# 2022
# Annual Report

# Follow the Police Department on Social Media

Facebook    www.facebook.com/aacopd

Twitter      https://twitter.com/AACOPD

Instagram    https://www.instagram.com/AACOPD/

YouTube      https://www.youtube.com/user/AACOPD

---

**Information on current job openings for full-time, part-time, and volunteer Police Department positions, available on the web**

- Police Officer - Entry Level
- Police Officer - Lateral
- Police Officer - Comparative Compliance
- Police Communication Operator
- Police Cadet
- Police Student Internship
- Police Explorer
- Police Crossing Guard
- Animal Care & Control staff
- Forensic Science staff
- Other full-time and part-time civilian staff positions

**https://www.aacounty.org/departments/police-department/jobs/**

# TABLE OF CONTENTS

**PAGE INTENTIONALLY BLANK**

# HISTORY

Anne Arundel County rests between Baltimore, Maryland and Washington, D.C. consisting of 416 square miles (264,200 acres) of land area, approximately 530 linear miles of tidal shoreline, and 172 square miles of water area.  It borders Baltimore City, Baltimore and Howard counties to the north and northwest, Prince George's County to the west and Calvert County to the south, and the Chesapeake Bay to the east.

The Anne Arundel County Police Department was founded in 1937 by an act of  the Maryland State Legislature, in recognition of the need for better and more consistent police services for the citizens of the county.  At that time, there were 21 officers in the Department, including the Chief.

"The Police Department shall be responsible for preservation of the public peace, prevention of crime, apprehension of criminals, protection of the rights of persons and property and enforcement of the laws and the rules and regulations made in furtherance thereof."

Anne Arundel County Charter. Article V - The Operating Departments. Section 544 - Functions of the Police Department. https://codelibrary.amlegal.com/codes/annearundel/latest/annearundelco_md/0-0-0-98587#JD_CharterSec.544

Over the years, the Department has steadily grown into a large, modern organization—keeping pace with the growing population of Anne Arundel County.  County businesses and communities have also grown with the increasing demand for products, services, and places to live.

This *growth and development* continues, and the Police Department remains efficient and effective to ensure that public safety needs are not compromised. The quality of life for citizens living and working in Anne Arundel County is enhanced by the Police Department adhering to high standards and practicing sound law enforcement.

# ACCREDITATION

On July 30, 1994, the Anne Arundel County Police Department received national accreditation through the *Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA®) -* www.calea.org

CALEA, was created in 1979 as a credentialing authority through the joint efforts of law enforcement's major executive associations. Only 5% of law enforcement agencies achieve this accreditation.

This is not an easy certification to achieve and maintain. The CALEA assessment is a rigorous process that requires each police department to provide a significant amount of data to ensure they are in compliance with CALEA's high standards.

The overall purpose of the accreditation program is to improve the delivery of law enforcement services by providing standard policy guidelines required to attain and maintain accreditation, on a wide range of law enforcement topics.

The compliance process is continual and ongoing. The Department successfully completed its ninth on-site assessment in 2017.

Each year since 2017, CALEA conducts an annual web based assessment of the Department's policies. In addition to the annual web based assessment, every 4th year, CALEA conducts a comprehensive onsite assessment; last onsite was July 2021.

The Anne Arundel County Police Department achieved a "Meritorious" certification in 2021, which is the highest level of accreditation which involves an intricate dissection of all policies and procedures, including those dealing with community engagement, the use of force and officer accountability. Only 1% of agencies in North America are able to achieve this advanced accreditation.

> *CALEA accredited agencies are recognized for having been accredited for 15 or more continuous years. These agencies receive an enhanced Certificate of Meritorious Accreditation, displaying a blue "Meritorious" ribbon and an inscription proclaiming their 15 or more years of accredited status.*
>
> *CALEA Historical and Projected Total Population for Maryland's Jurisdictions.*
> *https://www.calea.org/search?keywords=meritorious*

# Anne Arundel County - Population Estimate
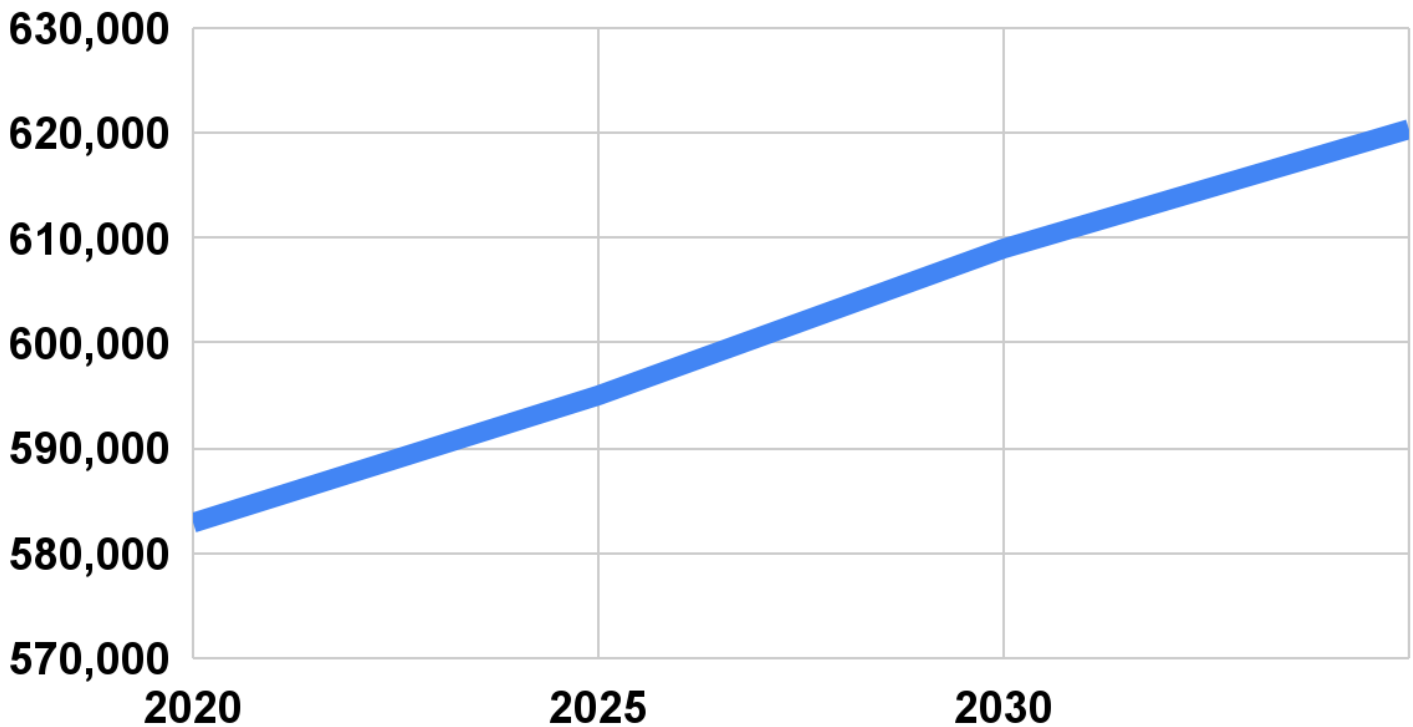


Maryland State Data Center. Historical and Projected Total Population for Maryland's Jurisdictions. Revision: December 2020. https://planning.maryland.gov/MSDC/Documents/popproj/TotalPopProj.pdf

## County Charter - Functions of the Police Department

*The Police Department shall be responsible for preservation of the public peace, prevention of crime, apprehension of criminals, protection of the rights of persons and property and enforcement of the laws and the rules and regulations made in furtherance thereof.*

Anne Arundel County Charter. Article V - The Operating Departments. Section 544 - Functions of the Police Department. https://codelibrary.amlegal.com/codes/annearundel/latest/annearundelco_md/0-0-0-98587#JD_CharterSec.544

# STRATEGIC PLAN

## VALUES

We, of the Anne Arundel County Police Department, recognize our contribution to the quality of life and safe environment in our community through the provision of professional law enforcement services. We will meet the challenge of providing these services by basing our thoughts and actions on a recognized set of values that operate within the organization. We see these values as a set of shared common beliefs that contribute to the success of the Department. This structure of beliefs and shared values provide a common cause for all members of the Department. From these values we derive our policies and procedures; therefore, faithful adherence to these beliefs by all personnel is paramount. We believe that the overall success of our organization, as well as its individual employees, both sworn and civilian, is achieved through our commitment to the following values. Written as the acronym POLICE:

**Professionalism**
We value the spirit of professionalism, having a clear sense of commitment, perspective and direction. It is developed by creating an environment that encourages teamwork, innovation and constant evaluation of ourselves. Our professional attitude is dedicated to quality, timeliness, and excellence in our service to our community.

**Oath of Office**
We recognize the badge of our office as a symbol of public faith and we accept it as a public trust to be held so long as we are true to the ethics of police service.

**Loyalty**
We are faithful to the law, community, each other, and our families. We are loyal to our fundamental duty to serve mankind, to safeguard lives and property, to protect the innocent against deception, the weak against oppression or intimidation, the peaceful against violence or disorder, and to respect the Constitutional rights of all people to liberty, equality and justice.

**Integrity**
We are committed to building trust within our community by maintaining the highest ethical standards. Integrity includes other traits such as Honesty, Accountability, Responsibility, Openness and Humility.

**Courage**
A person of integrity possesses moral courage and does what is right even if the personal cost is high. The time is always right to do what is right.

**Ethics**
The citizens of Anne Arundel County are entitled to a police department that is beyond reproach. We must strive to provide excellent, impartial and courteous service to our community.

## MISSION

To prevent and/or solve crime while working in partnership with our community.
- https://www.aacounty.org/departments/police-department/mission-core-services/

# Department Goals & Objectives (2022)

The Department Goals & Objectives prioritize the efforts of the Department to make the most positive impact for the community.

By December 1st of each year, the Chief of Police is provided with recommendations by the executive staff, as to what the most important needs of the community are. The Chief then establishes Goals & Objectives for the following calendar year.

- Policy: 0103 - Department Goals & Objectives
  - https://public.powerdms.com/AAC/tree/documents/15

## Goal #1:  The Department will continue to reduce crime in the community.

The following objectives address aggressive proactive efforts the Department is taking against the most significant crime issues in Anne Arundel County.

## Objectives:

- **1.1 Continue to work to reduce the criminal activity of repeat offenders and validated members of criminal gangs.**

  - ***ENFORCEMENT DIMENSION:***

    - ➢ The same groups of individuals perpetrating crime are responsible for the majority of crime that occurs in any jurisdiction. This concept can be inferred through examining a National Institute of Justice study which suggests more than 70% in each crime type were being rearrested after release from incarceration for similar crimes.

    - ➢ Durose, Matthew R., Alexia D. Cooper, and Howard N. Snyder. Recidivism of Prisoners Released in 30 States in 2005- Patterns from 2005 to 2010, Bureau of Justice Statistics Special Report, April 2014. http://www.bjs.gov/content/pub/pdf/rprts05p0510.pdf

    - ➢ Gangs are organized groups of individuals whose purpose "is to engage in criminal activity and the association uses violence or intimidation to further its criminal objectives."
    - ➢ United States Department of Justice. About Violent Gangs. 28 May 2015. https://www.justice.gov/criminal-ocgs/about-violent-gangs

*[Maryland Law was updated during the 2020 legislative session.  The Definition has been changed from Criminal Gang to Criminal Organization.]*

*CRIMINAL LAW*
*TITLE 9.  CRIMES AGAINST PUBLIC ADMINISTRATION*
*SUBTITLE 8.  CRIMINAL ORGANIZATIONS.*
*§ 9-801. Definitions.*

*(a) In general. -- In this subtitle the following words have the meanings indicated.*

*(b) Coerce. -- "Coerce" means to compel or attempt to compel another by threat of harm or other adverse consequences.*

*(c) Criminal organization. -- "Criminal organization" means an enterprise whose members:*
*  (1) individually or collectively engage in a pattern of organized crime activity;*
*  (2) have as one of their primary objectives or activities the commission of one or more underlying crimes, including acts by juveniles that would be underlying crimes if committed by adults; and*
*  (3) have in common an overt or covert organizational or command structure.*

*(d) Enterprise. -- "Enterprise" includes:*
*(1) a sole proprietorship, partnership, corporation, business trust, or other legal entity; or*
*(2) any group of individuals associated in fact although not a legal entity.*

*(e) Pattern of organized crime activity. -- "Pattern of organized crime activity" means the commission of, attempted commission of, conspiracy to commit, or solicitation of two or more underlying crimes or acts by a juvenile that would be an underlying crime if committed by an adult, provided the crimes or acts were not part of the same incident.*

Maryland Criminal Law – Annotated Code. Title 9.  Crimes Against Public Administration.  Subtitle 8.  Criminal Organizations. § 9-801. Definitions.  URL: Md. Criminal Law Code Ann. § 9-801

| Anne Arundel County | |
|---|---|
| **Gangs** | |
| Gang & Firearms Investigations Initiated | 303 |
| Gang Member / Associates | **Arrests** |
| 2014 | 233 |
| 2015 | 247 |
| 2016 | 238 |
| 2017 | 268 |
| 2018 | 175 |
| 2019 | 190 |
| 2020 | 131 |
| 2021 | 152 |
| 2022 | 129 |

Anne Arundel County Police Department – Gang Squad. December 2022. *Internal Communication.*

➢ The Criminal Investigation Division's Gang & Firearms Unit is tasked with disrupting and/or dismantling criminal street gangs to lessen the negative impact they have on the law-abiding citizens of Anne Arundel County.  In order to accomplish this objective, the Unit has to understand, identify, quantify and track the gangs present in Anne Arundel County.  This requires traditional intelligence gathering efforts as well as traditional criminal investigations and enforcement.  The Unit attempts to disrupt and dismantle gangs by assisting other investigative entities with their criminal investigations involving gang members as well as conducting their own investigations into the most active gangs.  These criminal investigations occur on the streets of Anne Arundel County as well as on the tiers within state and local detention facilities where gang members continue their criminal enterprises.

