BALTIMORE POLICE DEPARTMENT

QUARTERLY OVERSIGHT HEARING & CRIME REDUCTION AND DEPARTMENTAL TRANSFORMATION PLAN UPDATE

MARCH 30, 2022

PUBLIC SAFETY AND GOVERNMENT OPERATIONS COMMITTEE

- **Council President Nick Mosby**
- **Chairman, Councilman Mark Conway**

PROACTIVE

&

COLLABORATIVE

CRIME REDUCTION EFFORTS

COMSTAT 360 WITH EQUITY

- **A proactive and problem-solving approach that emphasizes community collaboration, responsiveness, strategic problem solving, and community satisfaction.**

- **Four guiding principles for weekly meetings:**
  - **Prevent, interrupt, apprehend offenders and solve crime**
  - **Integrate community and governmental partners**
  - **Maximize organizational effectiveness**
  - **Incorporate equity**

COMSTAT 360 - CRIME PLANS

- **All Districts and CID Sections are required to submit Quarterly Crime Plans.**

- **Plans include:**
  - **Analysis of main crime trends/patterns**
  - **Action plan of how resources are allocated to address the trend/pattern**
  - **Law enforcement Resources and Partners**
  - **Community and City Resource Partners**
  - **Assessment of the action plan**
 - **Overall priorities to improve overall organizational effectiveness**

PLACE-BASED STRATEGIES

PROACTIVE

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COLLABORATIVE

CRIME REDUCTION EFFORTS
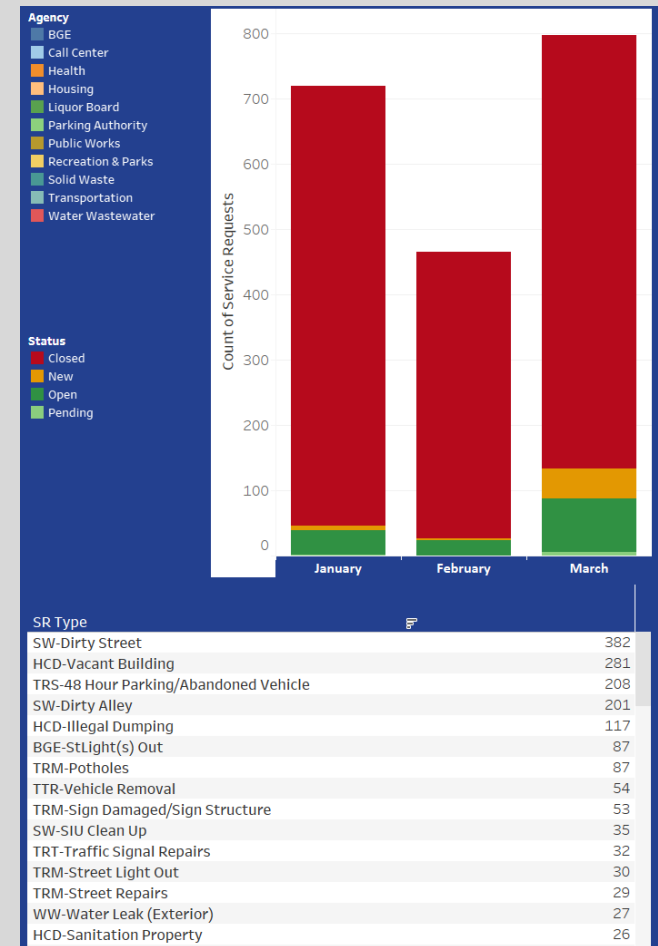
PROACTIVE ENGAGEMENT

- Continued focus on **DAT and MicroZones** where the level of crime is highest. Respectful, proactive and consistent presence in higher-risk geographies.

- BPD Crime Plan goal that all officers commit **20 minutes out of every hour** to proactive engagements across the district.

Rolling 28 Day Proactive Policing by Micro-Zone
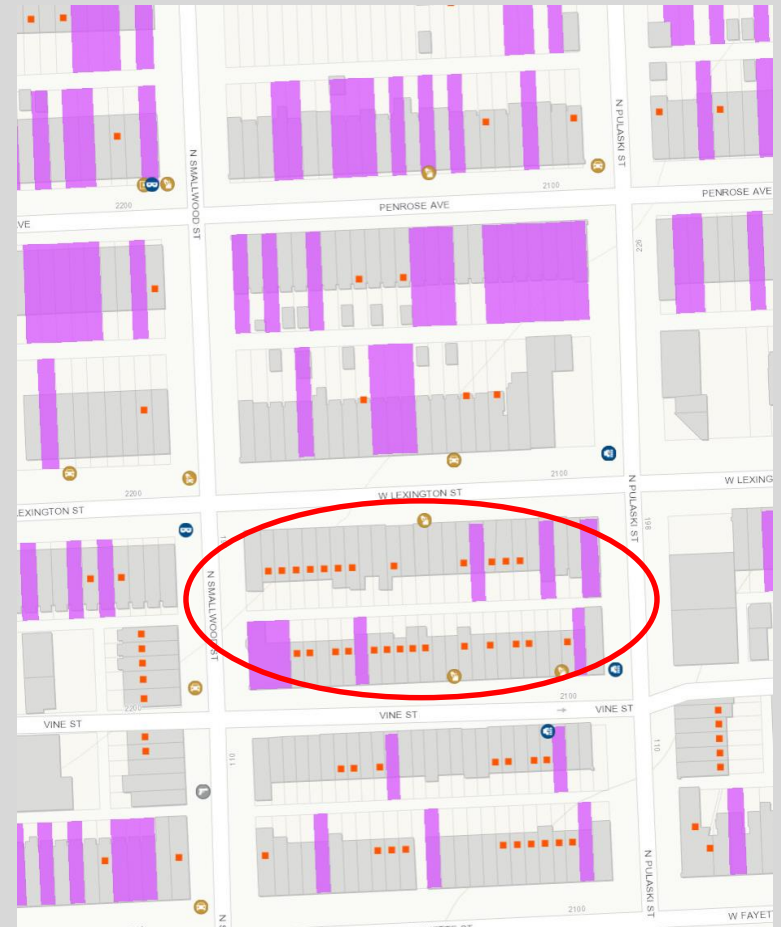
© 2022 Mapbox © OpenStreetMap
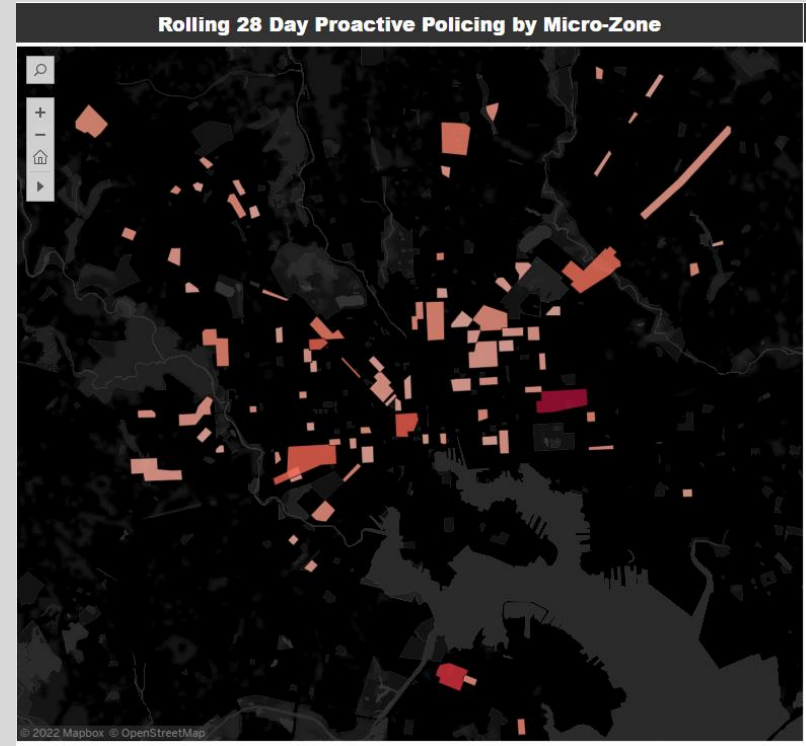
PROBLEM-ORIENTED POLICING

- **Neighborhood Coordination Officers (NCOs)** are expected to serve as Problem Oriented Policing Specialists (POP) for each district.

- All District personnel are expected to contribute to POP activities, for example through submitting **311 requests.**

Agency
BGE
Call Center
Health
Housing
Liquor Board
Parking Authority
Public Works
Recreation & Parks
Solid Waste
Transportation
Water Wastewater

Status
Closed
New
Open
Pending

SR Type	
SW-Dirty Street	382
HCD-Vacant Building	281
TRS-48 Hour Parking/Abandoned Vehicle	208
SW-Dirty Alley	201
HCD-Illegal Dumping	117
BGE-StLight(s) Out	87
TRM-Potholes	87
TTR-Vehicle Removal	54
TRM-Sign Damaged/Sign Structure	53
SW-SIU Clean Up	35
TRT-Traffic Signal Repairs	32
TRM-Street Light Out	30
TRM-Street Repairs	29
WW-Water Leak (Exterior)	27
HCD-Sanitation Property	26

NEIGHBORHOOD POLICING PLANS

- **Pilots with two neighborhoods** in the Western and Southern Districts

- Robust Problem-Oriented Policing includes review of crime data with other agency data (e.g. vacant buildings)

- Developing and implementing collaborative, inter-agency action plans

- Evaluation partner: University of Baltimore

PROACTIVE

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COLLABORATIVE

CRIME REDUCTION EFFORTS
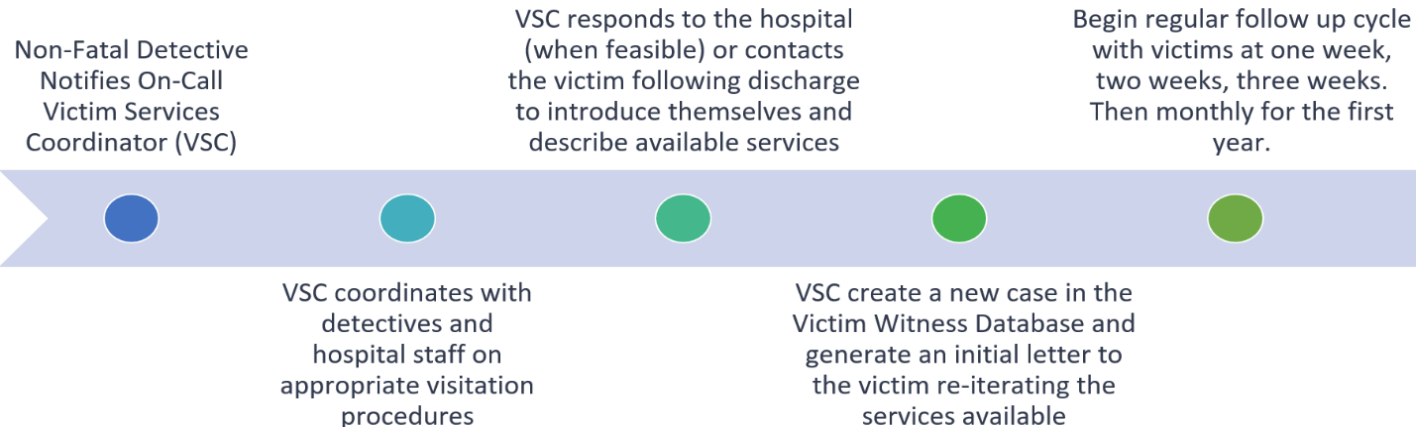
GROUP VIOLENCE REDUCTION STRATEGY

- **Development of BPD Units in support of GVRS**
  - **Group Violence Unit**
  - **Victim Services Unit**
  - **Operational alignment with Districts and Data-Driven Strategies**

- **GVRS Orientation and Professional Development**

- **Refine and expand Shooting Reviews**

Community "Moral Voice"

People at highest risk of being shot

Law Enforcement

Outreach and Support

VICTIM SERVICES EXPANSION

- **Moved to DCO Office to expand coverage beyond homicide incidents.**
  - **Started with Non-Fatal Shooting victims in the Western District (aligning with GVRS Pilot).**
  - **Furthered coverage of Non-Fatal shootings to Southern District**

New Non-Fatal Shooting Protocol

Non-Fatal Detective Notifies On-Call Victim Services Coordinator (VSC)

VSC responds to the hospital (when feasible) or contacts the victim following discharge to introduce themselves and describe available services

Begin regular follow up cycle with victims at one week, two weeks, three weeks. Then monthly for the first year.

