



TRANSFORMING BPD: AN UPDATE

July 23, 2020

AGENDA

1. BPD Consent Decree: A Blueprint for Reform

Protecting First Amendment Rights

Use of Force: Model Policy

EPIC: Peer Intervention to Prevent Misconduct

Community Policing Plan

Improving Behavioral Health Response

2. Progress on the “Global 4” During Covid-19

Training

Technology

Staffing

Integrity



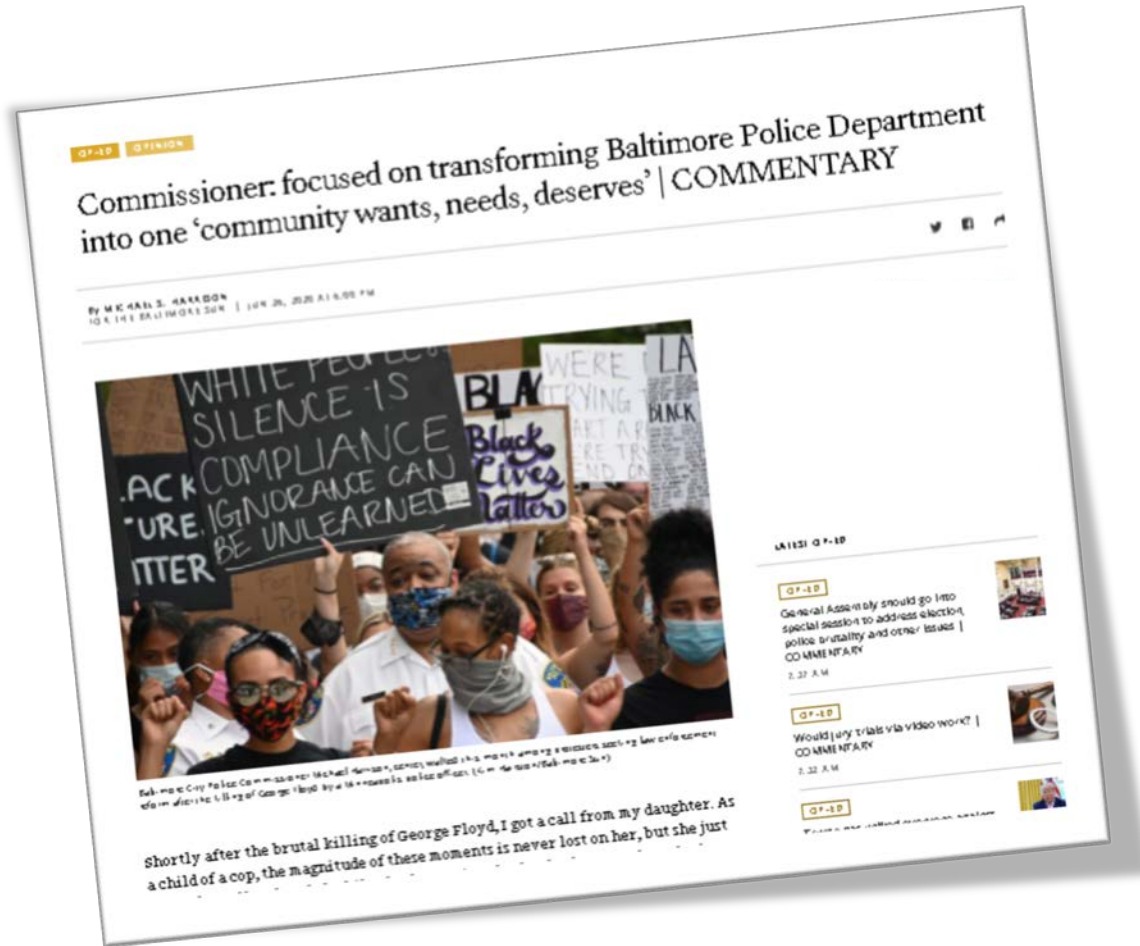
PROTECTING FIRST AMENDMENT RIGHTS



- **BPD's response to protests has been careful and monitored.**
- **The Monitoring Team has conducted on-site observations of BPD's response to the protests.**
- **There has been national recognition of BPD's protections of First Amendment rights during these protest events.**

USE OF FORCE REFORMS

- Key policy changes and core principles went into effect in 2019.
- BPD conducted comprehensive training based on the updated policy changes.
- BPD has received national recognition for its updated use of force policies.