➢ The Gang and Firearm Investigations Unit provides criminal intelligence, expertise, gang education and awareness to police officers, schools, citizen groups and actively engages in community outreach.  The Gang & Firearms Investigations Unit also has task force officers assigned to the FBI Safe Streets Task Force and Cross Borders Task Force, which allows federal, state, and local law enforcement agencies to collaboratively address the violent crime plaguing communities.  The task force pursues violent gangs through sustained, proactive, coordinated investigations to obtain prosecutions on violations such as racketeering, drug conspiracy, and firearms violations.  The task force concept expands cooperation and communication among federal, state, and local law enforcement agencies, increasing productivity and avoiding duplication of investigative efforts.

■ ***ASSISTANCE / REHABILITATION DIMENSION:***

■ With regard to the Departmental objective of "Continue to work to reduce the criminal activity of repeat offenders…", the Chief of Police recognizes that individuals having served time in prison need help transitioning back to their community.  Without help, it should be expected that many of these individuals will return to the lifestyle of a "repeat offender."

■ As a result of the Chief's philosophy, during the first quarter of 2022 the **Re-Entry & Community Collaboration Office** was created.

➢ https://www.aacounty.org/services-and-programs/re-entry--community-collaboration

■ MIssion:

➢ To equip participants with marketable skill sets to foster career opportunities.  Our goal is for each participant to become a productive member of society.  This is the first step in what will be a larger county-wide collaboration to provide holistic assistance to any Anne Arundel County resident.

■ Goals:

➢ To ensure our community policing efforts build the needed trust to assist those transitioning from prison to home, so they feel the police are a part of the process of them being re-acclimated back into their communities.

- ➢ Community policing is a strategy that involves the formation of community partnerships between law enforcement and other government agencies, non-profits, private businesses, schools, and media, as well as direct engagement with local residents through door-knocking and other day-to-day communication.

- ➢ In addition, it involves ensuring asset mapping of resources within each area is made known and available among all community partners and members. Community policing should not be a one way street, but in fact a two way dialogue with the community.

- ➢ Strong relationships between police and community partners are crucial. They allow both sides to work together, building a greater presence in their neighborhoods in order to reduce crime.

- ➢ Residents are more likely to trust police officers, making it easier to contact law enforcement with crucial public safety information.

- ■ Services:
  - ➢ The Anne Arundel County Police Office of Re-Entry & Community Collaboration is host to an inter-agency collaboration between the Health Department, the Department of Corrections, the Department of Social Services, the Department of Family Services and other community based partners to provide holistic assistance to any Anne Arundel County resident that was formerly incarcerated and those at risk of being justice-involved.  Our services also assist veterans and their families with any resources or opportunities attaining  stability in the community.  The Community Collaboration Unit is accessible 24/7 for residents to receive services that support a positive community reintegration and that promote productive community life that reduces recidivism rates and improves healthy outcomes.

  - ➢ The Office of Re-Entry & Community Collaboration assist with the following services:

    - ★ Re-Entry Support and Interventions
    - ★ Anger Management
    - ★ Food Assistance
    - ★ Health & Wellness
    - ★ Workforce Development Services
    - ★ Services for Emerging Adults
    - ★ Drug & Alcohol Abuse Treatment
    - ★ Mental Health Counseling and Treatment
    - ★ Mentoring
    - ★ Veterans Services
    - ★ Transportation Assistance
    - ★ Legal Assistance
    - ★ Housing Assistance
    - ★ Life Skills
    - ★ Family and Individual Counseling
    - ★ Obtaining Identification Documents and more….
    - ★

- **1.2 Continue to work to reduce violent crime within the County.**

  - The Police Department is compelled to enumerate this fundamental principle of police operations to articulate another aspect of how the Police Department addresses any small increase in violent crime.  (This objective has always been an element of standard police operations.)

  - During 2022, each of the district police stations implemented short term activities when the need arose to increase police officer presence and increased enforcement activities where there was any localized increase in crime.

  - Any crime information developed by patrol officers is procedurally forwarded to specialized units that follow up on any potential leads, to stop or suppress the uptick.

- **1.3 Continue to work on educating the community on their responsibilities to help reduce thefts from Automobiles (TFAs) within the County.**

  - Thefts from automobiles routinely occur as a result of victims:
    - Not securing and locking all car doors, and/or
    - Leaving item(s) of value in plain view.

  - Theft from automobiles rarely occur where windows are broken to gain access to the vehicle's interior, and/or there is nothing of value in plain view.

  - There is sufficient anecdotal evidence from detectives, based on roughly 80% of those who agreed to talk to detectives upon arrest for theft, that their theft crime is a simple non-confrontational means to obtain money for their admitted substance abuse problem.

### Theft from Automobiles (TFAs) vs. Year



Legend: ■ Theft from Automobiles  ▬ Trendline for Theft from Auto

Data (Year: Theft from Automobiles):
- 2013: 2,898
- 2014: 2,342
- 2015: 2,364
- 2016: 2,416
- 2017: 2,209
- 2018: 1,878
- 2019: 1,748
- 2020: 1,407
- 2021: 1,041
- 2022: 1,558
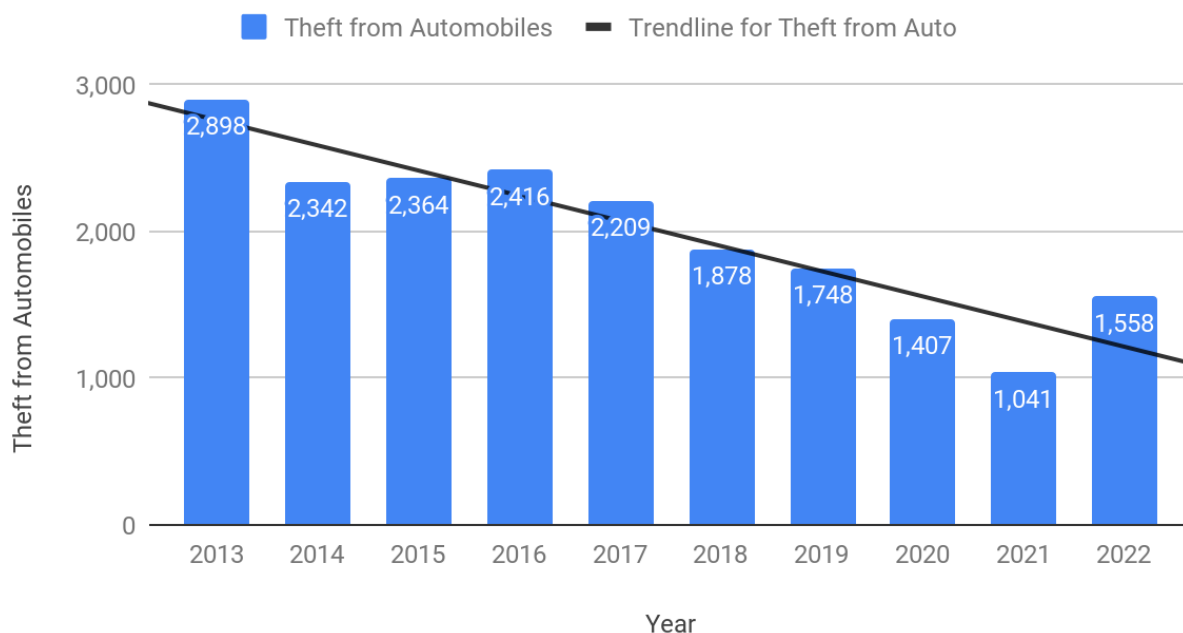
  - The Police Department has had an ongoing aggressive public service announcement campaign to  educate citizens to remember to remove all valuables from cars and lock car doors, using:

- ■ Social media:
    - ➢ Facebook
    - ➢ Twitter
    - ➢ Instagram
    - ➢ YouTube

- ■ Conventional Media:
    - ➢ Television News
    - ➢ Radio News

- ■ Mobile Variable Message Sign Board Trailers
    - ➢ Strategically located in areas with a high rate of TFAs.

- ● **1.4 Continue community oriented and predictive policing strategies "to prevent and solve crime".**

The Anne Arundel County Police Department's mission ("To prevent and/or solve crime while working in partnership with our community") is the overarching framework from which the Department assesses the needs of the community in order to serve and prioritize its efforts with its available resources to deliver the best possible law enforcement services from its available resources.

The Department must always allocate police officer resources to handle reactive emergency calls for service when summoned by a citizen.

Although reactive response to calls is an essential responsibility of law enforcement in general, it is not a strategy "to prevent crime"; there are crimes that could potentially have been prevented by apprehending repeat offenders.  It is believed that the majority of crime is perpetrated by a small group of repeat offenders  Three approaches the Department uses to prevent crime are:

  - ○ Predictive Policing:

    - ■ Strategy:

      - ➢ … [Use] data and analyze patterns to understand the nature of [related crimes.] Officers devise strategies and tactics to prevent [further criminal activity and apprehend the criminal(s).] …

      - ➢ United States Department of Justice - Office of Justice Programs – National Institute of Justice.  Predictive Policing - Overview of Predictive Policing. 8 August 2019. https://nij.ojp.gov/topics/articles/overview-predictive-policing

    - ■ Implementation:

      - ➢ The Police Department command staff and Crime Analysis Unit meet via conference call daily to go over crime, in order to anticipate where crime may occur and effectively deploy Department resources and address the problem.

  - ○ Strong Police Presence:

- ■ Strategy:

    - ➢ To increase the patrol force of the Department in order to project a significant and uninterrupted police patrol presence in the community, suitable to deter criminal activity through perpetrator trepidation of detection and apprehension.

    - ➢ To increase the apprehension effectiveness of patrol by having a suitable number of officers available to establish a perimeter and saturate the area around a crime scene immediately after a crime is reported/detected.

- ○ Special Investigations:

    - ■ Strategy:

        - ➢ To proactively investigate crimes being carried out by small groups of repeat criminals perpetrating the majority of victimization in a given area.

        - ➢ All crime is investigated; however, the most aggressive application of resources is projected at the small groups of repeat criminals.

- ○ Community Policing:

    - ■ a. Philosophy:

        - ➢ *"Community policing is a philosophy that promotes organizational strategies, which support the systematic use of partnerships and problem solving techniques, to proactively address the immediate conditions that give rise to public safety issues, such as crime, social disorder, and fear of crime."*

        - ➢ United States Department of Justice - Community Oriented Policing Services. "Community Policing Defined". PDF page 3. 8 August 2019. ttps://cops.usdoj.gov/pdf/vets-to-cops/e030917193-CP-Defined.pdf

    - ■ b. Strategy:

        - ➢ Seek and obtain community support of the police department in general and crime information/leads from the community to solve crime and proactively prevent the occurrence of crime.

        - ➢ The Department actively uses predictive policing and varying degrees of each of the other crime fighting approaches to attain the most value to the public out of existing resources, and frequently calls on the resources of other government departments.

        - ➢ Every resource of the Department serves the Department for the purpose of delivering law enforcement services to the citizens of Anne Arundel County.

**Goal #2:** **The Department will continue to build community relationships by improving the ability to communicate, providing transparency, and increasing public confidence in the Police Department.**

The Department exists to abate crime in order to positively contribute to the quality of life for the citizens of Anne Arundel County through the delivery of professional law enforcement services.

The Department recognizes that it cannot effectively and single handedly fight crime without a partnership between it and the community it serves. It cannot foster that partnership if it is not trusted and its law enforcement efforts are not supported.

The Department accepts that it, not the community, will have to actively take steps to positively engage the community to build trust and support of its law enforcement efforts. It is hopeful that, as time passes and trust is continually established and recognized, an ever increasing portion of the community will also actively share efforts to engage with the Police Department.

The Department is responsible for taking steps internally to maintain and ensure that officers are delivering professional law enforcement services to the citizens of Anne Arundel County.

The Department has benefited from the strong leadership of the faith based community and seeks to continue developing those associations to maximize the Department's efforts in engaging the citizens of Anne Arundel County in order to build a stronger crime fighting and crime prevention partnership.

The Department's crime fighting efforts are also indirectly impacted by the faith based communities because they often provide many essential services to underserved communities.

## Objectives:

- **2.1 Continue to foster mutually beneficial relationships with the community through positive interactions and Department initiated meetings throughout the County.**

  - Police Community Relations Council (PCRC)

    - "The Anne Arundel County Police-Community Relations Council (PCRC) is a voluntary, independent, self-constituted advisory body. The PCRC exists with the purpose of promoting the concept that citizens, communities, and the police have a common goal. This goal is the maintenance of law and order, reduction of crime, and the protection of the community. The PCRC promotes the relationship and understanding necessary to effectively attain this purpose."

    - https://www.aacounty.org/services-and-programs/police-community-relations-council

    - PCRC meetings are conducted once a month at each of the four police district stations.

    - 2022 marked the 56th Anniversary of the PCRC.

Members from the Department were involved in a myriad of events.

- Annually officers routinely volunteer for a myriad of events:

    - Toys for Tots.
        - https://www.toysfortots.org/
    - Polar Bear Plunge for Special Olympics.
        - https://www.somd.org/
    - Law Enforcement Torch Run for Special Olympics.
        - http://www.somd.org/letr/
    - Nationwide "Coffee with a Cop" event on the first Wednesday of every October.
        - http://coffeewithacop.com/
    - National Night Out.
        - https://natw.org/about

- **2.2 Continue to engage local government leaders, businesses, academia, media, and community members, to demonstrate the Department's role to help reduce perceived biases in the community.**

    - The Citizen's Advisory and Chief's Business Council met throughout 2022.

- **2.3 Continue to provide innovative training opportunities, fair and impartial policing, procedural justice, de-escalation in the use of force, and interactions with persons suffering from mental illness.**

    - During 2022, activities related to this objective were taught in recruit training. These Police Department objectives fall directly in-line with the overall goals and objectives outlined by the Maryland Police and Standards Commission.

    - Recruits are trained in key elements such as:

        - History of Law Enforcement,
        - Community Policing,
        - Autism Awareness,
        - Conflict Negotiations,
        - Ethics and Professionalism,
        - Workplace and Sexual Harassment,
        - Conflict Resolution,
        - Human Relations,
        - Fair & Impartial Policing,
        - Mental Health First Aid,
        - Cultural Diversity,
        - Muslim Awareness,
        - Constitutional Law,
        - Use of Force options,
        - Verbal Judo,
        - LGBTQIA Awareness,
        - Hate Crimes,
        - Mental Health Awareness,
        - Civil Rights,
        - African American History and Culture, and

- ■ Multi-Cultural Awareness

  - ○ During 2022, all officers were trained/participated in:

    - ■ Active Bystandership for Law Enforcement (ABLE) Project

      - ● The program was facilitated through the Georgetown University Law Center.