VSC coordinates with detectives and hospital staff on appropriate visitation procedures

VSC create a new case in the Victim Witness Database and generate an initial letter to the victim re-iterating the services available

CRIME GUN INTELLIGENCE CENTER

- **Data driven approach to gun crimes**

- **Reduce gun-related crime through the efficient collection of information on ballistics and guns**

- **Improve collaboration with Federal and local agencies to reduce gun-related crime**

- **Improve communication with community through promotion of metro crime stoppers and other tip resources**

CRIME GUNS SEIZED Jan 1 – March 24			
2021	**2022**	**+/-**	**% +/-**
479	**573**	**94**	**20%**

Data pulled from Firearm Gun Database

We Need Your Help!
Submit a Tip Reference Guide

If you have any information about a crime or incident, you have many options to submit a tip!

Your identity will not be public information if you call one of our tip lines. Any personal information you provide will remain private.

If you have information about a crime or incident that happened in Baltimore City, please contact the Baltimore Police Department:

If you have information about a homicide:
- Call: 410-396-2100
- Email: HomicideTips@baltimorepolice.org

If you have tips or information in reference to any incident that occurred in the Western District, contact our Western District:
- Call: 410-396-2477 or
- Email: WesternDistrict@baltimorepolice.org

If you need to contact a different district, find their contact information here:
- https://www.baltimorepolice.org/districts/find-my-district

If you have information about Illegal firearms activity, firearms thefts, or firearms trafficking operations in Maryland, contact the Bureau of Alcohol, Tobacco, and Firearms (ATF):
- Report Illegal Firearms Activity: 1-800-ATF-GUNS (1-800-283-4867)
- Firearms Theft Hotline: 1-888-930-9275
- ATF Main Tip Line: Call: 1-888-ATF-TIPS (1-888-283-8477) or Email: ATFTips@atf.gov
- To Remain Anonymous: ReportIt® mobile app

If you wish to remain anonymous or do not know where to contact with information about a crime or illegal activity in Maryland, contact Metro Crime Stoppers:
- Call or Text: 1-866-7LOCKUP (1-866-756-2587)
- Submit an Anonymous Tip: http://metrocrimestoppers.org/submit-a-tip/

If you need Immediate Police Assistance, Please Call:

Emergency: 911

Non-Emergency: 311

Baltimore Police Social Media pages

Instagram: @BaltimorePoliceDepartment

Twitter: @BaltimorePolice

Facebook Pages
@BaltimoreCityPolice
@BPDWestern
@BaltimorePDCGIC

WARRANT INITIATIVES

- **WATF Monthly Warrant Initiatives**

- **WATF Top 5 Priority Warrants**

- **US Marshals Initiative**

- **Harm Index Warrants**

- **Sherriff Warrant Initiative**

OPERATION WASHOUT II	
105 Fugitives Arrested **200 Open Warrants Closed**	
# of Fugitives Arrested	**Offense**
5	Homicide
9	Attempted Murder
15	Robbery
28	Firearms Offenses

Operation Washout II was conducted with our law enforcement partners and is an example of the type of cooperative efforts we engage in.
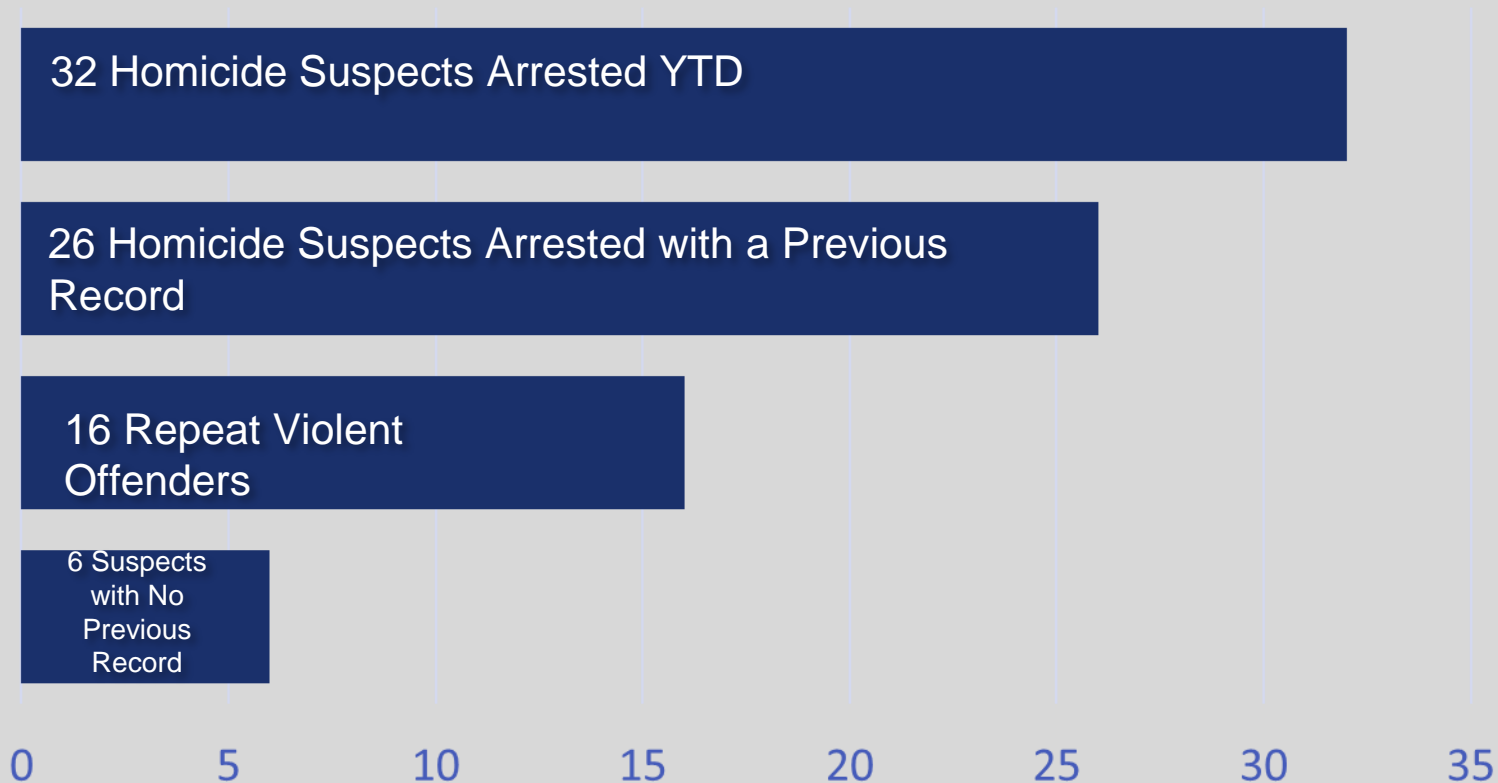
CLEARANCE RATES

Clearance Rates	2019	2020	2021	2022 (YTD)	Nat'l Average
Homicides (Goal Above 40/45%)	31.6%	38.1%	42.1%	54.4%	54.7%
Non-Fatal Shootings (Goal Above 25%/28%)	19.3%	21.1%	25.1%	25.6%	26.1%
Robberies (Goal Above 25%/28%)	29.30%	33.70%	33.40%	28.75%	24.4%
Burglaries (Goal Above 10%)	6%	7.39%	8.73%	9.02%	10.7%

HOMICIDE ARRESTS

32 Homicide Suspects have been arrested YTD

32 Homicide Suspects Arrested YTD

26 Homicide Suspects Arrested with a Previous Record

16 Repeat Violent Offenders

6 Suspects with No Previous Record

0   5   10   15   20   25   30   35

SHOOTING ARRESTS

32 Non-Fatal Shooting Suspects have been Arrested YTD

32 Non-Fatal Shooting Suspects Arrested YTD

21 Suspects Arrested with a Previous Record

11 Repeat Violent Offenders

11 Suspects with No Prior Record

| 0 | 5 | 10 | 15 | 20 | 25 | 30 | 35 |
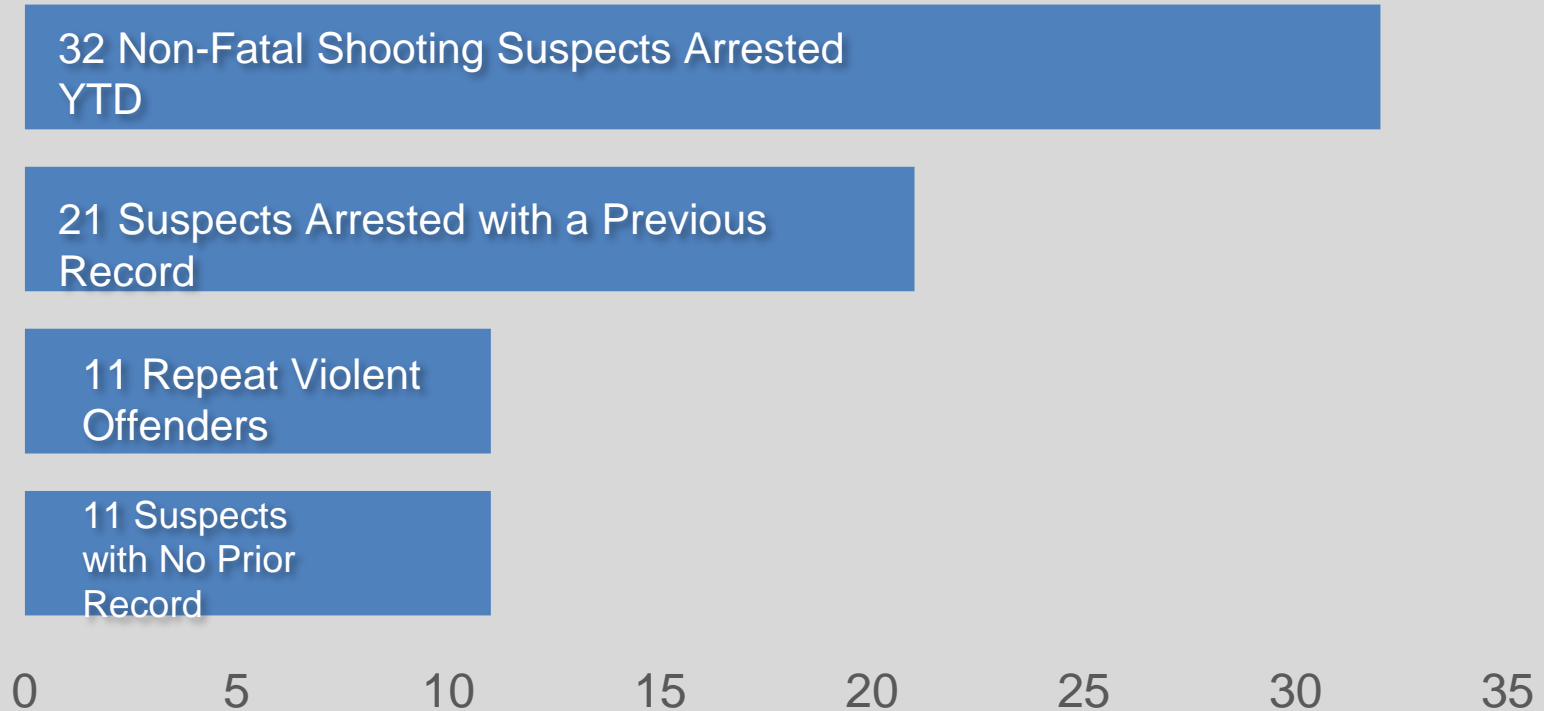
GUN-RELATED ARRESTS

