

Report in Response to HB 771 (CH 133)
– Baltimore Police Department–
Reporting on Community Policing



January 1, 2016

This report is submitted in response to House Bill 771 (Chapter 133 of the 2015 Legislative Session) – Baltimore Police Department – Reporting on Community Policing. The information requested by the report is listed below exactly as it appeared in House Bill 771, and the Department’s responses are in italics.

As of December 1 of the previous year¹:

- I. The total number of sworn police officers in the Department:

As of November 1, 2015, there were 2,646 sworn police officers in the BPD.

- II. The number of sworn African American police officers in the Department:

As of November 1, 2015, there were 1,050 sworn African American police officers, representing 39.6% of the Department.

- III. The number of sworn female police officers in the Department:

As of November 1, 2015, there were 403 sworn female police officers, representing 15.2% of the Department.

- IV. The number of sworn police officers in the Department who are residents of Baltimore City:

As of November 1, 2015, there were 567 sworn police officers who are residents of Baltimore City, representing 21.4% of the Department.

In the previous calendar year²:

- I. The number of recruiting events the Department sponsored or participated in in Baltimore City:

Between November 1, 2014, and November 1, 2015, the Department sponsored or participated in 17 recruiting events in Baltimore City.

¹ The responses in this section are as of November 1, not as of December 1 as requested by the bill. The reason is that the report makes the due date of this report January 1, 2016. This due date does not leave sufficient time to compile data for the entire calendar year, ending on December 31, 2015. This Department has discussed this issue with legislative staff, and it appears this was an unintentional drafting error in the bill that can be corrected going forward.

² Because of the problem described in footnote 1, the Department is unable to provide this data for the full 2015 calendar year. The Department selected the 12 month period between November 1, 2014 and November 1, 2015 in order to give readers a 12 month look at this data, as intended by the bill. Again, the Department is hopeful this issue can be corrected in the legislation going forward.

- II. The number of instances of use of force that resulted in the admission of a civilian to a hospital, when the injury occurred as a direct result of an officer's actions:

Between November 1, 2014 and November 1, 2015, a total of 329 citizens were transported to the hospital. Note that this data represents every instance in which an individual is transported to the hospital, but not necessarily "admitted" for treatment. For instance, individuals are automatically transported to a hospital for removal of Taser prongs following a Taser deployment. In fact, nearly two-thirds of the 329 admissions involved a Taser deployment. In many other cases, arrestees are transported to a hospital as a precaution or upon request, but are released after receiving minor treatment and clearance from hospital staff that it is safe to transport the arrestee to the Central Booking and Intake Facility (CBIF). The Department's Internal Affairs Division carefully reviews every serious use of force by an officer to ensure that policies and procedures were followed and initiates disciplinary action whenever such use of force is revealed to have been unnecessary.

- III. The number of civilian complaints about the use of force by an officer:

Civilian complaints about use of force are categorized by the Department as "Excessive Force Complaints." Between November 1, 2014 and November 1, 2015, the Department received 128 Excessive Force Complaints. Every Excessive Force Complaint received by the Department is assigned to Internal Affairs for investigation and for review by the Civilian Review Board.

- IV. The number officers who were suspended with pay:

As of November 1, 2015, there were 62 officers suspended with pay in the BPD.³

- V. The number of officers who were suspended without pay:

As of the date of this report, five BPD officers were suspended without pay in 2015.

- VI. The percentage of patrol officers who were assigned to neighborhood patrols:

As of November 1, 2015, 1,102 of the 1,271 officers assigned to the Patrol Bureau are assigned to Sector Patrol, representing 87% of the total number of officers assigned to the Patrol Bureau. The remaining 13% of officers are assigned to functions such as district operations units, foot patrols, bike patrols, and administrative functions.

- VII. The number of youth under the age of 18 years referred to intervention programs by officers:

Between November 1, 2014, and November 1, 2015, 201 young people under the age of 18 were referred to intervention programs by the Department, working in conjunction with the State's Attorney's Office and the Department of Juvenile Services.

³ Because this data is currently housed in multiple databases maintained by individual units in the Department, it is not currently possible to provide the total number of officers suspended in a 12 month time period. Rather, it is only possible to provide the number of officers currently suspended with pay. However, starting on January 1, 2016, suspension data will be housed in a single database and will be used by all units within the Department. This database will have the ability to track the number of suspensions in a given timeframe.

- VIII. A description of the Department's community policing efforts, including community policing programs, participation in town hall meetings, and efforts to engage with schools, recreation centers, community centers, and senior centers.

Commissioner Davis and the members of the BPD believe that community engagement and building trust is essential to reducing crime and improving neighborhoods. As such, numerous initiatives have been launched in the last year.

Assigned post officers and foot patrols are the bedrock of community policing. Over time, the Department had moved away from officers being assigned to specific posts. However, starting this December, the BPD reinstated a post staffing model for patrol officers. As a result, specific officers will again be assigned to defined geographic "posts" within their respective police districts. The post system affords a patrol officer and the residents and businesses within a post to gain familiarity and to develop mutual trust and respect.