      - ● It prepares officers to intervene to prevent harm and create a law enforcement culture that supports peer intervention.

      - ● https://www.law.georgetown.edu/cics/able/

    - ■ Social Justice and Racial Equality Officer Discussion Series

    - ■ The discussions provided members of the Anne Arundel County Police Department with an opportunity to engage in dialogue that considers social justice and racial equity, as well as institutional and structural racism and their relationship with policing now and for the future.


- ● **2.4 Continue to foster relationships between all segments of the community through the use of liaison officers and the ongoing community engagement efforts of agency personnel throughout the county.**

  - ○ The Hispanic Liaison Officer conducts a myriad of duties on behalf of the Department consistent with the following strategic plan:

### Hispanic Liaison Officer - *Strategic Plan*

#### VALUES

All citizens, which includes the hispanic community:

- ■ are entitled to equal justice under the law and the due process of law.
- ■ are entitled to their police department protecting their rights & property.
- ■ should seek help from their police department, and NOT fear the police.
- ■ should know their police department exists to help them.
- ■ should expect their police department will enforce criminal and traffic laws without discrimination, prejudice, or bias.

#### VISION

… to educate and assure  the Hispanic community that the Anne Arundel County Police Department is ***THEIR*** police department and exists to positively assist all citizens in their time of need and to generally improve the quality of life for all citizens living or visiting Anne Arundel County.

The Vision is to further dispel false information and fear that the Police Department will pursue immigration persecution for members of the hispanic community, in order to develop trust of the hispanic community, so that victims of crime come forward to report crimes, and witnesses come forward to help law enforcement successfully investigate crime.

Improve trust between the Anne Arundel County Police Department and the hispanic community and that:

- the community feels safe and included
- victims of crime come forward to seek help from the police
- witnesses of crime come forward to help law enforcement successfully investigate crime

## MISSION

The Mission of the Hispanic Liaison Officer is to establish, maintain, bridge the gap, and continually develop a positive relationship between the Police Department and the Hispanic community at large living in or visiting  Anne Arundel County.

## GOALS & OBJECTIVES

The Hispanic Liaison Officer:

- provides hispanic outreach at community events for the Police Department and on behalf of the Chief of Police.
- is available to community leaders, to articulate the Department's position on issues relating to the hispanic community.
- coordinates outreach and other related activities with any existing Hispanic Liaison Officers of surrounding jurisdictions.
- responds to police calls for service when requested, in order to provide assistance needed to investigate crimes involving native spanish speaking victims and witnesses.
- continually develop methods to connect with the community.
- promotes the Department and develop connections with the community.
- participates in radio, Youtube, Facebook Live, and in person on camera interviews to connect and get the Department's message to the community.
- listens to the concerns of the community and bring ideas and concerns of the community back to the Department.
- when appropriate, initiates physical or social media events, possibly involving other County and/or State departments, so the community can ask their questions to the appropriate people and obtain the information they need.
- provides regular assistance within the Department to the:
  - ➢ Recruiting Unit
  - ➢ Media Relations Office / Police Information Office
  - ➢ School Resource Officers

**Goal #3:  The Department will continue work to reduce illicit opioid use and distribution to prevent loss of life and the negative social impact the drug has on the lives of citizens within the county.**

The Department considers addiction to and deaths from heroin, other opioids, and other controlled dangerous substances to be a countywide crisis. Officers of the Department see firsthand every day that substance abuse is destroying families and taking the lives of citizens.  Additionally, a significant portion of property crime and violent crime occurring in the County is a result of substance abusers.

A measure of the problem can be inferred through the examination of overdose deaths due to substance abuse.  More overdose deaths in Anne Arundel County are attributed to heroin and opioid prescription medication, including fentanyl, than all non-opioid substances combined.

Maryland Department of Health and Mental Hygiene. Unintentional Drug- and Alcohol-Related Intoxication Deaths in Maryland, Annual Report.
https://health.maryland.gov/vsa/Documents/Overdose/Annual_2020_Drug_Intox_Report.pdf

Law enforcement does not have the ability to eliminate the root cause in a citizen's life that leads them to substance abuse, nor does the public want law enforcement to be intrusive.  However, the following objectives are efforts the Department can and will focus on to abate the availability of illegal substances for abuse, and to help victims of substance abuse break their cycle of abuse.

It is not the primary objective of the Department to apprehend substance abusers for possession of controlled dangerous substance offenses.  However, it is usually the only means available for the government to initiate a mandatory substance abuse recovery program, by presenting them before a judge who has the legal authority to require substance abusers to successfully complete a recovery program under the threat of incarceration.

The Department prefers that substance abusers, with the support of their family and friends, initiate and successfully complete recovery treatments without compelling the Department to intervene through criminal enforcement resulting from their substance abuse.



Anne Arundel County - Opioid Overdose Data
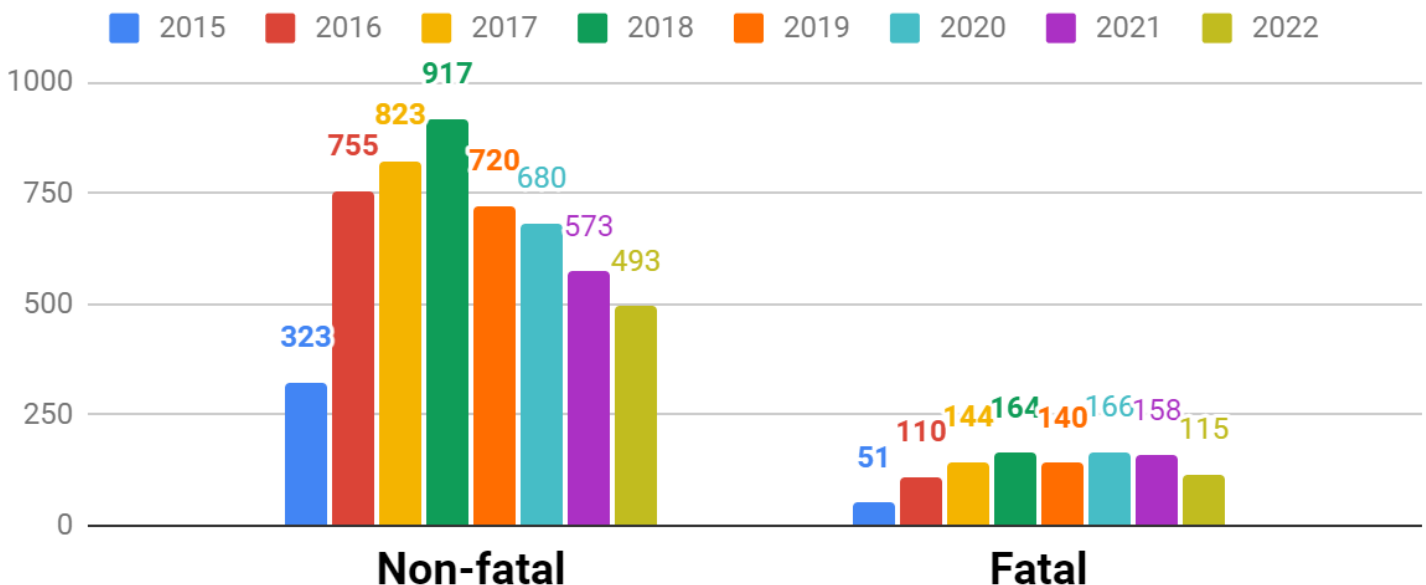
## Objectives:

- **3.1 Continue proactive enforcement efforts against the illicit use and distribution of opioids and other controlled dangerous substances.**

    - **Criminal Investigation Division:**

        - Opioid Enforcement Unit

            - The Unit is responsible for taking the investigative lead in each fatal overdose that occurs within Anne Arundel County, regardless of the location, nature, and circumstances surrounding the fatality.

            - In order to ensure that no potential leads remain undiscovered, the Unit takes the investigative quality time and follow-up to interview family members and those reported to have been associated with the victim, in order to discover the source of the substance being abused.

        - Diversion Unit

            - The Diversion Unit is responsible for the investigation of prescription drug offenses.

        - Major Offenders Unit

            - The Major Offenders Unit is responsible for the detection, investigation and prosecution of drug trafficking organizations operating in Anne Arundel County or whose criminal activity has a nexus to Anne Arundel County.

    - **District Police Stations**

        - Tactical Patrol Unit (T.P.U.)

            - T.P.U. detectives perform community-based criminal enforcement. They help resolve recurring criminal problems that occur within the community.

        - Tactical Narcotics Team (T.N.T.) Detectives

            - The Tactical Narcotics Team performs community based investigations into street level drug distribution.

        - Police and Community Together (P.A.C.T.) Officer

            - The P.A.C.T. Officer(s) is responsible for establishing and maintaining close ties with the community and to help alleviate problems or concerns in the community. They attend community meetings and community events, enlist the aid and

support of other governmental agencies to help solve Quality of Life issues within the district, provide crime prevention information, etc.

- **3.2 Continue to partner our investigative assets with federal, state, and local law enforcement to identify sources and drug trafficking organizations and aggressively work to disrupt those organizations.**

  - The Narcotics & Special Investigation Section's analyst and the Analysis Section of the High Intensity Drug Trafficking Area (HIDTA). ([http://www.hidta.org/](http://www.hidta.org/)) process case information and develop actionable criminal intelligence.

  - The Police Department participates in several Federal Task Forces (FBI, DEA, and Department of Homeland Security) focusing on disrupting and dismantling criminal organizations trafficking illicit substances.

- **3.3 Continue to partner with health and other community agencies and organizations to share information and collaborate to develop holistic strategies.**

  - The Department works closely with the Anne Arundel County Mental Health Agency - Crisis Response System and has officers assigned to existing mental health professionals to form Crisis Intervention Teams (CIT).  The teams respond to a variety of mental health crises, including substance abuse overdose calls where police patrol officers have responded several times for an overdose victim.  CIT usually responds as a follow-up and provides resources for mental health services.
    - [https://public.powerdms.com/AAC/tree/documents/435727](https://public.powerdms.com/AAC/tree/documents/435727)

  - The Police Department is fully integrated into the Anne Arundel County Crisis Response System, which is part of the Mental Health Agency.  Officers work hand in hand with members of the entire crisis system including warmline operators, care coordinators, hospital diversion clinicians and jail diversion clinicians.  Officers are also partnered with clinicians responding to safe stations and mobile crisis calls that come in through the warmline, which the caller does not want police patrol or dispatch through the 911 system.  Officers CIT clinicians follow-up assisting approximately 100 community members with chronic mental health challenges. There are currently 191 members of the Department who are trained in CIT.
    - [http://www.aamentalhealth.org/crisisresponsesystem.cfm](http://www.aamentalhealth.org/crisisresponsesystem.cfm)

- **3.4 Continue to support treatment and recovery in battling addiction through the Safe Stations program and partnership with other treatment programs.**

  - Safe Stations is an innovative new program that shifts barriers to treatment for those members of our community who are eager to recover from drug addiction.  Persons seeking treatment for addiction can visit any police or fire station across the county, day or night, to dispose of any paraphernalia and find assistance gaining access to care.

  - Upon arrival, the participant will undergo a medical evaluation.  Should immediate medical attention be required, he or she will be transported to the appropriate medical facility.  The Crisis Response Team will be notified of the participant's transportation, and be prepared to retrieve him or her once the medical issue is resolved.

- If the participant does not require immediate medical attention, Crisis Response will be brought to the station, and will begin working with the participant to identify the best destination for treatment.

- Should a participant be barred from treatment facilities due to an active arrest warrant, the Office of the State's Attorney will review their case and recommend that non-violent offenders be released to the care of Crisis Response. Participants will then have the ability to participate in recovery programs before addressing any outstanding legal issues.

- The Safe Stations program creates a unique opportunity to address the underlying behavior, the addiction, that drives people to commit crimes in support of their habit. When the small window of opportunity presents itself - when someone battling addiction reaches out for help - we must act fast to get them into treatment.

- The Office of the State's Attorney recognizes that those who have begun the process of recovery are in a better position to become law-abiding members of society, and urges those suffering from addiction to seek help in the resources made available by this cooperative effort.

- https://www.aacounty.org/departments/sao/rehab-programs/safe-stations/

- During 2022, the Crisis Intervention Teams (CIT) and Mobile Crisis Teams activity:

  - Safe Station Assessments:

    - Conducted Safe Station assessments, at police and fire stations, on the following total number of individuals, including 1st time and repeat program participants:
      - Total Assessments: 622

    - Of those individuals helped at police and fire stations, the following number of individuals had previously received help 1 or more times:
      - Repeat Assessments: 344

    - Therefore, the following number of individuals were helped for the first time during 2022:
      - First time participants only: 622 - 344 = 278
      - First time participants connected to treatment: 194
        - Percentage: 194 / 278 = 70%

  - Community Assessments:

    - In addition to those individuals helped at police and fire stations in 2022, and being counted as part of the Safe Stations program, additional individuals had been helped in the community in effectively the same manner, but not tracked separately until 2022:

      - Total community assessments (1st time and repeat program participants): 232
      - Repeat community assessments: [This datapoint is not currently available, and will require an audit of each individual case file.]

**Goal #4:** **The Department will continue to safeguard students and staff at school and promote positive youth development.**

- **4.1 Continue to provide a School Resource Officer at Middle and High Schools ensuring school safety.**

- **4.2 Continue to provide mentoring and teaching to students, as well as creating partnerships and building relationships with students, parents, administrators, teachers and staff.**

  - A. [School Resource Officer] (SRO) Duties and Responsibilities:
    - Serve as a counselor, mentor, and educator for students…
    - Promote a positive image of law enforcement...

  - POLICY: 903 - School Safety Section
    - h[ttps://www.powerdms.com/public/aac/tree/documents/166](https://www.powerdms.com/public/aac/tree/documents/166)

- **4.3 Continue to provide a robust Youth Activities Program (YAP) to enhance relationships between police personnel and youth by providing quality learning and recreational activities within the community.**

  - The focus and mission of the Youth Activities Program is to provide the youth in the surrounding communities with opportunities that may not be affordable in some circumstances.  The goal is to build positive and trusted relationships between the Police Department and communities by way of reaching out and interacting with the children, schools, churches and other groups and organizations willing to help and/or partnering with YAP.