Gun-Related Arrests in Baltimore City

GUN ARRESTS 2022	PATROL GUN ARRESTS 2022	NON-PATROL GUN ARRESTS 2022
345	**305**	**40**
Gun Arrests 2021 | 351 ▼	Gun Arrests 2021 | 320 ▼	Gun Arrests 2021 | 31 ▲ 29.03%
-1.71%	-4.69%	

Gun Arrests by District

Central	Eastern	Northeast	Northern	Northwest	Southeast	Southern	Southwest	Western
LYTD 30 / YTD 57	LYTD 20 / YTD 21	LYTD 48 / YTD 26	LYTD 33 / YTD 31	LYTD 54 / YTD 31	LYTD 40 / YTD 35	LYTD 21 / YTD 19	LYTD 31 / YTD 38	LYTD 43 / YTD 47
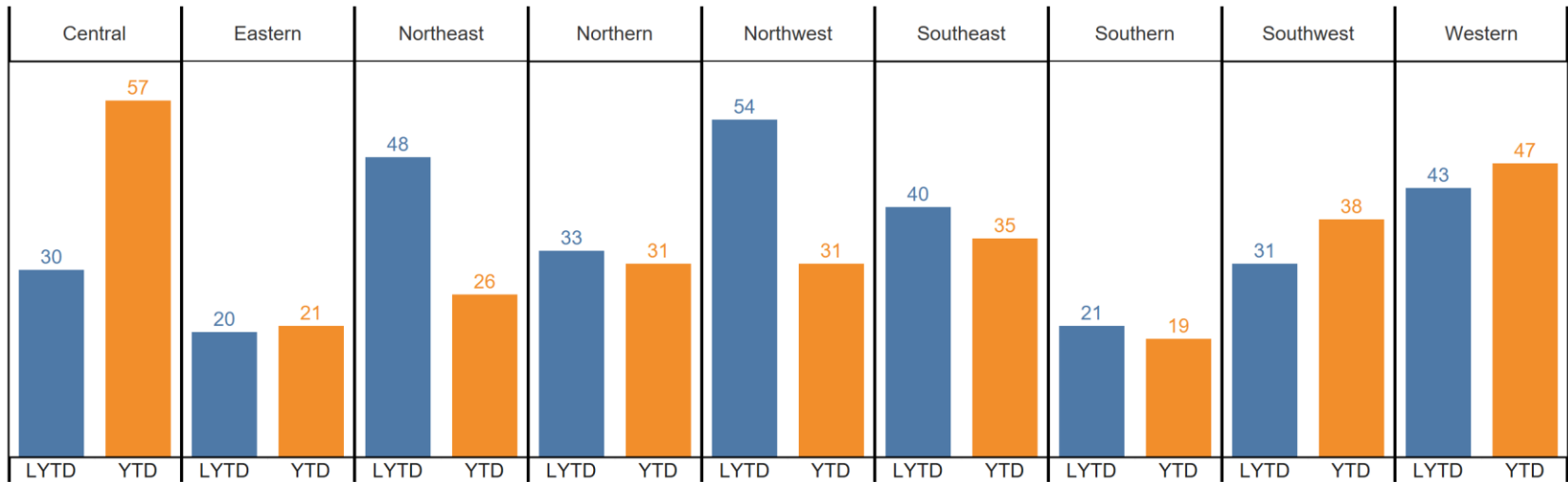
LEGISLATIVE EFFORTS

- **Ghost Guns**

- **Firearm Straw Purchase Participants**

- **Notification of Pre-Trial Release of Defendants**

- **Warrant Apprehension Grants**

- **Street Racing & Exhibition Driving**

- **Interjurisdictional Policing Grants**

Crime statistics

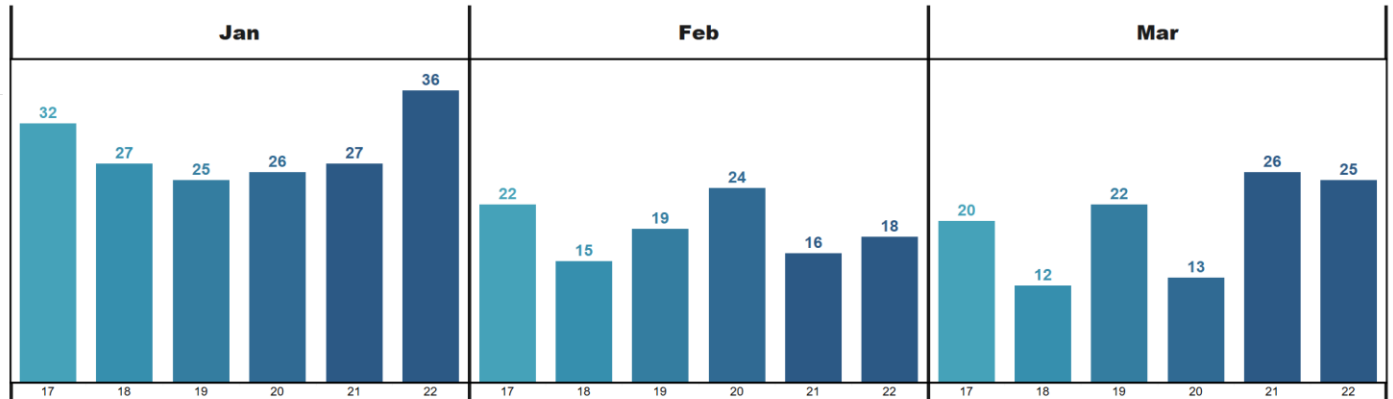# CITY-WIDE CRIME OVERVIEW

Overview of Crime in Baltimore City

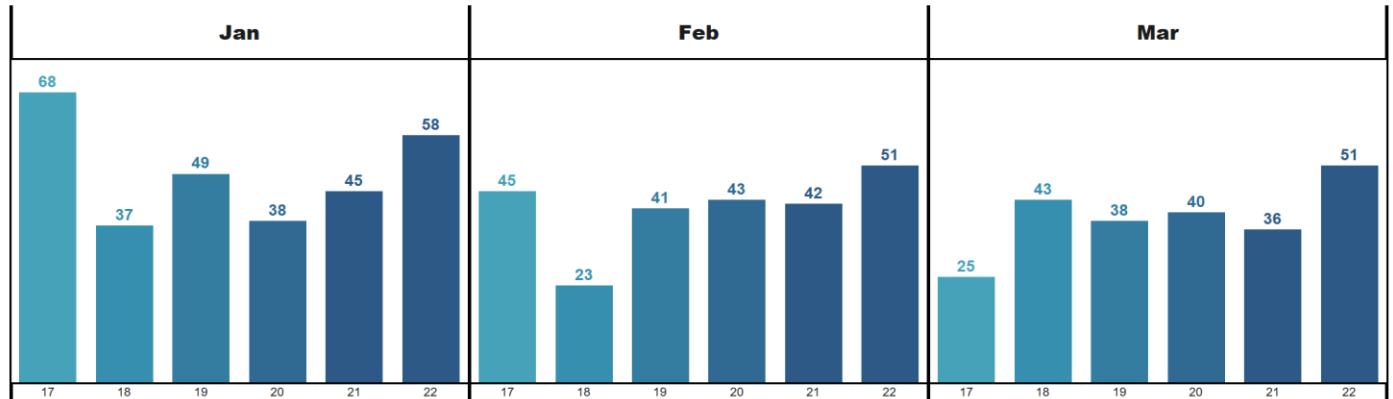### Year over Year Crime Numbers

	2022 Total	2021 Total	% Change
Homicide	79	69	14.5%
Shooting	160	123	30.1%
Rape	55	76	-27.6%
Carjacking	135	81	66.7%
Robbery Commercial	215	113	90.3%
Robbery Street	304	341	-10.9%
Robbery Residential	130	107	21.5%
Aggravated Assault	1,062	1,087	-2.3%
Arson	23	21	9.5%
Auto Theft	736	677	8.7%
Burglary	755	655	15.3%
Larceny	1,444	1,460	-1.1%
LFA	835	637	31.1%

Number of Homicides by Month & Year Compared to 2021

Jan
- 17: 32
- 18: 27
- 19: 25
- 20: 26
- 21: 27
- 22: 36

Feb
- 17: 22
- 18: 15
- 19: 19
- 20: 24
- 21: 16
- 22: 18

Mar
- 17: 20
- 18: 12
- 19: 22
- 20: 13
- 21: 26
- 22: 25

Number of Shootings by Month & Year Compared to 2021

Jan
- 17: 68
- 18: 37
- 19: 49
- 20: 38
- 21: 45
- 22: 58

Feb
- 17: 45
- 18: 23
- 19: 41
- 20: 43
- 21: 42
- 22: 51

Mar
- 17: 25
- 18: 43
- 19: 38
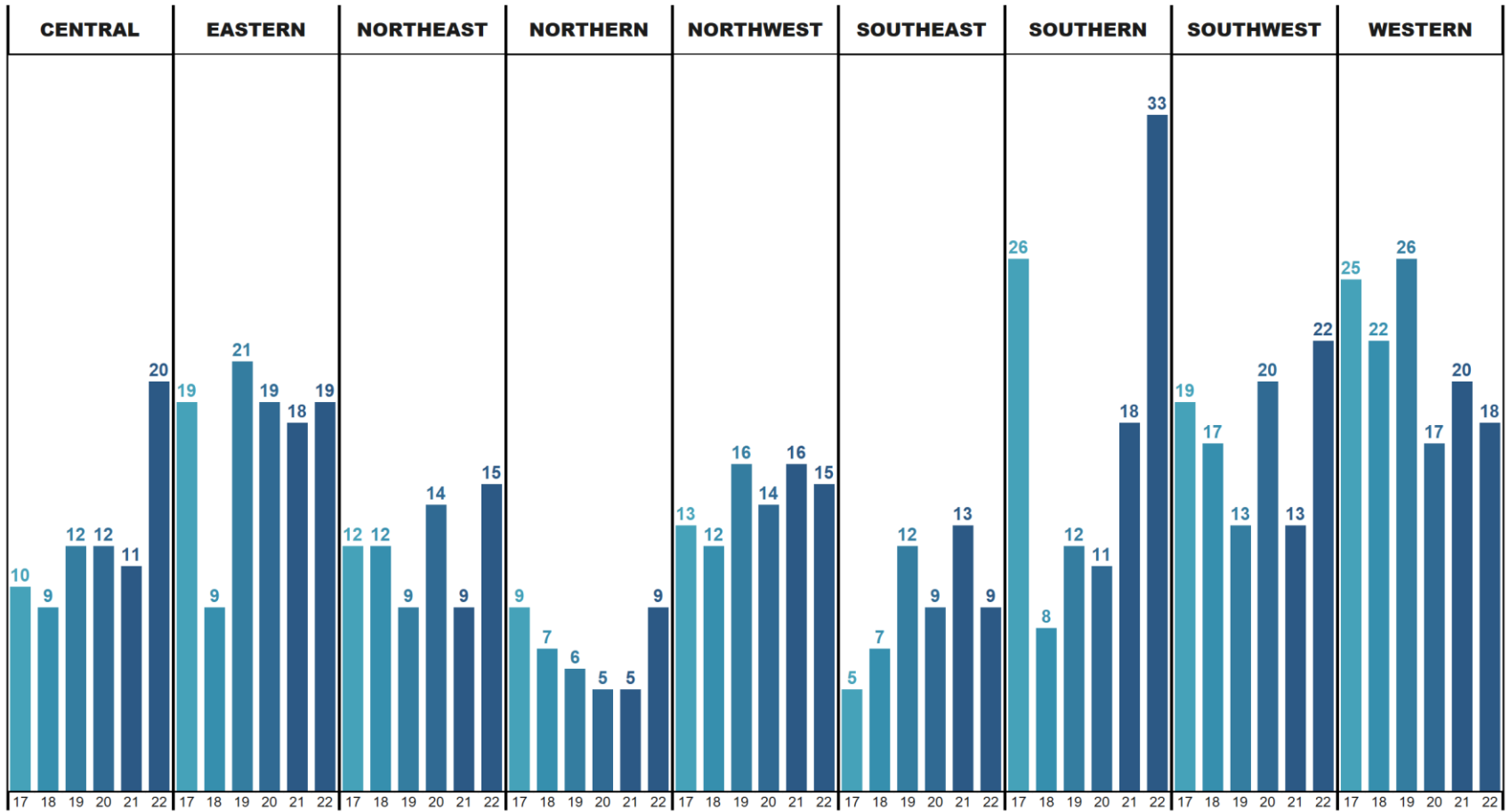- 20: 40
- 21: 36
- 22: 51

