



BALTIMORE POLICE DEPARTMENT QUARTERLY OVERSIGHT HEARING MARCH 31, 2021



PUBLIC SAFETY AND GOVERNMENT OPERATIONS COMMITTEE

- Council President Nick Mosby
- Chairman, Councilman Mark Conway



CRIME STATISTICS



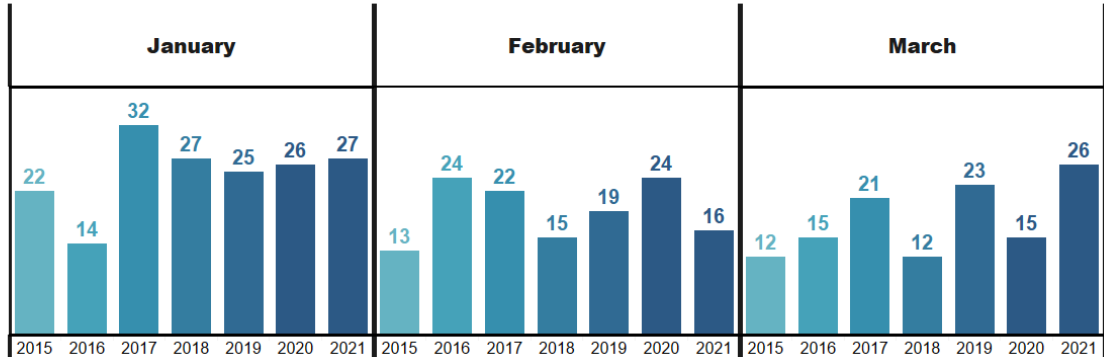
CITY-WIDE CRIME OVERVIEW

Overview of Crime in Baltimore City

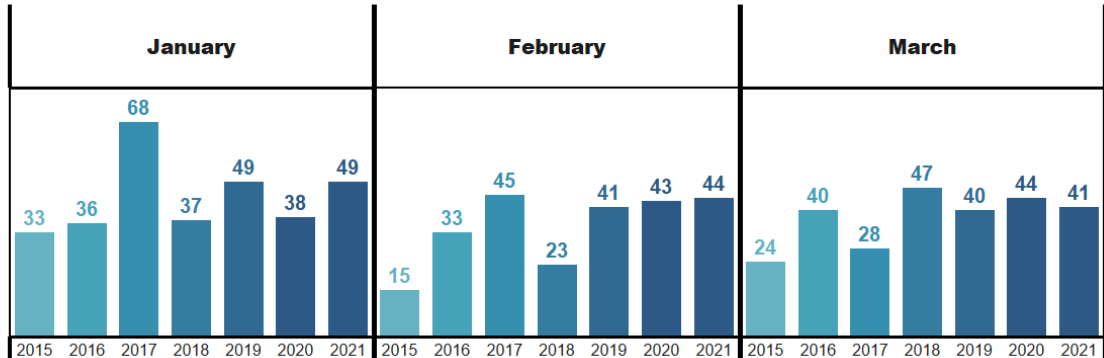
Year over Year Crime Numbers

	Crime (YTD)	Crime (LYTD)	Percent Change
Homicide	69	65	6.15%
Shooting	134	125	7.20%
Rape	60	54	11.11%
Robbery-Carjacking	84	127	-33.86%
Robbery-Commercial	109	144	-24.31%
Robbery-Street	338	641	-47.27%
Robbery-Residential	102	140	-27.14%
Aggravated Assault	1,084	1,113	-2.61%
Arson	19	22	-13.64%
Auto Theft	654	781	-16.26%
Burglary	628	1,007	-37.64%
Larceny	1,373	2,112	-34.99%
LFA	606	977	-37.97%

