



BALTIMORE POLICE DEPARTMENT QUARTERLY OVERSIGHT HEARING DECEMBER 15, 2021



PUBLIC SAFETY AND GOVERNMENT OPERATIONS COMMITTEE

- Council President Nick Mosby
- Chairman, Councilman Mark Conway



CRIME STATISTICS



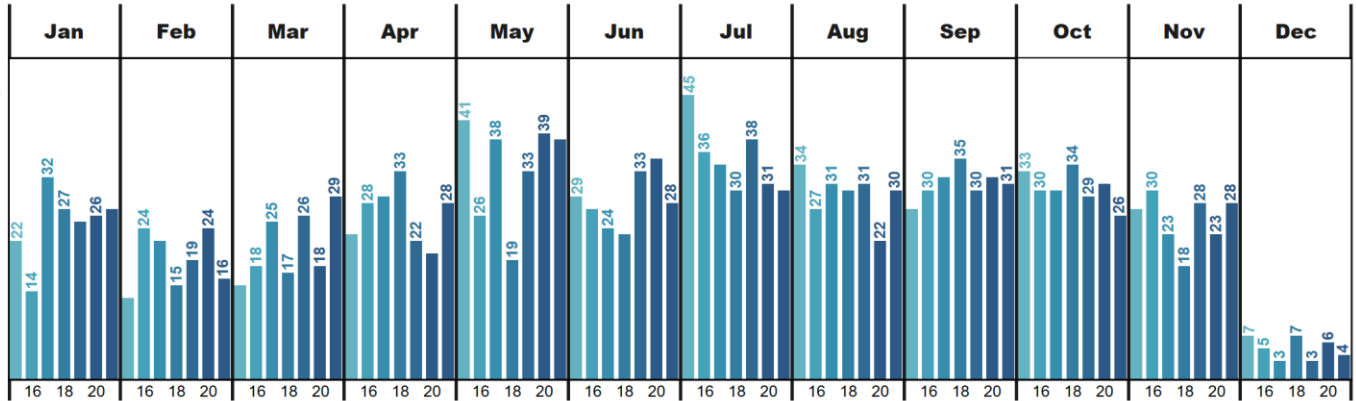
CITY-WIDE CRIME OVERVIEW

Overview of Crime in Baltimore City

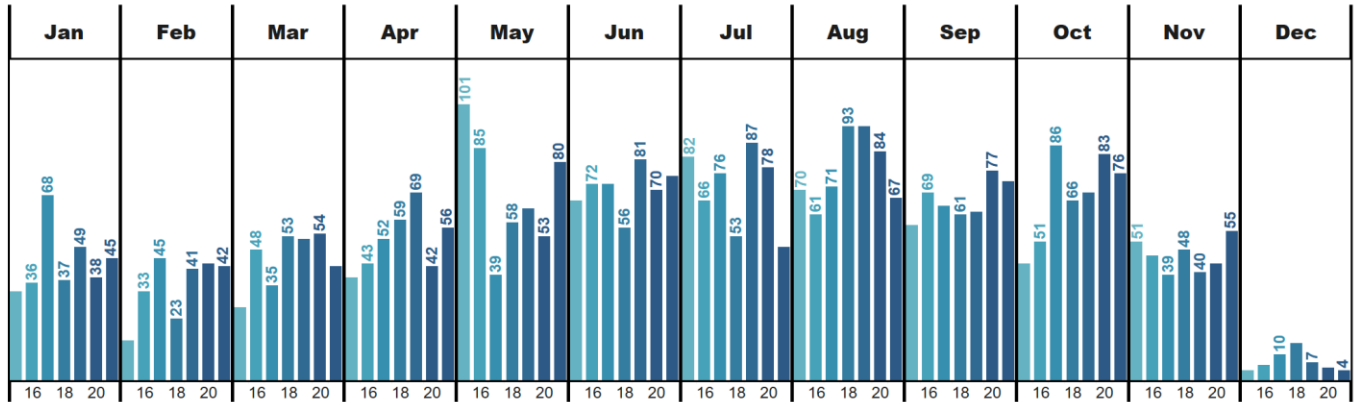
Year over Year Crime Numbers

	Crime (YTD)	Crime (LYTD)	% Change
Homicide	315	307	2.6%
Shooting	664	670	-0.9%
Rape	285	271	5.2%
Carjacking	487	489	-0.4%
Robbery Commercial	639	530	20.6%
Robbery Street	1,553	1,885	-17.6%
Robbery Residential	487	484	0.6%
Aggravated Assault	5,037	5,019	0.4%
Arson	106	100	6.0%
Auto Theft	2,905	2,782	4.4%
Burglary	3,179	3,824	-16.9%
Larceny	5,954	7,167	-16.9%
LFA	4,151	3,387	22.6%