DISTRICT HOMICIDE COMPARISON

Number of Homicides by District & Year Compared to 2021
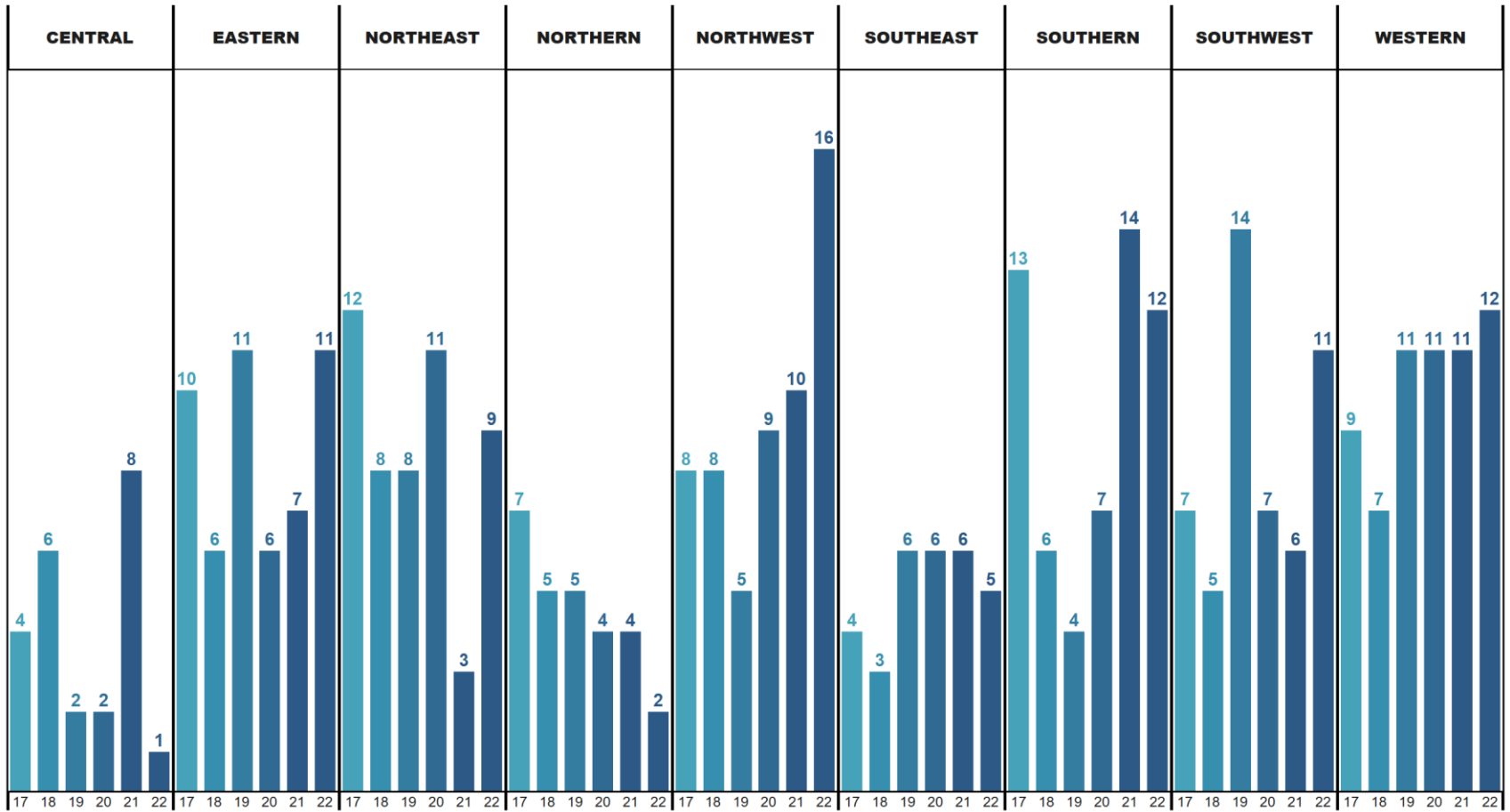
DISTRICT SHOOTING COMPARISON

Number of Shootings by District & Year Compared to 2021

DOMESTIC AND YOUTH VIOLENCE

Domestic Violence Year over Year

	2022 Total	2021 Total	% Change
Homicide	4	7	-42.9%
Shooting			
Rape	2	9	-77.8%
Carjacking		3	
Robbery Commercial		6	
Robbery Street	5	47	-89.4%
Robbery Residential	26	57	-54.4%
Aggravated Assault	324	380	-14.7%
Arson		1	
Auto Theft	9	6	50.0%
Burglary	39	28	39.3%
Larceny	68	64	6.3%
LFA	1	4	-75.0%

Youth Violence Year Over Year

	2022 Total	2021 Total	% Change
Homicide	3	4	-25.0%
Shooting	9	3	200.0%
Rape	11	11	0.0%
Carjacking	2	2	0.0%
Robbery Commercial	3	1	200.0%
Robbery Street	23	8	187.5%
Robbery Residential	5	4	25.0%
Aggravated Assault	76	61	24.6%
Arson			
Auto Theft	2	3	-33.3%
Burglary	6	3	100.0%
Larceny	15	11	36.4%
LFA	2		

POSTS WITH HIGHEST NUMBER OF HOMICIDES AND NFS

Posts with Highest Number of Homicides and NFS

Post	HOMICIDE	SHOOTING	Grand Total
835		7	7
913	4	3	7
721	2	3	5
912		5	5
111		4	4
312	1	3	4
411	1	3	4
621	1	3	4
932		4	4
332		3	3

Crime Reduction
&
Departmental Transformation Plan

REDUCING CRIME WITH A COMPREHENSIVE APPROACH

Data-Driven Crime Suppression Strategies

GOAL: Complete service on at least **100 active warrants per month** for violent crimes
OUTPUT: **Average 78.3** (Low of 68 and High of 90)

GOAL: Complete service on at least **50 active warrants per month** for illegal handgun possession
OUTPUT: **Average 20** (Low of 15 and High of 28)

GOAL: Complete at least **4,500 proactive engagements** in micro-zones per week (Citywide)
OUTPUT: **Average 5,610** (Low of 4,127 and High of 8,583)

Establishing Performance Goals for Patrol Officer

GOAL: 15% of patrol officer's time **(72 minutes per shift) spent** on proactive policing & community engagement*
OUTPUT: **Average 74.6 minutes** (Low of 59.7 minutes and High of 91.67 minutes)

GOAL: Median **Response time** for Code 1 priority (highest priority) calls at **no more than 10 minutes**
OUTPUT: Median **between 4-9 minutes** depending on the quarter (last two quarters has been four minutes).

GOAL: Median response time for **ShotSpotter Alerts no more than 5 minutes**
OUTPUT: Median **between 1-2 minutes** depending on the quarter

*Note: long term goal is 40%

REDUCING CRIME WITH A COMPREHENSIVE APPROACH

Civilianization and Professionalization of Administrative Tasks

GOAL: Multi-year, phased civilianization plan

OUTPUT: FY20 the City created 62 additional civilian positions as part of Phase I. BPD filled around 40 positions until COVID emergency occurred and hiring freezes were instituted. Future phases of civilianization were put on hold for review.

The Department is taking a revised approach and BPD is working with the Mayor's Office to develop and announce a civilianization strategy going forward

Expanding and Enhancing Crime Analytics

GOAL: Three-year plan to deploy embedded data analysts to all 9 police districts and enhanced HQ capacity

OUTPUT: There are **4 BCICs active in the districts**: Eastern, Western, Southwestern and Central. All 9 districts have either an assigned analyst or an embedded analyst. We are working to embed the remaining 5 districts.

REDUCING CRIME WITH A COMPREHENSIVE APPROACH

Re-Design of COMSTAT

Phase I Goal: Includes metrics on implementation of micro zone strategy, crime volume, deployment strategies, warrant data, call response times, calls for service volume, clearance rates, audit/compliance data, overtime usage by District/Division, and use of force data
Status: **Completed**

Phase II Goal: Includes metrics on fleet resources, accident review results, vehicle risks and crash data, and completion of required in-service training.
Status: **Nearing Completion** - Fleet resources is still in progress as it goes through reorganization and planned fleet module remains outstanding as data sources between BPD and DGS is being refined.

Phase III Goal: Includes metrics on sick/annual time usage, limited duty/medical status, and officer disciplinary data.
Status: Ongoing - Integration of Workday data and IAPRO data still being developed to be incorporated into COMSTAT review.

GOAL: Deploy an **online digital platform** of COMSTAT data to provide on public facing website.
Status: Ongoing - Funding secured, project restarted under new Data Driven Strategies Director.

National Public Safety Partnership

GOAL: Coordination with our federal partners is to finalize a plan to provide **quarterly updates to BPD leadership on the status of the most violent drug trafficking organizations** in Baltimore City

STATUS: Completed and on-going. This happens regularly and monthly at our federal partners meeting.

GOAL: Coordination with our federal partners is to **deploy federal technical assistance** for diagnosing crime trends and adding capacity for gang and group violence investigations

STATUS: Completed and on-going. PSP provides technical assistance on a number of items for crime trend and analysis as well as leadership and supervisory training.

COMPREHENSIVE VIOLENCE REDUCTION STRATEGY

- BPD works in partnership with the Mayor's Office of Neighborhood Safety and Engagement to fulfill the goals of the Mayor's Group Violence Reduction Strategy

Optimization Initiatives and Process Improvements

GOAL: **Review of current dispatch practices** to discontinue police responses on calls for which BPD is not actually required, which calls can be diverted to 3-1- 1, and which calls can be handled online or over telephone.

STATUS: Ongoing. Data has been collected and reviewed in consultation with MONSE and the Mayor on final diversion determinations. Enhancements for the Telephone Reporting Unit are being considered

GOAL: Full review of false alarm data and best practices to reduce the **frequency of false alarms** in the city and to modify BPD dispatch practices as needed

STATUS: Review complete, bill correcting false alarm response practices before the City Council

GOAL: Selection of an **Electronic Warrants system** application that can integrate with court commissioners docket system

STATUS: Partially Completed: Put into place an interim solution, but warrants are signed off electronically. Awaiting completion of Phase II RMS for a more permanent and sophisticated system.