Number of Homicides by Month & Year Compared to 2021

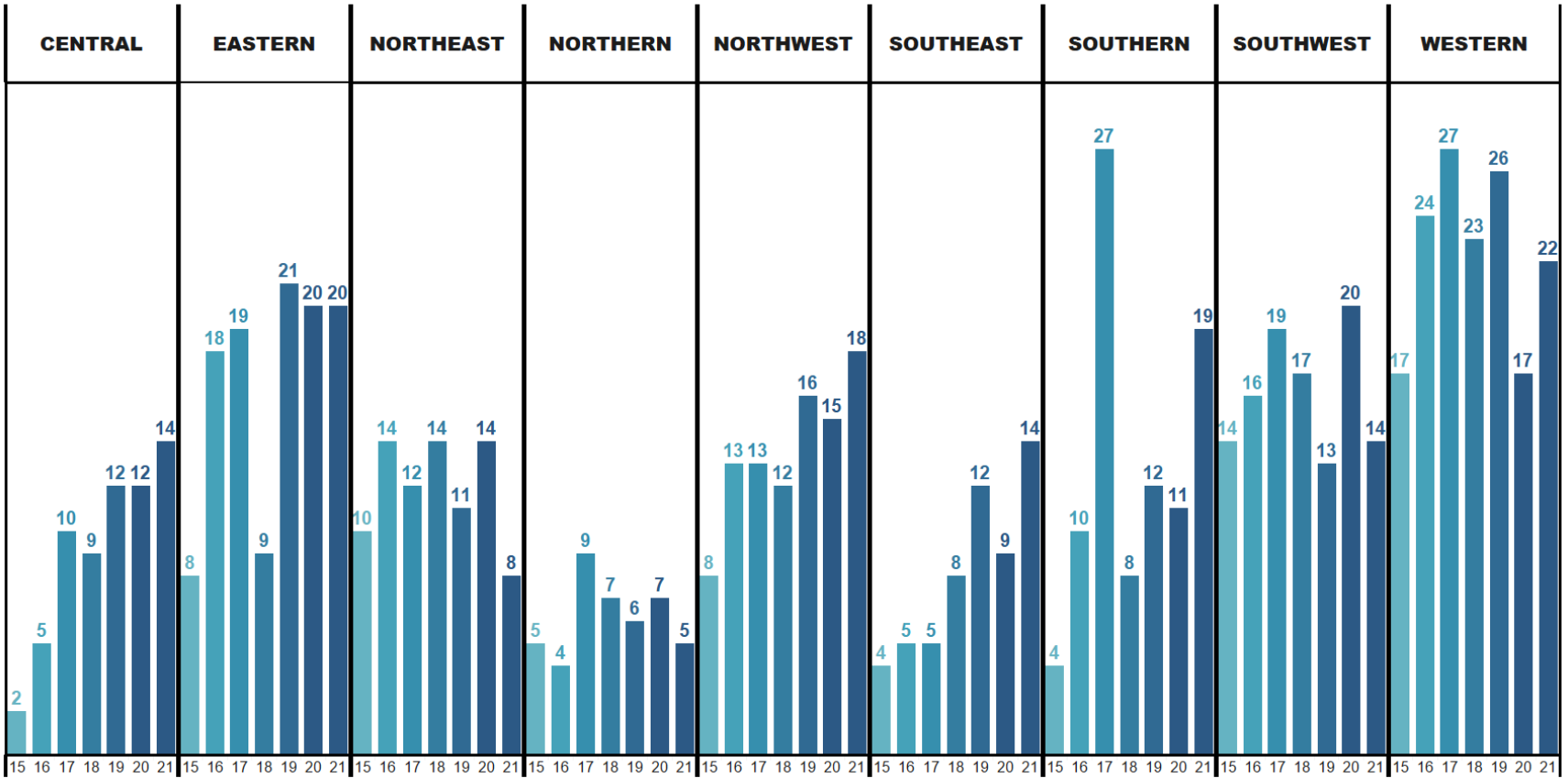


Number of Shootings by Month & Year Compared to 2021



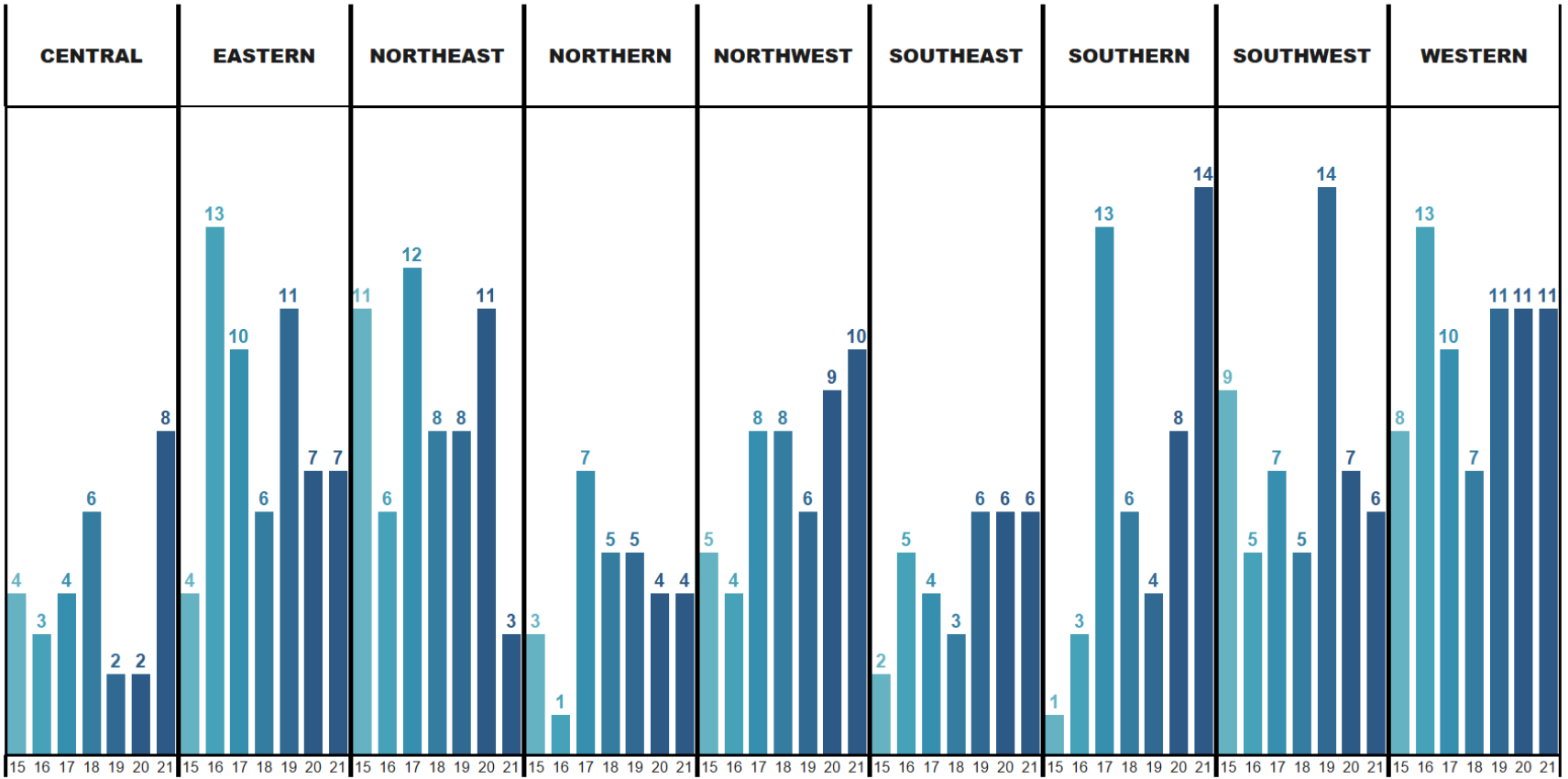
DISTRICT SHOOTING COMPARISON

Number of Shootings by District & Year Compared to 2021



DISTRICT HOMICIDE COMPARISON

Number of Homicides by District & Year Compared to 2021



GUN-RELATED ARRESTS IN BALTIMORE CITY

Gun-Related Arrests in Baltimore City

GUN ARRESTS 2021

357

Gun Arrests 2020 | 275 ▲
29.82%

PATROL GUN ARRESTS 2021

325

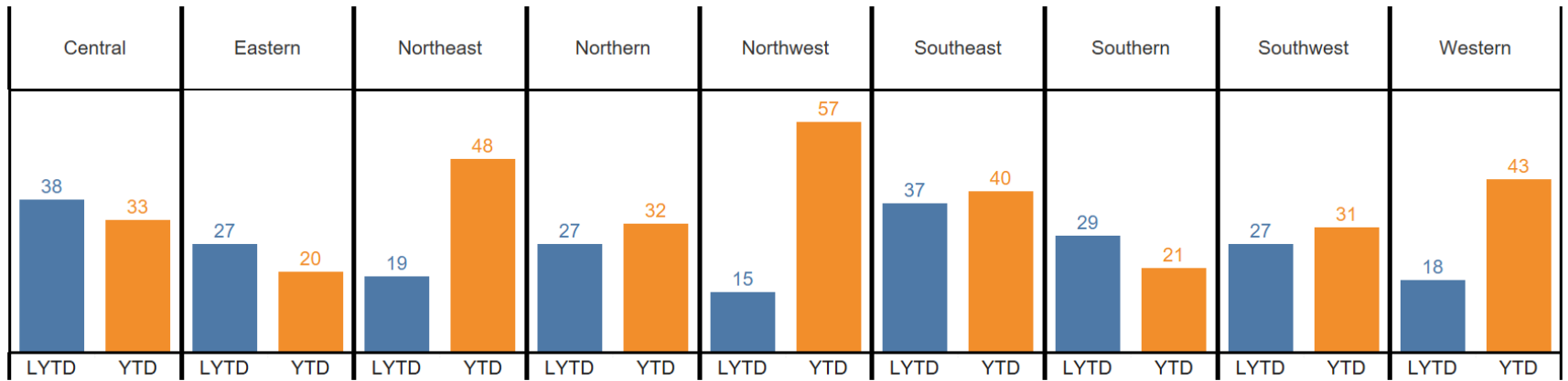
Gun Arrests 2020 | 237 ▲
37.13%

NON-PATROL GUN ARRESTS 2021

32

Gun Arrests 2020 | 38 ▼
-15.79%

Gun Arrests by District



CLEARANCE DATA

TYPE OF CRIME	Jan	YTD Clearances*	YTD Crimes Reported	Clearance Percentage	2018 National Average	2020 Final Clearances
Murder	7	7	27	25.9%	55.7%	31.0%
Forcible Rape	0	0	20	0.0%	30.4%	39.3%
Robbery	67	67	226	29.6%	23.1%	19.6%
Aggravated Assault	121	121	366	33.1%	40.4%	24.0%
Burglary	23	23	231	10.0%	9.6%	6.3%
Larceny	9	9	837	1.1%	10.4%	2.4%
Auto Theft	14	14	248	5.6%	9.1%	3.0%
Violent Crime	195	195	639	30.5%	34.9%	22.7%
Property Crime	46	46	1316	3.5%	10.1%	3.3%

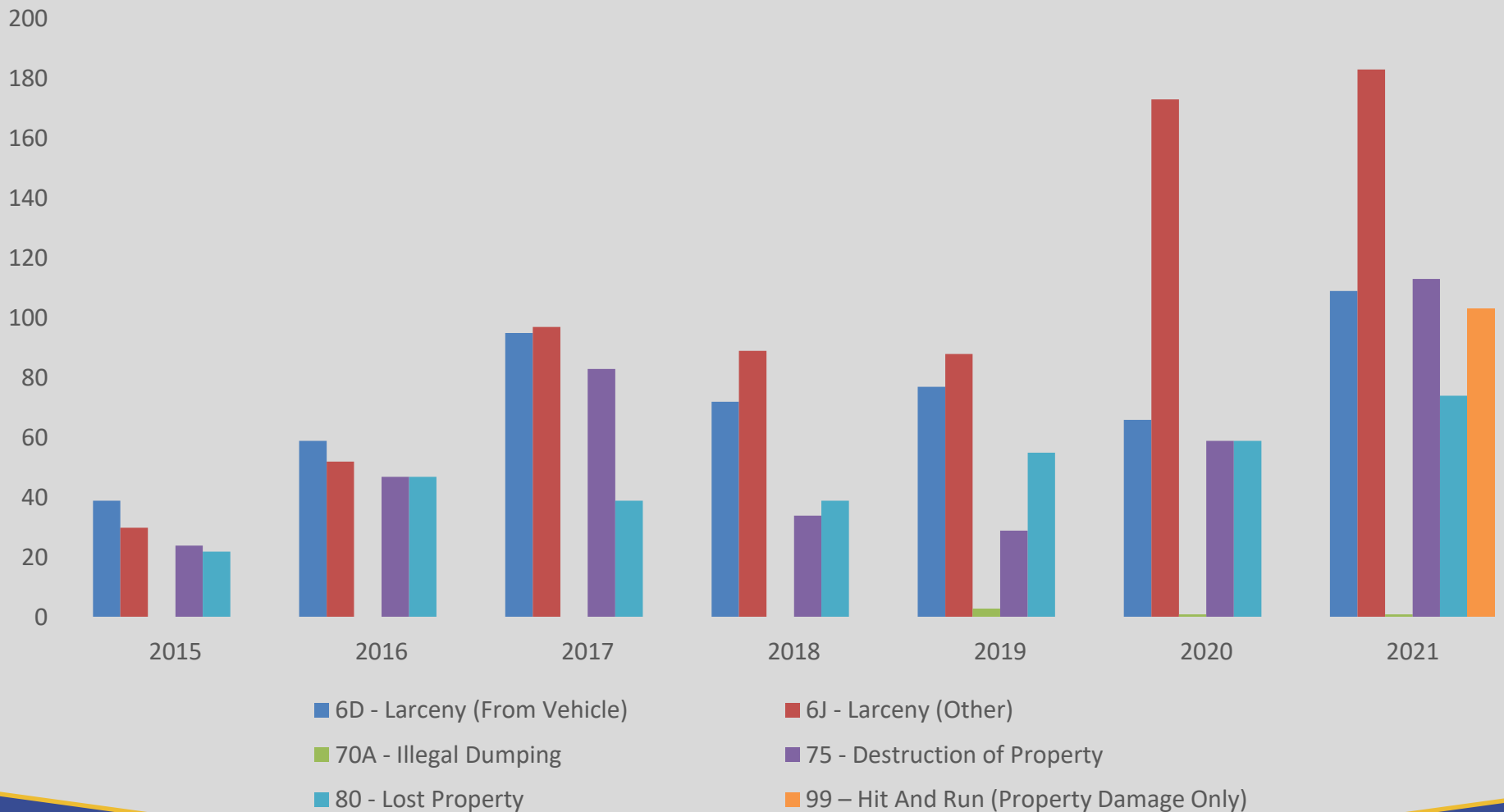
*UCR Clearance rates through January as documented by the UCR Unit within Central Records.