USE OF FORCE: 12 CORE PRINCIPLES



SANCTITY OF HUMAN LIFE

Members shall make every effort to preserve human life in all situations.



VALUE AND WORTH OF ALL PERSONS

All human beings have equal value and worth and members shall respect and uphold the value and dignity of all persons at all times.



PEACEFUL RESOLUTIONS

Members shall avoid the Use of Force unless it is not possible to do so.



DE-ESCALATION

Members shall use De-Escalation Techniques and tactics to reduce any threat or gain compliance to lawful commands without the Use of Force or with the lowest level of force possible.



AVOIDING ESCALATION

Members shall not do or say anything that escalates an encounter unless necessary to achieve a lawful purpose.



ASSESSMENT

Members shall continuously assess each situation and change the member's response as the circumstances change. Members may be justified in using force in one instance, but not justified in using force an instant later.



REASONABLE, NECESSARY, AND PROPORTIONAL

Members shall use only the force Reasonable, Necessary, and Proportional to respond to the threat or resistance to effectively and safely resolve an incident, and will immediately reduce the level of force as the threat or resistance diminishes.



REPORTING USE OF FORCE

Each member who uses force, or observes another member or members use force, shall immediately notify their supervisor, and will accurately and completely report the Use of Force by the end of their tour of duty.



DUTY TO INTERVENE

Members shall intervene to prevent the abusive conduct or the use of excessive force by another member.



DUTY TO PROVIDE MEDICAL ASSISTANCE

After any Use of Force incident, members shall immediately render aid to any injured person consistent with the member's training and request medical assistance.



ACCOUNTABILITY

Members shall be held accountable for uses of force that violate law or policy.

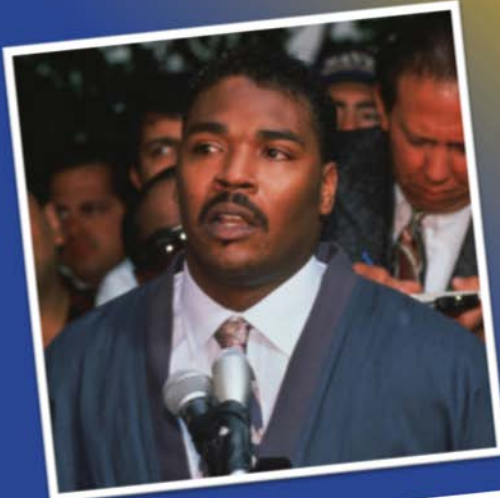


RETALIATORY FORCE (PROHIBITED)

Members are prohibited from using force against persons engaged in First Amendment protected activities or to punish persons for fleeing, resisting arrest or assaulting a member, or for any other reason.