Number of Homicides by Month & Year Compared to 2021

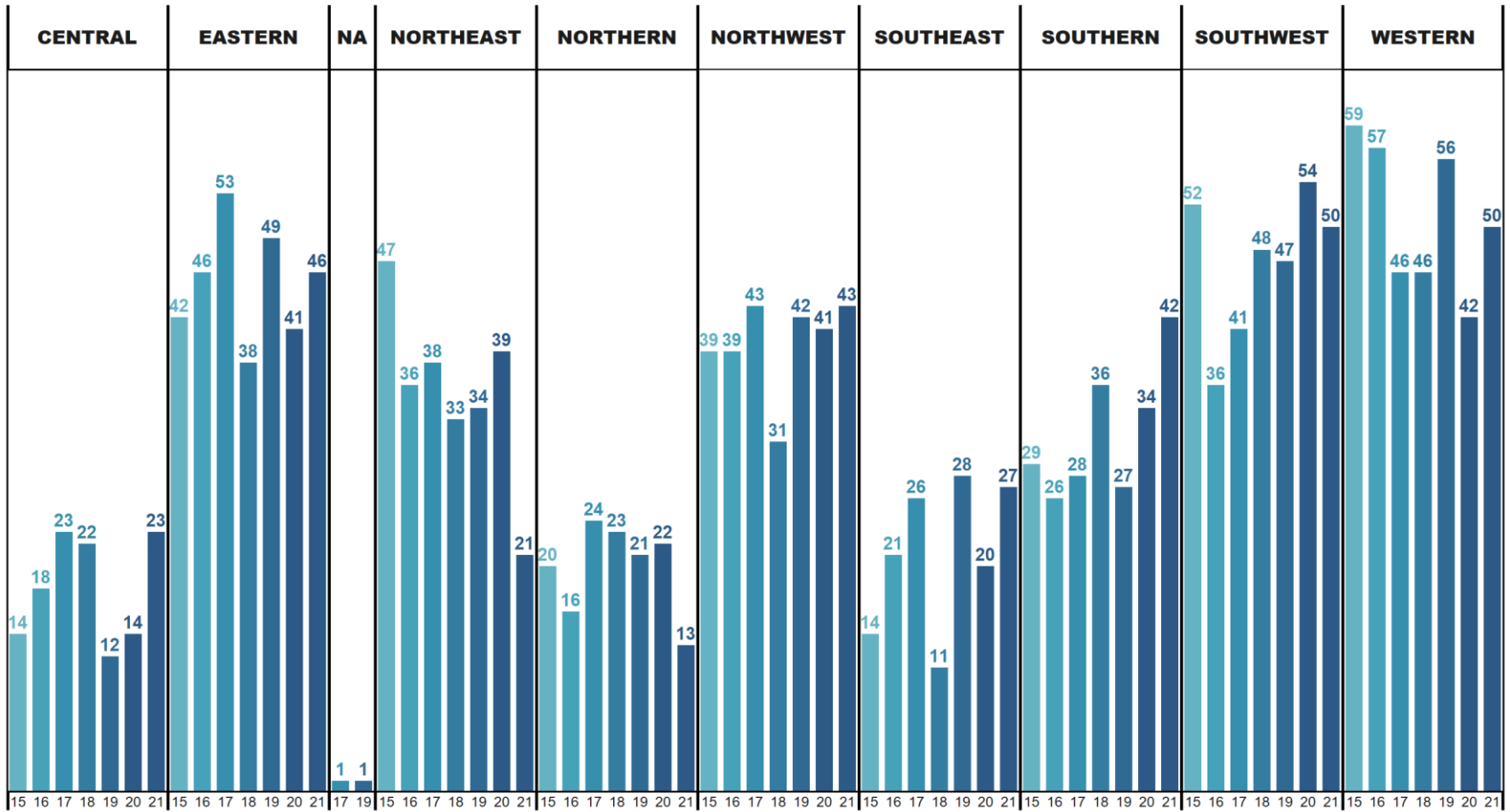


Number of Shootings by Month & Year Compared to 2021



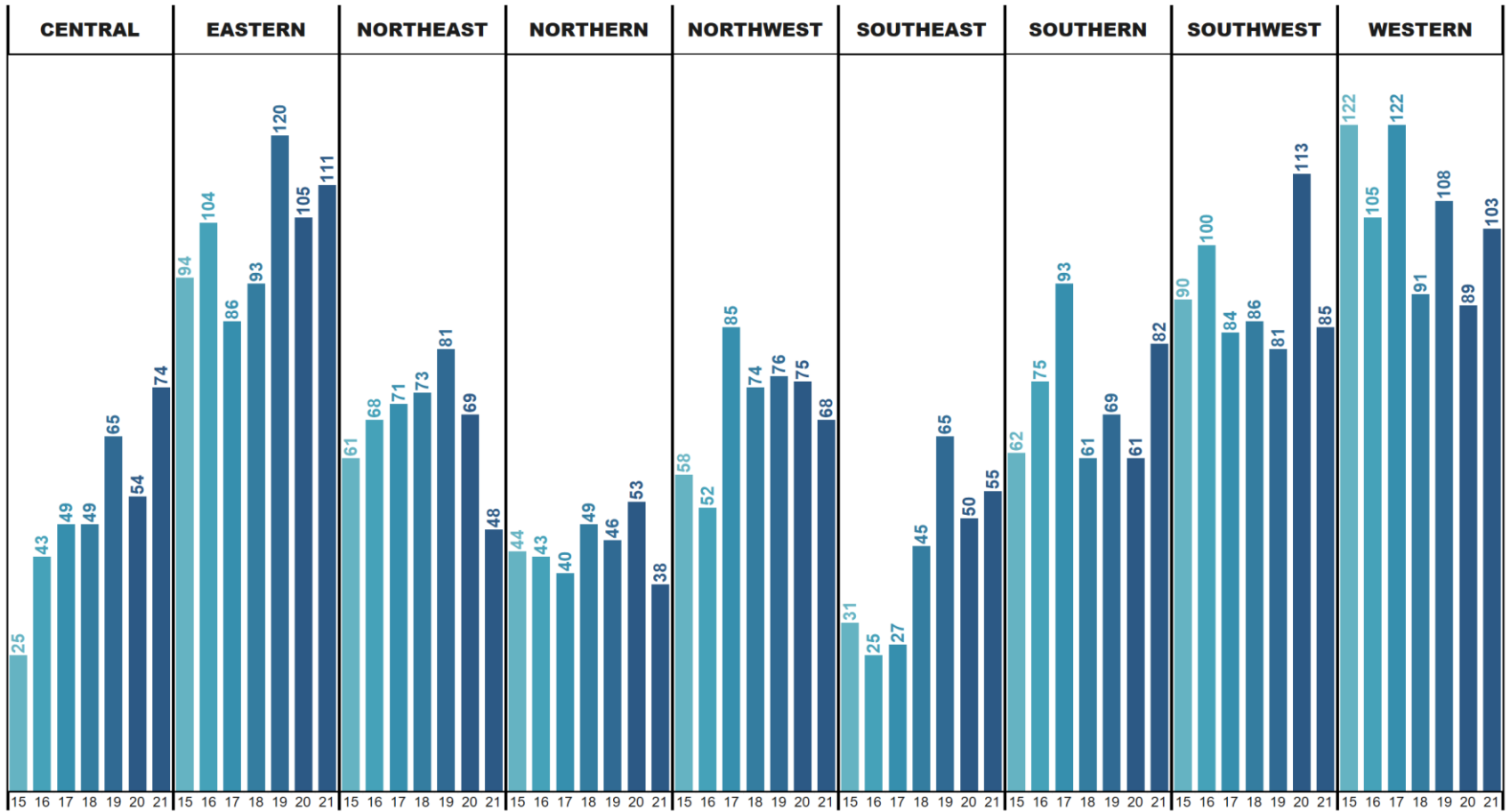
DISTRICT HOMICIDE COMPARISON

Number of Homicides by District & Year Compared to 2021



DISTRICT SHOOTING COMPARISON

Number of Shootings by District & Year Compared to 2021



HOMICIDE ARRESTS

117 Homicide Suspects have been arrested YTD

117 Homicide Suspects Arrested YTD

96 Homicide Suspects Arrested with a Previous Record

51 Repeat Violent Offenders

21 Suspects with
No Previous
Record

0

50

100

150



SHOOTING ARRESTS

132 Non-Fatal Shooting Suspects have been Arrested YTD

132 Non-Fatal Shooting Suspects Arrested YTD

101 Suspects Arrested with a Previous Record

54 Repeat Violent Offenders

31 Suspects with
No Prior Record

0

50

100

150



GUN-RELATED ARRESTS

Gun-Related Arrests in Baltimore City

GUN ARRESTS 2021

1,302

Gun Arrests 2020 | 1,333 ▼
-2.33%

PATROL GUN ARRESTS 2021

1,180

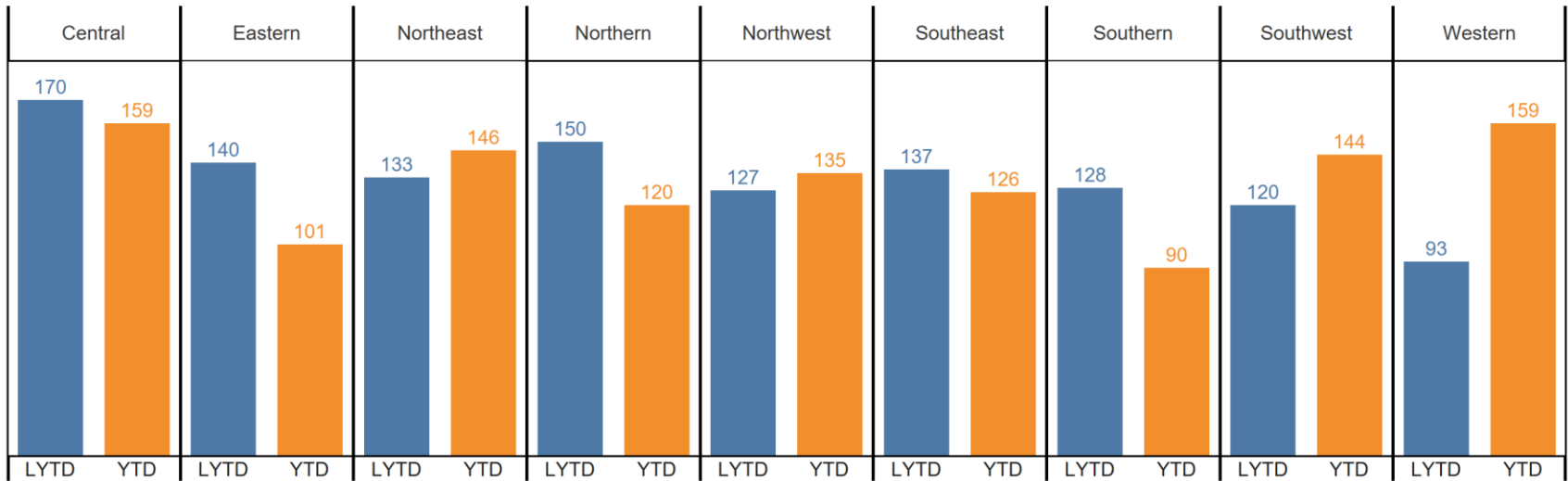
Gun Arrests 2020 | 1,198 ▼
-1.50%

NON-PATROL GUN ARRESTS 2021

122

Gun Arrests 2020 | 135 ▼
-9.63%

Gun Arrests by District



CLEARANCE RATES

HOMICIDE

2021: 41.6%

2020: 38.4%

National 2019 UCR Clearance for Comparable Cities: 54.7%

NON-FATAL SHOOTINGS

2021: 26.2%

2020: 20.2%

***National 2019 UCR Clearance for Comparable Cities: 26.1%**

**Non-Fatal Shootings are not a UCR offense. The comparable clearance rate is for Aggravated Assaults with a firearm.*



TOP TEN VIOLENT POSTS

Top 10 Posts for Violent Crime with Proactivity

Top 10 Posts for Violence

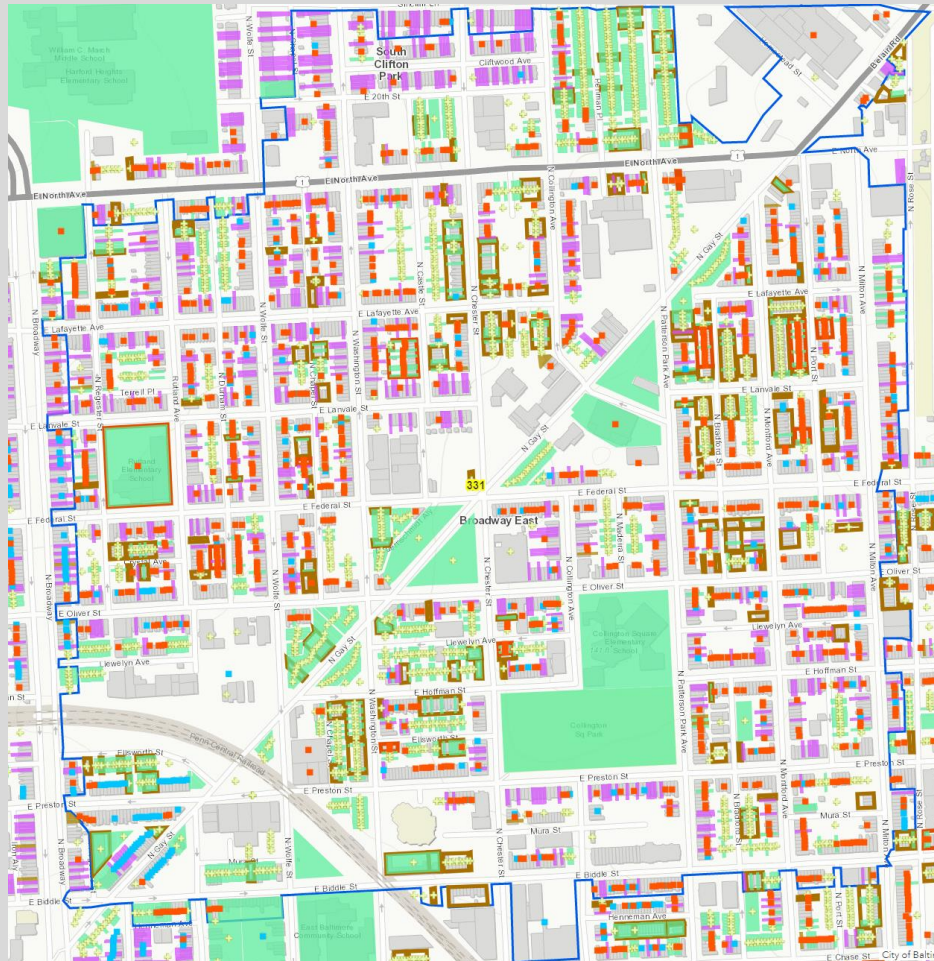
Post	HOMICIDE	SHOOTING	CARJACKING	COMMERCIAL ROBBERY	STREET ROBBERY	ROBBERY - RESIDENCE	AGG. ASSAULT	RAPE
111	1	8	3	19	27		65	6
331	12	18	9	2	31	1	40	4
114	4	6	1	12	37	3	42	5
835	9	7	5	14	24	6	39	
123	6	14	5	4	18	3	49	4
221	4	10	1	1	31	6	37	4
922	3	17	6	1	14	8	38	6
631	4	4	3	15	19	1	37	2
134	2	7	4	10	24	2	33	3
834	5	11	5	4	18	6	30	3