  - YAP is funded by the Local Development Council (LDC)   , therefore all fees for activities are covered by the LDC as well as the employees hired for the unit.  The unit is funded to have six employees total, a Director and five Case workers.

  - [https://www.aacounty.org/boards-and-commissions/video-lottery-facility-local-development-council/](https://www.aacounty.org/boards-and-commissions/video-lottery-facility-local-development-council/)

  - The areas of responsibility served are within a three mile radius of the Maryland Live Casino which include parts of Severn, Ft. Meade and Hanover.  However, the areas of concentration that have been mainly focused on at initial start had been: Meade Village, Pioneer City, Still Meadows and Spring Meadows. The program has built relationships with Meade Middle, Van Bokkelen Elementary,Severn Elementary, Meade Heights Elementary and Hebron-Harman Elementary; it is still expanding.

  - The Police Department maintained a dedicated staff of six retired police officers, and supplemented with Police And Community Together (PACT) officers from each of the District Stations, School Resource Officers (SRO), along with countless other officers who volunteer off-duty to help with organized activities of the Youth Activities Program (YAP).

  - Policy information about YAP may be found online:

    - Policy:  904 - Youth Activities Program
      - [https://www.powerdms.com/public/aac/tree/documents/816677](https://www.powerdms.com/public/aac/tree/documents/816677)

- ○ Many, but not all, of the organized activities of YAP may be found on social media:

    - ■ Facebook @
      https://www.facebook.com/page/54076338394/search/?q=youth%20activities%20program

    - ■ Twitter @
      https://twitter.com/search?q=%40aacopd%20youth%20activities%20program&src=typed_query


- ● **4.4 Continue to implement and build upon youth diversion initiatives designed to reduce the criminalization of minor offenses and racial and ethnic disparities in charging, while holding youth accountable and reducing recidivism.**

    - ○ The Anne Arundel County Police Department is committed to the development and perpetuation of programs designed to prevent and control juvenile delinquency.

    - ○ Since 2016, Anne Arundel County has engaged in universal screening for diversion; every first time offender for eligible offense is automatically referred to one of the Department's four diversion programs. This is a major shift from previous diversion efforts which were dependent on officer referrals to the program. This change was made to both expand opportunities to participate in the programs and counteract implicit bias. This is a cutting-edge approach that is being praised as a promising practice in the field.

    - ○ When working with juvenile offenders, the Anne Arundel County Police Department is committed to using the least coercive among reasonable alternatives, consistent with preserving public safety, order and individual liberty.

    - ○ The Police Department - Youth Engagement Services Unit is responsible for the four diversion programs designed to hold first time and second time juvenile offenders accountable and prevent recidivism while providing them with a second chance through the use of meaningful interventions and referral for services.

    - ○ **Community Conferencing**

        - ■ Community Conferencing is a conflict transformation and community justice program designed for non-violent offenders between the ages of 10 and 17. It provides a means for the involved parties to safely and collectively resolve conflicts to a degree that more effectively prevents future conflict/crimes. The victim, offender, parents, interested community stakeholders, and a trained facilitator meet face to face to determine the root cause of the offense/destructive behavior and facilitate constructive ways to build connections that enhance long-term resolutions.

        - ■ Community Conferencing is a means of both prevention and diversion. Juveniles and families can participate in a conference prior to the situation rising to the level of charging, if all parties agree to participate. Cases referred to Community Conferencing are referred to outside facilitators through the Partnership for Children, Youth and Families, recidivism data is not available for referrals to this program at this time.

- ○ **Teen Court**

  - ■ Teen Court is a diversion program by teens for teens.  Volunteer teenagers serve in all courtroom roles except for the judge.  After careful consideration of the facts, the jury  deliberates and decides upon a disposition, including community service hours and jury  duties, based on Teen Court guidelines.  The program's partnership with Pathways Alcohol and Drug Education Classes (https://aahs.org/pathways/ ) aids in early intervention; all juveniles charged with CDS or Alcohol offenses are mandated to participate in the program.

- ○ **JOINS**

  - ■ **Juvenile Offenders In Need of Supervision**

  - ■ The JOINS program was implemented in May 2017 in response to an increased need for diversionary programs.  Juveniles and their guardians meet with a panel of 3  Police Departmental employees (most likely the Program Director, Community Conferencing Coordinator, and Teen Court Coordinator) for an initial intake.  At this time, background information about the juvenile's personal-life, school-life, and home-life is discussed and the facts of the case are reviewed.  The juvenile must acknowledge his/her role in the offense.  The panel deliberates and hands down sanctions and services based on Teen Court guidelines and the respondent's needs.

    - ➤ The JOINS program has partnered with CIT and Mobile Crisis to ensure respondents and their families receive the mental health and/or addiction services that are necessary to prevent future delinquent behavior.

- ○ **Project Fresh S.T.A.R.T.**

  - ■ **Safe, Trauma informed, Accountable, Restorative, and Transparent**

  - ■ The Fresh START Project is an initiative aimed at diverting youth out of the juvenile justice system and improving police-community relationships—a fresh start for Anne Arundel County youth. START is an acronym for the values underpinning the Anne Arundel County Police Department's response to juvenile offenses: safe, trauma informed, accountable, restorative, and transparent. START is unique in that diversion  occurs prior to citation or arrest for low level offenses.  In lieu of citation/arrest, juveniles  are referred to the START program where they work with a team of sworn and civilian  personnel to address any individual/family needs that may have contributed to offending, restore the community through meaningful community service and grow towards future  success through mentorship and other individualized interventions. The Youth  Engagement Services Unit, as well as specially trained officers at the District level work  with community partners and leaders to wrap around the youth and family providing them  the support needed to prevent re-offending.  START is currently available for all school based offenses and community offenses.

  - ■ **Eligible Offenses for Diversion:**

    - ➤ Assault (2nd Degree)
    - ➤ Affray

- Alcohol Offenses
- Burglary (4th Degree ONLY)
- Destruction of Property
- Disorderly Conduct / Disturbing the Peace
- False Fire Alarm
- Harassment
- Marijuana <10 grams
- Telephone Misuse
- Theft <$1500
- Theft from Auto/Tampering
- Trespassing
- Weapons Offenses
  - ★ not firearm related
- Other offenses with Police Department command staff approval
  - ★ Ex. Unauthorized use,  Malicious burning, etc.
- Threats
  - ★ threat assessment complete and considered transient

■ The following offenses CANNOT be considered for diversion in any capacity:

- Animal Cruelty
- Sex offenses (including indecent exposure)
- All arrestable traffic violations
- Intimate partner violence (dating violence)

○ Policy: 170 - Juvenile Procedures
  ○ https://public.powerdms.com/AAC/tree/documents/276

# Crime Data

Overview:

Crime data provides a quality of life indicator to the jurisdiction for which the data represents.  It is generally assumed that when overall crime is decreasing the police department is doing its job effectively.  Yet, it is plausible for the police department to utilize its available resources effectively and still not have enough staffing resources to visibly impact/influence crime trends.

Influence of crime statistics by police effort:

Regardless as to whether or not the trend of crime data is increasing or decreasing, the Police Department will always assume responsibility for and continue to project its resources for the continual improvement of the quality of life for the citizens we serve.  The police department can and will do everything within its ability to reduce crime.

Socioeconomic influence on crime:

There are a myriad of socioeconomic conditions that sway the increase or decrease in the number of individuals that turn towards crime.  It is self-evident that the police as a profession cannot prevent the root issues that cause one to choose to violate the law; however, the police department will do everything it can to fight all crime.

## Crime Statistics

Legend: ■ Violent Crime   ■ Property Crime

| Year | Violent Crime | Property Crime |
|------|---------------|----------------|
| 2015 | 2,004 | 11,913 |
| 2016 | 2,039 | 11,695 |
| 2017 | 2,022 | 10,821 |
| 2018 | 1,825 | 9,565 |
| 2019 | 1,555 | 9,594 |
| 2020 | 1,558 | 7,801 |
| 2021 | 1,490 | 6,708 |
| 2022 | 1,555 | 8,297 |
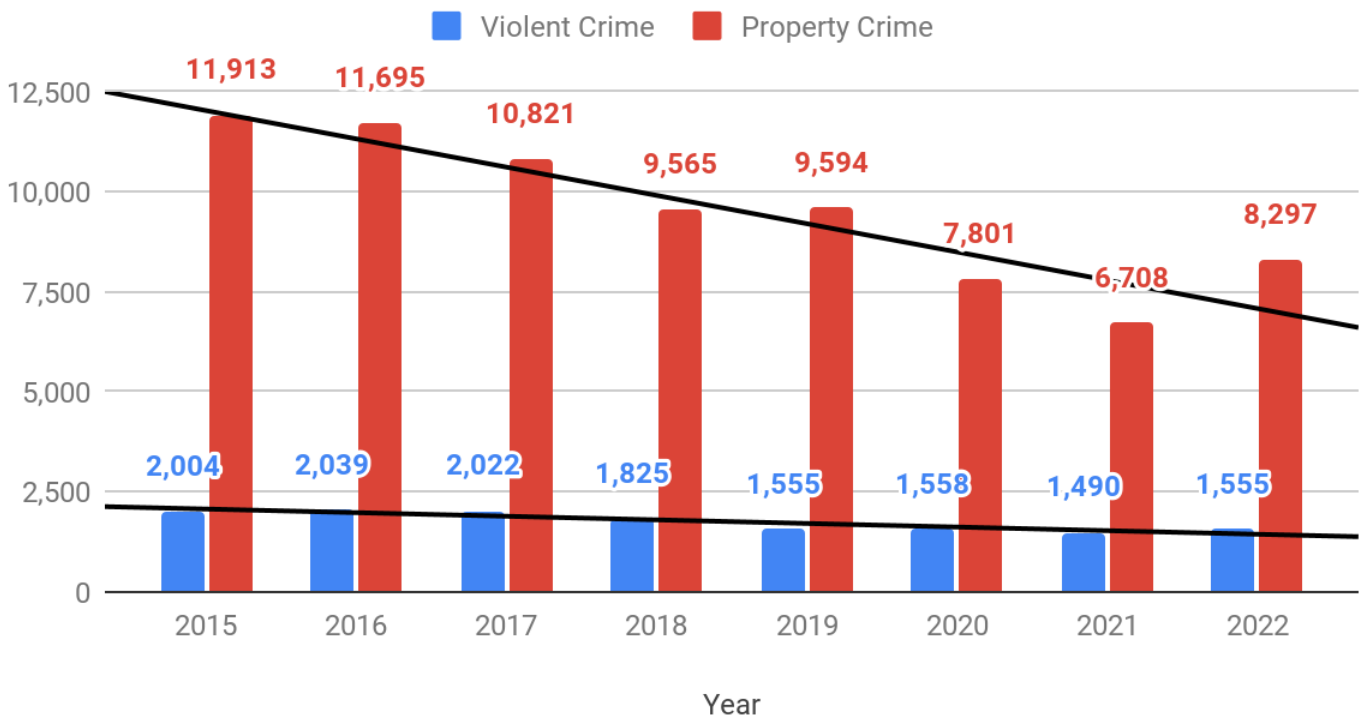
# FBI's Uniform Crime Reporting

| PART I CRIMES | 2022 | 2021 | Change | % Change |
|---|---|---|---|---|
| Homicide | 17 | 19 | -2 | -10.5% |
| Rape | 148 | 126 | 22 | 17.5% |
| Robbery | 271 | 267 | 4 | 1.5% |
| Aggravated Assault | 1,119 | 1,078 | 41 | 3.8% |
| **Crimes Against Persons - Total** | **1,555** | **1,490** | **65** | **4.4%** |
| | | | | |
| Burglary | 725 | 656 | 69 | 10.5% |
| Larceny | 6,770 | 5,489 | 1,281 | 23.3% |
| Motor Vehicle Theft | 802 | 563 | 239 | 42.5% |
| **Crimes Against Property - Total** | **8,297** | **6,708** | **1,589** | **23.7%** |
| | | | | |
| **PART I CRIMES TOTAL** | **9,852** | **8,198** | **1,654** | **20.2%** |
| | | | | |
| **PART II - SIMPLE ASSAULTS** | 5,185 | 4,157 | 1,028 | **24.7%** |

The FBI's Uniform Crime Reporting (UCR) program collects and commonly publishes all Part I defined crimes and only the Part II crime of "Simple Assaults", for nationwide statistical comparison.

The Anne Arundel County Fire's Marshal's Office investigates Arson in Anne Arundel County; therefore, that Part I data is not included in the above table.

"These offenses were chosen because they are serious crimes, they occur with regularity in all areas of the country, and they are likely to be reported to police. The Part I offenses are defined as:…"

US Department of Justice. Federal Bureau of Investigation. Uniform Crime Reporting Statistics. UCR Offense Definitions:
https://docs.google.com/viewer?url=https%3A%2F%2Fucr.fbi.gov%2Fcrime-in-the-u.s%2F2010%2Fcrime-in-the-u.s.-2010%2Fresource-pages%2F10offensedefinitions.doc

# Calls For Service

## Computer Aided Dispatched (CAD)
### Calls For Service (CFS)



| | CY2016 | CY2017 | CY2018 | CY2019 | CY2020 | CY2021 | CY2022 |
|---|---|---|---|---|---|---|---|
| Total CFS | 436,797 | 448,132 | 400,749 | 399,998 | 357,454 | 375,613 | 377,202 |
| Call Taker CFS | 172,681 | 172,948 | 166,014 | 163,852 | 141,354 | 138,830 | 150,191 |
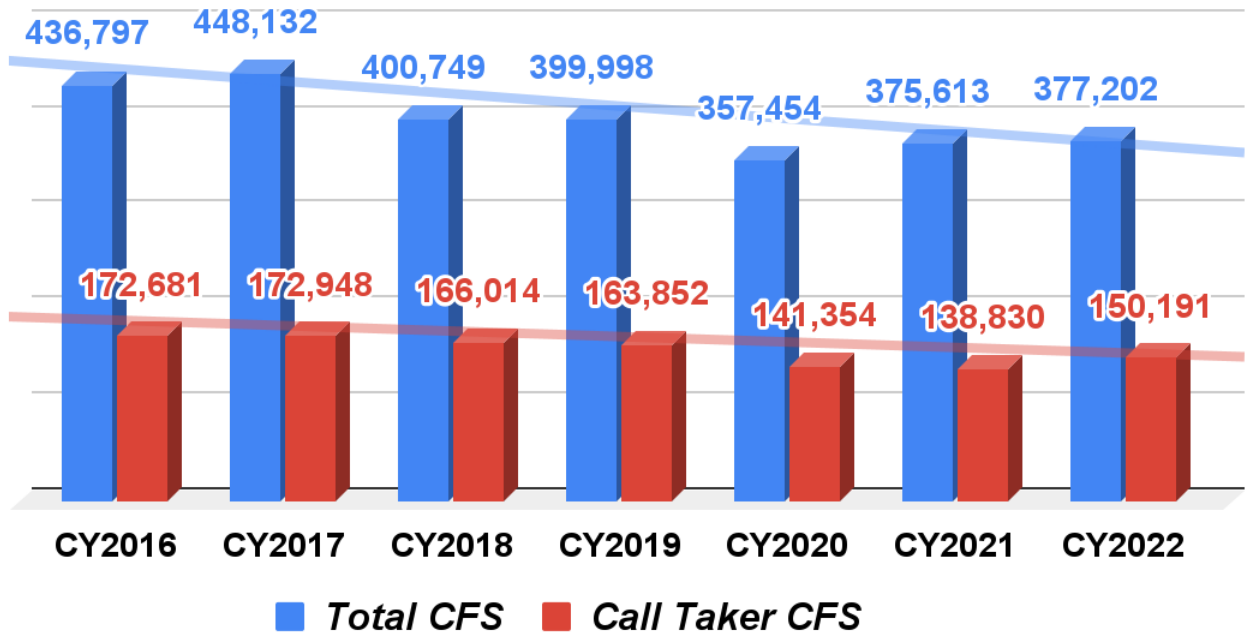
*NOTE: The manner in which this data is collected and analyzed is continually refined/improved. Additionally, a replacement CAD system was implemented in February 2018, which affects the manner in which the data is recorded. There is variance between the statistics listed above and previous reports.*

- The Total CAD Incidents are composed of calls from the public and self-initiated calls by officers.

