation																
218, 220	Interactions with Youth	Youth Interactions Policy																
218,220	Interactions with Youth	Youth Interactions Training																
238	Transportation of Persons in Custody	Transportation Training																
239-54	First Amendment Protected Activities	First Amendment Training																
255-6	First Amendment Protected Activities	Annual First Amendment Protected Activity Report																
257-64	Sexual Assault	Sexual Assault Policy																
259	Sexual Assault	Sexual Assault Training (initial)																
259	Sexual Assault	Sexual Assault Training (ongoing)																
259	Sexual Assault	Community Collaboration and External Oversight																
271	Technology	Body-Worn Cameras Policy Training																
294	Supervision	General Supervisor Training																



Consent Decree Paragraphs	Area	Sub-Area	Year 2				Year 3				Year 4				Year 5			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
291-304	Supervision	Field Training Officer ("FTO") program																
304, 435, others	Supervision	Assessment/revision of Promotional Criteria																
308,	Supervision	New Promotion Supervisor Training																
310	Supervision	Annual in-service supervisory training																
312-27	Supervision	Early Intervention System Policy																
312-27	Supervision	Early Intervention System Training																
372-88, 403-405	Misconduct Investigations & Discipline	Disciplinary System Policies																
372-89	Misconduct Investigations & Discipline	Disciplinary System Policy Active Implementation																
402	Transparency	OPR/CRB Quarterly Reports																
405	Transparency	Annual Discipline System Audit																
408	Transparency	Annual Civilian Complaint Report																
409-15	Transparency	OPR Training																
416-18	Coordination with Baltimore City School Police	Initial Assessment																

Consent Decree Paragraphs	Area	Sub-Area	Year 2				Year 3				Year 4				Year 5			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
416-19	Coordination with Baltimore City School Police	Implementation of Areas for Improvement																
419-22	Recruitment, Hiring, and Retention	Recruitment Plan																
426-27	Recruitment, Hiring, and Retention	Retention Plan																
428-31	Staffing	Staffing Plan (continued from Y1)																
428-32	Staffing	Staffing Plan Active Implementation																
432	Staffing	Annual Performance Evaluations																
436-39	Officer Assistance & Support	Employee Assistance Program ("EAP") Policy																
456-60	Outcome Assessments	Annual Outcome Assessments Conducted/Reported (Monitor)																
456-61	Outcome Assessments	Annual Outcome Assessments Conducted/Reported (BPD)																
469	Comprehensive Reassessment	Comprehensive Reassessment Conducted																
471	Monitor Reports	Monitoring Reports Filed																

Consent Decree Paragraphs	Area	Sub-Area	Year 2				Year 3				Year 4				Year 5			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
471	Monitoring Plan	Monitoring Plans Updated/Filed																



# BPD Monitoring Team

**Ken Thompson**  
Monitor

**Commr. Charles Ramsey (ret.)**  
Principal Deputy Monitor

**Seth Rosenthal**  
Deputy Monitor

**Chief Hassan Aden (ret.)**  
Deputy Monitor

**Dr. Theron Bowman**  
Deputy Monitor

**Baltimore Community Mediation Center**  
**Matthew Barge**

**Dep. Commr. Kevin Bethel (ret.)**  
**Jessica Drake**

**Dr. Randolph Dupont**  
**Chief Terry Gainer (ret.)**

**Maggie Goodrich**  
**Prof. Rachel Harmon**

**Dep. Commr. Nola Joyce (ret.)**  
**Prof. Tracey Meares**

**Chief Robert McNeilly (ret.)**  
**Chief Kathleen O'Toole (ret.)**

**Stephen Parker**  
**Dr. Ellen Scrivner**

**Sean Smoot**

**Dr. Ralph Taylor**

**Chief George Turner (ret.)**

**Chief Roberto Villaseñor (ret.)**  
Subject Matter Experts