Top 10 Posts for Violence With Proactivity

Post	Business Check	Foot Patrol	Car Stop	Directed Patrol	FI	Warrant Attempt	Bike Patrol
111	2,320	729	468	3,007	20	34	
331	3,970	2,572	904	2,512	127	155	12
114	4,215	1,296	791	5,120	119	32	
835	5,315	722	1,041	2,783	19	306	
123	3,174	1,014	858	5,515	46	126	
221	1,968	1,099	848	5,276	16	240	
922	3,421	293	805	1,588	64	253	
631	12,284	103	355	2,898	19	221	
134	2,613	176	246	935	20	33	
834	2,715	1,730	1,072	4,488	20	276	



331 POST (CPTED EXAMPLE)



All Vacant Building Notices



Recently Rehabbed Vacant Building



Vacant Lot



Owner-Occupied



Public Ownership



Housing Authority



Mayor and City Council

Planned Demolition



Completed City Demolition

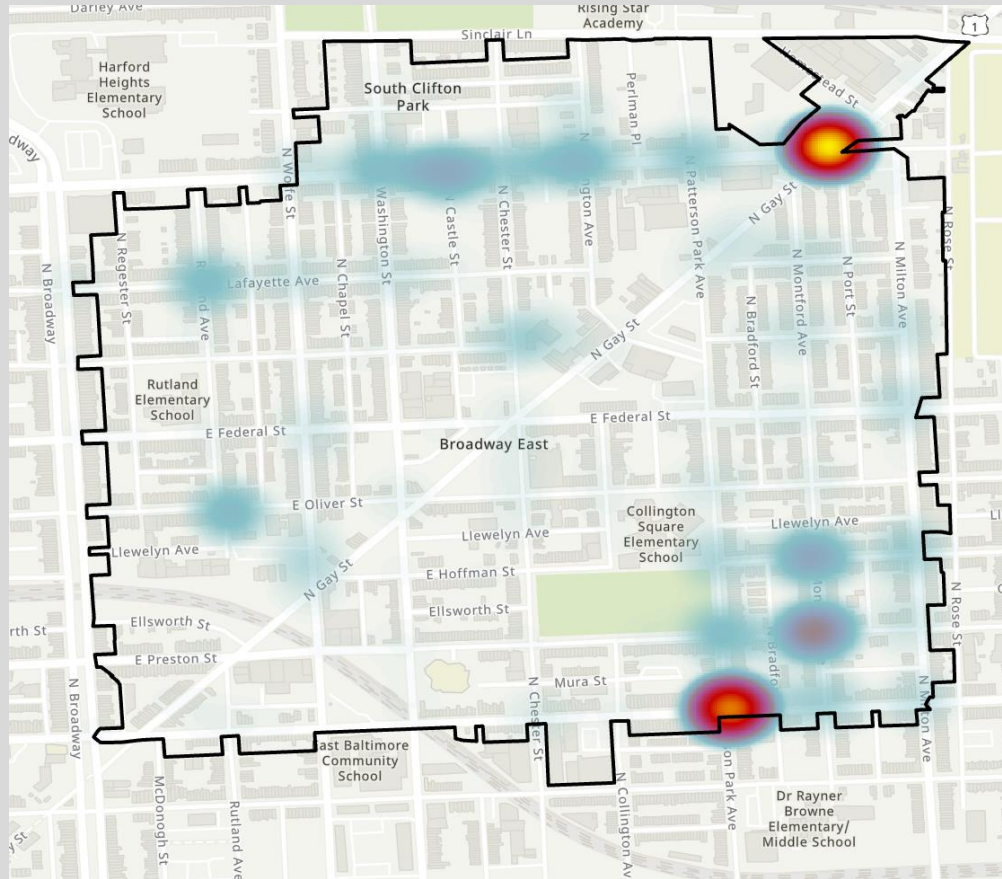


Police Posts



331 Post 28 Day Proactivity

November 7th – December 4th 2021



	A	B	C	Grand Total
Business Check	101	37	69	207
DIRECTED PATROL	54	88	169	311
Field Interview			6	6
Foot Patrol	27	66	110	203
INV STOP		1	1	2
Traffic Stop	3	47	88	138
Warrant Service		6	4	10

Officer 311 Calls 331 Post - YTD

HCD-Illegal Dumping	8
SW-Dirty Alley	4
SW-SIU Clean Up	3
SW-Dirty Street	3
TR-48 Hour Parking/Abandoned Vehicle	2
HCD-Sanitation Property	2
ECC-Miscellaneous Request	1
SW-Mixed Refuse	1
FOR-Tree Inspection	1
TRT-Traffic Signal Repairs	1
HCD-Fire Protection	1
HLTH-Animal Failure to Restrain Animal, Known Owner/Known Address	1
TRT-Traffic Sign Request	1
FOR-Fallen Limb	1
BGE-StLight(s) Out	1
HCD-Vacant Building	1



DOMESTIC AND YOUTH VIOLENCE

Domestic Violence Year over Year

	Crime (YTD)	Crime (LYTD)	% Change
Homicide	18	14	28.6%
Shooting	3	6	-50.0%
Rape	32	51	-37.3%
Carjacking	12	5	140.0%
Robbery Commercial	16	6	166.7%
Robbery Street	135	141	-4.3%
Robbery Residential	231	217	6.5%
Aggravated Assault	1,618	1,409	14.8%
Arson	11	8	37.5%
Auto Theft	48	41	17.1%
Burglary	170	151	12.6%
Larceny	290	338	-14.2%
LFA	37	25	48.0%

Youth Violence Year Over Year

	Crime (YTD)	Crime (LYTD)	% Change
Homicide	13	12	8.3%
Shooting	34	30	13.3%
Rape	61	84	-27.4%
Carjacking	12	7	71.4%
Robbery Commercial	6	3	100.0%
Robbery Street	76	102	-25.5%
Robbery Residential	20	18	11.1%
Aggravated Assault	329	321	2.5%
Arson		1	
Auto Theft	9	3	200.0%
Burglary	16	7	128.6%
Larceny	62	57	8.8%
LFA	6	4	50.0%



EVIDENCE CONTROL AND MANAGEMENT



EVIDENCE CONTROL UNIT AUDIT

- The audit covered the period 2014 -2020.
- It is common knowledge that the agency had a number of problems during the covered period which is why new leadership was recruited with the goal of transforming the Department.
- BPD leadership had been aggressively working on addressing most of the concerns raised in the audit but implementation started after the audit period so were not mentioned in the final report.
- Some needed reforms will require additional funding and implementation time.



AUDIT FINDINGS & ADOPTED CHANGES

■ FINDING 1:

BPD's written policies and procedures did not require routine physical inventories and audits to ensure all property is accounted for, and complete physical inventories and audits were not being conducted.

■ ACTION STEPS:

- Policy 1401 has been modified to require EMU personnel to conduct routine sample set physical inventories. Policy is going through the Consent Decree review process.
- Standard (SOP) has been developed for EMU.
- Working to identify funding to cover significant expense of a full complete inventory.

■ FINDING 2:

BPD's policies and procedures did not require regularly scheduled reviews of confiscated property to identify items that could be disposed of or returned to owners, resulting in items held unnecessarily for extended periods.

■ ACTION STEPS:

- A new Evidence Management System (EMS) was implemented in March 2021 which allows for auto-dispositions based on the case type.
- EMU will be incorporating PowerDMS as a notification tracking tool to improve EDO response times.



AUDIT FINDINGS & ADOPTED CHANGES

■ FINDING 3:

BPD did not have an effective procedure to ensure all property temporarily transferred out of its property room was accounted for and returned.

■ ACTION STEPS:

- The new EMS - Tracker - allows for this and is currently being used for this purpose.
- Items transferred out for court are reviewed and checked on daily by the afternoon shift in EMU.
- Items transferred out for investigation are reviewed and followed up on monthly.

NOTE: It will take quite a bit of time to review old transfers (pre-Tracker), however, new transfers are being monitored.

■ FINDING 4:

BPD did not enter all required data into the property records for confiscated firearms, could not support the destruction of numerous firearms, and did not report all destroyed firearms to the Maryland State Police as required.

■ ACTION STEPS:

- With the implementation of the new EMS and updated training of the property intake personnel, EMU is correctly capturing all pertinent information related to firearm submissions.
- Checks and balances have been implemented and the EMU and BPD Inspections Unit are required to ensure proper document signatures are present for each destruction event.
- BPD recognized there was a discrepancy in timely reporting of destroyed firearms to the MSP. This task will now be handled by the EMU Legislative Compliance team.



AUDIT FINDINGS & ADOPTED CHANGES

■ FINDING 5:

BPD did not have procedures to independently account for all funds seized and recorded in its property records on a periodic basis.

■ ACTION STEPS:

- EMU has worked with BPD Fiscal to implement a quality control process whereas BPD Fiscal will reconcile collections and deposits made on behalf of the BPD.
- EMU, Fiscal, Legal and IT continue to work on this issue. We believe a technological solution will be needed.

■ FINDING 6:

BPD had not established a formal, comprehensive training program in relation to its property and evidence management operations.

■ ACTION STEPS:

- EMU currently has a formal onboarding process for new employees that involves review of the International Association of Property & Evidence (IAPE) best practices, and refers to policy 1401 for BPD specific matters.
- Refresher trainings have been implemented for tenured employees and are tracked & included in performance evaluations.
- EMU is also requesting funding for the Industry virtual training modules.



AUDIT FINDINGS & ADOPTED CHANGES

■ FINDING 7:

BPD lacked formal policies and procedures for maintaining and tracking certain critical documentation relating to the seizure and return of property and did not adequately account for funds maintained in escrow accounts.

■ ACTION STEPS:

- Part 1 refers to two different things – form 56 and form 57.
 - Form 56 (Property receipt) is the documentation provided to EMU by the submitting/responsible member. This form is maintained by EMU with copies to the submitting member.
 - Form 57 (Property seizure form) is for members in the field to document the seizure of property. Copies go to the individual the property is seized from, and then in the member's case file.
 - After the implementation of Tracker, EMU began digitizing 56 forms and uploading them to Tracker – they are currently maintained there.
- Part 2 of the question refers to the accounting measures
 - EMU has a practice of depositing money weekly.
 - Documentation is then sent to City Finance as well as BPD Fiscal. BPD Fiscal has a plan to reconcile the accounts.