- Call Taker Facilitated [incidents] are incidents that were facilitated through a Police Communications Call Taker and are predominantly citizen initiated incidents.

- Explanation:

  - The International Association of Chiefs of Police (IACP) https://www.theiacp.org/ consider a Reactive call for service to be a CAD incident initiated directly from someone outside of the police department; therefore, they consider only those calls/incidents where a Call Taker is listed in the CAD data.

  - IACP ultimately uses the total Call Taker incidents to extrapolate officer Uncommitted Time [Proactive] and Administrative labor [time], to assess officer workload, et cetera.

- Strength:

  - The IACP conducts staffing studies of police departments across the United States.  IACP appears to have chosen a uniform approach to assess the staffing analysis of its police department customers by using the Call Taker inclusion approach.  Each police department has customized call disposition codes unique to the evolving needs of their department and the department's need to categorize data.  It is impractical for the IACP to abandon a uniform analysis method, which would probably skew assessment results across their clients.

  - Since the data (calls for service from the public) being considered is externally generated to the police department, there is no influence the department can take to alter them; whereas, officers and supervisors can increase or curtail the number of self-initiated incidents they report, thereby inflating or deflating the perception of workload/activity.

- Weakness

  - The method relies on someone outside the department telephoning a 911 Call Taker, and does not consider incidents from citizens where they contact a police officer directly to initiate their complaint; the officer in turn contacts police communications directly, bypassing the Call Taker, and the incident is entered into CAD by a Police Communications Operator.

  - The method overlooks some police officer activity that by the nature of the offense would have been reported by a citizen/passerby to a police call taker, but is disqualified from inclusion because a police officer observed it first.

# Organizational Chart - Overview

# Anne Arundel County Police Department

| | |
|---|---|
| Chief | |
| Deputy Chief | |
| Major | |
| Captain | |
| Lieutenant | |
| Director | |
| Manager | |
| Sergeant | |

**Chief of Police**

- Executive Assistant
- Media Relations Office
- Office of Professional Standards
- Chief of Staff

**Patrol & Community Services**

- Bureau of Patrol
  - Northern District
  - Western District
  - Eastern District
  - Southern District
- Bureau of Community Services
  - Training Division
  - Community Relations Division

**Support & Administrative Services**

- Fiscal Management Section
- Bureau of Administration
  - Technical Services Division
  - Fleet Coordinator
  - Support Services Division
- Bureau of Operations & Investigations
  - Special Operations Division
  - Criminal Investigation Division

# Leadership Team

| | | |
|---|---|---|
| **Senior Command Staff** | | |
| | Amal E. Awad | Chief of Police |
| | David Morris | Chief of Staff |
| | Justin Mulcahy | Executive Assistant to the Chief of Police |
| | Frederick Plitt | Deputy Chief, Support & Administrative Services |
| | Jerard Flemings | Deputy Chief, Patrol & Community Services |
| | Herbert Hasenpusch | Major, Bureau of Patrol |
| | Ross Passman | Major, Bureau of Operations & Investigations |
| | Michelle Simpson | Major, Bureau of Administration |
| | Katherine Goodwin | Major, Bureau of Community Services |
| **Patrol District Commanders** | | |
| | Timothy Davis | Captain, Northern District |
| | Elizabeth Smith | Captain, Eastern District |
| | Michael Ashburn | Captain, Southern District |
| | Thomas Kohlmann | Captain, Western District |
| **Division Commanders** | | |
| | Kenneth Arbaugh | Captain, Criminal Investigation Division |
| | Jeff Adams | Captain, Support Services Division |
| | Daniel Rodriguez | Captain, Special Operations Division |
| | Ryan Frashure | Captain, Community Relations Division |
| | Joseph Jordan | Captain, Technical Services Division |
| | Sara Schriver | Captain, Training Division |
| **Section / Office Commanders** | | |
| | Stephen Luerson | Lieutenant, Narcotics & Special Enforcement Section |
| | John Poole | Lieutenant, Major Crimes Section |
| | Brian Carney | Lieutenant, Organized & Economic Crimes Section |
| | Daniel Johnson | Lieutenant, School Safety Section |
| | Michael Haviland | Lieutenant, Traffic Safety Section |
| | Chad McFarlane | Lieutenant, Community Relations Section |
| | Brent Weaver | Lieutenant, Special Operations Section |
| | Michael Shier | Lieutenant, Training Division, Executive Officer |
| | John McAndrew | Lieutenant, Technical Services Division, Executive Officer |
| | Daniel Sereboff | Lieutenant, Support Services Division, Executive Officer |
| | Michael Cox | Lieutenant, Community Relations Division, Executive Officer |
| | Timothy Shultz | Lieutenant, Office of Professional Standards |
| | Jacklyn Davis | Lieutenant, Media Relations Office |
| **Civilian Managers** | | |
| | Jennifer Hanburger | Director, Forensic Services |
| | Robin Catlett | Administrator, Animal Care & Control |
| | Henry Farrell | Manager, Fiscal Management Section |
| | Craig Robinson | Manager, Evidence & Identification Section |
| | Christine Ryder | Manager, Central Records Section |
| | Rhonda Ostis | Manager, Personnel Section |
| | Ann Pingel | Manager, Communications Section |
| | Neil Blackmon | Manager, Property Management Section |
| | Kevin Burke | Manager, Crime Analyst Section |

**CHIEF OF POLICE**
Amal E. Awad

Amal E. Awad took the Oath of Office as the Anne Arundel County Police Department's 19th Chief of Police on December 17, 2020.  On December 7, 2020, she became the first female Chief to be unanimously confirmed by the County Council in Anne Arundel County's history.  She returned home to the Anne Arundel County Police Department, where she previously served as Chief of Staff.  She became the first female, first person of color and first member of the LGBTQ community to be appointed to serve as Chief of Police in Anne Arundel County.

Understanding that strong relationships of mutual trust between the police and the community are critical to public safety, one of Chief Awad's first priorities as the Anne Arundel County Chief of Police was the creation of the Community Services Bureau. The Bureau is comprised of the Training Division, the Community Relations Division and Section, School Safety, the Crisis Intervention Team, Youth and Victim Engagement Services, the Office of Re-Entry and Community Collaboration and the Youth Activities Program.

Chief Awad also implemented the Social Justice and Racial Equity Discussion Series focused on facilitating dialogue among sworn officers that considers racial equity and social justice, as well as institutional and structural racism, and their relationship in law enforcement from historic, contemporary and future perspectives.  Additionally, under Chief Awad's leadership, the agency was accepted into the Active Bystandership for Law Enforcement (ABLE) Project, Georgetown University Law Center's national training and support initiative for U.S. law enforcement agencies committed to building a culture of peer intervention that prevents harm.

Prior to being sworn in as Anne Arundel County's Chief of Police, Chief Awad was appointed the City of Hyattsville's eighth Chief of Police in December of 2018.  She was the first woman to be appointed in the City's 134-year history.  During her tenure, she arranged for guided law enforcement-specific tours and discussions at the National African American Museum of History and Culture and the United States Holocaust Memorial Museum, implemented Trauma-Informed Response and Implicit Bias training in partnership with the University of Maryland.  She also re-introduced the Department's Teen Center Program, implemented the DARE Summer Camp for Youth, Coffee with a Cop events, senior safety check-ins and numerous other community partnership initiatives.

She began her policing career in Hyattsville 30 years ago as a Prince George's County Police Department patrol officer assigned to District I - Hyattsville Station.  Throughout her career, she served on the Action Team, the Community Policing Unit, the Special Assignment Team, and the Robbery Suppression Team.

Among her many accomplishments with the Prince George's County Police Department, she served as the Commander at District II - Bowie Station, the Administrative Officer and Executive Officer for the Office of the Chief of Police.  She retired in July of 2013 at the rank of Major.

Chief Awad is a native Washingtonian and resident of Prince George's County, Maryland.  She holds a Master of Science degree in Management from Johns Hopkins University where she graduated with honors.  She received the Division of Public Safety's Leadership Award in 2011 and was the recipient of John Hopkins University's Community Champion Award in 2020.

Chief Awad is a member of the International Association of Chiefs of Police, the Maryland Police Training and Standards Commission, past President of the Police Chiefs' Association of Prince George's County and a graduate of the Police Executive Research Forum's Senior Management Institute for Police.

# OFFICE OF THE CHIEF OF POLICE

The Chief of Police and the administrative staff are collectively known as the Office of the Chief of Police.

The Chief of Police is the chief executive officer of the Police Department and the appointing authority for all Department employees.

The Chief of Police is appointed by and serves at the pleasure of the County Executive of Anne Arundel County, Maryland.

The Deputy Chiefs, the Commander of the Office of Professional Standards, Executive Assistant to the Chief of Police, and the Chief of Staff report directly to the Chief of Police.
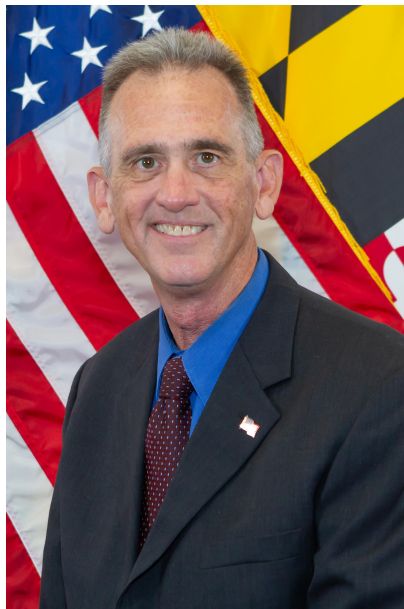


## Chief of Staff

Dave Morris

Mr. Dave Morris is a lifelong resident of Anne Arundel County and is a senior advisor, providing expertise on legislative matters, public policy, and organizational strategic planning. His appointment took effect November 15, 2021.

Dave has served the past decade as the Chief of Police for the Town of Riverdale Park in Prince George's County. Prior to that role, he served 26 years with the Prince George's County Police Department (PGPD).

The below text was included in a news release by the Police Department announcing his hire:

Anne Arundel County Police Chief Amal E. Awad Appoints Dave Morris Chief of Staff

Millersville, MD – Anne Arundel County Police Chief Amal E. Awad announced today a key appointment to her executive command staff. Dave Morris has been named to the civilian position of Chief of Staff. Mr. Morris, a lifelong resident of Anne Arundel County, will be an advisor to the Chief, supporting the daily activities of the Chief's Office and providing his expertise on legislative matters, public policy and organizational strategic planning.

"Dave has honorably served the community as a distinguished public safety professional for the past 36 years. He brings a tremendous track record of integrity and leadership to our agency," said Anne Arundel County Police Chief Amal Awad.

Chief Morris has served the past decade as the Chief of Police for the Town of Riverdale Park in Prince George's County.  Prior to that role, he served 26 years with the Prince George's County Police Department (PGPD).

During his tenure with PGPD, Chief Morris held several command positions, serving as the Commander of the Special Enforcement Section, Commander of the Hostage Negotiation Team and Commander of the Tactical Section, all within the Special Operations Division. Upon promotion to Captain, he served as the Commander of the Training and Education Division and the Director of the Community Policing Institute.  He was later promoted to the rank of Major, where he was responsible for all patrol activities, investigations, special assignments, robbery suppression efforts and administrative duties within District V - Clinton Station.

Chief Morris served the Maryland Chiefs of Police Association (MCPA) as the First and Second Vice President and served as the MCPA President from 2016-2017. He also served as the co-chair of the MCPA Legislative Committee for 10 years, working with the Maryland Sheriffs' Association in the development of public policy.

Chief Morris holds both a Bachelor's and Master's Degree from Johns Hopkins University.  He is also a graduate of the FBI Law Enforcement Executive Development Seminar (LEEDS), the Police Executive Research Forum's (PERF) Senior Management Institute for Police, and the FBI National Academy Session 255 where he was selected by his classmates to serve as class spokesperson upon graduation. Chief Morris is a veteran of the United States Navy.

# Executive Assistant to the Chief of Police



Mr. Justin Mulcahy
Executive Assistant to the Chief of Police
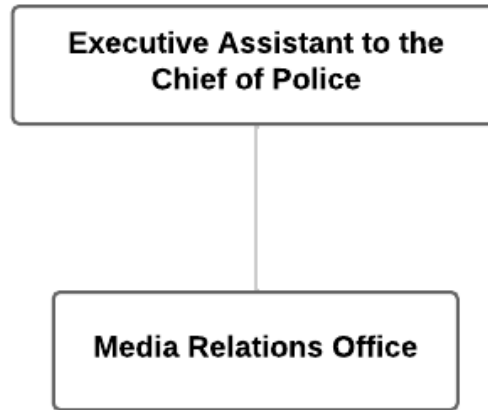
Mr. Mulcahy serves as an advisor to the Chief, supporting the daily activities of the Chief's Office and providing oversight of external affairs activities to include media relations and governmental and legislative affairs.  Mr. Mulcahy also serves as a liaison to the County Executive's Office and the County Council.