EPIC: PEER INTERVENTION TO PREVENT MISCONDUCT

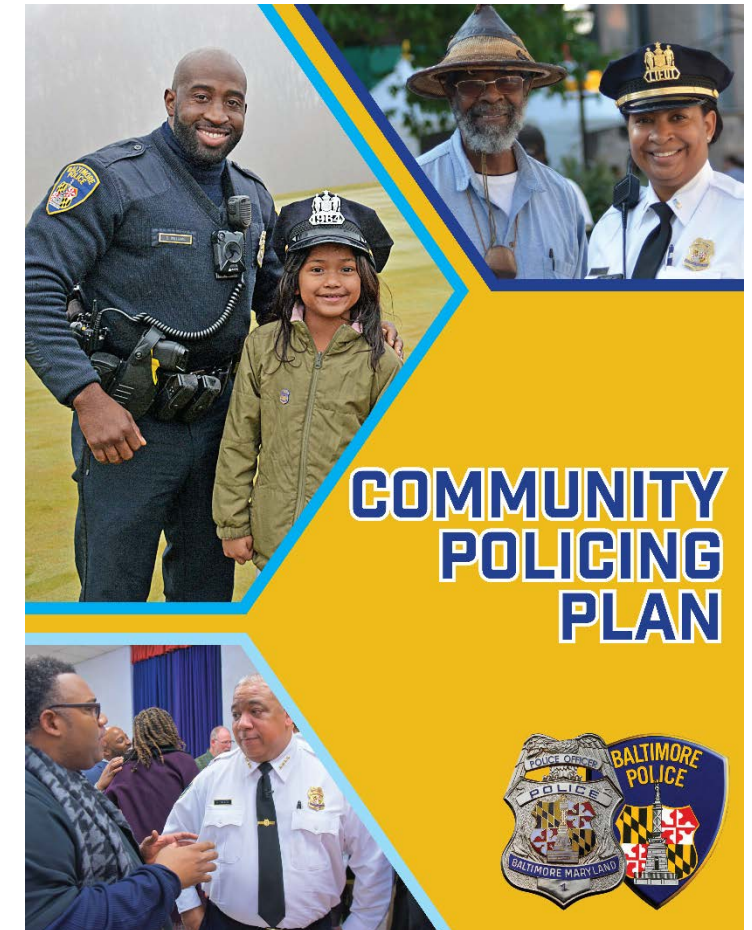
WHY EPIC?



- **BPD is currently developing Ethical Policing Is Courageous (EPIC) Program.**
- **EPIC is a peer intervention training designed to prevent misconduct and preserve trust.**

FIRST-EVER COMMUNITY POLICING PLAN

- BPD has developed its **first-ever Community Policing Plan** to improve police-community relations and reduce crime through collaboration with the community.
- BPD is drafting comprehensive training, which will be posted for public comment.
- The International Association of Chiefs of Police (IACP) recently featured BPD's Plan in its *Police Chief Online* magazine.



IMPROVING BEHAVIORAL HEALTH RESPONSE

BPD updated policies, approved in 2019, to prioritize least police-involved response.

- 712, *Crisis Intervention Program*
- 715, *Behavioral Health Crisis Dispatch*
- 713, *Petitions for Emergency Evaluation and Voluntary Admission*

BPD is overhauling all related training to implement new policies effectively, including for:

- Dispatchers (8 hours)
- Recruits (24 hours)
- Foundational training for all current officers (8 hours)
- Specialized 40-hour training for certified Crisis Intervention Team (CIT) officers, who will be priority dispatch to behavioral health calls.

A **Gaps Analysis** was conducted to identify City resources and needs and to recommend improvements to crisis response systems, with a focus on the least police-involved response. Implementation is ongoing to improve systems and outcomes.



PROGRESS DURING COVID-19: TRAINING

Elevating training quality: moved to a modern facility, increased staffing to improve training quality.

BPD is making progress on In-Service Training development and delivery, to include:

- Stops, Searches & Arrests
- Sexual Assault
- Behavioral Health
- EPIC
- Fair and Impartial Policing
- Community Policing

Recruit training has mostly continued throughout this period, with two classes graduating.



PROGRESS DURING COVID-19: TECHNOLOGY

BPD is accelerating its **technology modernization** projects which are fundamental to improving **efficiency, effectiveness, and accountability** called for by the consent decree, including:

Records Management System (RMS)