AUDIT FINDINGS & ADOPTED CHANGES

■ FINDING 8:

BPD did not maintain adequate documentation to support one of the seventeen program expenditures tested totaling \$1 million.

■ ACTION STEPS:

- The \$1 million expenditure was for overtime and dates back to FY16.
- Since then, BPD has ceased the practice of using federal asset forfeiture funds for overtime. Additionally, internal controls have been put in place, including the creation of a new SOP (FY19) and monthly reviews and reconciliations.
- This item was discussed during the DOJ audit in 2018, the DOJ asked BPD to pay back several transactions but not this one.

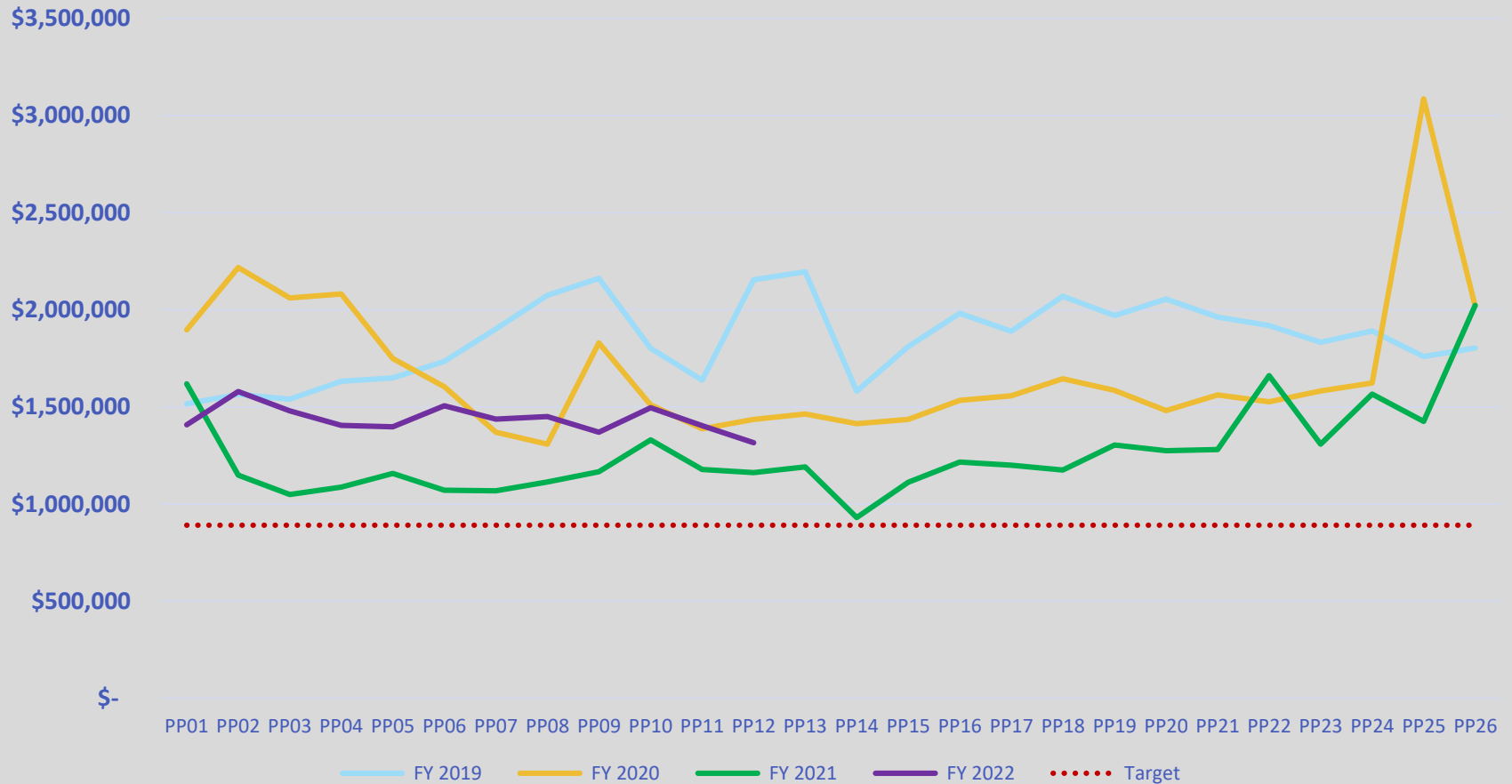


OVERTIME AND BUDGET



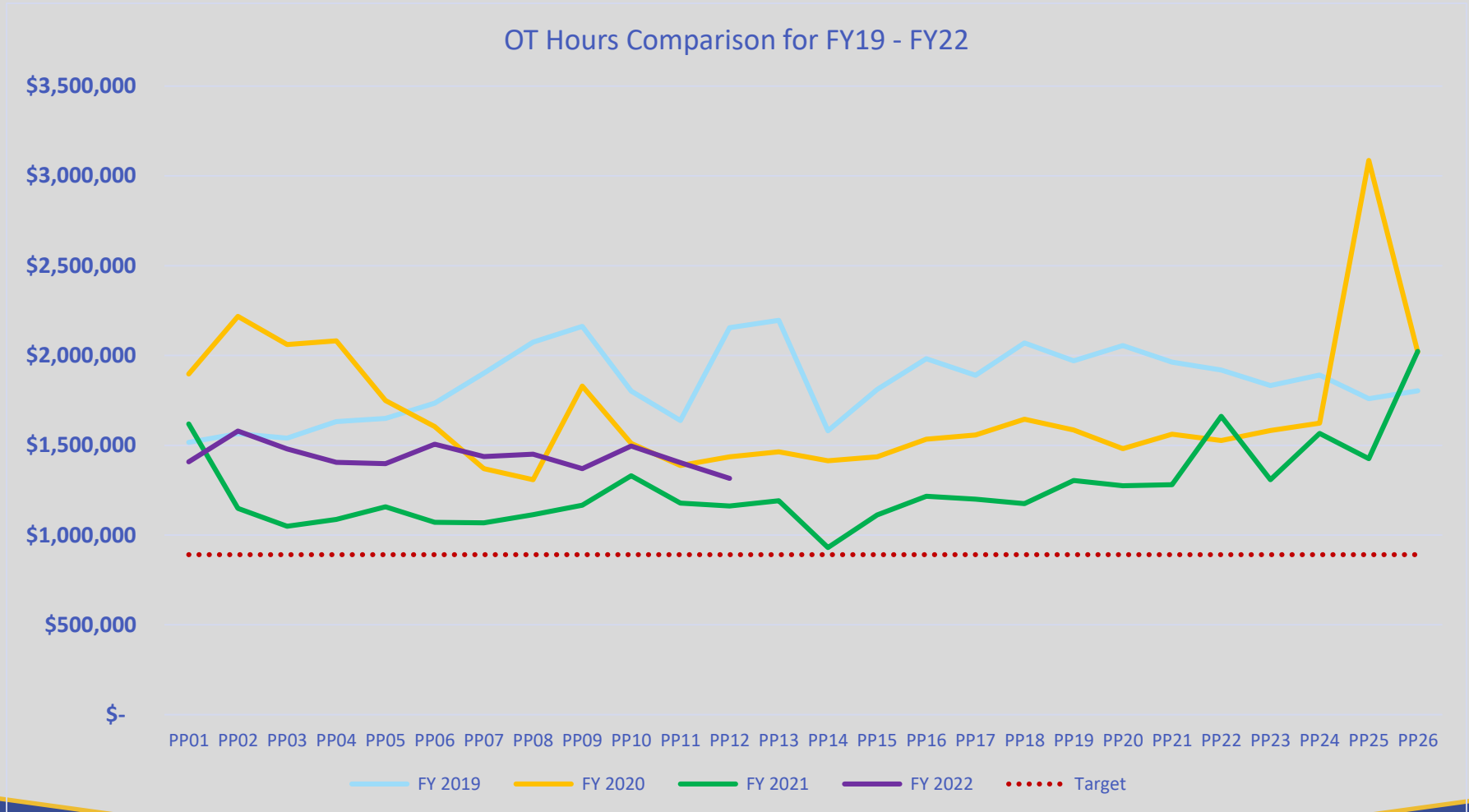
OVERTIME EXPENDITURES COMPARISON

OT Comparison for FY19 - FY22



OVERTIME HOURS COMPARISON

OT Hours Comparison for FY19 - FY22



STAFFING & RECRUITING



CURRENT STAFFING LEVELS

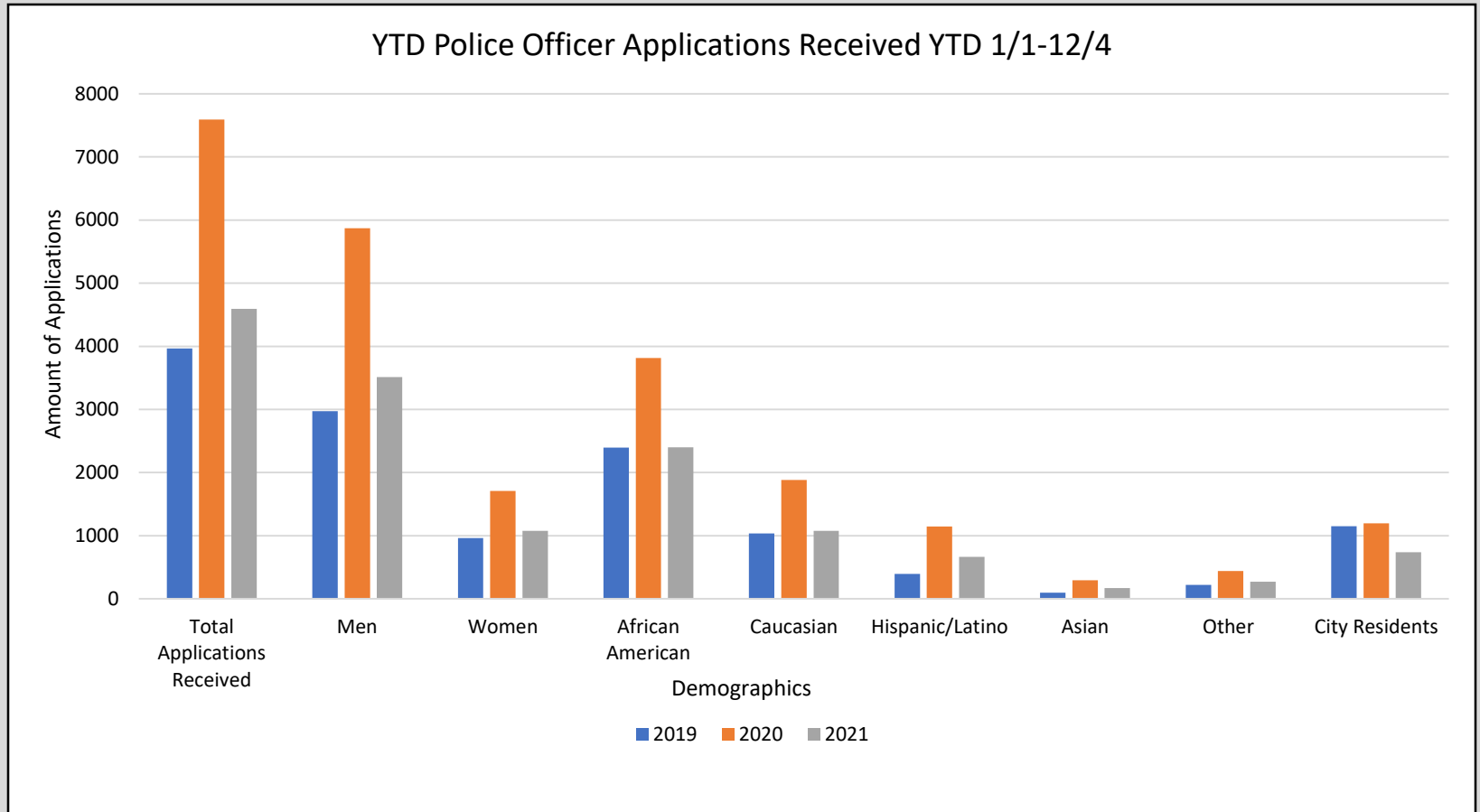
■ As of December 2, 2021

