

**CITY OF BALTIMORE  
COUNCIL BILL 06-0187R  
(Resolution)**

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Introduced by: Councilmembers Harris, Young, Clarke

Introduced and read first time: June 5, 2006

Assigned to: Public Safety Subcommittee

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REFERRED TO THE FOLLOWING AGENCIES: Police Department, Baltimore City State's Attorney

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A RESOLUTION ENTITLED

1 A COUNCIL RESOLUTION concerning

2 **Investigative Hearing – Police Quotas: Deja Vu All Over Again?**

3 FOR the purpose of requesting the Baltimore Police Commissioner and the State's Attorney for  
4 Baltimore City to report to the City Council on recent allegations that a quota system that  
5 tracks the number of arrests in a number of categories is used as the basis of a performance  
6 evaluation system that determines the placement of certain members of the Baltimore City  
7 Police force.

8 **Recitals**

9 In 2002, the announcement that Baltimore police officials were implementing a computer  
10 database to monitor the performance of the City's 3,200 officers was met with trepidation by  
11 police officers and union officials who feared that a system that collected data on sick leave and  
12 citizen complaints, as well as tracked officers arrests, car stops, accidents, and missed court  
13 dates, would be used to compare officers' performances, determine promotions and transfers,  
14 and lead to forced resignation, retirements, and firings.

15 The implementation of the computer tracking system was justified by high-ranking police  
16 officials as a means of positively assisting officers, by finding those who would benefit from  
17 counseling before they commit serious offenses that require strict discipline, and as a means of  
18 ultimately helping to "change the culture of the Police Department."

19 In July 2004, reports once again surfaced that Southwestern District officers had been issued  
20 a directive to meet a quota of at least 2 arrests per week and to require them to meet weekly  
21 minimum enforcement numbers for several types of police action, including car stops, stop and  
22 frisks, curfew violations, and parking tickets. The Police Commissioner at the time decried  
23 quotas and ordered the directive re-written without numbers.

24 Last year allegations regarding the use of quotas involved a point system reportedly  
25 established by Northern District commanders that establishes a performance evaluation system  
26 based on points. It included such scores as 1 - 3 points for seizing drugs, 1 point for filing a  
27 towed-vehicle report, 1 point for issuing 10 parking tickets, 5 points for catching juvenile curfew  
28 violators, and 3 points for each arrest.

EXPLANATION: Underlining indicates matter added by amendment.  
~~Strike out~~ indicates matter deleted by amendment.

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1 The Northern District system was curtailed to avoid the appearance of a quota system;  
2 however, the official “performance enhancement program” that began last month appears eerily  
3 similar. Under the official program, all patrol officers are required to tally their enforcement  
4 statistics – from parking citations to felony arrests– that are then compared with averages from  
5 their squads and shifts.

6 The results of the evaluation led to the reassignment of the 27 lowest performing officers, 3  
7 from each district, to another district. While the Department calls the reassignments an effort to  
8 assist in improving the performance of the officers, union officials call the action punitive.  
9 Officers’ lives will be disrupted on the personal level as they must make new arrangements for  
10 child care and family-related activities based on an existing work schedule, and, on a  
11 professional level, officers will be placed in new territories that are unfamiliar.

12 While all persons in Baltimore share law enforcement’s goal of decreasing criminal activity,  
13 we must find a way of doing so that does not rely on quantity of arrests but instead steadfastly  
14 emphasizes the quality of arrests – arrests that can be upheld by those charged with securing the  
15 successful prosecution of criminals and the dispensation of justice.

16 **NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BALTIMORE,** That the  
17 Baltimore Police Commissioner and the State’s Attorney for Baltimore City are requested to  
18 report to the City Council on recent allegations that a quota system that tracks the number of  
19 arrests in a number of categories is used as the basis of a performance evaluation system that  
20 determines the placement of certain members of the Baltimore City Police force.

21 **AND BE IT FURTHER RESOLVED,** That a copy of this Resolution be sent to the Mayor, the  
22 Baltimore Police Commissioner, the State’s Attorney for Baltimore City, the President of the  
23 Fraternal Order of Police Lodge 3, and the Mayor’s Legislative Liaison to the City Council.