

RESPONSE TO HOUSE BILL 771 BALTIMORE  
POLICE DEPARTMENT – REPORT ON  
COMMUNITY POLICING



POLICE COMMISSIONER KEVIN DAVIS  
BALTIMORE POLICE DEPARTMENT

JANUARY 1, 2017

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.<sup>1</sup>

**As of December 1 of the previous year:**

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

*As of December 1, 2016, there were 2,528 sworn police officers in the BPD.*

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

*As of December 1, 2016, there were 1,011 sworn African American police officers, representing 39.9% of the Department.*

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

*As of December 1, 2016, there were 402 sworn female police officers, representing 15.9% of the Department.*

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

*As of December 1, 2016, there were 494 sworn police officers who are residents of Baltimore City, representing 19.5% of the Department.*

**In the previous calendar year:**

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

*Between December 1, 2015 and December 1, 2016, the Department sponsored or participated in 29 recruiting events in Baltimore City. This is 12 more than the previous year.*

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 December 1, 2015 and December 1, 2016, there were a total of 12 instances<sup>2</sup> where the use of force by a member of the department resulted in a civilian being admitted to a hospital. The*

---

<sup>1</sup> HB 771 requires an annual report from the Baltimore Police Department “on or before January 1.” The 2016 annual report measures data as of December 1, 2016 or in the 12 month window from December 1, 2015 to December 1, 2016. Last year, the Department used November 1 as the time marker. The Department used December 1 this year in order to provide a more up-to-date snapshot of the data. Because of the January 1 due date of this report, the Department is unable to use a January 1 to January 1 time period.

<sup>2</sup> Due to data limitations, last year’s report cited 329 instances where the use of force by a member of the department resulted in a civilian being *transported* to a hospital, not necessarily admitted. Individuals are often transported to a hospital for injuries, treated, and then released without ever being admitted. This year’s report is responsive to the legislation and provides for the total number of instances where the use of force by a member of the department resulted in a civilian being admitted to a hospital.

*Department's Office of Professional Responsibility 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:

*Between December 1, 2015 and December 1, 2016 the Department received 95 Excessive Force Complaints. Every Excessive Force Complaint received by the Department is assigned to an investigative unit within the Office of Professional Responsibility. The Civilian Review Board is informed of the complaint, and pursuant to the statute, the Department forwards all CRB complaints that are notarized to the CRB.*

IV. The number officers who were suspended with pay:

*As of December 1, 2016, there were 46 officers suspended with pay in the BPD.*

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

*As of December 1, 2016, there were 3 officers suspended without pay in the BPD.*

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

*As of December 1, 2016, 999 of the 1,255 officers assigned to the Patrol Division are assigned to Sector Patrol, representing 79.6% of the total number of officers assigned to the Patrol Bureau. The remaining 20.4% of officers are assigned to functions such as district operations units, foot patrols, bike patrols, and administrative functions.*

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

*Between December 1, 2015 and December 1, 2016, there were 222 young people under the age of 18 referred to intervention programs by the Department in conjunction with the Department of Juvenile Services.*

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

*Commissioner Davis and the members of the Baltimore Police Department believe that community engagement and building trust is essential to reducing crime and improving neighborhoods.*

*BPD's 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 Chief Melvin Russell, helps establish and maintain partnerships between BPD and the communities it serves, as well as other government agencies, non-profits, private businesses, schools, and media. CCD utilizes a data-driven approach to target its resources on communities experiencing both quality of life issues and problems stemming from 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.

In 2016, the Community Collaboration Division participated in and coordinated 1004 community events. These events included the Good Neighbor Walk, Hot Chocolate with a COP, Movie Nights, Read & Greet with a COP, Halloween Truck n Treat, as well as many others. Additionally, CCD officers attended 1,636 community meetings.

CCD also engaged in two major, pre-planned, annual events: "The Day of Hope East" and "The Day of Hope West." The Days of Hope are designed as one-day, special community events that meet both the human and spiritual needs of residents. The Days of Hope bring police and civilian volunteers together to serve the Community. The volunteers are from local churches, community associations, BPD, mission teams from around the country, local businesses, and multiple service providers from across the region. These volunteers are people who want to demonstrate that there is hope and they send a simple yet fundamental message that somebody cares about the community. This year, CCD has coordinated and partnered to give away over 1,000 coats during the winter months and has given away hundreds of Thanksgiving and Christmas baskets. CCD also provides care packages for the homeless and safety tips for senior citizens.