Category	Qty
Sworn Officer Strength	2330
Academy and Field Training	172
Cadets	5
Subtotal	2330
Budgeted Strength	2639
Sworn Officer Vacancies	309

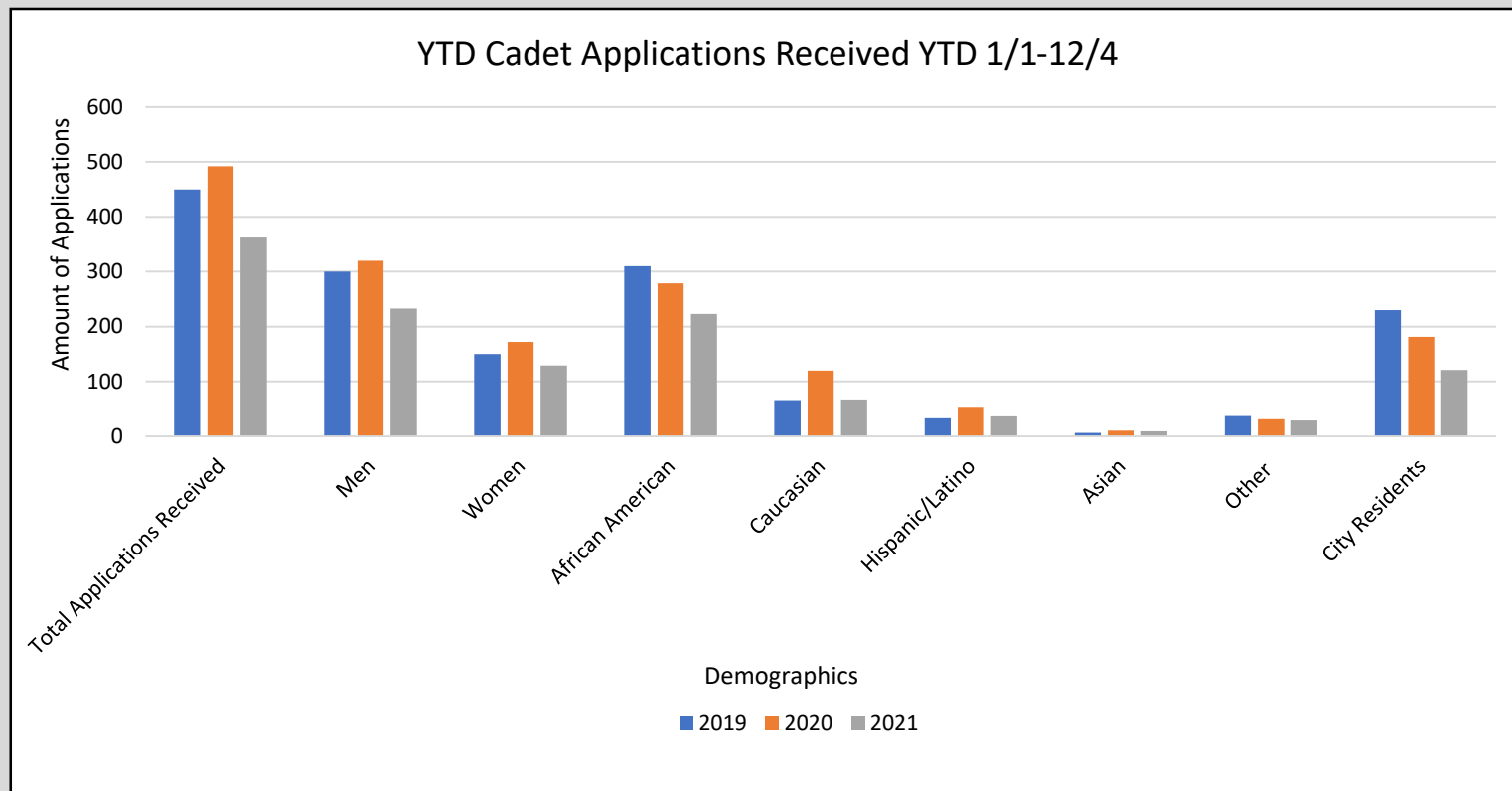
Category	Qty
Civilian Strength	481
Budgeted Positions	556
Civilian Vacancies	75



YTD POLICE OFFICER APPLICATIONS 2019-2021



YTD POLICE CADET APPLICATIONS 2019-2021



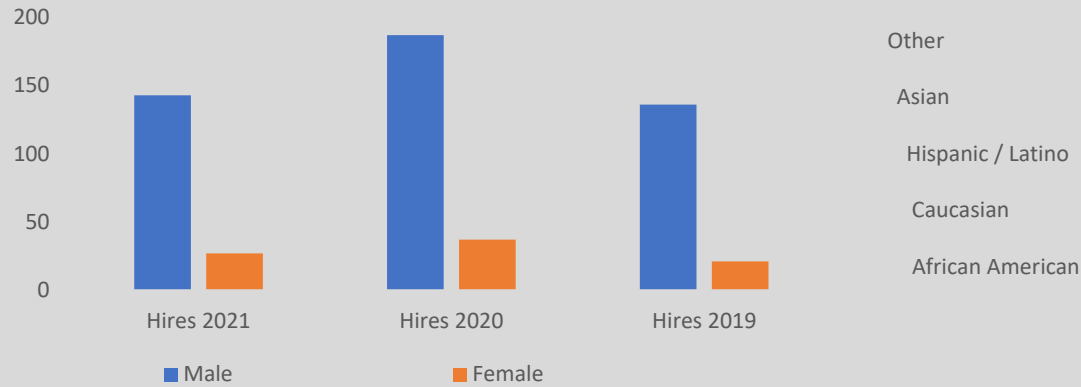
POLICE OFFICER HIRES YTD

Police Officers Hired YTD	170		224		157	
Gender	Hires 2021	% of Hires	Hires 2020	% of Hires	Hires 2019	% of Hires
Male	143	84%	187	83%	136	87%
Female	27	16%	37	17%	21	13%
Race						
African American	65	38%	96	43%	44	28%
Caucasian	46	27%	84	38%	71	45%
Hispanic / Latino	41	24%	31	14%	32	20%
Asian	16	9%	13	6%	8	5%
Other	2	1%	0	0%	2	1%
Residence						
Baltimore City	54	32%	72	32%	41	26%

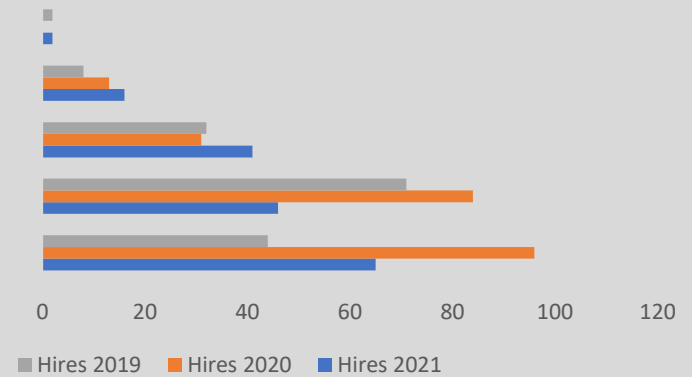


POLICE OFFICER HIRES 2019-2021

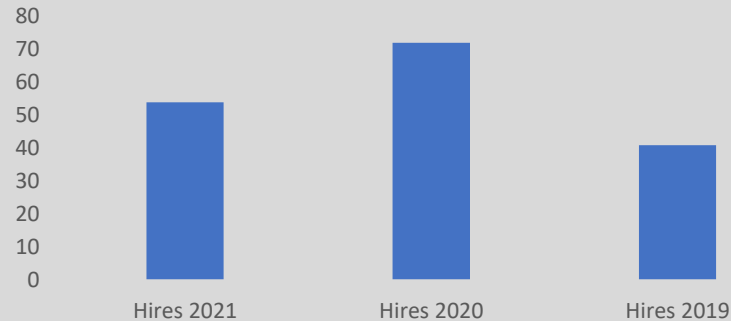
Police Officer Hires Male / Female Breakdown