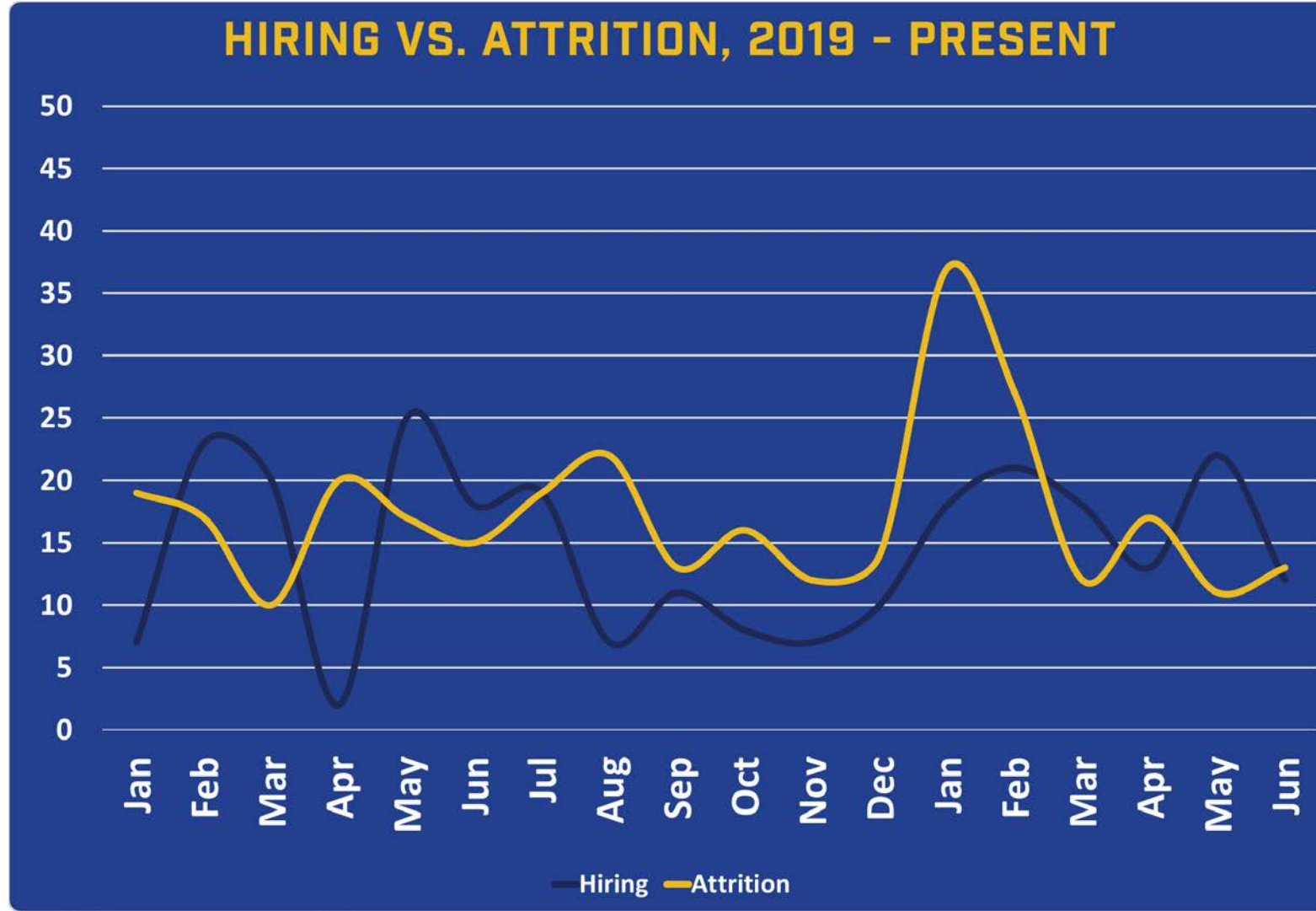
- Moving from an antiquated, inefficient paper-based reporting system to electronic, field-based reporting
- Modern, enhanced case management capabilities
- Improved analytics and accountability mechanisms

Learning Management System (LMS): improved elearning, training coordination, and documentation capacity will help modernize overall training program.

Workforce Management System (WMS): improved scheduling and resource management system will help BPD maximize impact of available personnel.