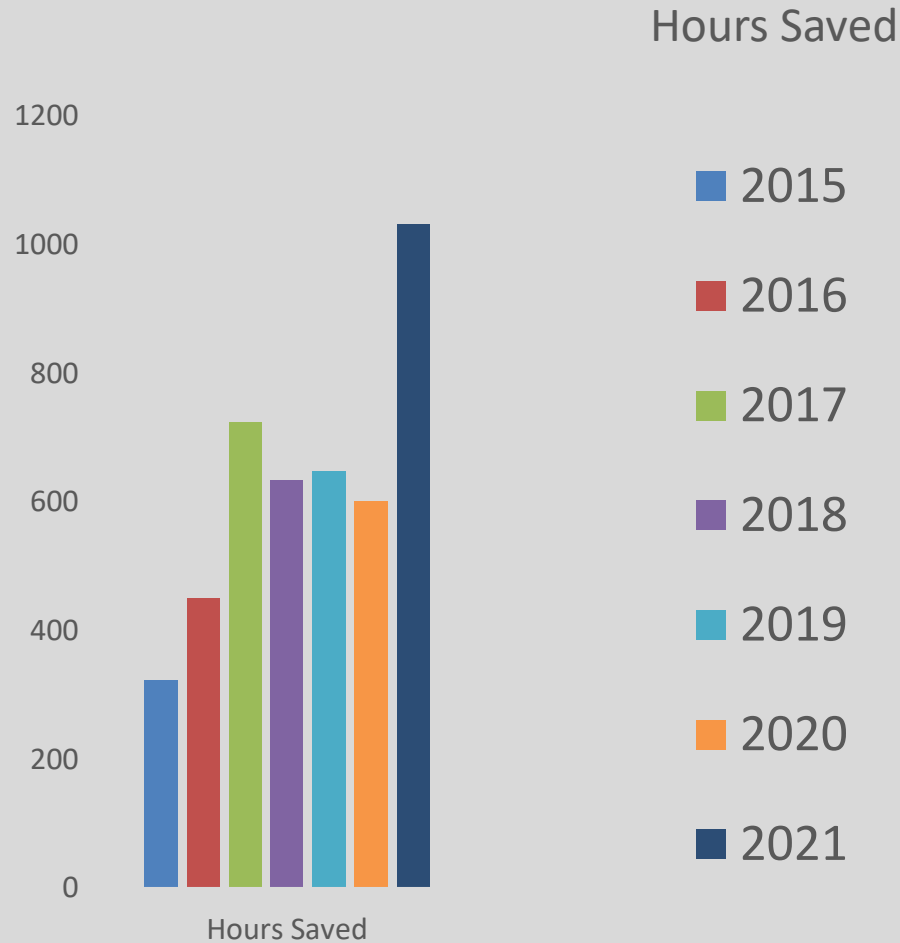
COPLOGIC



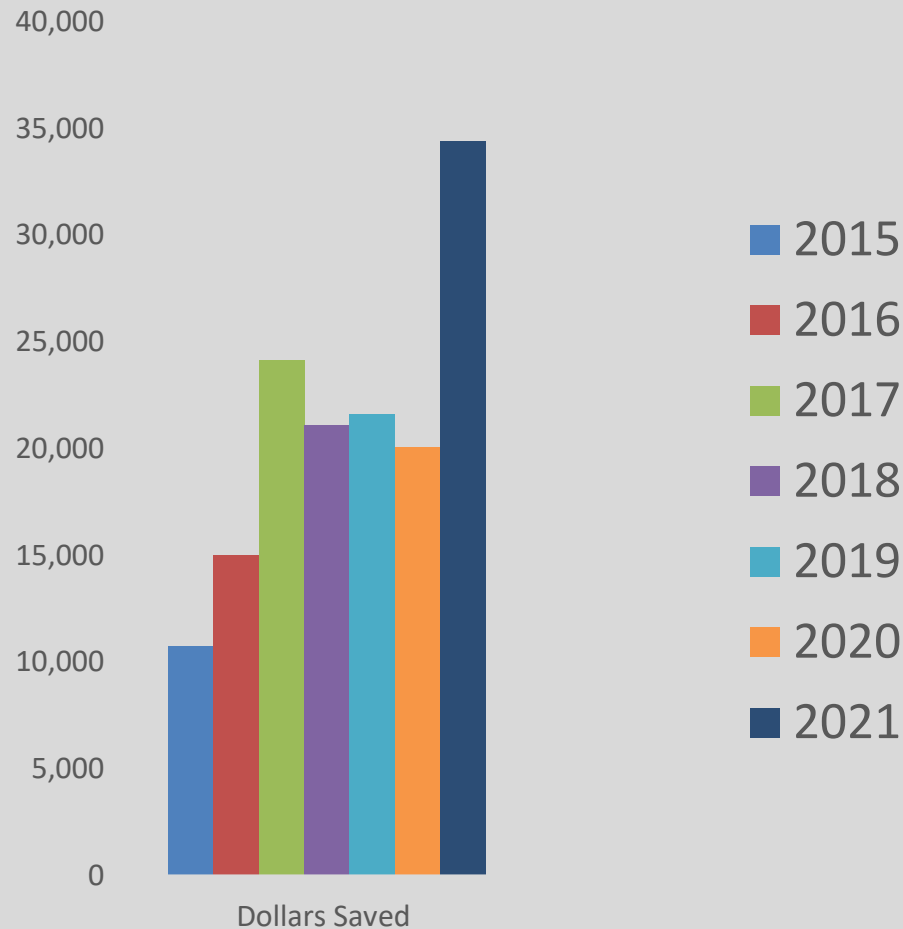
YTD COPLOGIC ONLINE REPORTING STATISTICS



YTD HOURS SAVED DUE TO COPLOGIC



YTD FINANCIAL SAVINGS DUE TO COPLOGIC



PUBLIC INTEGRITY



YTD MISCONDUCT COMPLAINT DATA (2018-2021)

2021

Investigative Section - Complaints Received	2020	2018 YTD	2019 YTD	2020 YTD	2021 YTD
Internal Complaints Received	460	90*	165	113	141
External Complaints Received	596	425*	218	143	132
Total Complaints Received	1056	515	383	256	273
Investigative Section - Complaints Completed	2020	2018 YTD	2019 YTD	2020 YTD	2021 YTD
Internal Complaints Completed	700	65*	110*	181	132
External Complaints Completed	1039	404*	283*	268	137
Total Complaints Completed	1739	469	393	449	269
Expedited Resolutions	2020	2018 YTD	2019 YTD	2020 YTD	2021 YTD
Total Cases Flagged for ER	81	N/A	24	22	23
Total Cases Completed (Sustained) thru the ER Process	79	N/A	N/A	17	32
CRB Eligible Allegations	2020	2018 YTD	2019 YTD	2020 YTD	2021 YTD
Abusive or Discriminatory Language	35	12	11	8	8
Excessive Force (Unwarranted Action & Unnecessary Force)	50	17	29	11	22
False Arrest or False Imprisonment	75	14	28	19	17
Harassment	55	27	50	16	10

Disciplinary Status	
Pending Trial Board	125
Pending Trial Board - Termination Case	17
Pending Completion of Discipline	194
Total Currently Suspended (PPS) - w/ Pay	70
Total Currently Suspended (PPS) - w/o Pay	6
PPS Returned to Full Duty - 2021	23

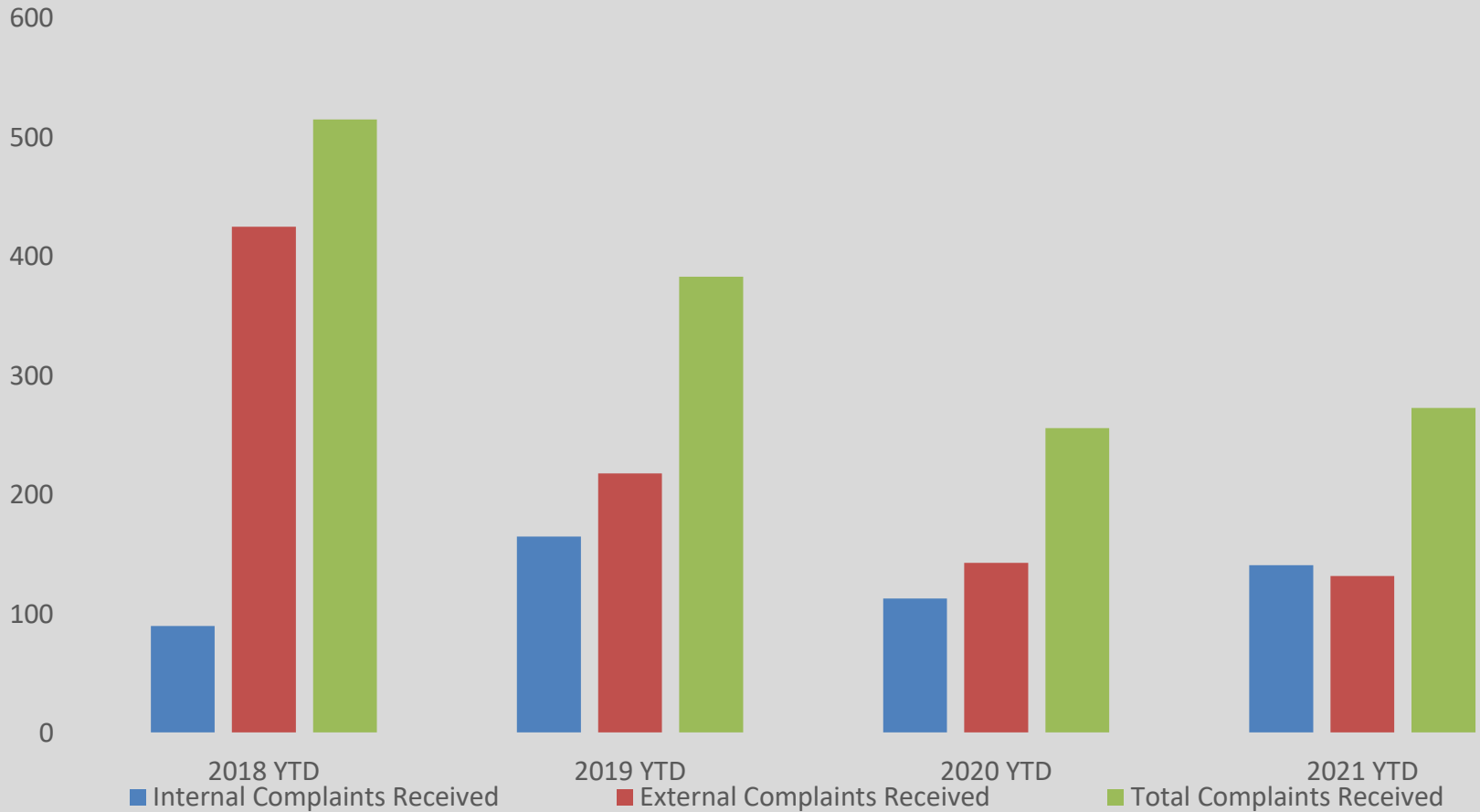
Terminations / Resigned in Lieu	2020	2018 YTD	2019 YTD	2020 YTD	2021 YTD
Terminations	1	2	1	0	3
Resigned/Retired in Lieu of Termination	17	2	1	6	4
Total	18	4	3	6	7

CRB Information	2020	2018 YTD	2019 YTD	2020 YTD	2021 YTD
CRB Completed Cases	388	28	31	102	43
CRB Eligible Cases	207	33	98	54	54
Referrals Received from CRB	7	14	5	3	18