Police Officer Hires Race Breakdown



Police Officer Hires Originating from Baltimore City



HIRING & ATTRITION COMPARISON

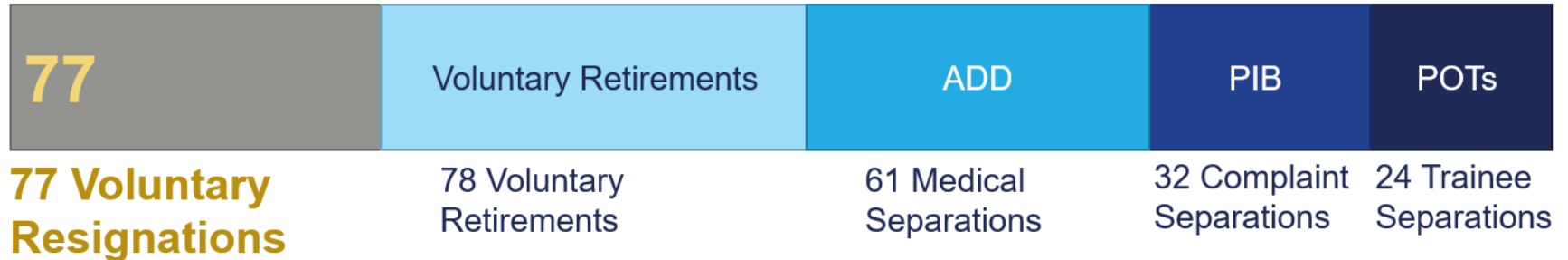
<i>Year</i>	Sworn Separations	Average Separations per Month	Sworn Hires	Average Sworn Hires Per Month	Net Gain / Loss
2015	243	20	91	8	-152
2016	225	19	111	9	-114
2017	204	17	207	17	+3
2018	232	19	184	15	-48
2019	196	16	157	13	-39
2020	223	19	224	19	+1
2021 (YTD)	275	24	170	15	-105

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.



2021 ATTRITION ANALYSIS

2021 YTD



2020



HIRING & ATTRITION COMPARISON

Attrition By Race / Gender | 2021

	Resignation	Retirement	Termination	Death	Total
African American	43	56	6	0	105
Caucasian	61	60	5	3	129
Hispanic	23	6	0	0	29
Indian	3	0	0	0	3
Asian	8	0	1	0	9
Total	138	122	12	3	275

Attrition By Race / Gender | 2020

	Resignation	Retirement	Termination	Death	Total
African American	24	52	8	1	85
Caucasian	43	56	5	0	104
Hispanic	16	9	2	0	27
Indian	1	0	0	0	1
Asian	6	0	0	0	6
Total	90	117	15	1	223

Resignation Retirement Termination Death Total

Male	126	99	12	3	240
Female	12	23	0	0	35
Total	138	122	12	3	275

Resignation Retirement Termination Death Total

Male	69	97	12	1	179
Female	21	20	3	0	44
Total	90	117	15	1	223

Attrition By Race / Gender | 2019

	Resignation	Retirement	Termination	Death	Total
African American	19	47	7	3	76
Caucasian	40	53	5	1	99
Hispanic	11	5	2	0	18
Indian	0	0	0	0	0
Asian	3	0	0	0	3
Total	73	105	14	4	196

Resignation Retirement Termination Death Total

Male	62	93	10	4	169
Female	11	12	4	0	27
Total	73	105	14	4	196



IMPROVING RECRUITMENT & RETENTION

- New FOP agreement targets recruitment and retention:
 - Starting pay will be no less than \$60,000 a year annually for new recruits, a 10% increase over the current rate of pay. This initiative establishes the Baltimore Police Department as the highest paid major law enforcement agency in the state and makes the department more regionally competitive.
 - Members who have an associate's degree, bachelor's degree or master's degree will earn an additional \$1,500, \$3,000 or \$4,500, respectively, each year.
 - The patrol incentive doubles to \$2,000 annually.
 - Shift differential pay for evening and night work, more than doubles.
 - Targeted pay raises across the pay scale for when attrition is happening – 66% of voluntary separations occur the first five years on the job.
- Addressing members' concerns to improve retention:



CONSENT DECREE



BEHAVIORAL HEALTH PROGRESS

PAST

Limited Partnerships

Outdated policies and no planning to address larger BH issues

Insufficient training

Poor data collection

Minimal alternatives to police response

PRESENT

Weekly communication/meetings with BH partners

New and revised policies, comprehensive city-wide & regional approach

Expanded training; vetting for CIT applicants

Data meetings & 911 diversion dashboard

911 diversion pilot implemented



POLICIES, PLANNING & REPORTS

- New/revised policies
- Planning documents & reports



Policy 713

Subject	
PETITIONS FOR EMERGENCY EVALUATION & VOLUNTARY ADMISSION	
Date Published	Page
29 June 2021	1 of 15

By Order of the Police Commissioner

POLICY

The Baltimore Police Department (BPD) will implement a first-responder model of Crisis Intervention as a component of Baltimore City's Behavioral Health and Crisis Response Systems. The department will identify:

BEHAVIORAL HEALTH AND THE CONSENT DECREE:

Baltimore Public Behavioral Health Gap Analysis Implementation Plan VIRTUAL Community Feedback Session

Status quo solutions for policing, public safety, and addressing needs of those experiencing behavioral health crisis are not providing the best outcomes for our residents. The complexity of this challenge requires coordination across a variety of partners. The City has developed an Implementation Plan to address the recommendations identified in the **Public Behavioral Health System Gap Analysis Report**. This plan aligns with the requirements of the consent decree and demonstrates a commitment to providing the best services for Baltimore City residents.

Join the Mayor's Office, the Baltimore Police Department, and Behavioral Health System Baltimore for a community feedback session on this plan. Your voice matters, and we want to hear from you. We will facilitate breakout sessions based on the content areas of the plan:

- 9-1-1 Diversion and Mobile Crisis Team Response
- Crisis Services and System Integration
- Peer Supports
- Social Determinants of Health

RSVP: bit.ly/behavioralhealthbmore
Tuesday, October 19th
5:30PM-7:00PM

READ THE PLAN: bit.ly/BHImplementationplan



TRAINING

CRISIS RESPONSE TEAM

40 hrs. Specialization training + advanced training; co-responds with Licensed Clinician to acute BH and Emergency Petition scenes

CIT CERTIFIED PATROL OFFICER

40 hrs. Specialization training, annual 8 hrs. refresher training

ALL 911 SPECIALISTS AND POLICE DISPATCHERS

8 hrs. in-service Behavioral Health Awareness training

ALL BPD OFFICERS

24 hrs. entry-level Behavioral Health Awareness Training; 8 hrs. annual in-service Behavioral Health Awareness training



DATA AND IMPLEMENTATION

911 Behavioral Health Diversion Program

[Introduction](#)[Indicators](#)[Diversion Map](#)**BCRI**BALTIMORE
CRISIS
RESPONSE INC.Brandon M. Scott
Mayor

Overview

162 Attempted diversions to BCRI

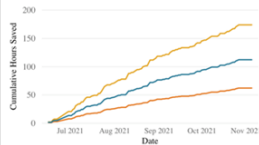
● Diversions resolved by BCRI only ● Diversions returned to 911

**30-Day Rolling Percentage of Diversions Resolved by BCRI Without Police or Fire Response**

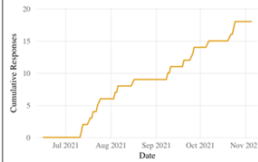
Efficiency Savings

173 Hours saved total**62** Hours saved by BPD units**112** Hours saved by BCFD units**Cumulative Time Savings**

● Total ● BPD Units ● BCFD Units



Additional Indicators

29 Callers declined to speak with BCRI**9** Diversions resolved by BCRI over hotline**18** BCRI mobile crisis team responses**Cumulative BCRI Mobile Crisis Team Responses**

Designed by the Mayor's Office of Performance & Innovation

Data as of 11/5/2021

911 Behavioral Health Diversion Program

[Introduction](#)[Indicators](#)[Diversion Map](#)**BCRI**BALTIMORE
CRISIS
RESPONSE INC.Brandon M. Scott
Mayor

Map Views:

☒ Total Diversions☐ % BCRI Only Response

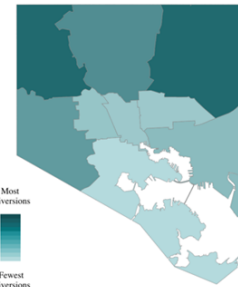
Total Diversions by Police District

Police District Total Diversions % BCRI Only Response

Northeastern	28	64%
Northwestern	28	46%
Northern	20	50%
Southwestern	17	53%
Southeastern	10	70%
Western	8	75%
Central	7	71%
Eastern	7	43%
Southern	3	67%

34 out of 162 attempted diversions could not be matched with a police district.

Most
Diversions

Fewest
Diversions

Designed by the Mayor's Office of Performance & Innovation

Data as of 11/5/2021



PUBLIC INTEGRITY



YTD MISCONDUCT COMPLAINT DATA (2018-2021)

Investigative Section - Complaints Received	2020	2018 YTD	2019 YTD	2020 YTD	2021 YTD
Internal Complaints Received	460	369	687	412	640
External Complaints Received	596	2034	948	539	637
Total Complaints Received	1056	2403	1635	951	1277
Investigative Section - Complaints Completed	2020	2018 YTD	2019 YTD	2020 YTD	2021 YTD
Internal Complaints Completed	700	166	455	696	561
External Complaints Completed	1039	1425	1259	1010	604
Total Complaints Completed	1739	1591	1714	1706	1165
Expedited Resolutions	2020	2018 YTD	2019 YTD	2020 YTD	2021 YTD
Total Cases Flagged for ER	81	N/A	105	70	143
Total Cases Completed (Sustained) thru the ER Process	99	N/A	19	86	121
CRB Eligible Allegations	2020	2018 YTD	2019 YTD	2020 YTD	2021 YTD
Abusive or Discriminatory Language	35	40	38	33	35
Excessive Force (Unwarranted Action&Unnecessary Force)	50	59	103	49	60
False Arrest or False Imprisonment	75	81	111	68	64
Harassment	55	99	169	52	41