RECRUITMENT & STAFFING DURING COVID-19



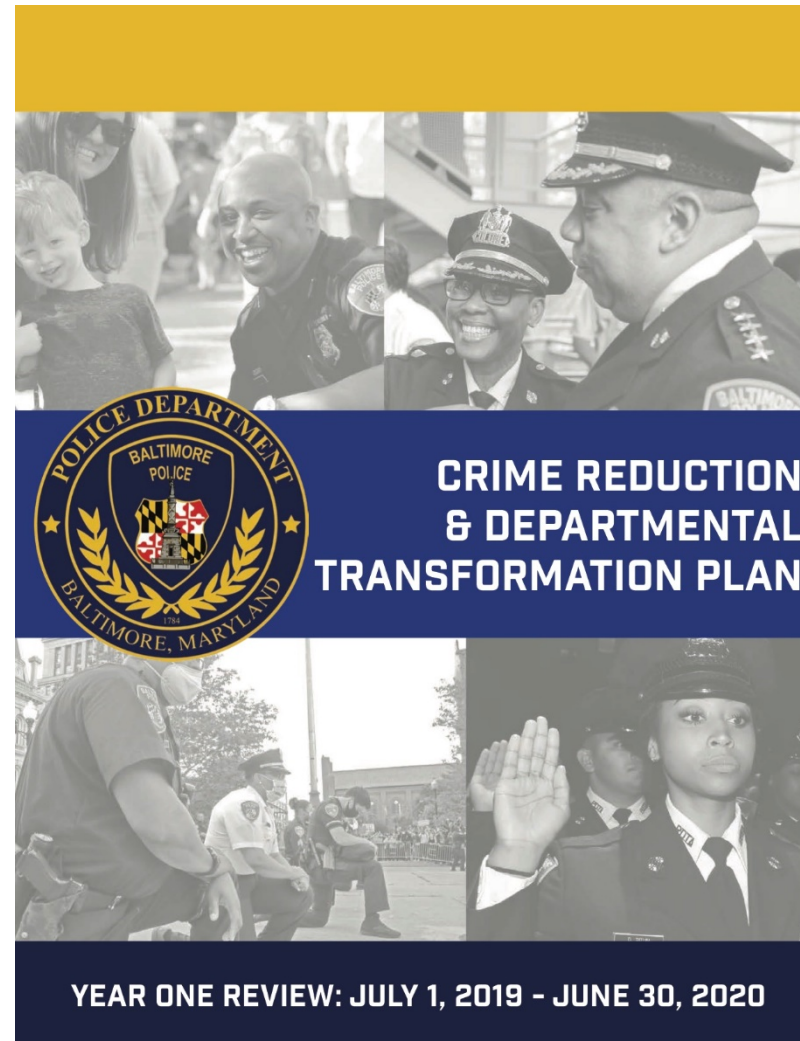
PROGRESS DURING COVID-19: INTEGRITY

- **Efforts progress on policy development for BPD's disciplinary policies.**
- **A new trainer was identified for the PIB Investigator Training; therefore, PIB and Education & Training will begin working with the trainer to develop the training module.**



TRANSFORMATION PLAN: YEAR ONE REVIEW

See more in:
Year One Review of
BPD's Crime
Reduction
&
Departmental
Transformation Plan



MAJOR POLICE ACADEMY INVESTMENTS

MAJOR INVESTMENTS IN THE POLICE ACADEMY ENSURE RECRUITS AND OFFICERS RECEIVE THE MOST CUTTING EDGE LAW ENFORCEMENT TRAINING TODAY



Moved the Training Academy from a dilapidated and functionally obsolete former middle school to a rehabilitated building at the University of Baltimore.

**-8
WEEKS**

Reduced academy schedule by 8 weeks without affecting training standards or coursework. This allows for greater capacity by starting 6 academy classes per year as well as the ability to put recruits on the streets faster.



Increased staffing for Academy personnel, including the Department's first civilian Academic Director, as well as new legal and curriculum writers.

**#AFORCE
FORGOOD**

Innovative Digital Marketing Campaign and Rebranding Paying Dividends:

- ☑ Applications to join BPD have more than doubled.
- ☑ Hiring is on pace to increase 33% over last calendar year.



THE ACADEMY WILL NOW HAVE THE DESIGN, SPACE AND TECHNOLOGY CAPACITY TO TRAIN 200-400 RECRUITS AND 2,500 OFFICERS FOR IN-SERVICE TRAINING ANNUALLY.