TRANSFORMING BPD THROUGH THE CONSENT DECREE

Strategic Technology Initiatives to Improve Accountability

GOAL	STATUS
Learning Management System	**COMPLETED**
Workforce Management System	**COMPLETED**
Records Management System	Phase I - **COMPLETED** Phase II - Case Management System in development
Early Intervention System	In Development
Use of Force Modernization	Specifications being drafted – need full completion of RMS & EIS
Public Data Access Improvements	**ONGOING** - Completed the LexisNexis CopLogic integration allowing web-based citizen reported crime to interface directly with the RMS

Community Policing/Commitment to De-escalation and Fair & Impartial Policing

GOAL	STATUS
New Curriculum for Community Policing	**COMPLETED**
Train all officers on updated curriculum	**COMPLETED**
Fully deploy micro-community policing into all districts	Pilots underway in two districts: Southern and Western. Funding secured for expansion.
Retrain all officers on updated Use of Force policies	**COMPLETED**
Retrain all officers on all stop, search and arrests policies	**COMPLETED**
Ensure 25% of patrol officers are CIT trained by end 2021	**ONGOING** – As of last quarter we had 82 officers who had completed the training.

RENEWED FOCUS ON RECRUITMENT AND RETENTION

Enhancing and Modernizing the Recruitment and Academy Training Process

GOAL	STATUS	GOAL	STATUS
Recruitment Process Review and overhaul	COMPLETED	Increase number of applications by 50%	COMPLETED
Implement physical fitness program for prospective recruits	IMPLEMENTED – PAUSED DUE TO COVID	Increase the number of NTN Test Takers by 50%	COMPLETED
Deploy Recruitment Concierges	COMPLETED	Increase the number of cleared backgrounds by 30%	COMPLETED
Relocate Training Facility	COMPLETED	Maintain at least 40 in each Academy class	COMPLETED (Average 41)
Re-sequence instruction schedule for 30 weeks	COMPLETED	Partnership with BCCC	COMPLETED
Launch Digital Marketing Campaign	COMPLETED - ONGOING	Increase the number of enrolled Cadets by 50%	NOT COMPLETED

RENEWED FOCUS ON RECRUITMENT AND RETENTION

Improving the Working Conditions

GOAL	STATUS
Relocation of Training Academy	COMPLETED
Review of all facilities and develop plans for each	COMPLETED
Update all fleet management policies and create maintenance and replacement strategy	COMPLETED
Purchase and deploy of 500 new computer workstations for all district stations	COMPLETED

Increasing Capacity of Officer Safety & Wellness

GOAL	STATUS
Implement updated overtime policies	COMPLETED
Review officer wellness programs nationally and implement best practices	COMPLETED

RENEWED FOCUS ON RECRUITMENT AND RETENTION

Leadership Development

GOAL	STATUS
Train Command Staff in the following management topics: organizational planning, goal setting, staffing & resource allocation, outcome budgeting, 21st century policing leadership, organizational behavior, culture change, time management, prioritization, & communication strategies.	**Completed & Ongoing**. We had one 5 day seminar in 2020 (pre-COVID). Another one next month
Send 4 members of Command Staff to participate in the Police Executive Research Forum Senior Institute of Police and at least 4 members of Command Staff to participate in the Northwestern	**Completed & Ongoing**. Sent 6 to SMIP in 2019, 8 in 2021, and planning for 8 in 2022

Ethical Policing is Courageous / Peer Intervention

GOAL	STATUS
Finalize curriculum development and begin in-service training for EPIC for all officers and Command	**Completed.** Entire Department trained

APPENDIX

Additional slides:

Overtime
Recruitment/Hiring
Consent Decree
Public Integrity Bureau

OVERTIME EXPENDITURE COMPARISON

OT Comparison for FY19 - FY22

FY 2019 — FY 2020 — FY 2021 — FY 2022 — Target
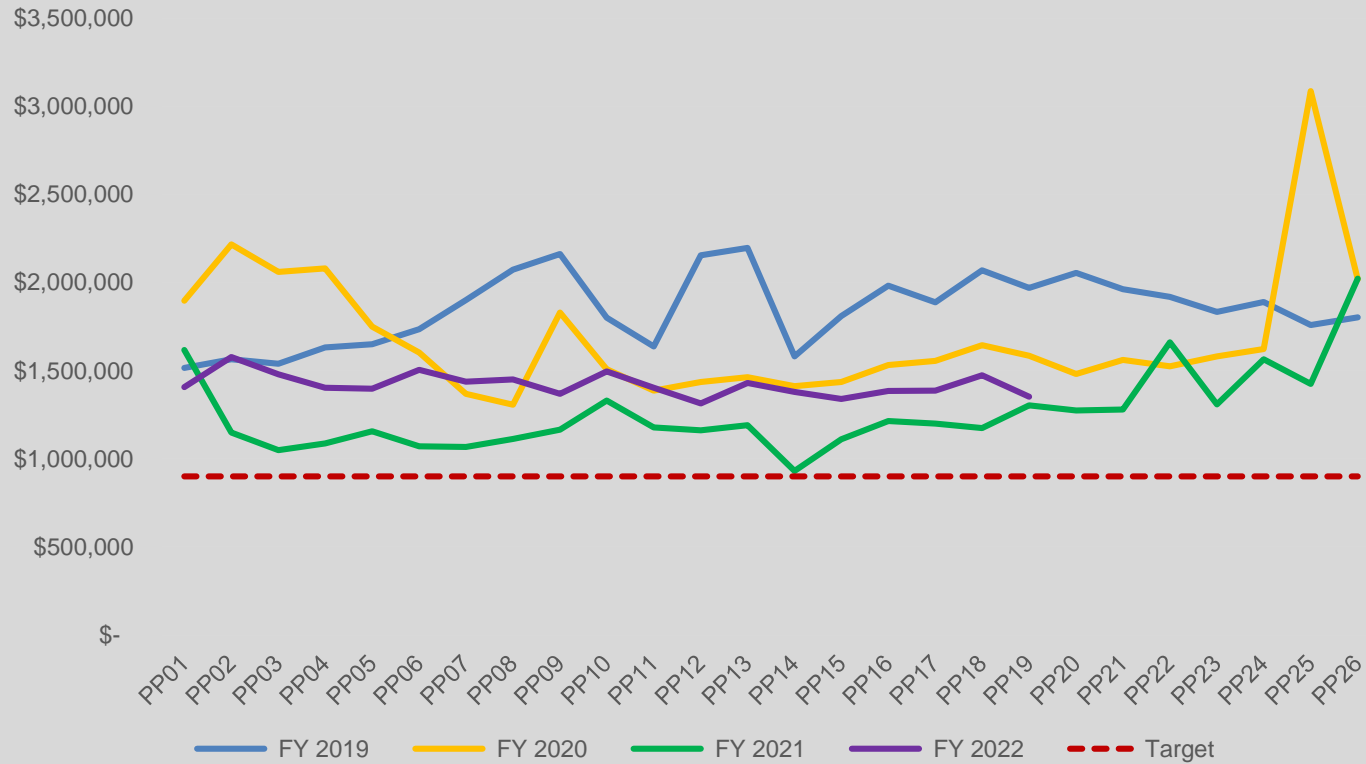
OVERTIME HOURS COMPARISON

OT Hours Comparison FY19 - FY22

Legend: FY 2019, FY 2020, FY 2021, FY 2022, Target
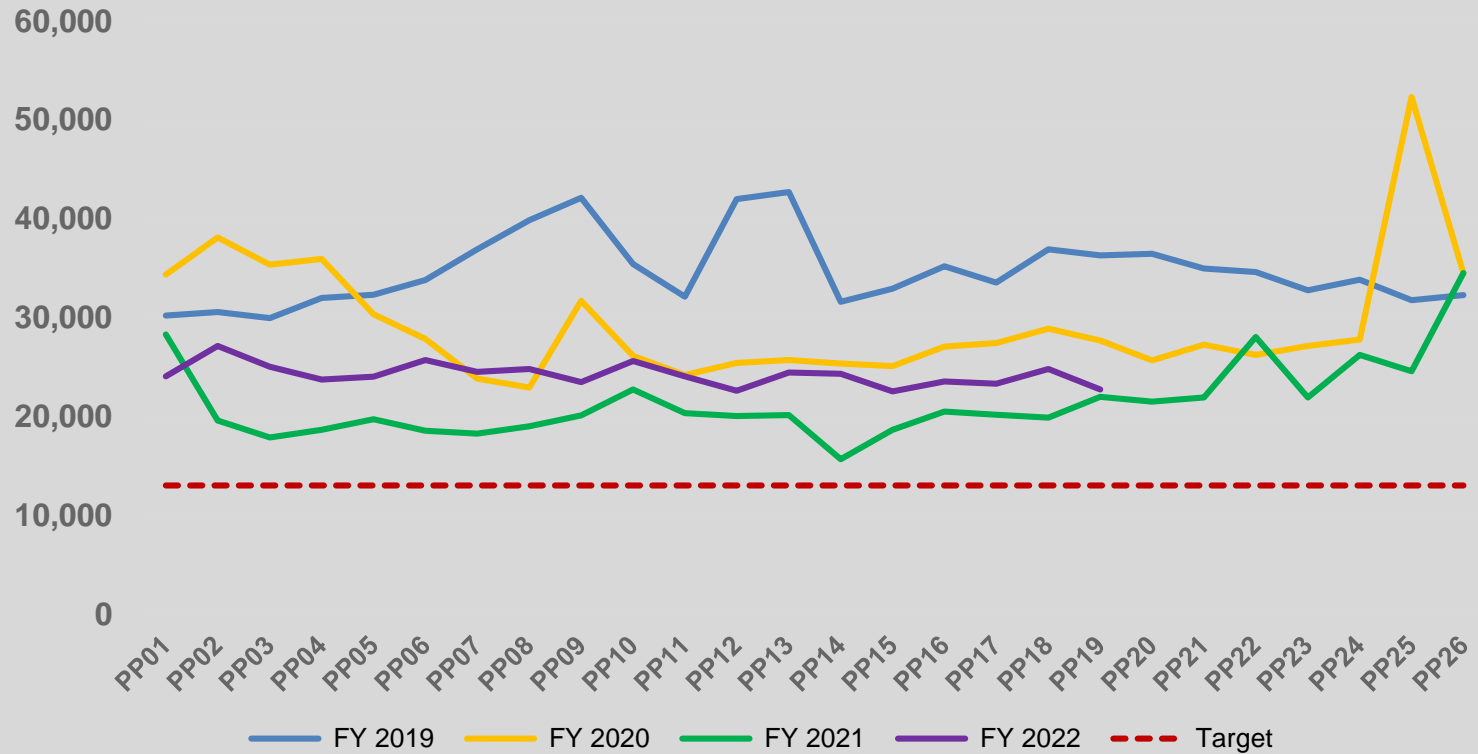
CURRENT STAFFING LEVELS

- **As of March 24, 2022**

Category	Qty
Sworn Officer Strength	2122
Academy and Field Training	157
Cadets	6
Subtotal	2285
Budgeted Strength	2639
Sworn Officer Vacancies	353