2. Faith Community: Under this pillar, CCD establishes partnerships between the police and all faith-based organizations and faith leaders throughout the City. Specifically, CCD has three faith-based initiatives: the chaplaincy program, the faith-based collaborative outreach program, and the prayer alter program.

In 2016, the Chaplaincy Program expanded to include 137 Chaplains. Chaplains participate in Academy classes and serve a vital role in bridging the trust gap between police and the communities they serve, and provide fundamental support to individual officers and the Department as a whole.

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.

In 2016, the Re-Entry Program held its first Call-In, which brings publicly known inmates serving life sentences together with newly released ex-offenders. Those serving sentences were skyped in and spoke with newly released ex-offenders about stopping the violence within their community.

*At the same event, service providers, such as social services, health services, and child support services, were introduced to the returning citizens to help them with the demands of re-entry.*

*To date, resources have been provided to over 200 ex-offenders with the goal of stopping young adults from continuing down a path toward re-incarceration and helping them become productive, self-fulfilling members of society.*

4. *Police Explorers and Youth Matters: The Police Explorers Program is a program designed to introduce Baltimore high school students to law enforcement and public safety. The Explorers program provides positive exposure to police and law enforcement in hopes that Baltimore's youth will choose a career as a BPD police officer.*

*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 expansion of the Baltimore Police Explorers Program is a major function of this unit.*

*CCD is currently partnering with six schools: St. Francis Academy, NAFT (National Academy Foundation School), Frederick Douglas High School, Patterson Park High School, Northwestern High School and Reginald F. Lewis High School. Each of the schools have entered into full course curriculums - teaching the History of Baltimore, Community Policing and Homeland Security.*

*Due to the partnership with our schools CCD was able to expand its Explorers program to 86 youth in 2016. Out of those 86 Explorers, the top 24 Explorers were selected to compete in the National Law Enforcement Exploring Conference (NLEEC) where they represented Baltimore.*

*Also in 2016, CCD revived the "Officer Friendly" program in Baltimore City Public Schools. The Officer Friendly program is directed towards creating positive interactions and opportunities for mentorship between police officers and Baltimore City youth in a "friendly" and non-confrontational setting.*

*Additionally, BPD, under the leadership of the Community Collaboration Division (CCD), hosted approximately 50 at-risk youth at Camp Bennett, an overnight camp, where officers were able to engage in various team building activities such as swimming, arts and crafts, and team game nights. On the last day of camp, it was revealed to participants that 95% of the camp counselors were police officers. This revelation taught participants that friendships and strong bonds formed without labels were what really mattered, and the goal of fostering trust based on shared experiences was achieved. Additionally, officers were able to make valuable connections with the young leaders of tomorrow.*

*CCD also fostered 25 inner-city children during a two-month long summer camp where kids were picked up and dropped off each day, given breakfast, lunch, and a snack. Again, meaningful relationships were established fostering the invaluable and necessary trust between police and the communities they serve.*

*During the summer of 2016, BPD built on the success of the Police Commissioner's Basketball League and again organized and ran a youth basketball league. The league was organized as an opportunity to promote recreation, sportsmanship, and mentorship with Baltimore's youth.*

*Building off the success of the Youth Basketball League, have started a mentorship program called “the Bridge Program.” This program will create relationships between police officers and students through after-school mentorship. The program continues to place particular focus on mentoring high-risk students that are struggling with behavioral and/or emotional issues.*

*And in 2016, BPD again 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.*

*A fundamental rule for effective community policing is having a visible and tangible presence in the community. Having uniformed officers on the street in the same neighborhoods makes the community feel safe while reinforcing mutual trust between police and ordinary citizens. In other words, assigned post officers and foot patrols are the bedrock of community policing.*

*Historically, the Department had moved away from officers being assigned to specific posts. In 2016, BPD reinstated a post staffing model for patrol officers. As a result, specific officers have again been assigned to defined geographic “posts” within their respective police districts. The post system ensures patrol officers and the residents and businesses within a post gain familiarity and maximize the development of mutual trust and respect.*

*The transition back to posts has been done in conjunction with a renewed focus on foot patrols. In 2016, all new and sworn personnel went through a “Foot Patrol and Community Policing” Curriculum at the Professional Development and Training Academy. This block of instruction provides an education on the history of policing. Trainees learn about the different eras of policing and the lessons learned from significant historical events, such as the riots that occurred in Baltimore in 1968. During this course, there is discussion on social dynamics, experimental programs, and crime fighting as being secondary to normal interactions with the community. This course reinforces how officers are expected and should act with ordinary citizens during times of peace and times of turmoil.*