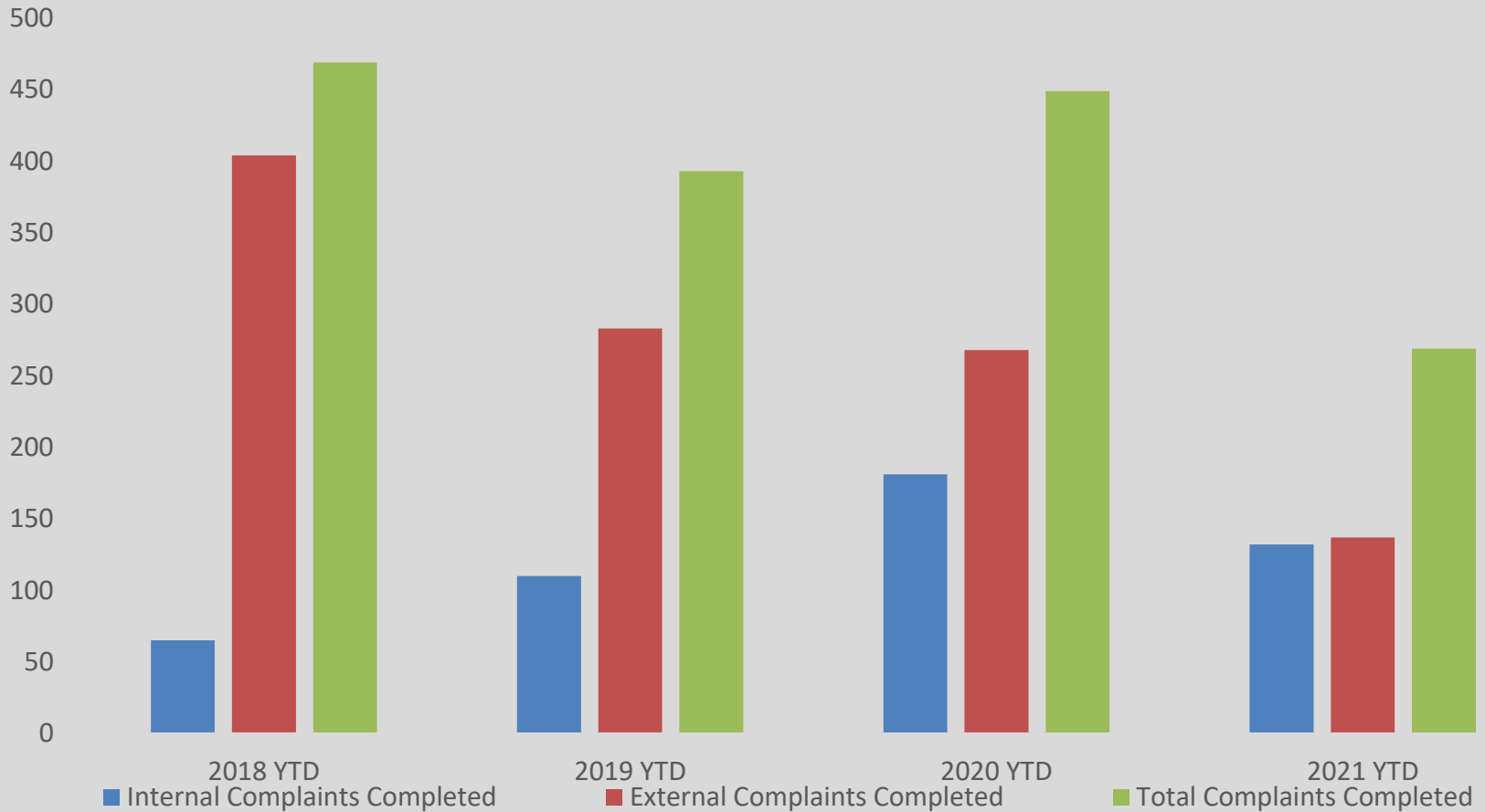
* Command Investigations and Ethics complaints were not categorized as Internal or External until 2019



YTD COMPLAINTS RECEIVED (2018-2021)



YTD INVESTIGATIONS COMPLETED (2018-2021)

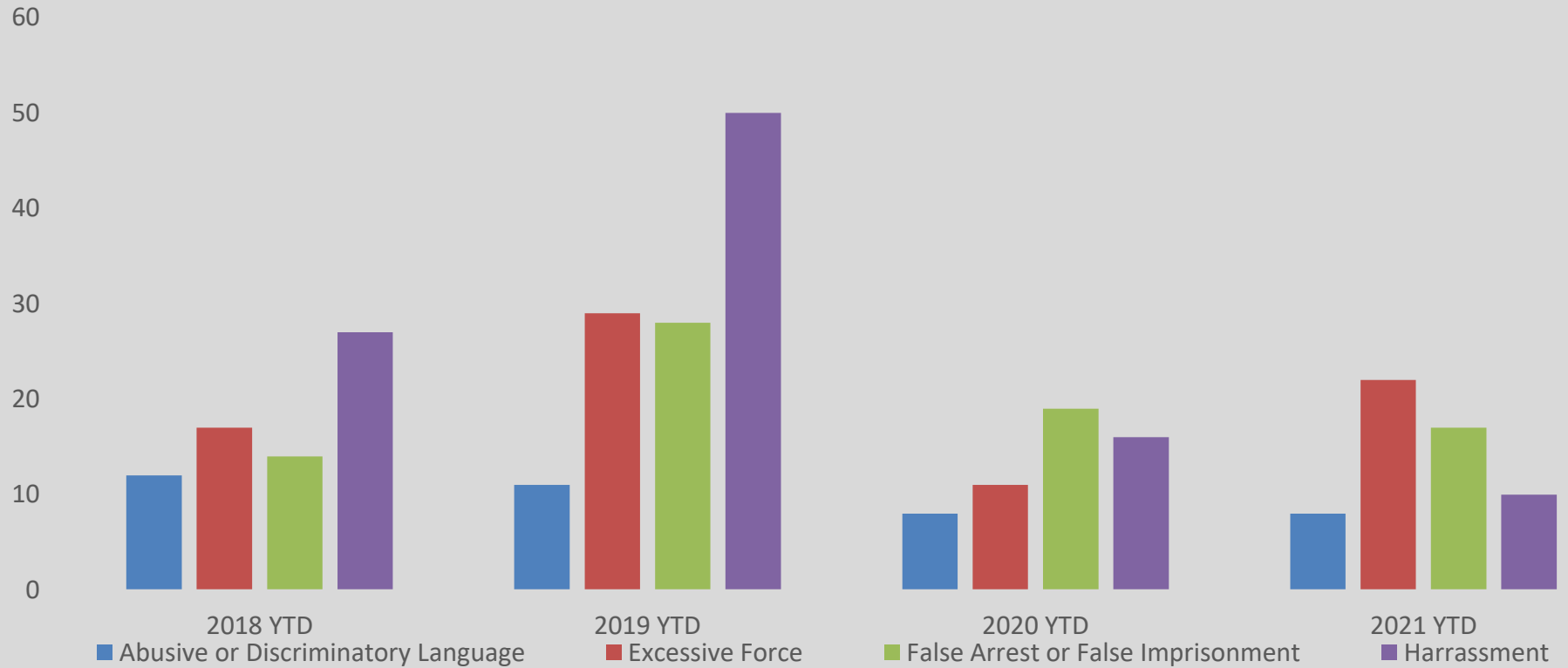


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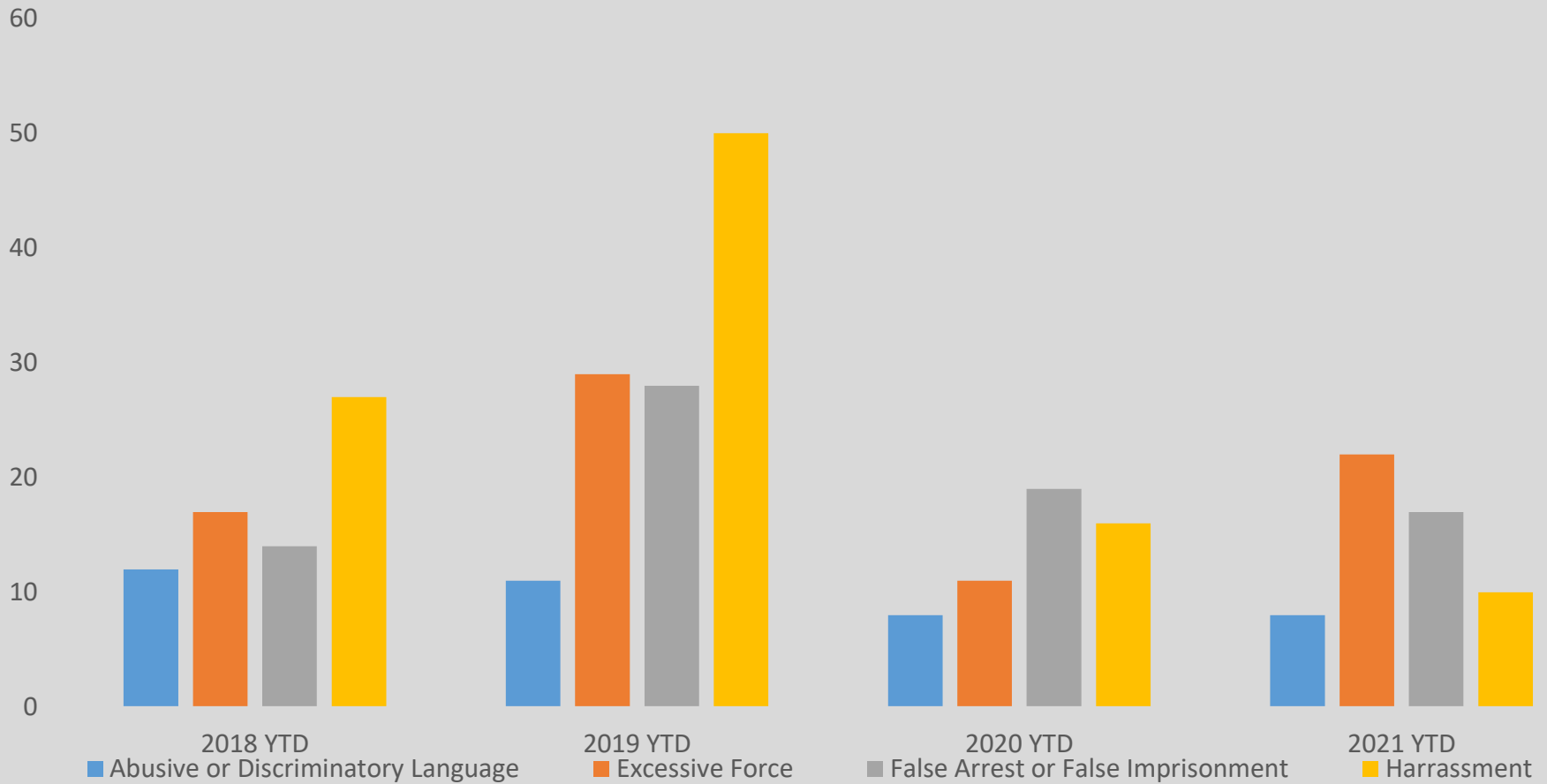