---

# Media Relations Office

The Media Relations Office is responsible for the public information function as it relates to the release of information to the media.  The Office maintains the Department's social media platforms: Facebook, YouTube, Twitter, and Instagram accounts.



Commander
Media Relations Office
Lieutenant Jacklyn Davis

- Policy:  2420 - Public Information/Media Policy/Public Information Act Request
    - https://public.powerdms.com/AAC/tree/documents/418
- 0308 - Social Media
    - https://public.powerdms.com/AAC/tree/documents/1669
- 0307 - Video Recording, Photographing and Audio Recording by the Public
    - https://public.powerdms.com/AAC/tree/documents/1785

---

# Office of Professional Standards



Commander
Office of Professional Standards
Lieutenant Timothy Schultz



### Internal Affairs Section:

The Internal Affairs Section is primarily responsible for the administration of all internal affairs activities. The goal of the Internal Affairs Section is to ensure that the Department's integrity is maintained through a system that provides an objective and fair investigation and review of complaints against Department employees.

### Executive Protection Unit:

The Executive Protection Unit is responsible for protecting the County Executive.

### Staff Inspections Unit:

The Staff Inspections Unit conducts  inspections and audits of Departmental components and functions to ensure that proper administrative and operational controls are in place and being followed.

### Accreditation Unit:

The Accreditation Unit is responsible for managing the Department's accreditation program, ensuring compliance with all applicable CALEA® standards, maintaining the written directive system, and control of departmental forms.

# Support & Administrative Services



Deputy Chief
Support & Administrative Services
Frederick Plitt

**Support & Administrative Services**

**Fiscal Management Section**

**Administration Bureau**

**Bureau of Operations & Investigations**
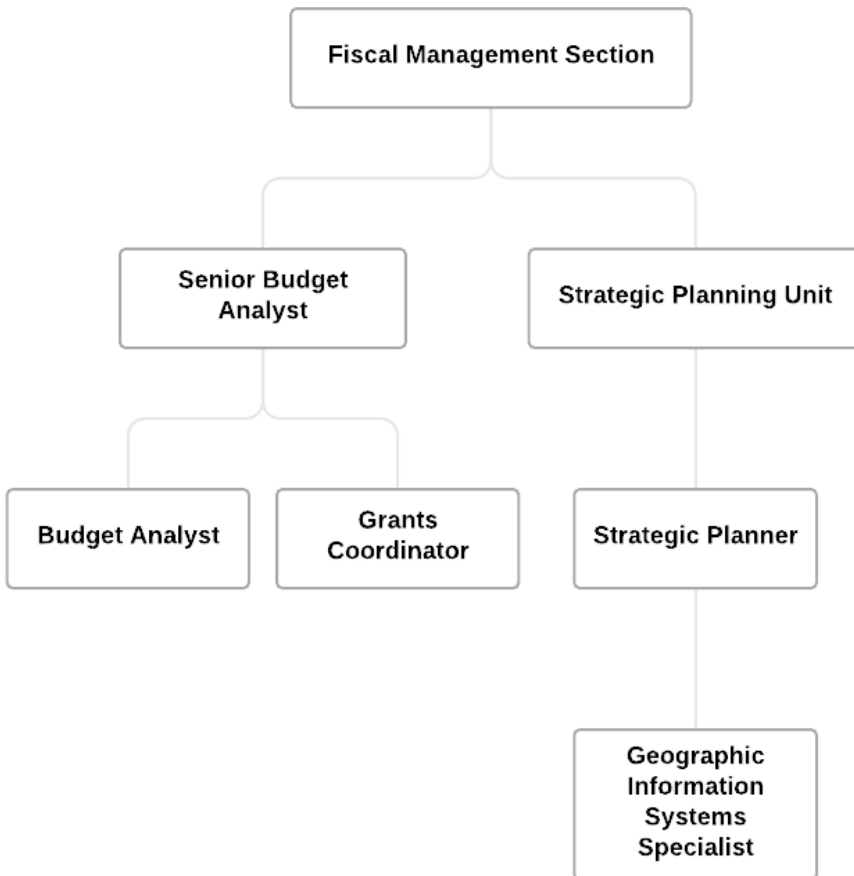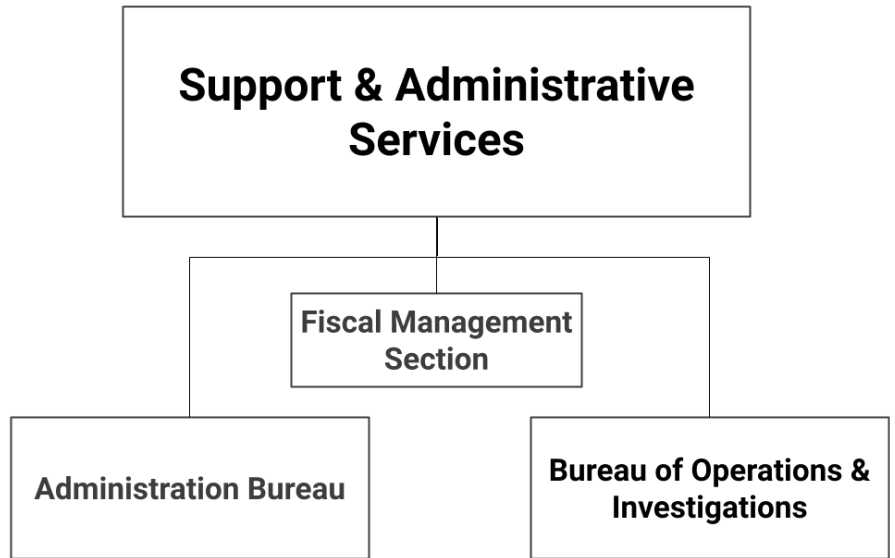


**Fiscal Management Section:**
The Fiscal Management Section is responsible for fiscal management functions, including annual budget development and administration; supervision of internal expenditures and related controls; liaison with County government fiscal officers; coordinating requisitions and requests for purchase of equipment and supplies with the County Purchasing Office. It is also responsible for the development and financial tracking of all grant related programs secured by the Department.

*Strategic Planning Unit:*
The Strategic Planning Unit conducts research and study projects to identify present and future needs of the Department.

# Budget and Grants

The Department's operations are supplemented with grant funding each year.  Federal grant funds are received directly from federal agencies directly, and from federal agencies through their Maryland State Administering Agency (SAA);  State grant funds are received through administering departments within the State government.

Grants helped fund numerous initiatives, by providing funds for

- Enforcement overtime, equipment, and training for:

  - criminal investigations,
  - traffic and motorcycle safety programs,
  - commercial vehicle truck inspections

- Overtime expenses for:

  - community outreach,
  - school bus violation enforcement,
  - elementary school security,
  - sex offender notification compliance,
  - auto theft investigations,
  - repeat offender tracking,
  - controlled dangerous substance and DNA processing,
  - gun violence reduction activities,
  - violence prevention initiatives, and
  - tobacco & alcohol enforcement

- Several contractual employees were employed through grant funding, including:

  - Crime Lab Technician,
  - Auto Theft Coordinator,
  - Heroin Coordinator,
  - Crime Analyst Coordinator,
  - State's Attorney Prosecutor,
  - State's Attorney Data Analyst,
  - Sheriff's Office Crime Analyst, and
  - spay/neuter services (at Animal Control)

Additional Crime Laboratory equipment and computer forensic equipment to assist with investigations of internet crimes against children were also purchased with grant funding.

# FY2022 Operating Budget - General Funding



- 7001-Personal Services
- 7200-Contractual Services
- 8000-Supplies & Materials
- 8400-Business & Travel
- 8500-Capital Outlay
- 8700-Grants Contributions & Other
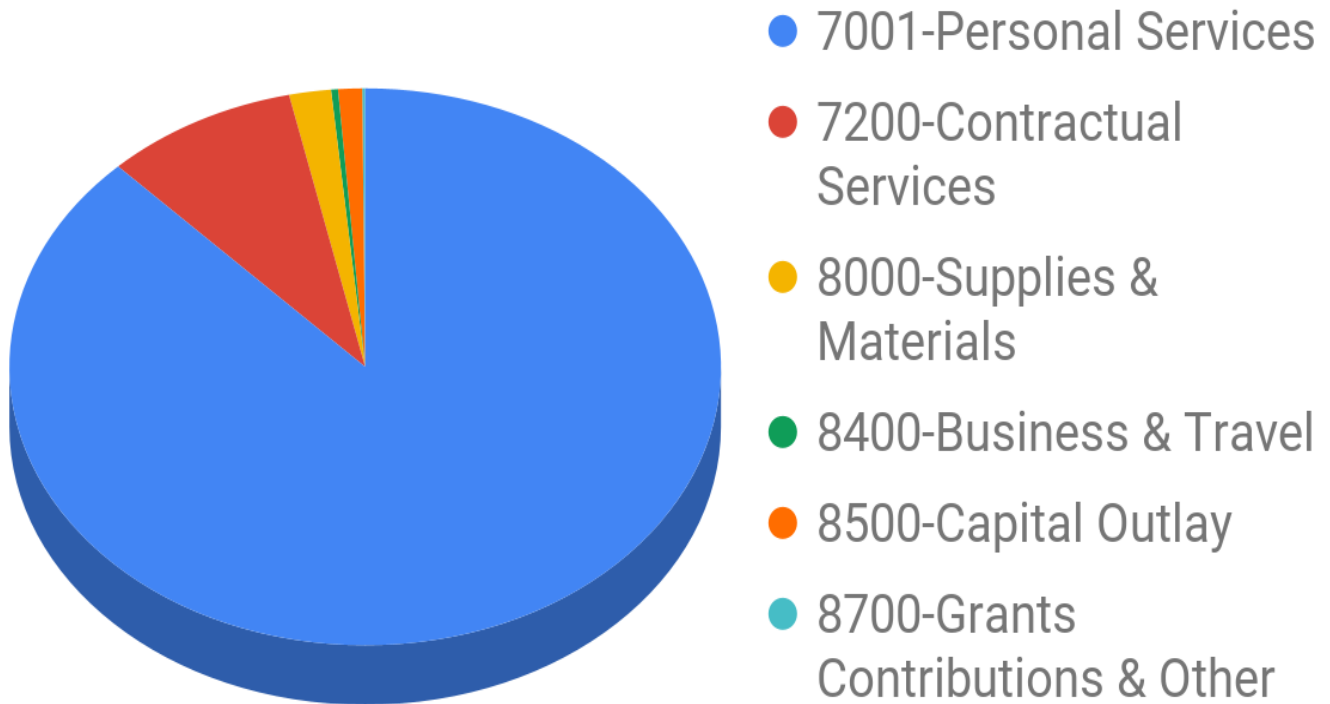
| General Funding | | Grant Funding | | Authorized Staffing | |
|---|---|---|---|---|---|
| 7001-Personal Services | $151,729,300 | 7001-Personal Services | $1,490,400 | Sworn | 782 |
| 7200-Contractual Services | $15,179,300 | 7200-Contractual Services | $104,200 | Professional Staff | 244 |
| 8000-Supplies & Materials | $3,288,900 | 8000-Supplies & Materials | $103,000 | **Total Authorized:** | **1,026** |
| 8400-Business & Travel | $540,800 | 8400-Business & Travel | $90,300 | | |
| 8500-Capital Outlay | $1,881,100 | 8500-Capital Outlay | $251,400 | | |
| 8700-Grants Contributions & Other | $227,200 | | | | |
| **General Funding Expended:** | **$172,846,600** | Grant Funding Received: | $2,039,300 | | |

# BUREAU OF ADMINISTRATION
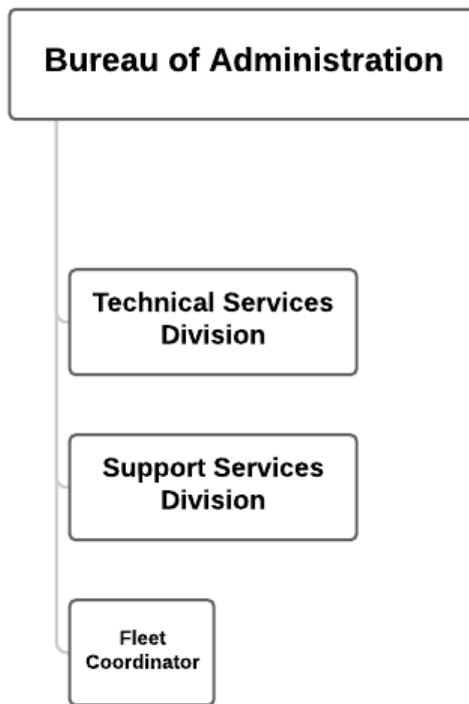




**Commander**
**Bureau of Administration**
**Major Ross Passman**

**Fleet Coordinator:**

The Fleet Coordinator is responsible for the administration and management of the Police Department's motor vehicle fleet.

# SUPPORT SERVICES DIVISION

```
                        ┌─────────────────┐
                        │ Support Services│
                        │    Division     │
                        └─────────────────┘
```

- **Support Services Division**
  - **Property Management Section**
    - Property
    - Firearms
    - Quartermaster
    - Custodians (HQ)
  - **Personnel Section**
    - Administration
    - Background Investigations
    - Fraternal Order of Police Union President
  - **Animal Care & Control Section**
    - Animal Care & Control Officers
    - Animal Care & Control Technicians
    - Clerical Support
    - Animal Care Attendants
    - Public Service Dispatch
  - **Forensic Services**
    - Forensic Quality Assurance
    - Biology / DNA Unit
    - Chemistry / CDS Unit
    - CDS Control
    - **Evidence Collection and Identification Section**
      - Evidence Collection Unit
        - Shift #1
        - Shift #2
        - Shift #3
        - Shift #4
      - Evidence Coordination
      - Photo Lab Unit
      - Fingerprint Unit
      - Firearms Examination Unit
- Telephone Reporting Unit

Commander
Support Services Division
Captain Jeff Adams

Forensic Services:

The Police Department's Forensic Services are overseen by a Forensic Services Director. There is a Quality Assurance/Quality Control Manager who ensures policies and procedures are up to date, and who oversees proficiency testing of forensic personnel.