*Building on this curriculum taught at the Training Academy, the last three graduating classes have spent up to their first ninety (90) days exclusively on foot. This has given new officers the opportunity to begin building the necessary relationships with ordinary citizens that is so critical to an effective community policing strategy.*

*Commissioner Davis and the leadership at BPD recognize that a truly effective community policing strategy cannot be one that is reactionary in nature. All aspects of the communities BPD serves, from plain language to value systems to historical perspectives, are part of core curriculum taught at the Professional Development and Training Academy to all trainees, as well as to sworn personnel during in-service training days. In addition to the “Foot Patrol and Community Policing” course referenced above, every entry-level trainee must successfully complete the following courses:*

- 1. Cultural Diversity: This course requires trainees to recognize and analyze stereotypes for cultural groups that are attributed to different racial, ethnic, and religious communities. This course teaches students methods and intercultural competencies to develop a two-sided trust between BPD and the communities it serves. The course is broken down into blocks of instruction based on religious, ethnic, and sexual orientation.*

2. Community Service Project: Trainees are required to work within the community they will serve on a building project. This is usually done in conjunction with our partners at Rebuilding Baltimore. This fosters a sense of commitment by the trainee to the community they will police, and the project is a tangible showing of care/respect by the trainee.
3. Tactical Spanish: Key law enforcement terms are taught in this course in order for officers to have a basic ability to communicate with Spanish-speaking members of the public.
4. Fair and Impartial Policing: This course teaches trainees to recognize implicit biases they may have. Trainees learn how implicit biases impact what they perceive/see and how it may impact how they act. They are taught that fair and impartial policing can lead to effective policing. Trainees receive tools to help them recognize implicit biases and implement controlled behavioral responses.
5. History of Baltimore Presentations: Four hour presentations by historians and other subject matter experts about the history of Baltimore are given to each Academy class. Presentations on the History of Baltimore, Mobtown, the Civil War, Immigration, Housing and Segregation, and the LGBTQ Community have been given this year to both trainees and sworn officers.

The Training Academy also coordinates various community policing programs to ensure that an officer's education continues beyond the Academy. Veteran officers and trainees are involved in the following projects:

1. Police Youth Challenge/Outward Bound: BPD currently partners with the Baltimore Chesapeake Bay Outward Bound School to coordinate the effective interaction of officers and school-aged youth from Baltimore City schools. Children attend as part of a field trip to Outward Bound, while officers attend as part of their in-service or entry-level training.

All participants, children and officers alike, share their perceptions of each other with each other, communicate stories with one another during group workshops, and then work on team projects to build mutual trust. The overall goal is to create lasting relationships, build trust, and change negative and incorrect perceptions of each other.

2. Project PNEUMA: BPD partners with Project PNEUMA during the school year in order for all male school-aged youth to interact with both sworn officers and trainees. Students work on developing methods to build positive communication skills, while officers learn the value of establishing and maintaining critical relationships with the students.

Additionally, under the leadership of Commissioner Davis, the Police Development and Training Academy has created a Citizens Police Academy, which includes "Shoot, Don't Shoot" seminars. The purpose of the seminars is for City residents to learn about BPD methodologies and police officer training so that real-life interactions on the street remain peaceful and calm.

And in the upcoming year, the Training Academy will be teaching an in-service training class, "Procedural Justice." In this course, officers will learn how to promote police legitimacy through fair and respectful

*interactions with citizens. There are four basic principles that trainees learn: Allow the person you are interacting with the opportunity to explain their side of the situation; Make decisions based on facts only and not opinions; Explain to the person you are interacting with what you will be doing and be transparent with them, and; Be trustworthy by being honest and respectful.*

*BPD strives to achieve an effective community policing strategy in all interactions between the Department and citizens. In October of 2016, the Department established the Homeless Outreach Team (HOT), which specifically targets citizens who are living on the streets with the goal of providing resources and support in an effort to bring these individuals back into meaningful and fulfilling roles in the community where they live.*

*Also in November of 2016, BPD hosted the Second Annual "Unity Bowl," a flag football game during the Thanksgiving holiday that brings members of the Department together with members of the community. Community participants wore team uniforms bearing the slogan, "One City One Purpose," which epitomizes the common goal shared by both police and ordinary citizens as both work together to make Baltimore a better place.*

*The role of effective community policing has never been more important than at this critical juncture in our City's history. The Baltimore Police Department is committed to utilizing every resource available to foster trust and build mutual understanding and respect between its members and the communities it serves. BPD recognizes that long-lasting, meaningful relationships between police and ordinary citizens are the key to making our great City a safer place to live, work, and raise a family.*