Category	Qty
Civilian Strength	473
Budgeted Positions	555
Civilian Vacancies	83

YTD Police Officer Applications Received YTD 1/1-3/30
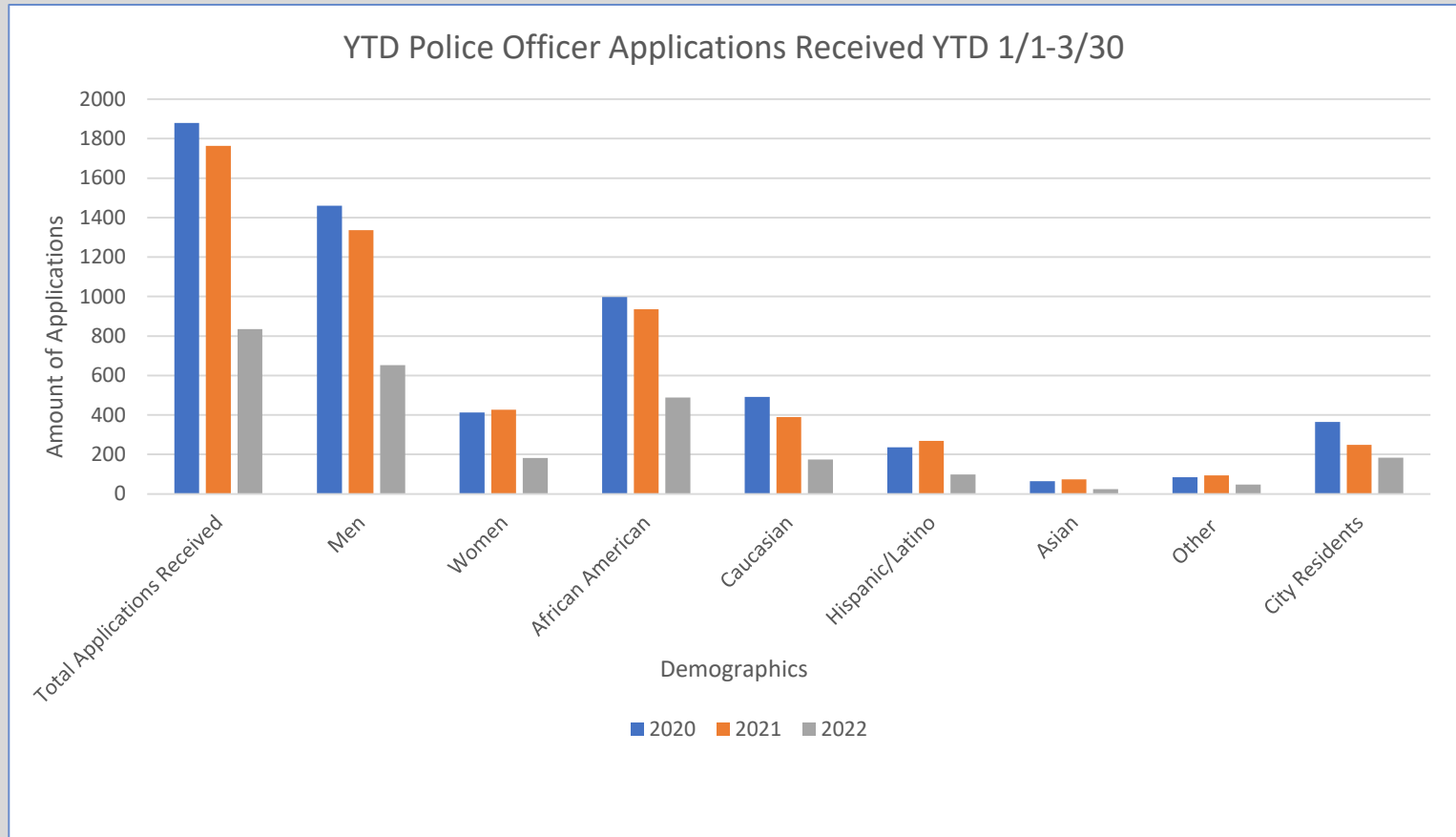
YTD POLICE CADET APPLICATIONS 2020-2022
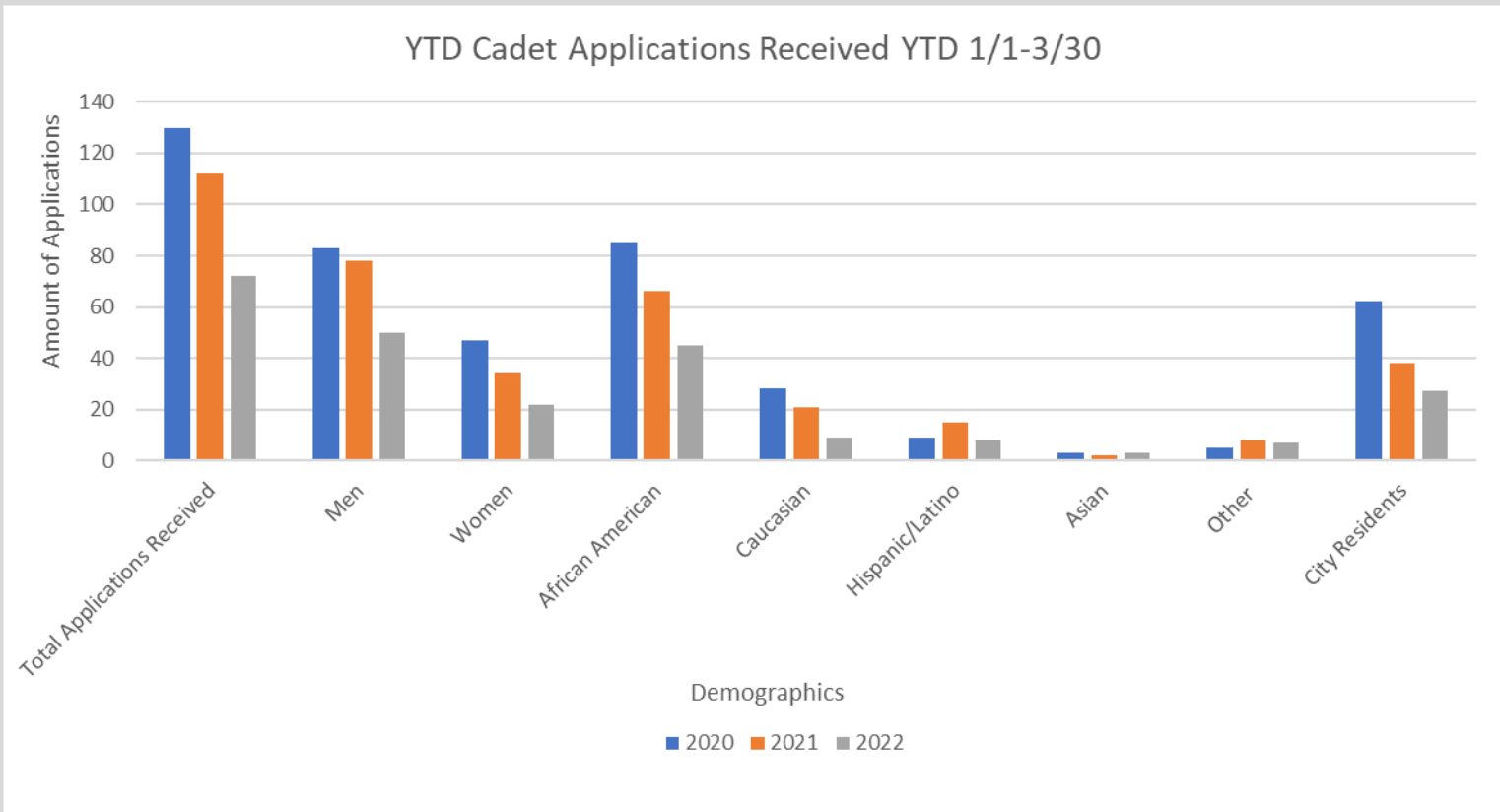
POLICE OFFICER HIRES YTD

Police Officers Hired YTD	24		184		224	
Gender	Hires 2022	% of Hires	Hires 2021	% of Hires	Hires 2020	% of Hires
Male	24	100%	153	83%	187	83%
Female	0	0%	31	17%	37	17%
Race						
African American	9	38%	74	40%	96	43%
Caucasian	8	33%	51	28%	84	38%
Hispanic / Latino	6	25%	41	22%	31	14%
Asian	1	4%	16	9%	13	6%
Other	0	0%	2	1%	0	0%
Residence						
Baltimore City	7	29%	58	32%	72	32%

POLICE OFFICER HIRES 2020-2022

Police Officer Hires
Male / Female Breakdown

Hires 2022	Hires 2021	Hires 2020
24	184	224

■ Male   ■ Female
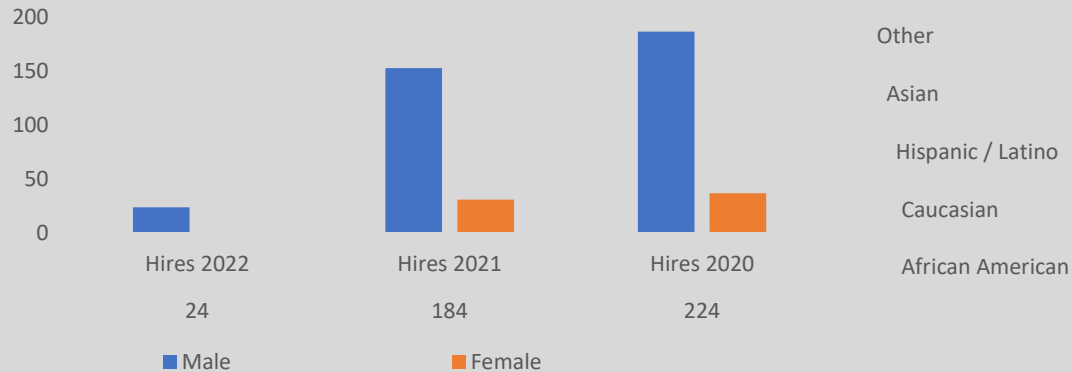
Police Officer Hires
Race Breakdown

Other
Asian
Hispanic / Latino
Caucasian
African American

0   20   40   60   80   100   120

■ Hires 2020   ■ Hires 2021   ■ Hires 2022
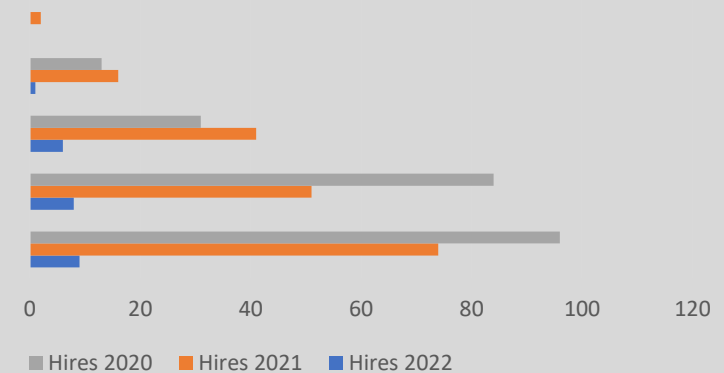
Police Officer Hires
Originating from Baltimore City

Hires 2022	Hires 2021	Hires 2020
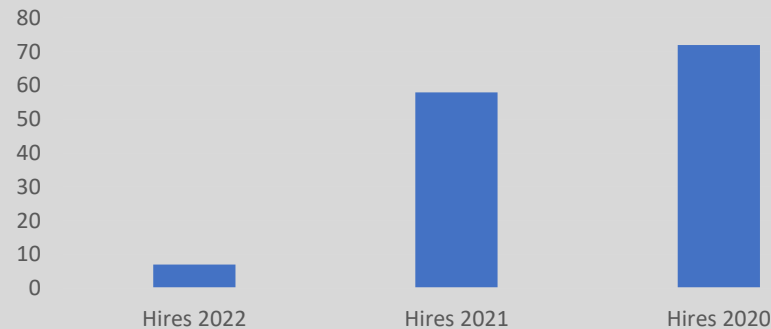
HIRING & ATTRITION COMPARISON

Year	Sworn Separations	Average Separations per Month	Sworn Hires	Average Sworn Hires Per Month	Net Gain / Loss
2015	243	20	91	8	-152
2016	225	19	111	9	-114
2017	204	17	207	17	+3
2018	232	19	184	15	-48
2019	196	16	157	13	-39
2020	223	19	224	19	+1
2021	294	25	184	15	-110
2022 (YTD)	65	23	24	9	-41

The trend of increased separations and reduced hires has persisted throughout calendar year 2021. While this trend is not what we want to see, based on preliminary research, it is not unique to Baltimore.