The Police Department's Forensic disciplines include Crime Scene Investigation; Biology/DNA; Chemistry/Drug Identification; Friction Ridge/Fingerprint Identification; Firearms & Tool Mark Examination; and Digita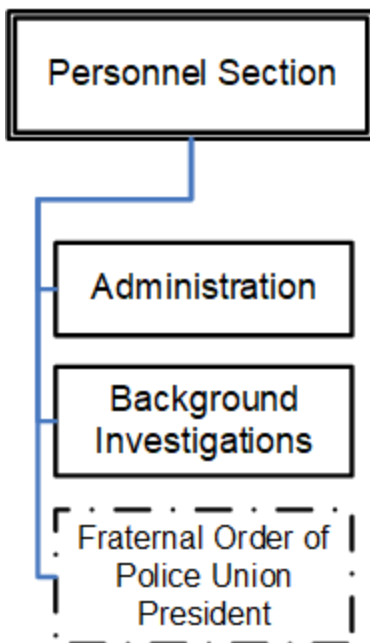l Forensics (including forensic data extraction, forensic photography, video enhancement, and administration of the Department's mug shot system).

The Anne Arundel County Police Department has one of six Biology/DNA labs in the State of Maryland who collaborate with the Maryland State Police and FBI in statewide and national DNA databases (CODIS).

Personnel Section:

The Section handles all personnel-related matters and activities within the Department, and coordinates the Department's personnel activities with the Anne Arundel County Office of Personnel. Major functions include recruitment, selection, promotion processes, and maintaining personnel files on all Department employees.

```
┌─────────────────────────┐
│ │
│  Personnel Section      │
│ │
└─────────────────────────┘
         │
         ├──┌─────────────────────┐
         │  │  Administration     │
         │  └─────────────────────┘
         │
         ├──┌─────────────────────┐
         │  │  Background          │
         │  │  Investigations     │
         │  └─────────────────────┘
         │
         └──┌ ─ · ─ · ─ · ─ ┐
            · Fraternal Order of │
            │ Police Union     ·
            · President         │
            └ ─ · ─ · ─ · ─ ┘
```

Property Management Section:

The Section is responsible for managing and controlling property which is owned or used by the department; property which is in the custody of the department; and property which is acquired by the department as found, recovered or evidentiary. The Property Management Section oversees the Quartermaster.

```
┌─────────────────┐
│     Property    │
│ Management Unit │
└────────┬────────┘
         │
    ┌────┴────────────────┐
    │   │    Property      │
    │   └──────────────────┘
    │   ┌──────────────────┐
    │   │    Firearms      │
    │   └──────────────────┘
    │   ┌──────────────────┐
    │   │  Quartermaster   │
    │   └──────────────────┘
    │   ┌──────────────────┐
    └───│  Custodians (HQ) │
        └──────────────────┘
```

Animal Care & Control Section:   https://www.aacounty.org/departments/animal-control/

```
┌─────────────────────┐
│   Animal Care &     │
│     Control         │
└─────────────────────┘
         │
         ├──┌─────────────────────┐
         │  │   Animal Care &     │
         │  │  Control Officers   │
         │  └─────────────────────┘
         │
         ├──┌─────────────────────┐
         │  │   Animal Care &     │
         │  │     Control         │
         │  │   Technicians       │
         │  └─────────────────────┘
         │
         ├──┌─────────────────────┐
         │  │  Clerical Support   │
         │  └─────────────────────┘
         │
         ├──┌─────────────────────┐
         │  │   Animal Care       │
         │  │    Attendants       │
         │  └─────────────────────┘
         │
         └──┌─────────────────────┐
            │  Public Service     │
            │    Dispatch         │
            └─────────────────────┘
```
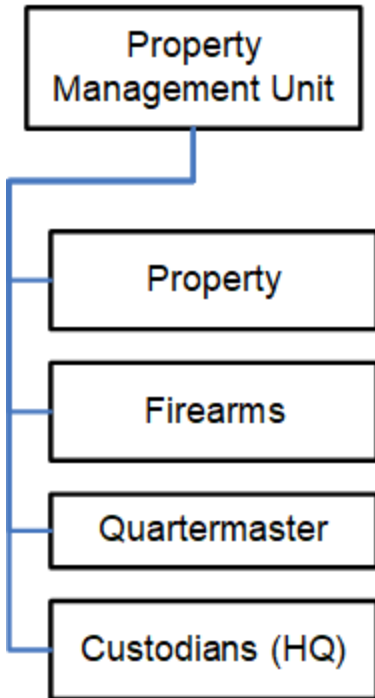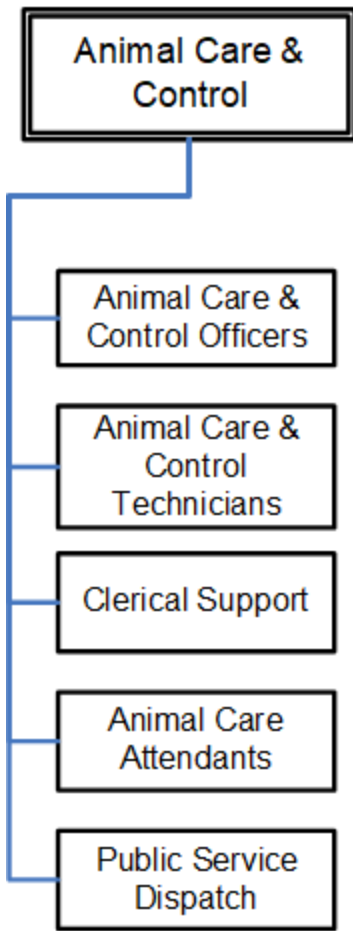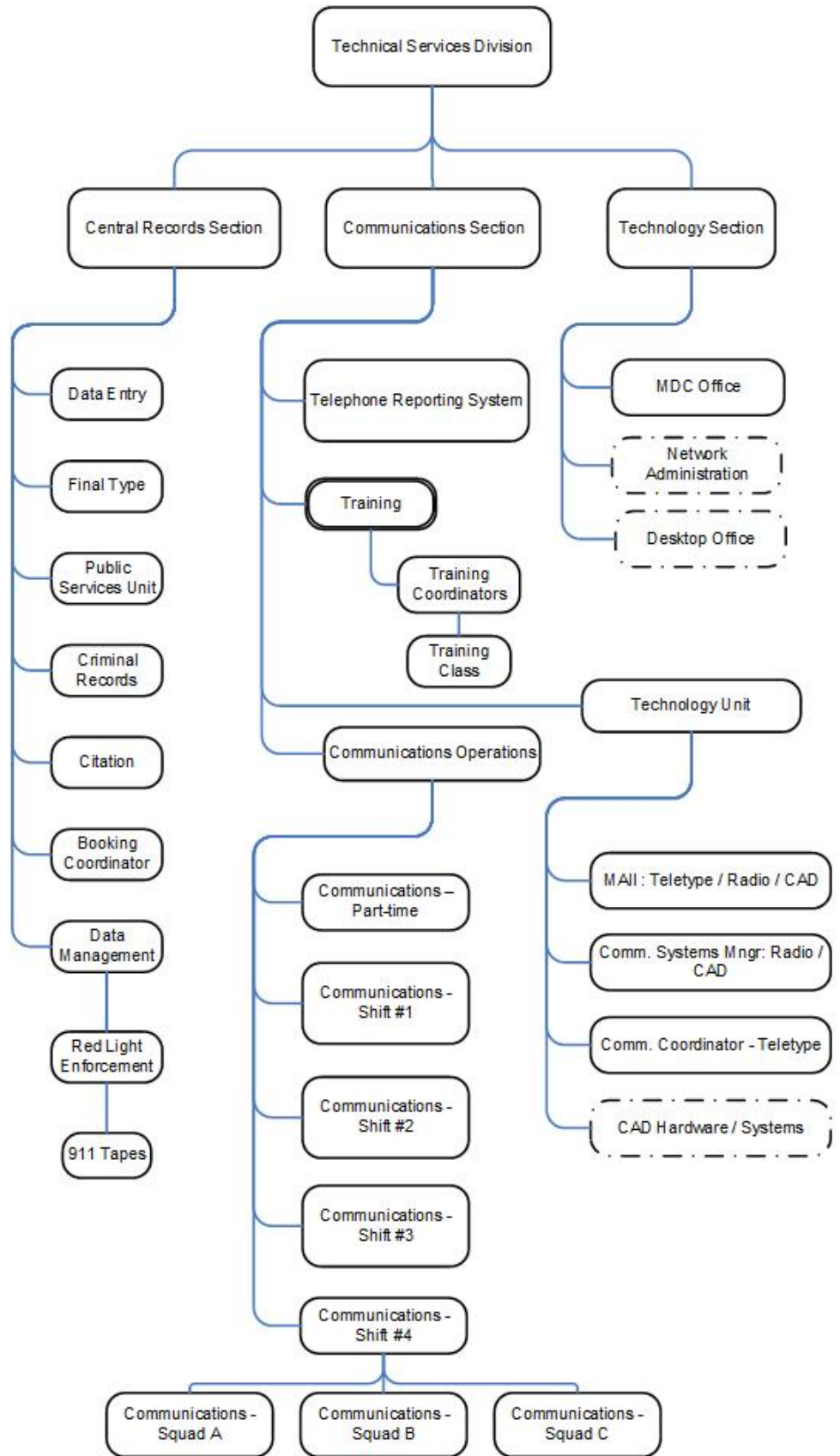
The Section is responsible for the code enforcement and sheltering of animals in the County. Activities include adoption and redemption of pets, licensing of pets and commercial pet business establishments, investigations of animal cruelty, liaison to the Health Department working to quarantine and establish control measures on aggressive animals involved in bites, and capturing potentially rabid/nuisance stray domestic animals and wildlife to control the spread of rabies. The Section also provides numerous services to the public including the handling of animal field complaint calls and 24-hour emergency responses to animal incidents.

# TECHNICAL SERVICES DIVISION



Commander
Technical Services Division
Captain Joseph Jordan

**Technical Services Division**

- **Central Records Section**
  - Data Entry
  - Final Type
  - Public Services Unit
  - Criminal Records
  - Citation
  - Booking Coordinator
  - Data Management
    - Red Light Enforcement
      - 911 Tapes

- **Communications Section**
  - Telephone Reporting System
  - Training
    - Training Coordinators
      - Training Class
  - Communications Operations
    - Communications – Part-time
    - Communications – Shift #1
    - Communications – Shift #2
    - Communications – Shift #3
    - Communications – Shift #4
      - Communications – Squad A
      - Communications – Squad B
      - Communications – Squad C

- **Technology Section**
  - MDC Office
  - Network Administration
  - Desktop Office
  - **Technology Unit**
    - MAII : Teletype / Radio / CAD
    - Comm. Systems Mngr: Radio / CAD
    - Comm. Coordinator - Teletype
    - CAD Hardware / Systems

**Communications Section:**

The Communications Section is responsible for receiving and screening emergency and routine telephone requests for police services from the public, and dispatching police officers to calls for service. The Communications Section also oversees the Telephone Reporting Section (TRS).

**Technology Section:**

The Technology Section serves as the liaison to the Anne Arundel County Office of Information Technology. The section maintains all of the technology equipment for the Department's mobile and desktop applications. Maintenance includes the hardware, software, and networking capabilities of all equipment.

**Central Records Section:**

The Central Records Section is responsible for maintaining 24 hours a day operational access to central records information, criminal data entry, and uniform crime reporting.

*Emergency Management:*

The Technical Services Division Commander is the Police Department's representative to the Anne Arundel County Office of Emergency Management. Activities include participation on various emergency operation planning committees and providing oversight of the Department's Emergency Operations Center representatives.

# BUREAU OF OPERATIONS & INVESTIGATIONS
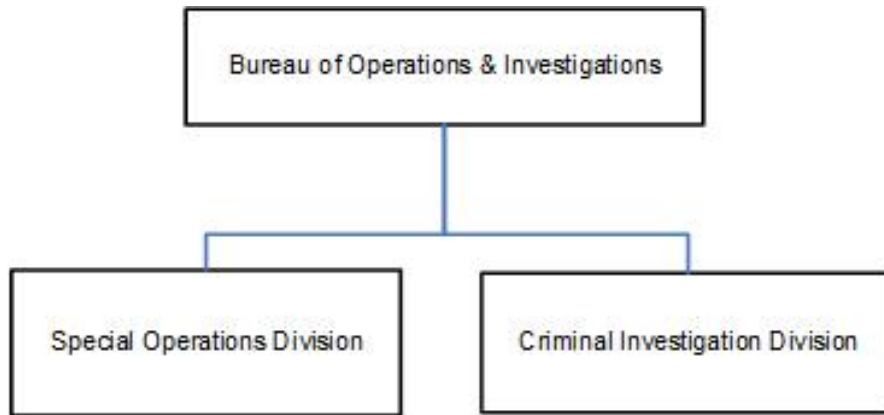




Commander
Bureau of Operations & Investigations
Major Michelle Simpson

# CRIMINAL INVESTIGATION DIVISION

**Criminal Investigation Division**

## Major Crimes Section

- Homicide Unit
  - Missing Person Squad
  - Cold Case Squad
  - Active Case Squad
- Child & Vulnerable Adult Abuse Unit
- Sex Offence Unit
  - Sexual Offender Registry Squad

## Narcotics and Special Investigations Section

- Major Offenders Unit
- Opioid Enforcement Unit
- Vice / Diversion / Asset Forfeiture Unit

## Organized & Economic Crimes Section

- Homeland Security & Intelligence Unit
  - Homeland Security / Counter Terrorism Squad
  - Criminal Intelligence Squad
  - Threat Management Squad
- Commercial Robbery Unit
  - State's Attorney's Office Liaison
  - Polygraph
- Economic Crimes Unit
  - Auto Theft Squad
  - Financial Crimes Squad
  - Pawn, Second Hand & Precious Metal Squad
  - Digital Forensics Lab
- Gangs and Firearms Investigation Unit
  - Criminal Gang Squad
  - Firearms Investigation Squad

Commander
Criminal Investigation Division
Captain Kenneth Arbaugh

- **Major Crimes Section:**

    ○ The Major Crimes Section is responsible for the follow-up investigation of homicides; kidnappings; uses of deadly force by law enforcement; in-custody deaths; rape; felony sex offenses; violations committed by registered sexual offenders; child and vulnerable adult abuse; and critical missing persons.