2021 MISCONDUCT STATS

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: 82
- Total routed to command: 116
- Total closed: 119
 - Sustained: 97
 - Not-Sustained: 1
 - Unfounded: 3
 - Exonerated: 18
- Total Expedited Resolution cases not accepted: 10
- Average days to completed ER complaint: 21.8 days (includes to/from PIB)

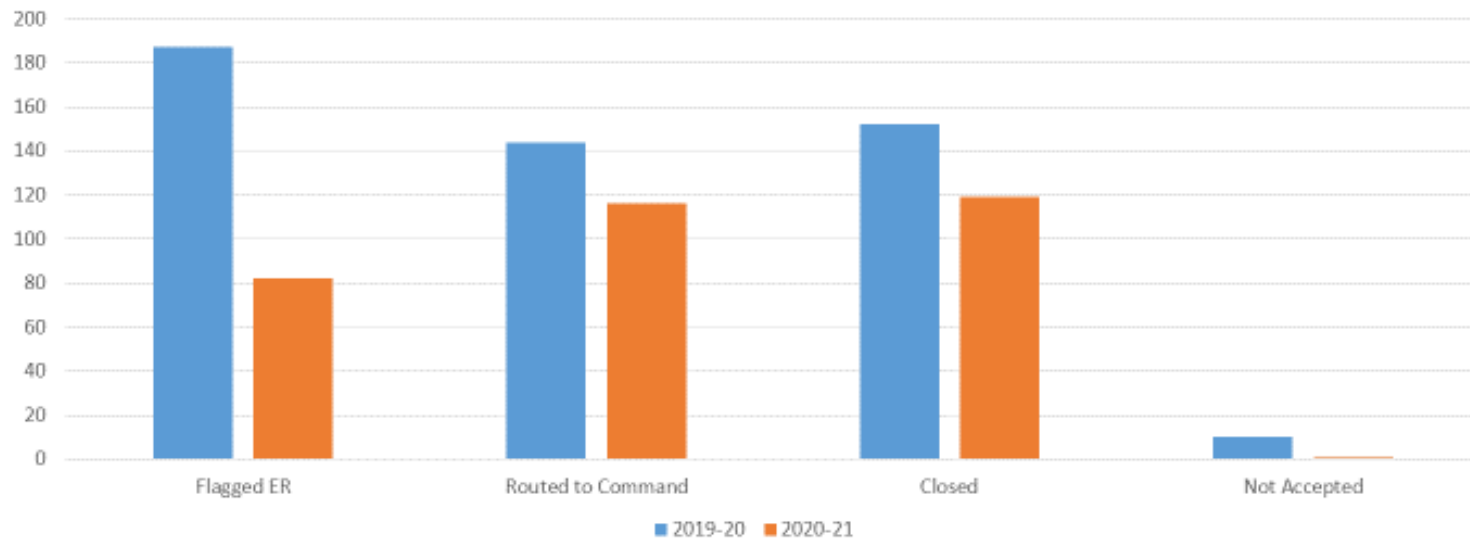
Data from 3/15/2020 to 3/15/2021



EXPEDITED RESOLUTION COMPARISON

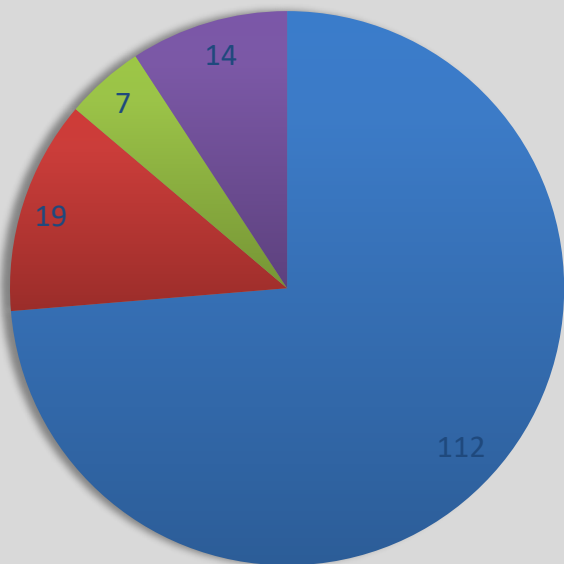
Misconduct Investigations: Expedited Resolutions

2019-2020 comparison to 2020-2021



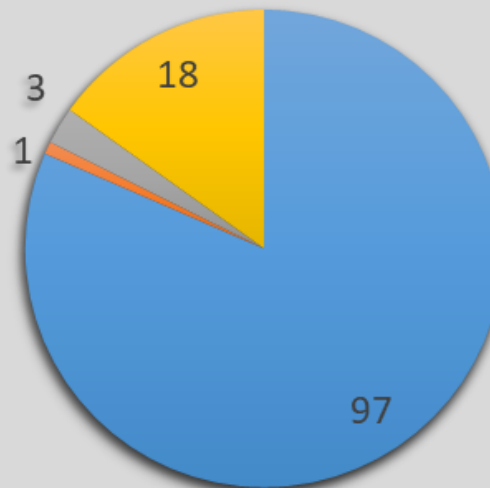
EXPEDITED RESOLUTION CLOSURE COMPARISON

2019-2020



■ Sustained ■ Not Sustained
■ Unfounded ■ Exonerated

2020-2021



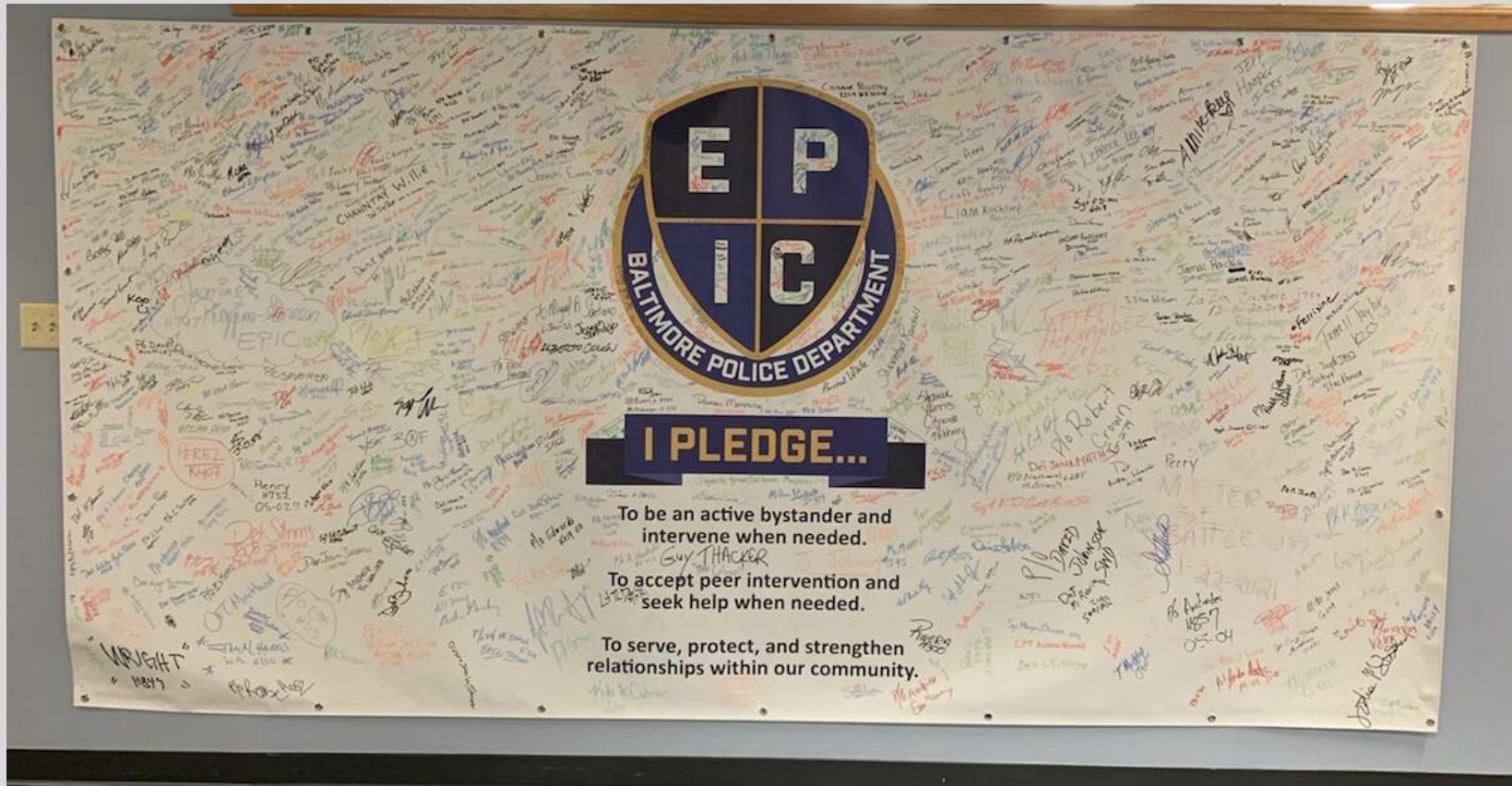
■ Sustained ■ Not-Sustained ■ Unfounded ■ Exonerated



CONSENT DECREE



EPIC: PEER INTERVENTION



Learn about EPIC at EPIC.BaltimorePolice.org



CONSTITUTIONAL POLICING



NEW STOPS, SEARCHES & ARRESTS POLICIES ARE NOW LIVE!