IMPLEMENTATION PROGRESS

Section	Policy/Plan				Training				Implementation Status
	Drafting	Collaboration	Public Comment	Approved	Drafting	Collaboration	Public Comment	Delivery	
Community Oversight Task Force	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	In Progress
Community Policing	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	In Progress
Stops, Field Interviews &Voluntary Contacts	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	In Progress
Searches	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	In Progress
Arrests	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	In Progress
Stops, Searches & Arrests: Review & Supervison	Complete	Complete	Complete	Complete	Complete	Complete	Not Applicable	Complete	In Progress
Impartial Policing	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	In Progress
Behavioral Health: General	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	In Progress
Behavioral Health: CIT Officers	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	In Progress
Behavioral Health: System Coordination	Complete	Complete	Complete	Complete	Not Applicable	Not Applicable	Not Applicable	Not Applicable	In Progress
Use of Force: General	Complete	Complete	Complete	Complete	Complete	Not Applicable	Not Applicable	Not Applicable	In Progress
Use of Force: Reporting & Supervision	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	In Progress
Interactions with Youth	Complete	Complete	Complete	Complete	Complete	Complete	Complete	In Progress	Not Started
Transportation	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	In Progress
First Amendment	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	In Progress
Sexual Assault Investigations	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	In Progress
Technology Modernization	Complete	Complete	Complete	Complete	Not Applicable	Not Applicable	Not Applicable	Not Applicable	In Progress
Policies Generally	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	In Progress
Training Generally	Complete	Complete	Complete	Complete	Not Applicable	Not Applicable	Not Applicable	Not Applicable	In Progress
Supervision: Field Training	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	In Progress
Supervision: Duties & Training	Complete	Complete	Complete	Complete	In Progress	Not Started	Not Applicable	Not Started	Not Started
Supervision: Early Intervention System	In Progress	Not Started	Not Started	Not Started	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Started
Misconduct: Intake	Complete	Complete	Complete	Complete	Complete	Complete	Complete	In Progress	Not Started
Misconduct: Investigations	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	In Progress
Misconduct: Discipline	Complete	Complete	In Progress	Not Started	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Started
Misconduct: Transparency	Complete	Complete	Complete	Complete	Not Applicable	Not Applicable	Not Applicable	Not Applicable	In Progress
School Police	Complete	Complete	Complete	Complete	Not Applicable	Not Applicable	Not Applicable	Not Applicable	In Progress
Staffing, Recruitment & Retention	Complete	Complete	Complete	Complete	Not Applicable	Not Applicable	Not Applicable	Not Applicable	In Progress
Employee Performance Evaluations	Complete	Complete	Complete	Complete	Complete	In Progress	Not Started	Not Started	Not Started
Promotions	Complete	Complete	Complete	Complete	Not Applicable	Not Applicable	Not Applicable	Not Applicable	In Progress
Officer Assistance & EPIC	Complete	Complete	Complete	Complete	Complete	Complete	Complete	Complete	In Progress

Legend: Not Applicable | Not Started | In Progress | Complete

7th SEMI-ANNUAL REPORT

Thirty-one sections and subsections were reviewed by the Monitoring Team, 24 or 77% are designated "4c – Implementation On Track."

The paragraph-by-paragraph assessment, which reviewed 420eligible paragraphs indicates approximately 70 paragraphs or 19% as in "Initial Compliance."

The full report can be reviewed at: https://www.baltimorepolice.org/resources-and-reports/baltimore-consent-decree-monitoring-team-7th-semiannual-report

BALTIMORE CONSENT DECREE MONITORING TEAM
SEVENTH SEMIANNUAL REPORT
February 15, 2022

CD
Monitoring
Team

Venable LLP and 21CP Solutions LLC

YTD MISCONDUCT COMPLAINT DATA (2019-2022)

Investigative Section - Complaints Received	2021	2019 YTD	2020 YTD	2021 YTD	2022 YTD
Internal Complaints Received	697	185	123	170	159
External Complaints Received	684	248	155	150	141
Total Complaints Received	1381	433	278	320	300

Investigative Section - Complaints Completed	2021	2019 YTD	2020 YTD	2021 YTD	2022 YTD
Internal Complaints Completed	608	76	210	148	200
External Complaints Completed	647	109	310	166	175
Total Complaints Completed	1255	185	520	314	375

Expedited Resolutions	2021	2019 YTD	2020 YTD	2021 YTD	2022 YTD
Total Cases Flagged for ER	164	28	25	31	34
Total Cases Completed (Sustained) thru the ER Process	126	0	25	38	28

CRB Eligible Allegations	2021	2019 YTD	2020 YTD	2021 YTD	2022 YTD
Abusive or Discriminatory Language	43	13	11	8	7
Excessive Force	66	31	11	26	12
False Arrest or False Imprisonment	70	32	21	19	13
Harassment	42	55	17	12	12

2022 Disciplinary Status	
Pending Trial Board	80
Pending Trial Board - Termination Case	19

Suspension Status	
Total Currently Suspended (PPS) - w/ Pay	62
Total Currently Suspended (PPS) - w/o Pay	7
PPS Returned to Full Duty - 2022	9

Terminations / Resigned in Lieu	2021	2019 YTD	2020 YTD	2021 YTD	2022 YTD
Terminations	15	2	2	4	0
Resigned/Retired in Lieu of Termination	25	2	4	7	3
Total	40	4	6	11	3

CRB Information	2021	2019 YTD	2020 YTD	2021 YTD	2022 YTD
CRB Completed Cases	212	58	122	50	56
CRB Eligible Cases	209	107	56	64	40
Referrals Received from CRB	23	14	5	11	6

* Command Investigations and Ethics complaints were not categorized as Internal or External until 2019
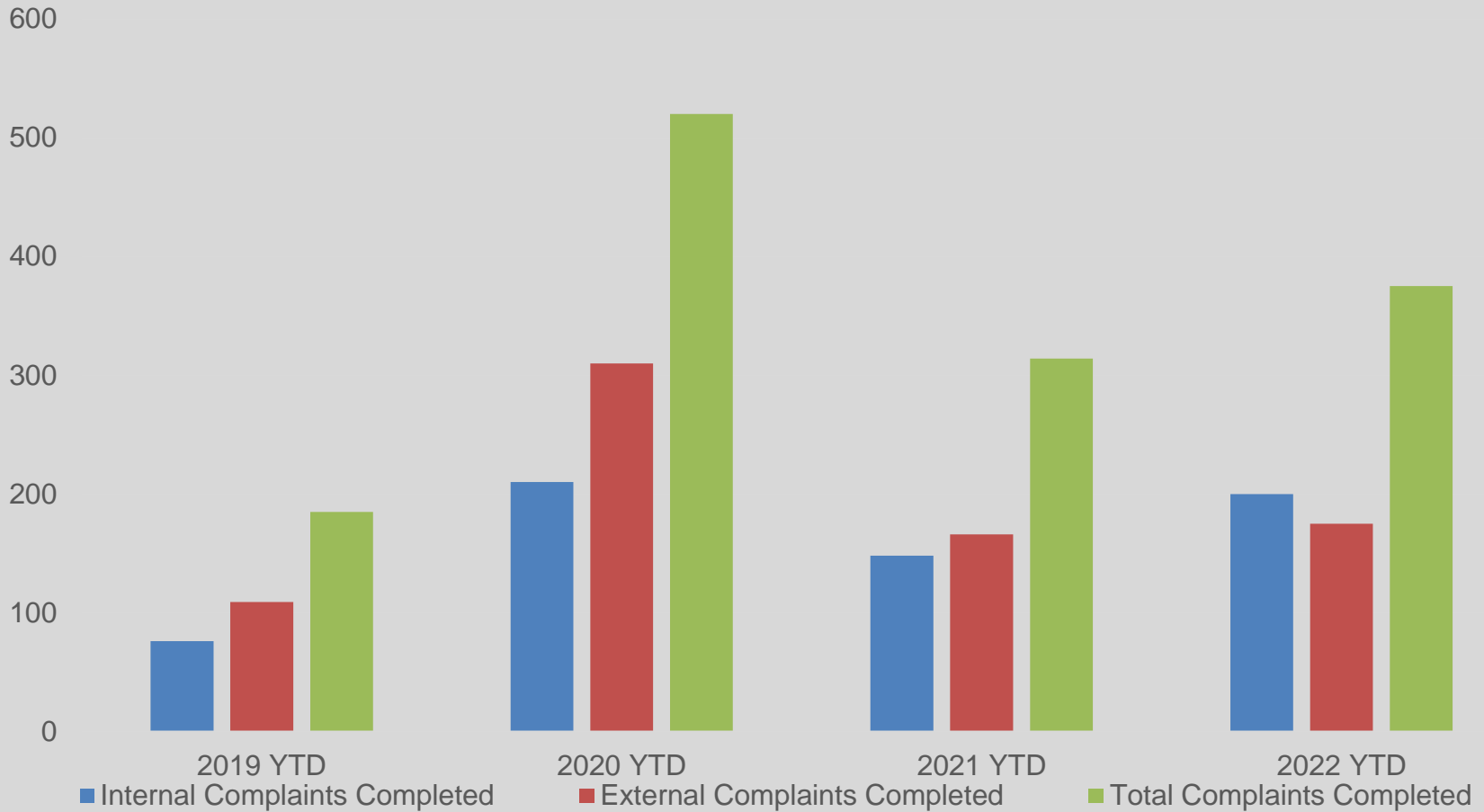
Updated 03-24-2022

YTD COMPLAINTS RECEIVED (2019-2022)
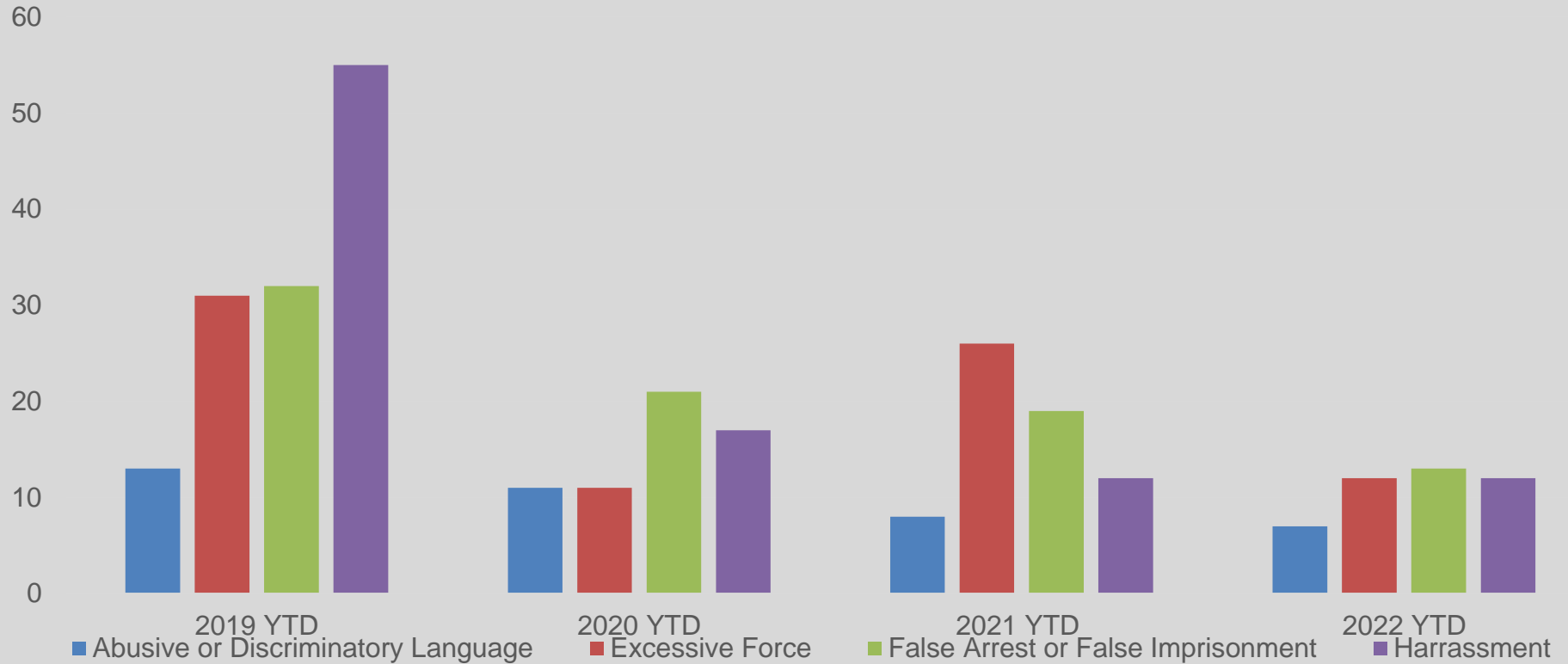
YTD INVESTIGATIONS COMPLETED (2019-2022)

