



# BALTIMORE POLICE DEPARTMENT

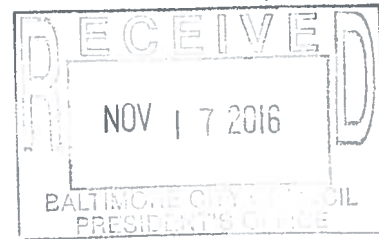


**Stephanie Rawlings-Blake**  
Mayor

**Kevin Davis**  
Police Commissioner

November 14, 2016

Honorable President and Members of the Baltimore City Council  
Room 400, City Hall  
100 N. Holliday Street  
Baltimore, Maryland 21202



**Attention: Natawna Austin, Executive Secretary**

**Re: City Council Bill No. 16-0311R  
Baltimore Police Department – Internal Affairs Early Warning  
Intervention System**

Dear Council President Young and Members of the City Council:

The Baltimore Police Department (BPD or the Department) has reviewed Council Bill 16-0311R. This resolution is for the purpose requesting the Department to expand its Internal Affairs Early Warning Intervention System to include retraining officers from each district who have been flagged for intervention in the areas of use of force continuum, citizen interaction, and de-escalation techniques.

The Department does not oppose this bill.

The Department understands that the intent of this resolution is to help guide the Department as it, the communities it serves, and the overall City of Baltimore adjust to a new 21<sup>st</sup> Century form of policing.

Recently, the Department's Early Intervention System underwent a complete overhaul. For the first time ever, a Director has been appointed to oversee the Early Intervention Unit and officers' supervisors are involved early in the initial stages of the process. Three additional officers have been specially assigned to the Unit, and the outdated, complicated system used in the past has been replaced by an easy to understand three-tiered system.

This new system works by identifying complaints and determining whether there is a nexus between the complaints and an officer's performance. If there is a nexus, a Phase I Intervention takes place between the officer and their direct supervisor. If there are subsequent complaints, a Phase II Intervention takes place between the officer, their director supervisor, Sergeant, and the Director of the Early Intervention Unit. And if complaints continue, a Phase III Intervention takes place between the officer, their direct supervisor, Sergeant, Lieutenant, Captain, Major, Chief and the Director of the Unit. For all phases, a 30-day monitoring and reporting system is required.

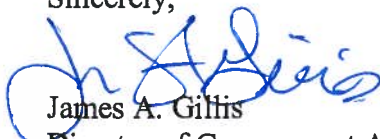
*Not opposed*

There will likely be additional changes made to the Department's Early Intervention Unit as the Department of Justice's August 2016 Report identified it as needing improvements. Other cities that have entered into consent decrees have been required to increase data collection and improve data collection systems in order to compare officers' performance based on specifically assigned peer groups.

Ultimately, the goal of the Early Intervention Unit is not only to enhance the performance of Baltimore Police officers, but to provide officers with the necessary support, training, and tools to be successful in their careers.

Thank you for the opportunity to comment. The Department looks forward to working with the City Council on this matter.

Sincerely,



James A. Gillis  
Director of Government Affairs