**14
TOTAL**

POLICIES GOING LIVE ON PROACTIVE, CONSTITUTIONAL
POLICING TO HELP FIGHT CRIME & BUILD PUBLIC TRUST

**11
TOPIC AREAS**

INCLUDING: FAIR & IMPARTIAL POLICING, RESPONDING
IN THE MOST EFFECTIVE & LEAST INTRUSIVE MANNER
TO MINOR VIOLATIONS

2,400+

SWORN MEMBERS TRAINED

**6
E-LEARNINGS**

TO PREPARE OFFICERS FOR IN-CLASS TRAINING

**16
HOURS**

OF IN-CLASS, SCENARIO-BASED TRAINING

VIEW ALL ACTIVE POLICIES
WWW.BALTIMOREPOLICE.ORG/TRANSPARENCY/POLICIES

#TRANSFORMINGBPD



COMMUNITY POLICING TRAINING

■ Policy/Training Workshops:

- Community Policing Workshop Part 1 – Approximately 93 participants
- Community Policing Workshop Part 2 – Approximately 55 at participants
- Youth Policy Workshop Part 1 & 2 – Approximately 55-60 at each
- Community Training Review Committee & Pilots

■ Community Collaboration Group

- 39 total meetings, including 16 different groups, to create and deliver community policing training
- Development Team - Leads the research and drafting of the training curriculum
 - 14 total meetings to date
- Implementation Team - Leads community participation in the delivery of the Community Policing training
 - 17 meeting to date
- Evaluation Team - Leads the development and implementation of a plan to measure and report the outputs and outcomes of the Community Policing Training
 - 8 Meetings to date



CRISIS INTERVENTION TRAINING

- Almost completed department-wide foundational training
- Piloting new 40 hour CIT training, developed in partnership with:
 - Behavioral Health Systems Baltimore (BHSB)
 - On Our Own of Maryland/Anti-Stigma Project
 - Baltimore Crisis Response Inc. (BCRI)
 - The Arc
 - National Alliance on Mental Illness (NAMI)
 - Baltimore Child and Adolescent Response System (BCARS)
 - Johns Hopkins Medical Institute
 - Behavioral Health Administration (State of Maryland)
 - Mental Health Association of Maryland
 - Hearts and Ears



TRAUMA-INFORMED RESPONSE TO SEXUAL ASSAULT

Policy

Training

Implementation

- Best-practice policy and investigative guidelines
- Department-wide training
- Intensive investigator training
- Upcoming case reviews with DOJ and Monitors
- Core principles:
 - Trauma-informed
 - Victim-centered



INSTITUTIONALIZING EQUITY

Applying Equity Framework:

- Establishing department-wide understanding of equity and inclusion principles
- Inclusive stakeholder engagement
- Gathering and analyzing disaggregated data
- Conducting a systems analysis of root causes of inequities
- Identifying strategies and targeting resources
- Conducting equity impact assessments; and
- Continuously evaluating effectiveness and adapting strategies



TECHNOLOGY MODERNIZATION

- **New Records Management – Incident Reporting Close to Deployment**
 - April – Testing/Training
 - May – Pilot/Training
 - June – Full Deployment Begins
- **Early Intervention System Development – Initiated**
 - Identification of actions/activities that could benefit from early engagement
 - Partnered with Gartner to begin requirements development and planning
- **New Organizational Engagement Program – Peakon Survey**
 - Captures and monitors confidential responses to key questions
 - Measures content such as satisfaction, knowledge, and leadership performance
- **Connected Officer Technologies**
 - Body Worn Camera Improvement – Side Arm Removal Activation
 - New District Interview Rooms Completed – 12 Total
 - Pilot New Prison Transport Vehicle Technology – Automated Video Upload



COMMUNITY ENGAGEMENT – PUBLIC COMMENT

- **Drafts Currently Available for Public Comment:**
 - Public Integrity Bureau (PIB) Investigator Training
 - Draft Community Policing Training
 - Policy 801, Overdose Response and Investigation/NARCAN Protocol

VISIT [TINYURL.COM/BPDREFORMCALENDAR](https://tinyurl.com/BPDREFORMCALENDAR) TO STAY UP TO DATE ON WHEN DRAFTS ARE OPEN FOR PUBLIC COMMENT



COMMUNITY ENGAGEMENT – STAY UPDATED



TRANSFORMING BPD MONTHLY REFORM NEWSLETTER

- Sign up for the Transforming BPD: Monthly Reform Newsletter by visiting: baltimorepolice.org/transparency/about-uscontact



FACEBOOK.COM/BPDCDIU/



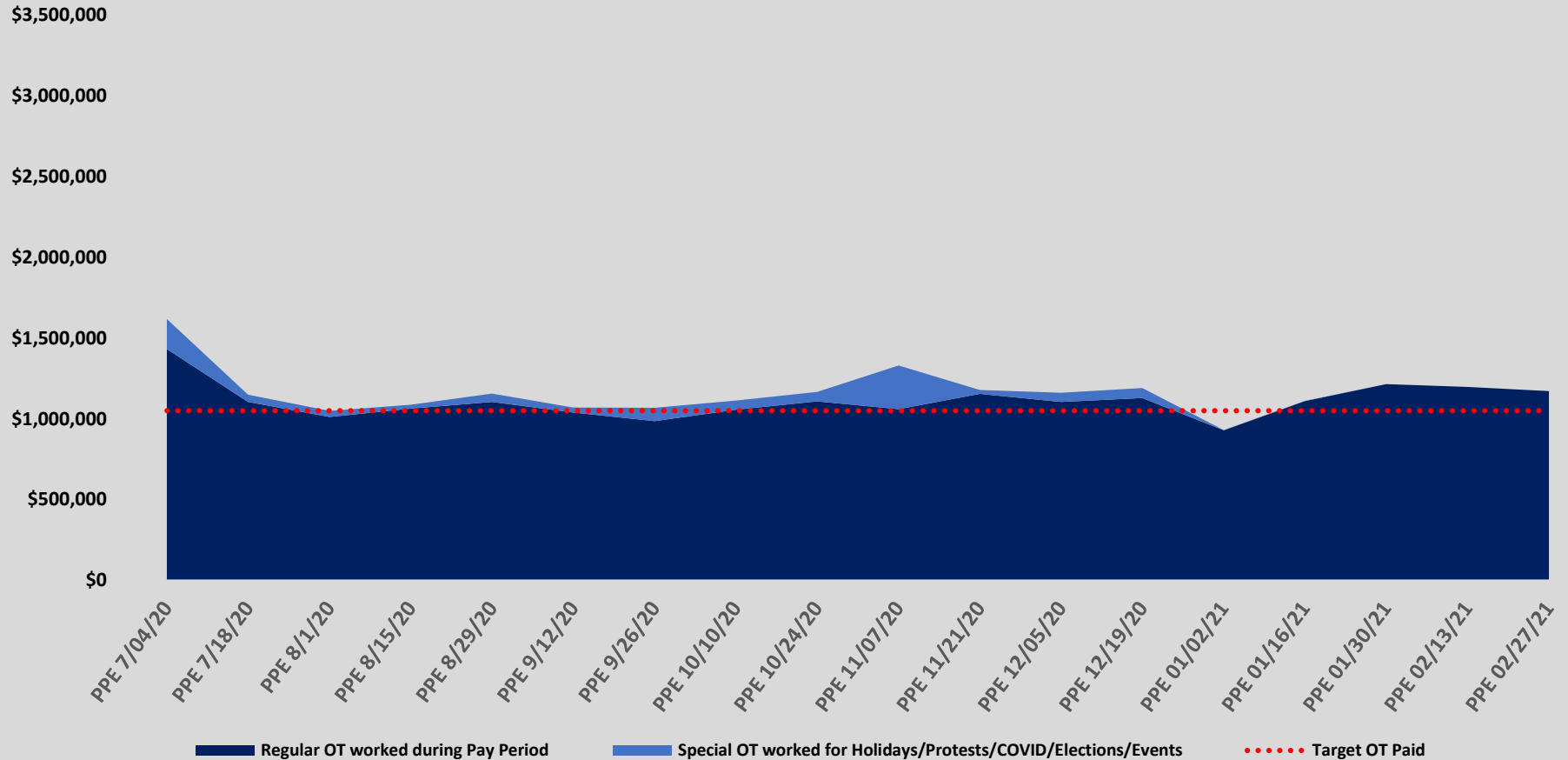
TWITTER.COM/BPD_CDIU



OVERTIME AND BUDGET



2021 FISCAL YEAR OVERTIME EXPENDITURES



Note: 1/2 to 2/27 is from Workday and is under reviews as it includes some non general fund expenditures.