* Command Investigation and Ethics complaints were not categorized as Internal or External until 2019
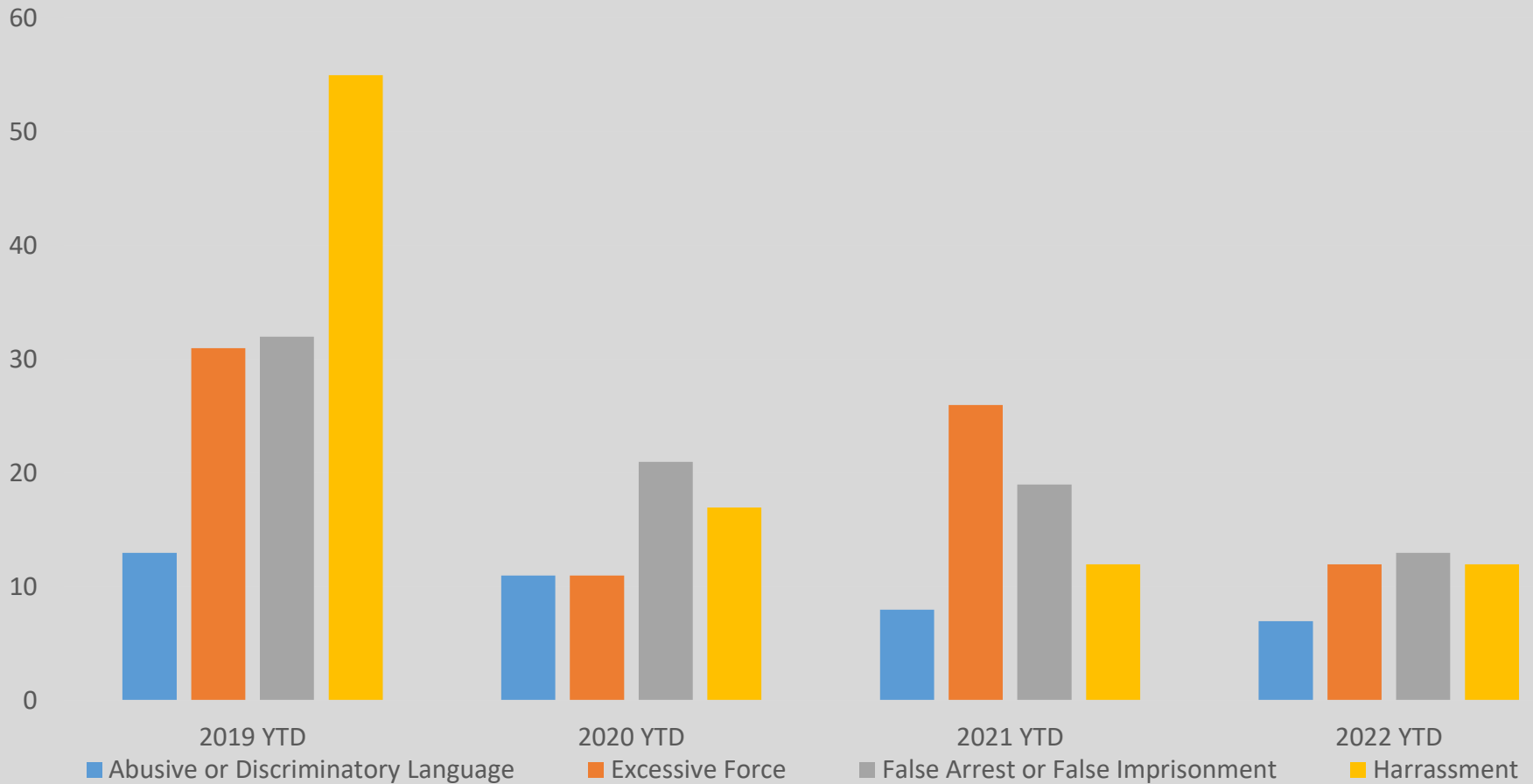
2022 MISCONDUCT STATS

CRB Eligible Allegations

Legend:
- Abusive or Discriminatory Language
- Excessive Force
- False Arrest or False Imprisonment
- Harrassment

CRB ELIGIBLE ALLEGATION COMPARISON

Bar chart comparing CRB eligible allegations by year (2019 YTD, 2020 YTD, 2021 YTD, 2022 YTD) across four categories: Abusive or Discriminatory Language, Excessive Force, False Arrest or False Imprisonment, and Harrassment.

OVERALL EXPEDITED RESOLUTION DATA

- Expedited Resolution of Minor Misconduct.
- Allegations currently qualified for Expedited Resolution;
  - Failure to Appear in Court,
  - Neglect of Duty – Loss or Damage of Equipment (Not to Include Firearms)
  - Neglect of Duty - Failure to Attend Psi Medical Appointment
  - Failure to Report and Complete Required Training
  - Absence Without Leave – AWOL
  - Neglect of Duty – Improper Inspection of Service Vehicle
  - Neglect of Duty – Improper Maintenance of Firearms
  - Neglect of Duty – Improper Uniform or Appearance
  - Neglect of Duty – Lateness for Duty or Assignment
  - Neglect of Duty – Off Post or Leaving Assignment Without Permission
  - Discourtesy – Not including any allegation involving any member of the public
  - Neglect of Duty – Allowing Unauthorized Persons to Use Departmental Equipment – Not including Firearms

Data from 3/24/2021 to 3/24/2022

OVERALL EXPEDITED RESOLUTION DATA

- Expedited Resolution of Minor Misconduct.

- Total flagged Expedited Resolutions cases: 163

- Total routed to command: 156

- Total closed: 151

  - Sustained: 117

  - Not-Sustained: 2

  - Unfounded: 1

  - Exonerated: 31

- Total Expedited Resolution cases not accepted: 26
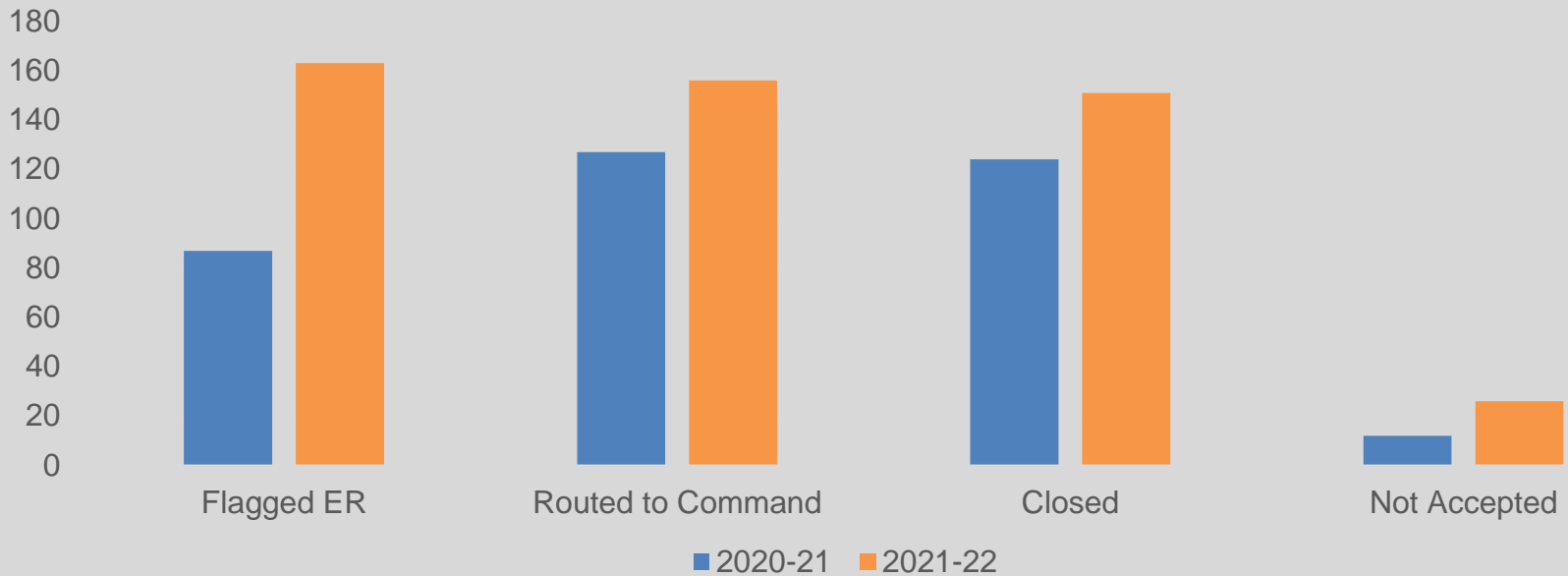
- Average days to completed ER complaint: **14.3 days** (includes to/from PIB)

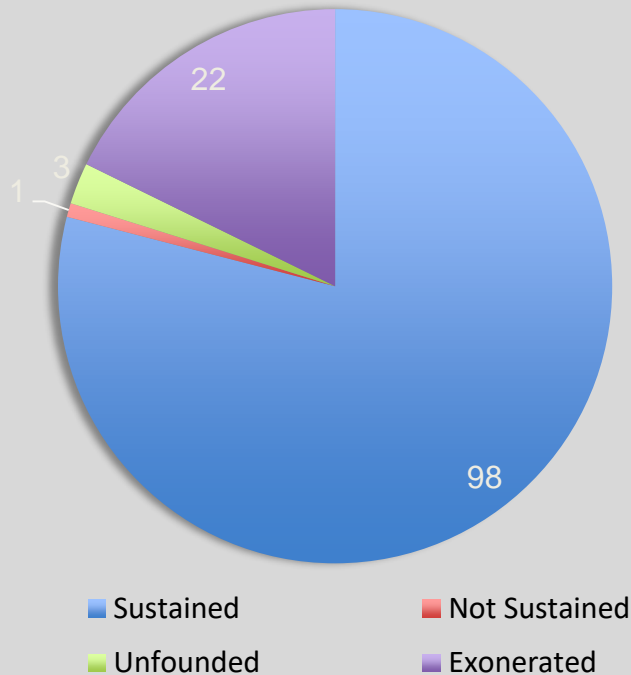Data from 3/24/2021 to 3/24/2022

EXPEDITED RESOLUTION CLOSURE COMPARISON

2020-2021

22
3
1
98

Legend:
- Sustained
- Not Sustained
- Unfounded
- Exonerated

2021-2022

31
2
1
117

Legend:
- Sustained
- Not Sustained
- Unfounded
- Exonerated