The transition back to posts is being done in conjunction with a renewed focus on foot patrols. While the BPD currently requires officers to engage in at least 30 minutes of foot patrols per shift, in many cases, officers have not been trained how to truly maximize community engagement in that time. As such, the Department will be partnering with community advocates and policing professionals to develop a "Foot Patrol" curriculum to be taught at the Training Academy to both new trainees and current officers. Foot Patrol is the bedrock of effective community policing. Instructors will teach the "art" of foot patrol, emphasizing concepts and skills such as interpersonal communication and emotional intelligence.

Along similar lines, the Department is also in the process of creating a "History of Baltimore" curriculum. This course will represent a unique way for police trainees to learn about the storied history of Baltimore and the cultures of its many diverse communities. The better an officer understands the community he serves, the more effective the officer can be in policing that community.

In October, the BPD announced that it was reviving the "Officer Friendly" program in Baltimore City Public Schools. Under the direction of Lieutenant Colonel Melvin Russell, the Officer Friendly program will be directed towards creating positive interactions and opportunities for mentorship between police officers and Baltimore City youth in a "friendly" and non-confrontational setting. The BPD has engaged in a number of other youth engagement activities during 2015, including:

- *Police Explorers Program. The Police Explorer's Program is a program designed to introduce Baltimore high school students to law enforcement and public safety. The Explorer program provides positive exposure to police and law enforcement in hopes that Baltimore's youth will choose a career as a BPD police officer. Earlier this month, TD Bank made a \$25,000 donation to the Explorers program that will be used fund a program in one high school in each of the City's nine police districts.*
- *Police Commissioner's Summer Camp. Throughout this summer, the Department hosted a series of two-day Summer Camps for children ages 11-14. The Summer Camp series allowed*

- children to engage in a number of activities alongside police officers, including sports, games, and arts and crafts.
- Police Commissioner's Youth Basketball League. This summer, the Department organized and ran the Youth Basketball League. Sergeant Michael Jones Sr., Sergeant Phil Dixon, and Detective Tavon McCoy organized the league to create an opportunity to promote recreation, sportsmanship, and mentorship with Baltimore's youth.
 - Reading Partners. Last school year, BPD partnered with Reading Partners, a program in which community volunteers partner with local schools to help kids master basic reading skills. This partnership creates a positive interaction between young students and uniformed police officers inside of the City's public schools. The Department has renewed this partnership for the 2015-2016 school year and hopes to increase the number of BPD employees participating in the program.
 - Building Bridges. Sergeants Jones and Dixon, building off the success of the Youth Basketball League, have started a mentorship program called "Building Bridges." This program will create relationships between police officers and students through after-school mentorship. The program is placing particular focus on mentoring high-risk students that are struggling with behavioral and/or emotional issues.

Beyond the above described initiatives, the Community Collaboration Division (CCD) is primarily responsible for the Department's regular, day-to-day, community policing policies and strategies. CCD, currently under the command of Lieutenant Colonel Melvin Russell, helps to establish and maintain partnerships between BPD and the communities it serves, as well as other government agencies, non-profits, private businesses, schools, and media. Under Commissioner Davis, what was formerly known as the Neighborhood Services Unit (NSU) was consolidated into the existing CCD. The NSU officers were the primary community officers in each of the police districts. Centralizing these officers under CCD has helped to ensure these officers are fully focused on community engagement without being pulled in other directions. CCD utilizes a data-driven approach to target its resources on communities experiencing both qualify of life issues and violence.

CCD is organized around 4 pillars: Community Policing, the Faith Community, Re-entry, and Explorers and Youth Matters.

1. Community Policing: This pillar involves galvanizing community stakeholders within each of the City's 9 police districts, primarily through the Department's Community Collaboration Teams. Community Collaboration Team members regularly attend community meetings and are responsible for building strong working relationships within each district. Officers assigned to this function plan, coordinate, and host community events such as crime walks, town hall meetings and forums, and neighborhood clean-ups. Officers also help to establish crime watch organizations throughout their districts, and assist in the coordination of resources for seniors and disabled citizens.
2. Faith Community: Under this pillar, the CCD establishes partnerships between the police and all faith-based organizations and faith leaders throughout the City. Specifically, the CCD has

three faith-based initiatives: the chaplaincy program, the faith-based collaborative outreach program, and the prayer alter program.

3. *Re-Entry: The CCD works with commanders in each district to identify non-violent individuals who have recently been released from prison or have an impending date of release. A re-entry officer then works with the State's Division of Parole and Probation, the State Department of Public Safety and Correctional Services, the Baltimore City State's Attorney's Office, the Judiciary, and within the BPD to develop a strategy for successful re-entry into the community and a set of expectations for the released individual.*

4. *Explorer and Youth Matters: Officers assigned to this function are tasked with establishing and fostering relationships with young people in each police district, as well as the creation of programs to create opportunities for positive interactions between young people and the police. The establishment and planned expansion of the Baltimore Police Explorers Program is a major function of this unit. Additionally, this unit is currently working on the establishment of various youth sports leagues, which will be held in various schools and recreations centers throughout the City on a year-round basis.*

Lastly, the Department of Justice's (DOJ) Community Oriented Policing Services (COPS) Office is currently working with the BPD DOJ and Accountability Unit on a strategic plan for community engagement and police/community relations. It expected that this strategic plan will provide a roadmap going forward for how the entire Department interacts with the community.