2021

Disciplinary Status					
Pending Trial Board	94				
Pending Trial Board - Termination Case	22				
Suspension Status					
Total Currently Suspended (PPS) - w/ Pay	66				
Total Currently Suspended (PPS) - w/o Pay	7				
PPS Returned to Full Duty - 2021	24				
Terminations / Resigned in Lieu	2020	2018 YTD	2019 YTD	2020 YTD	2021 YTD
Terminations	7	13	15	5	14
Resigned/Retired in Lieu of Termination	20	10	9	17	21
Total	27	23	24	22	35

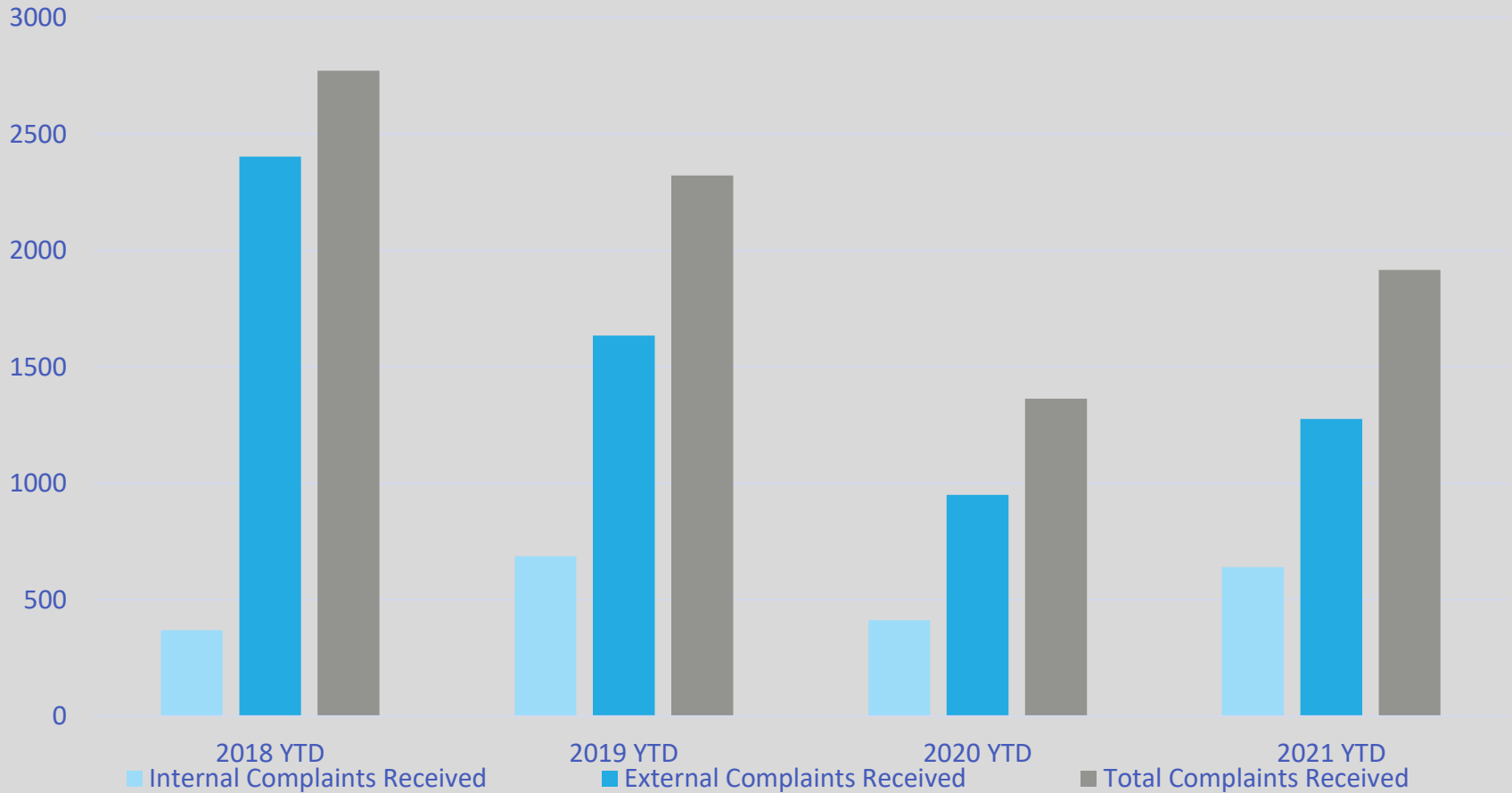
CRB Information	2020	2018 YTD	2019 YTD	2020 YTD	2021 YTD
CRB Completed Cases	388	163	242	383	195
CRB Eligible Cases	215	279	421	202	200
Referrals Received from CRB	44	14	5	35	23

* Command Investigations and Ethics complaints were not categorized as Internal or External until 2019

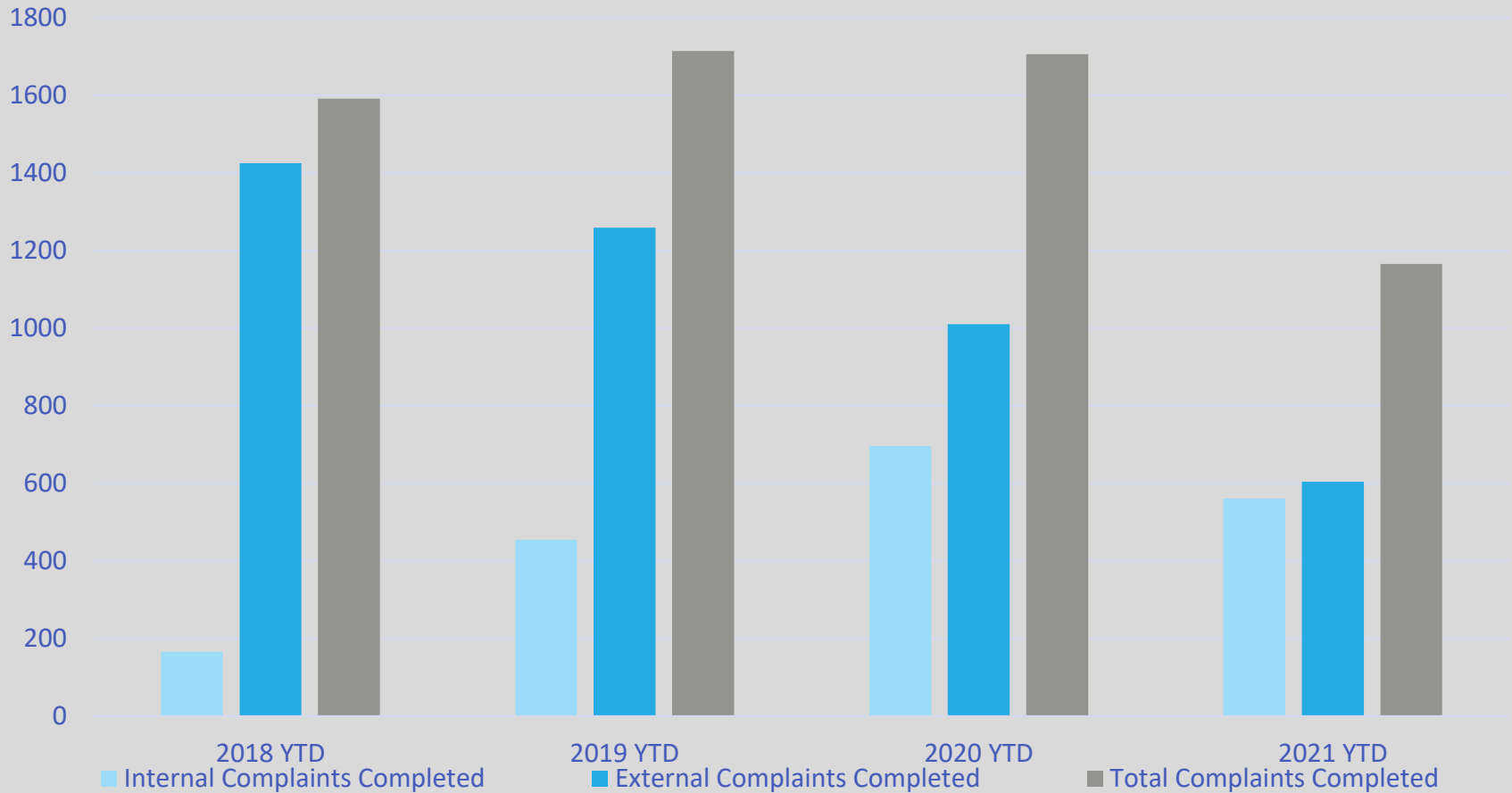
Updated 11-30-2021



YTD COMPLAINTS RECEIVED (2018-2021)



YTD INVESTIGATIONS COMPLETED (2018-2021)