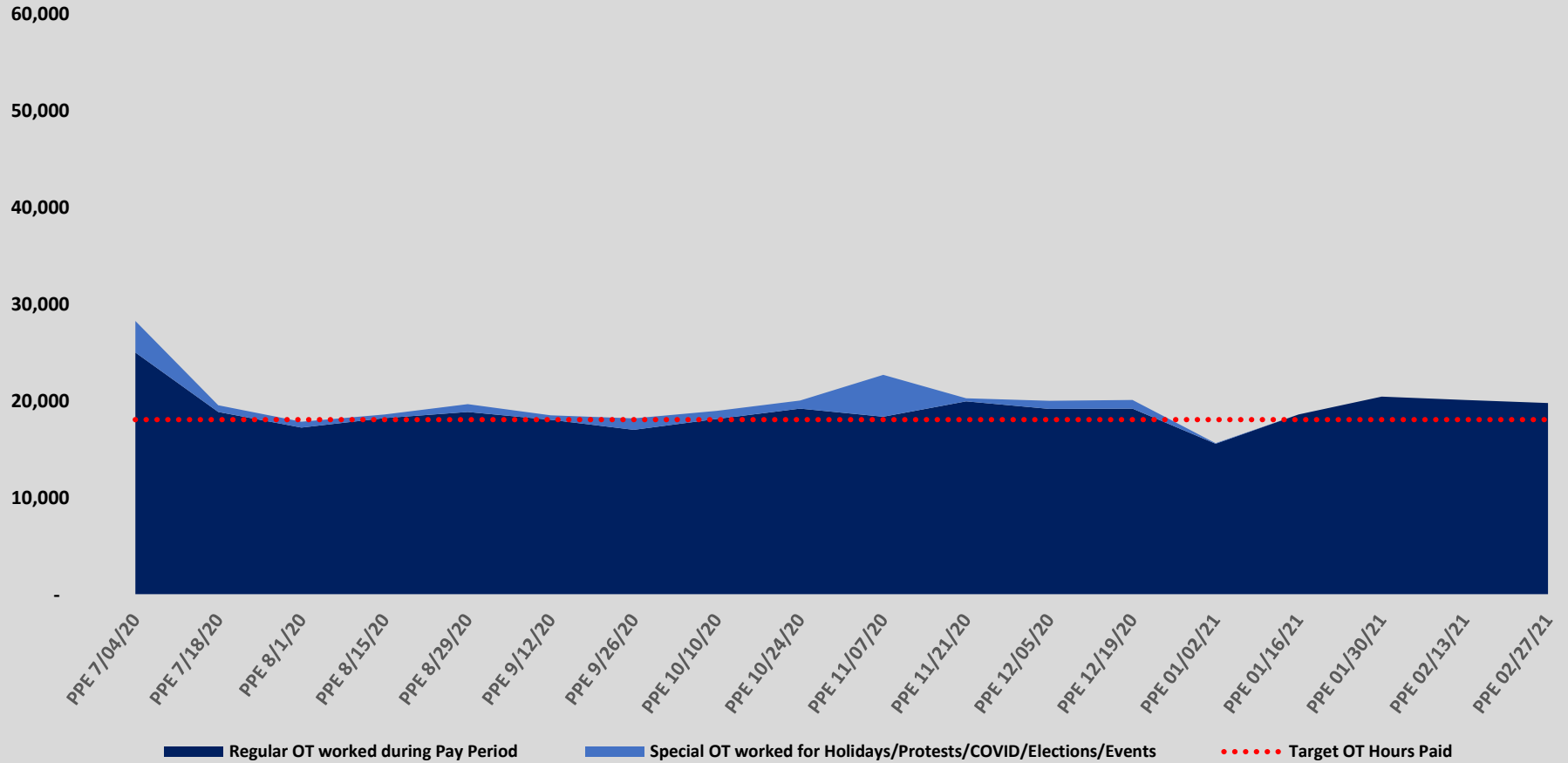


OVERTIME EXPENDITURES COMPARISON

OT Comparison for FY19, FY20, FY21



2021 FISCAL YEAR OVERTIME HOURS

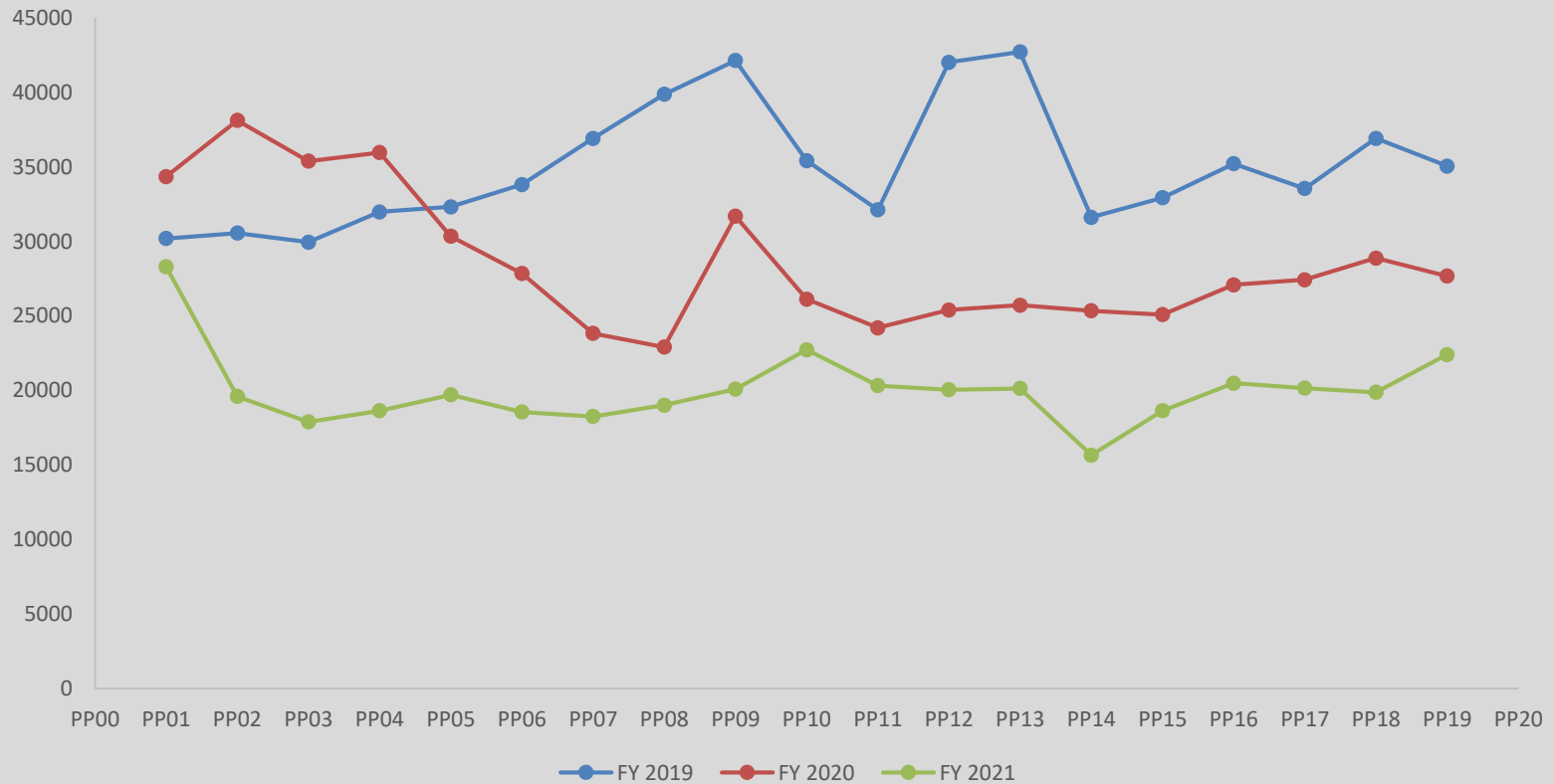


Note: 1/2 to 2/27 is from Workday and is under reviews as it includes some non general fund hours.



OVERTIME HOURS COMPARISON

OT Comparison for FY19, FY20, FY21



STAFFING & RECRUITING



SWORN OFFICER & CIVILIAN CURRENT STAFFING LEVELS

■ As of March 25, 2021

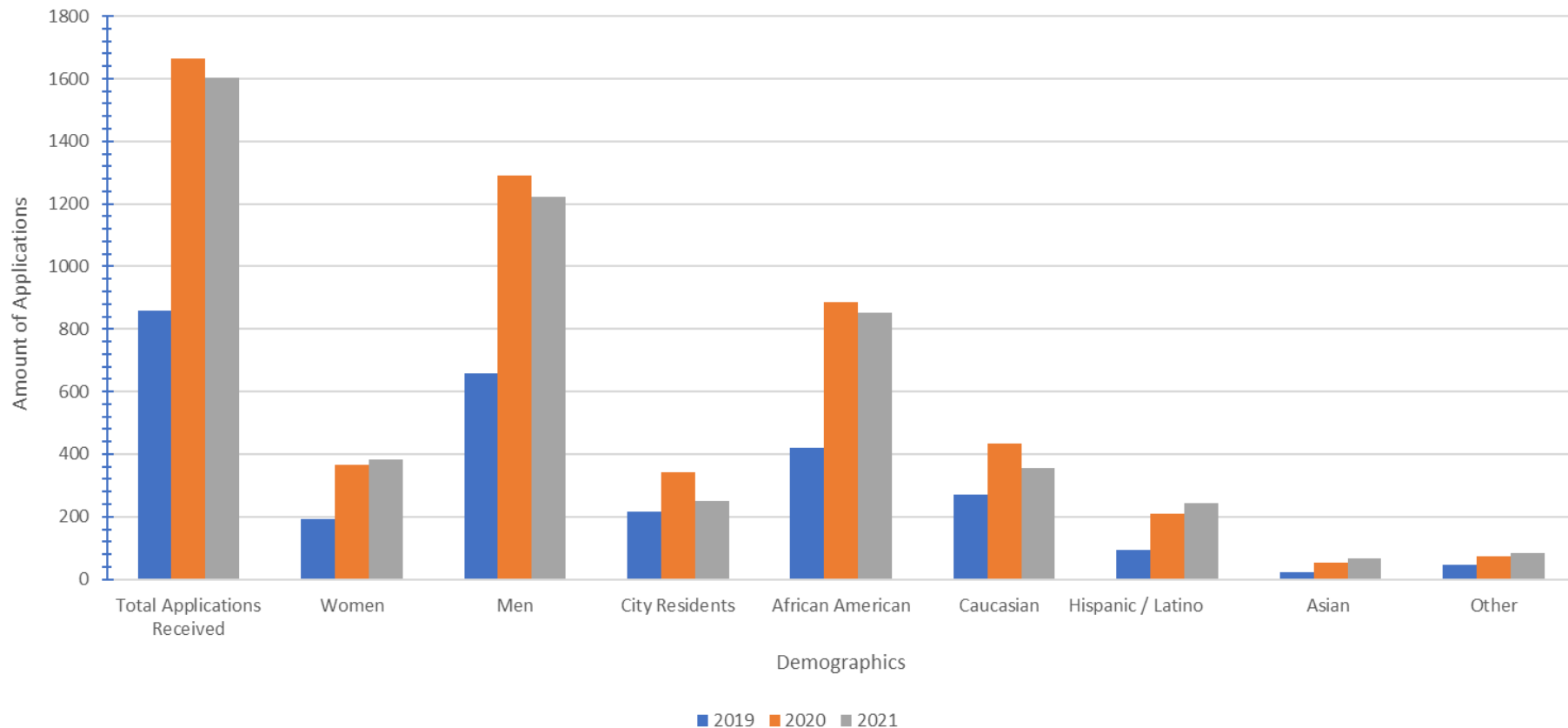
Category	Qty
Sworn Officer Strength	2395
Academy and Field Training	193
Cadets	10
Subtotal	2395
Budgeted Strength	2638
Sworn Officer Vacancies	243

