

## APPENDIX I

# ANTICIPATED SAVINGS



## INTRODUCTION

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This appendix addresses how a new public safety training facility could reduce the expenses of the Baltimore Police Department (BPD) and the City of Baltimore through the anticipated savings/reductions in settlement costs from misconduct cases, as well as the costs and fees associated with monitoring the implementation of the consent decree. Achieving compliance with the consent decree will require initial investments and ongoing commitment from the police department, as well as collaboration with external experts and community stakeholders.

## SETTLEMENT COSTS

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The Coppin State University Public Safety Facility can play a significant role in enhancing proper training and reducing misconduct cases among law enforcement personnel by providing the necessary infrastructure, such as classrooms, simulation rooms, shooting ranges, and defensive tactics training areas. These spaces are anticipated to be equipped with advanced technology and equipment to simulate realistic scenarios that officers may encounter in the field. The new facility aims to attract experienced trainers and instructors who specialize in various aspects of law enforcement training. These experts can bring a wealth of knowledge, real-world experience, and innovative teaching methodologies to enhance the training curriculum and ensure its relevance to the evolving needs of law enforcement. The facility can also facilitate training programs that emphasize community engagement, cultural competence, and building positive relationships with the communities they serve. Training in these areas can help reduce biases, enhance understanding, and promote fair and equitable treatment of all individuals, thereby reducing the likelihood of misconduct.

Additionally, studies have been performed that conclude that the reduction in misconduct cases also leads to a reduction in settlement cases. A study by Wood, et al. (2020) investigating training and tracking the data before and after training found that “training reduced the frequency of sustained or settled complaints by -1.67 per 100 officers in the 24-months following training” (Wood, 2020).

Further data collected by Wood, et al. (2020) illustrated that “among post training officers, 573 complaints were sustained or resulted in a settlement related to misconduct, with settlement payouts totaling \$22.9 million. Without training, we estimate there would have been an additional 105 sustained or settled complaints, a reduction of 0.07 per 100 officers per month. This corresponds to a 15.5% reduction from 0.39 to 0.32 sustained or settled complaints per 100 officers per month” (Wood, 2020). Approximately \$4.2 million in settlement payments were saved over the study’s length.

An additional study showed similar findings that proper training has a direct impact on reducing misconduct cases. Engel, et al. (2022) used the ICAT method (Integrating Communications, Assessment, and Tactics training Methodology) and concluded a reduction in use of force incidents (28.1%), reduction in citizen injuries (26.3%), and officer injuries (36%) (Engel, 2022). By investing in comprehensive training and ensuring officers are adequately prepared, BPD can potentially reduce incidents of misconduct and excessive use of force. This, in turn, can lead to a decrease in the number of lawsuits and legal claims, reducing legal expenses and settlements.

## CONSENT DECREE COSTS

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One of the primary goals of a consent decree is to address and rectify constitutional violations and misconduct within a police department. By implementing the required reforms and adhering to the terms of the decree, BPD can potentially reduce the number of lawsuits, legal settlements, and judgments filed against them. This can result in significant cost savings in terms of legal fees, court expenses, and damage payouts.

Following the acceptance of the Consent Decree by the City of Baltimore, Judge Bredar appointed a monitoring team to oversee and assess BPD's compliance with the terms of the consent decree. The monitoring team evaluates BPD's progress in implementing the reforms outlined in the consent decree, including conducting regular assessments, reviewing documentation, observing training sessions, analyzing data, and interviewing BPD personnel and community members to determine the extent to which the reforms are being implemented. The City has a yearly budget of \$1.475 million for the monitoring team, with any unspent money from the previous year rolling over to the following year. Despite this sum, the monitoring team performs a significant portion of the work pro-bono, voluntarily donating free work to the City. Since 2017, Baltimore City has spent approximately \$8 million dollars on this monitoring team. Below are links to the approved budgets for the first two years of the program.

<https://static1.squarespace.com/static/59db8644e45a7c08738ca2f1/t/5a8b8bb441920223d0f5ef32/1519094709620/Dkt.+90--Approved+First-Year+Monitoring+Budget.pdf>

<https://static1.squarespace.com/static/59db8644e45a7c08738ca2f1/t/5c66f5b8eb393166d4864f98/1550251449840/2nd+Year+Budget.pdf>

It is important to note that several other metropolitan jurisdictions have undergone federal consent decrees. These jurisdictions all seem to consistently show that they have spent far greater sums of money and far more time than anticipated to bring their departments up to par with the consent decree. The Washington Post article sourced below about Seattle indicates that the city has spent over \$200 million in the past decade to comply with the decree, including items such as new technology, training, and management. It is important to note that the City of Seattle and many others that have undergone this process see these costs as an investment in their ability to police safely for both citizens and officers.

While compliance with the consent decree may require upfront investments, the long-term benefits can lead to cost savings. By implementing sustainable reforms, such as improved training, accountability measures, and community engagement strategies, the BPD can potentially reduce the likelihood of future misconduct cases and associated legal expenses.

## SOURCES

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