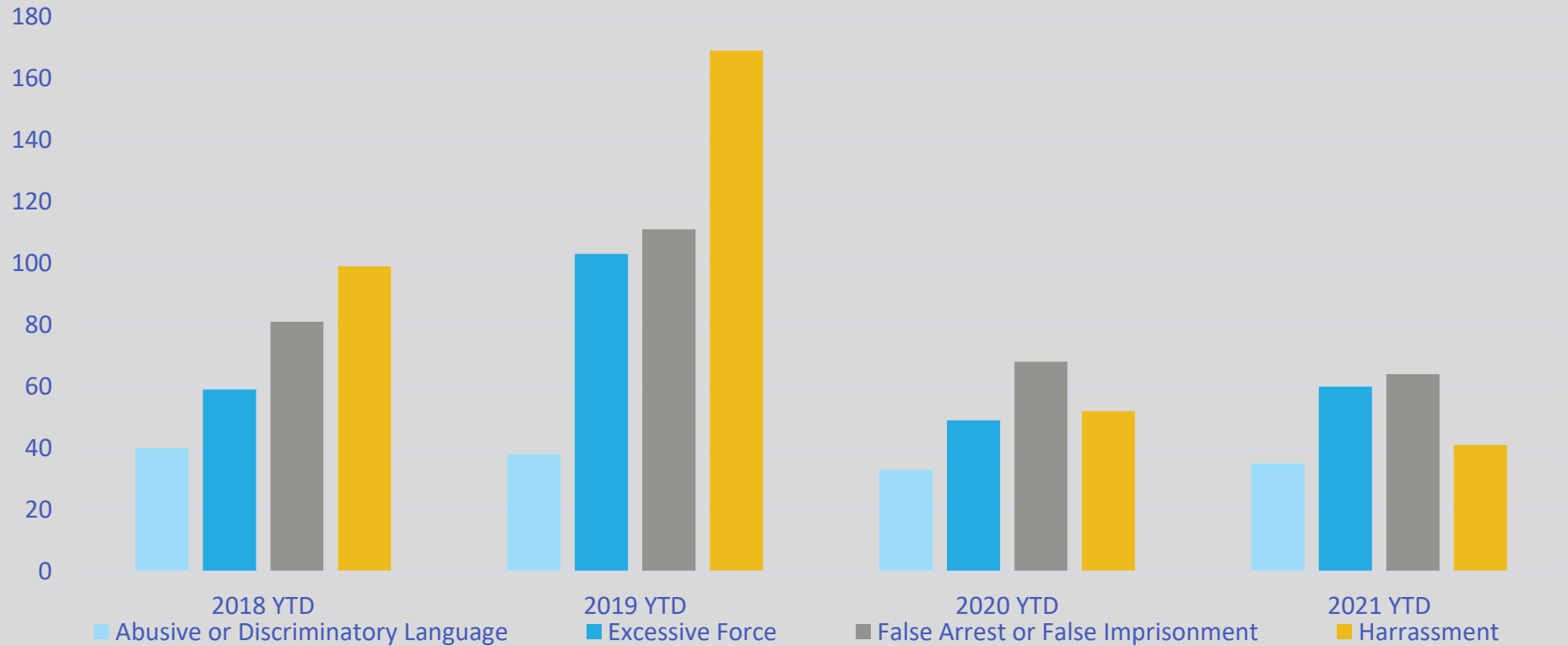


* Command Investigation and Ethics complaints were not categorized as Internal or External until 2019

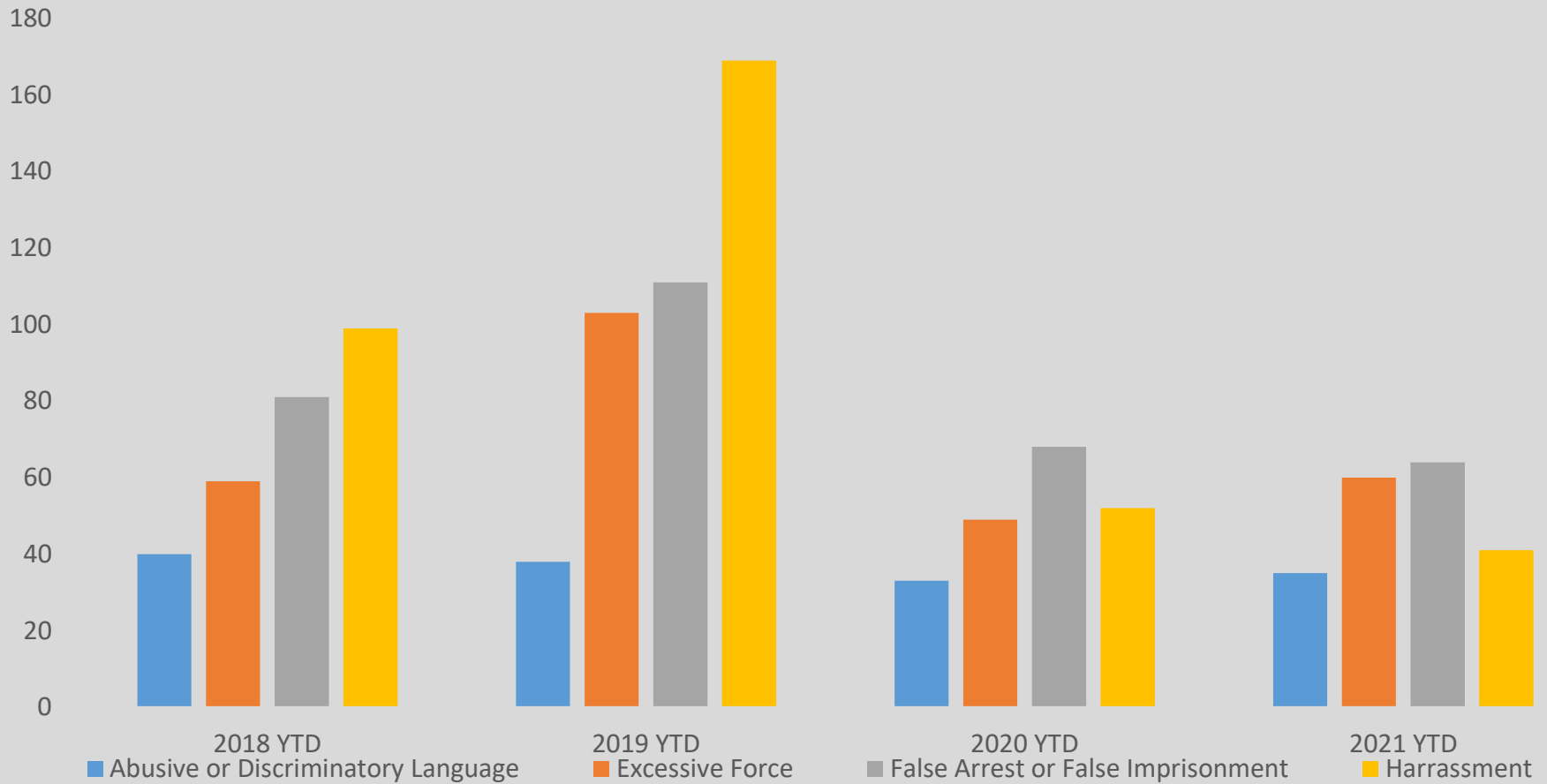


2021 MISCONDUCT STATS

CRB Eligible Allegations



CRB ELIGIBLE ALLEGATION COMPARISON



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
- Total flagged Expedited Resolutions cases: 154
- Total routed to command: 169
- Total closed: 168
 - Sustained: 133
 - Not-Sustained: 2
 - Unfounded: 1
 - Exonerated: 32
- Total Expedited Resolution cases not accepted: 22
- Average days to completed ER complaint: 13.0 days (includes to/from PIB)

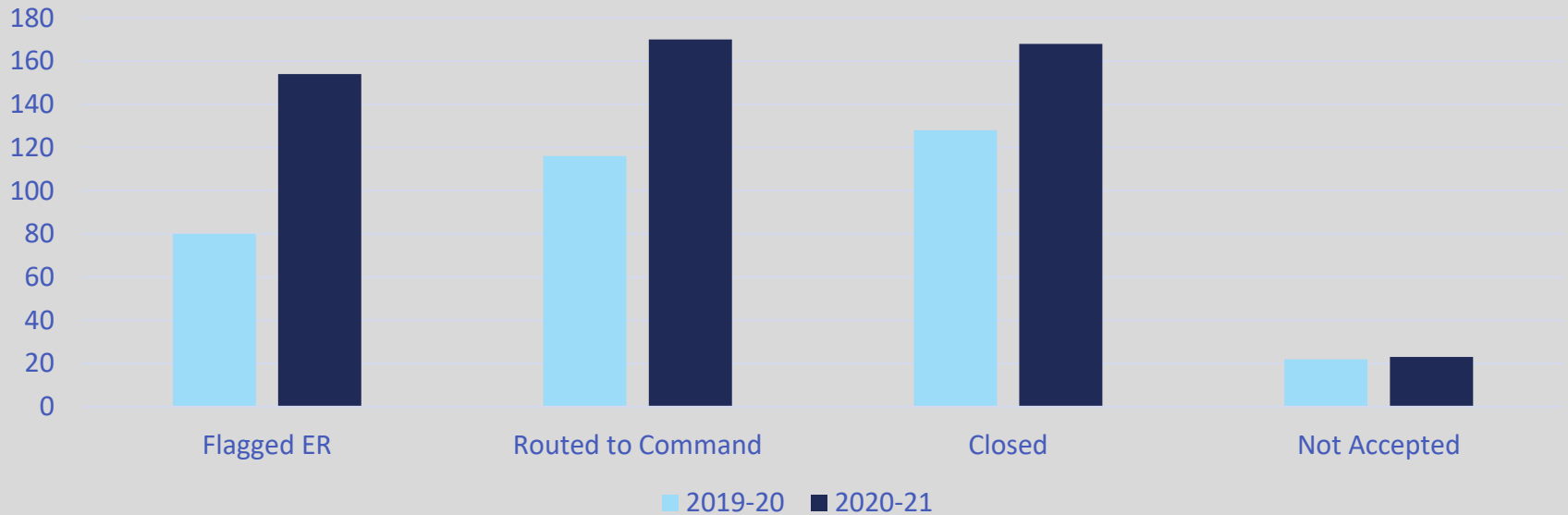
Data from 11/30/2020 to
11/30/2021



EXPEDITED RESOLUTION COMPARISON

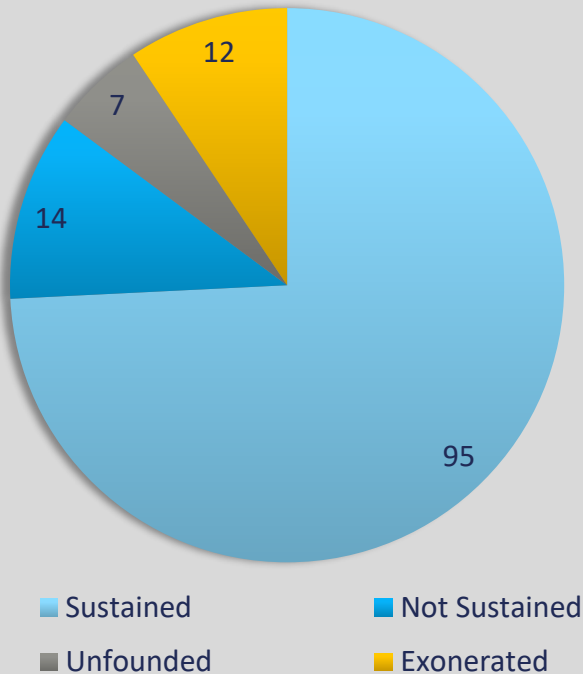
Misconduct Investigations: Expedited Resolutions

2019-2020 comparison to 2020-2021



EXPEDITED RESOLUTION CLOSURE COMPARISON

2019-2020



2020-2021