Category	Qty
Civilian Strength	506
Budgeted Positions	557
Civilian Vacancies	51



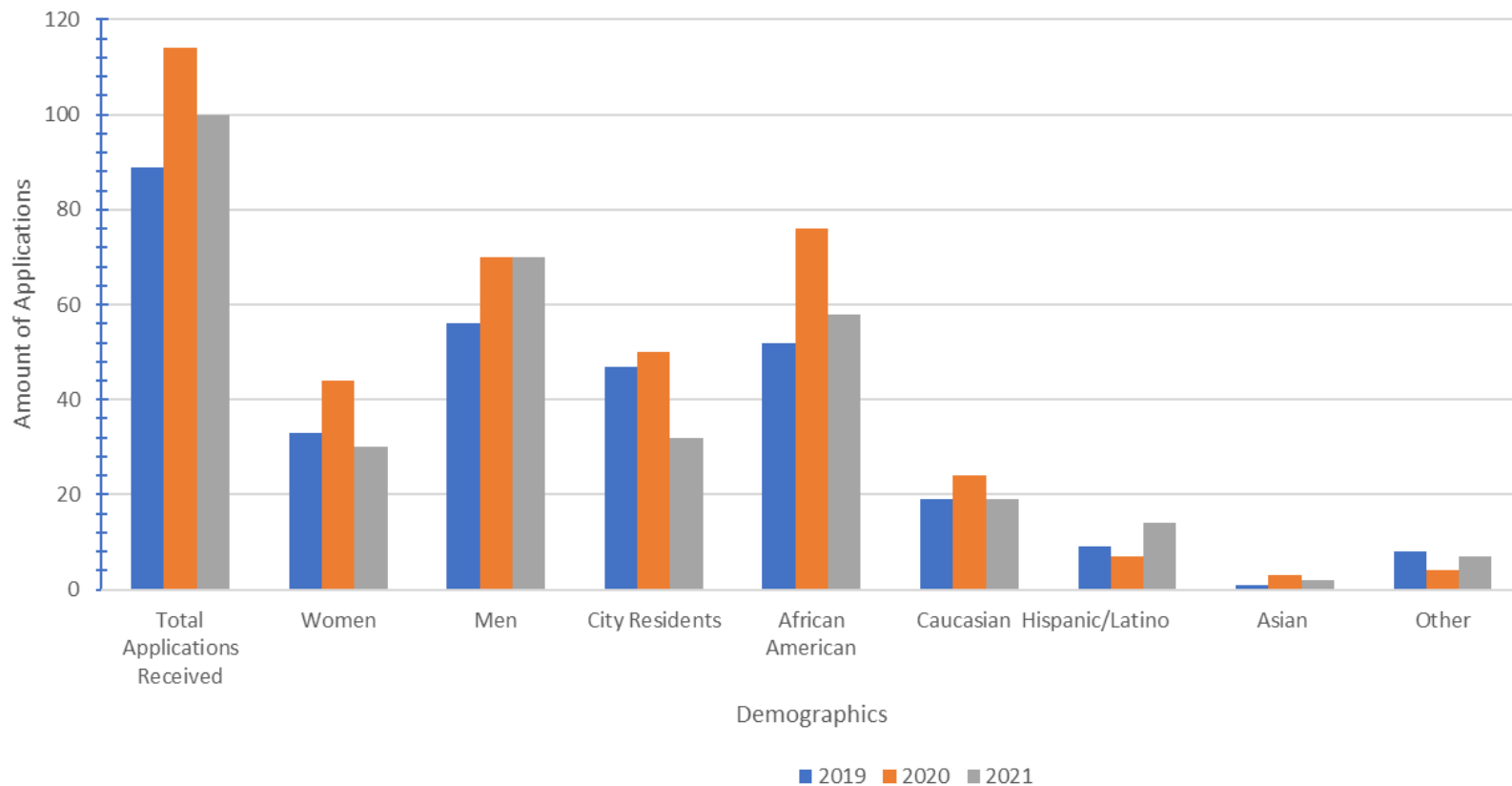
YTD POLICE OFFICER APPLICATIONS 2019-2021

YTD Police Officer Applications Received 1/1-3/18



YTD POLICE CADET APPLICATIONS 2019-2021

YTD Cadet Applications Received 1/1-3/18



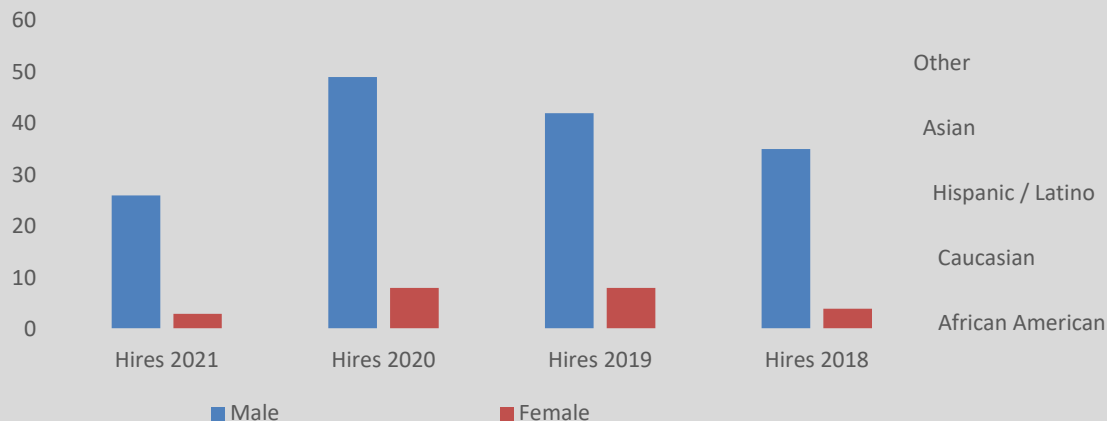
1ST QUARTER POLICE OFFICER HIRES 2018-2021

Police Officers Hired Quarter 1	29		57		50		39	
Gender	Hires 2021	% of Hires	Hires 2020	% of Hires	Hires 2019	% of Hires	Hires 2018	% of Hires
Male	26	90%	49	86%	42	84%	35	90%
Female	3	10%	8	14%	8	16%	4	10%
Race								
African American	11	38%	24	42%	16	32%	14	36%
Caucasian	9	31%	23	40%	23	46%	14	36%
Hispanic / Latino	8	28%	6	11%	7	14%	8	21%
Asian	1	3%	4	7%	4	8%	3	7%
Other	0	0%	0	0%	0	0%	0	0%
Residence								
Baltimore City	11	38%	12	21%	15	30%	9	23%

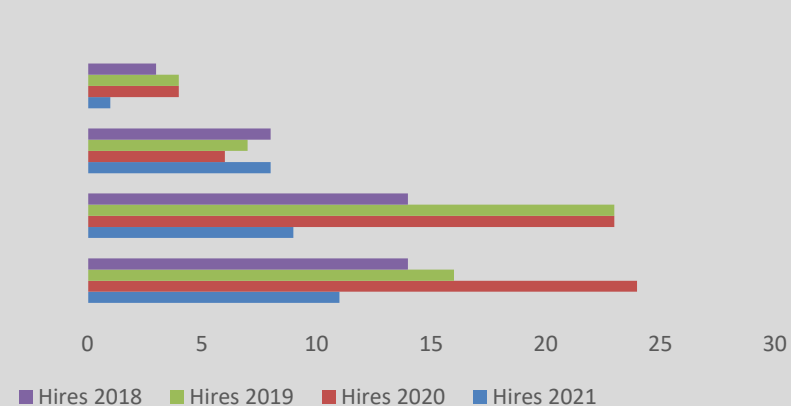


1ST QUARTER POLICE OFFICER HIRES 2018-2021

Police Officer Hires
Male / Female Breakdown



Police Officer Hires
Race Breakdown



Police Officer Hires
Originating from Baltimore City



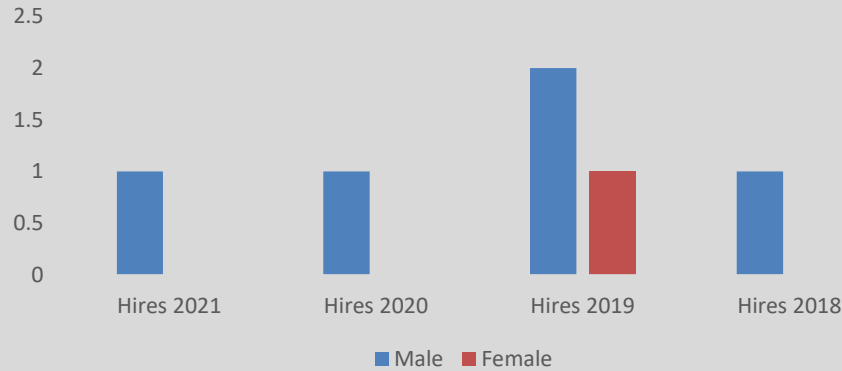
1ST QUARTER POLICE CADET HIRES 2018-2021

Police Cadets Hired Quarter 1	1		1		3		1	
Gender	Hires 2021	% of Hires	Hires 2020	% of Hires	Hires 2019	% of Hires	Hires 2018	% of Hires
Male	1	100%	1	100%	2	67%	1	100%
Female	0	0%	0	0%	1	33%	0	0%
Race								
African American	1	100%	1	100%	2	67%	0	0%
Caucasian	0	0%	0	0%	1	33%	0	0%
Hispanic / Latino	0	0%	0	0%	0	0%	0	0%
Asian	0	0%	0	0%	0	0%	1	100%
Other	0	0%	0	0%	0	0%	0	0%
Residence								
Baltimore City	1	100%	0	0%	0	0%	1	100%

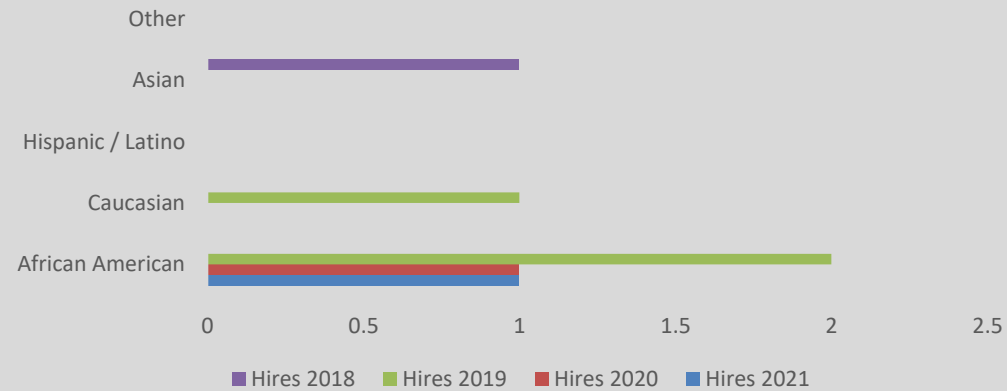


1ST QUARTER POLICE CADET HIRES 2018-2021

Cadet Hires
Male / Female Breakdown



Cadet Hires
Race Breakdown



Cadet Hires
Originating From Baltimore City



HIRING & ATTRITION COMPARISON YEAR OVER YEAR

<i>Year</i>	Sworn Separations	Average Separations per Month	Sworn Hires	Average Sworn Hires Per Month	Net Gain / Loss
2014	225	19	165	14	-60
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	70	28	29	11	-41



SWORN SEPARATION BREAKDOWN YEAR OVER YEAR

<i>Year</i>	Retirements	Resignations	Terminations	Deaths
2015	100	128	8	7
2016	105	104	12	4
2017	104	90	7	3
2018	99	119	14	0
2019	105	73	14	4
2020	117	90	15	1
2021	36	29	5	0