- **Organized & Economic Crimes Section:**

    ○ The Organized and Economic Crimes Section is responsible for the investigation of organized auto theft related crime; major financial crimes; crimes and regulatory violations related to pawn, second hand, and precious metal dealers; robberies of businesses, banks, armored transportation vehicles; forensic examination of digital evidence; crimes committed by members of street & and outlaw motorcycle gangs and repeat offenders; threats against elected and appointed officials; homeland security threats; liaison with regional, state and federal intelligence entities; providing polygraph services; and for assisting the State's Attorney's Office with case enhancement

        ■ The Homeland Security and Intelligence Unit is responsible for analyzing all crime related information in an effort to anticipate and prevent criminal activity; it serves as liaison to regional, state, and federal intelligence entities, to include the Maryland Coordination and Analysis Center (http://www.mcac.maryland.gov/ ), Joint Terrorism Task Forces- FBI

([https://www.fbi.gov/investigate/terrorism/joint-terrorism-task-forces](https://www.fbi.gov/investigate/terrorism/joint-terrorism-task-forces)), and US Immigration and Customs Enforcement ([https://www.ice.gov/](https://www.ice.gov/)).

- The Unit investigates gang-related crimes committed by members of criminal street and outlaw motorcycle gangs.

- It is responsible for maintaining a working relationship with schools, social services agencies, community based organizations, community supervision and other criminal justice organizations in a systematic approach to the prevention, intervention and suppression of criminal gang activity.

  - The Repeat Offender Proactive Enforcement (ROPE) program and the Violence Prevention Initiative (VPI) helps reduce existing gaps in services and foster collaboration and cooperation among partner agencies in Anne Arundel County and throughout Maryland.  The VPI/ROPE Unit provides resources, proactive case management, model program development, enhanced prosecution and aims to reduce repeat offender recidivism.  This is an essential component of the Department's overall crime reduction strategy.

    - Due to the increased activity of MS-13 gang members within Anne Arundel County, an MS-13 Task Force was established to anticipate and prevent related criminal activity.

- **Narcotics and Special Enforcement Section:**

  - The Narcotics and Special Investigation Section is responsible for the investigation of major drug trafficking organizations (including a task force focused exclusively on heroin/opioid trafficking); the investigation of fatal opioid related overdoses; prescription drug diversion; vice crimes (including human trafficking, prostitution and illegal gambling); asset forfeiture related to drug offenses.

# SPECIAL OPERATIONS DIVISION
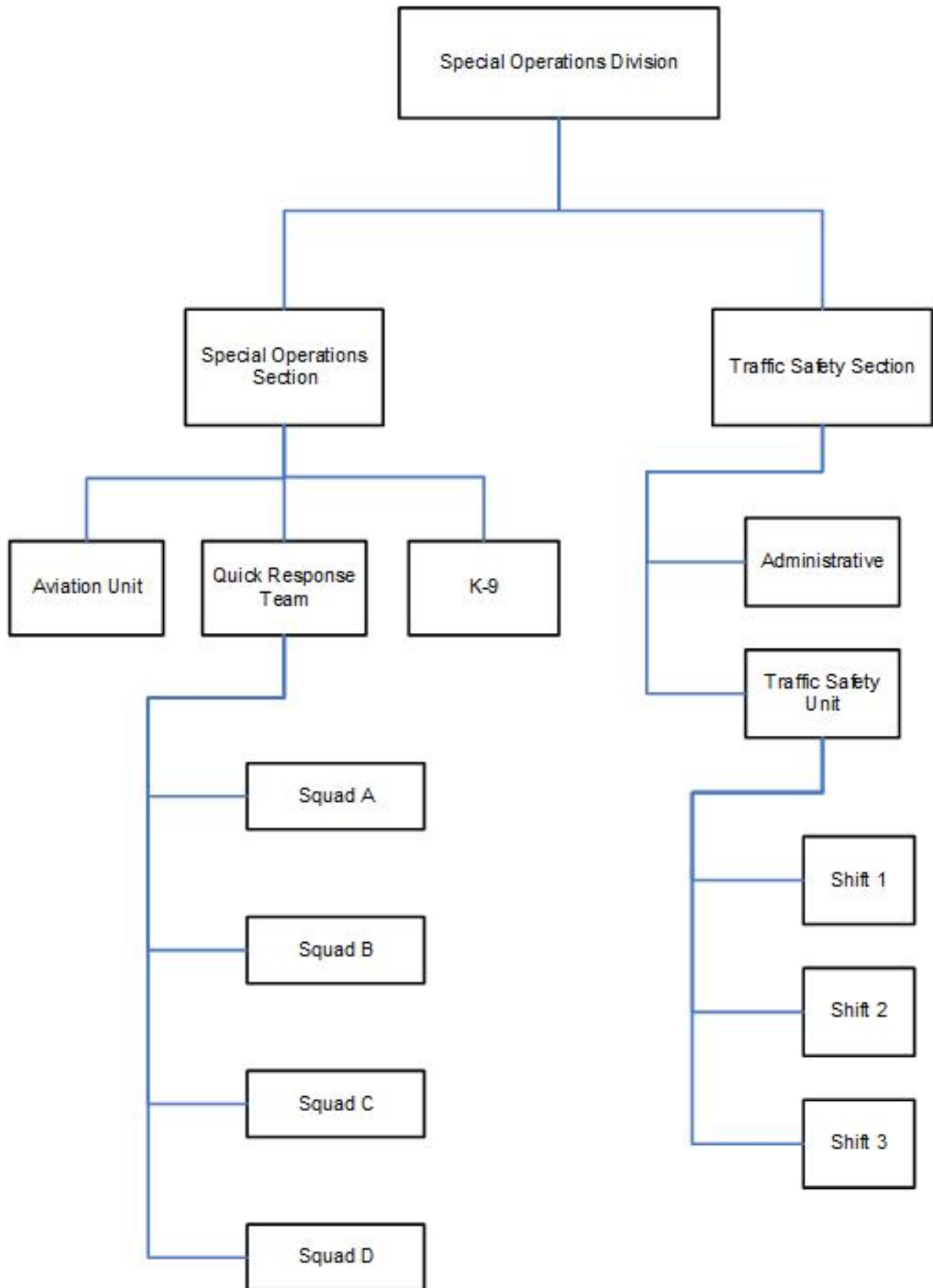
Commander
Special Operations Division
Captain Daniel Rodriguez

**Special Operations Section:**

**Quick Response Team (QRT):**
QRT provides operational and tactical support to the Patrol Division. Major responsibilities include handling hostage/barricade situations, high risk felony arrests, entering and stabilizing raid locations, woodland suspect searches, tactical responses to WMD/Hazmat and maritime incidents.

**Aviation Unit:**
The Aviation Unit provides air support for operational activities, including surveillance, traffic enforcement, and pursuit of fleeing offenders. The unit also provides aerial support for various other County, State and Federal agencies.

**K-9 Unit:**
The responsibility of the K-9 Unit is to provide line support to components within the department with highly mobile, specially trained police dogs. The unit provides canine support for high risk building/area searches, narcotic and explosives searches, and searches for missing persons.

**Traffic Safety Section:**

The Traffic Safety Section coordinates or oversees traffic-related services including the department's radar enforcement programs, chemical test for alcohol program, and traffic control during parades, and other major events. Traffic Safety investigates all fatal motor vehicle traffic accidents.

# Patrol & Community Services



Patrol & Community Services

Bureau of Patrol

Bureau of Community Relations
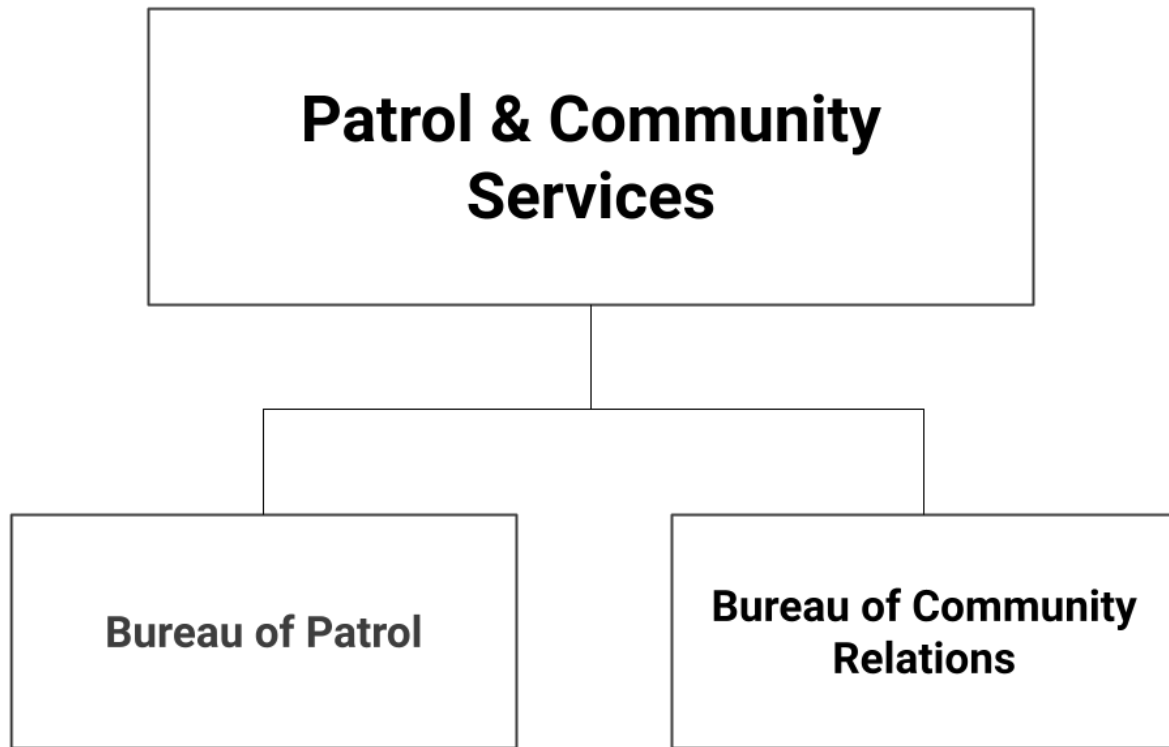


Deputy Chief
Patrol & Community Services
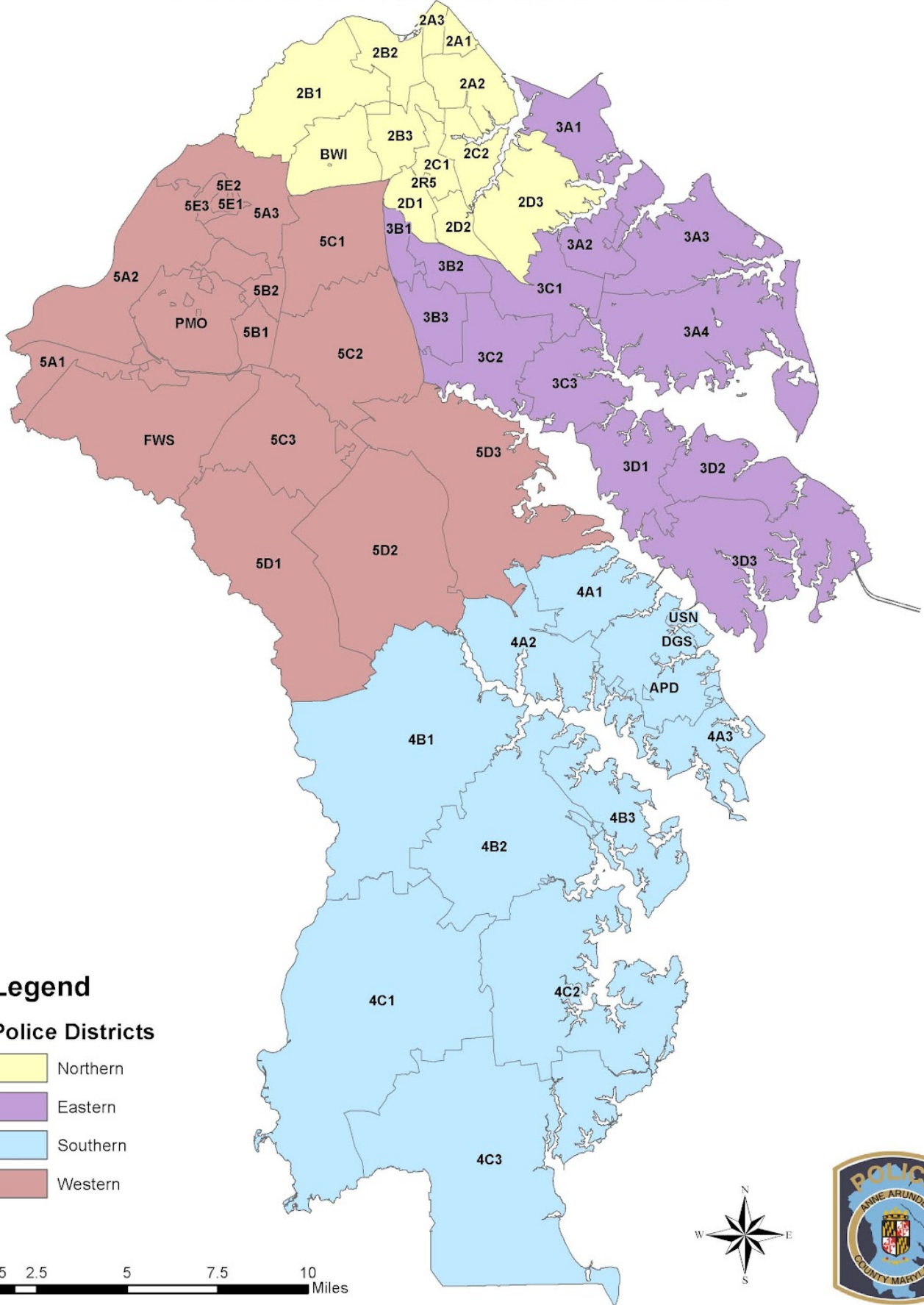Jerard Flemings

# BUREAU OF PATROL
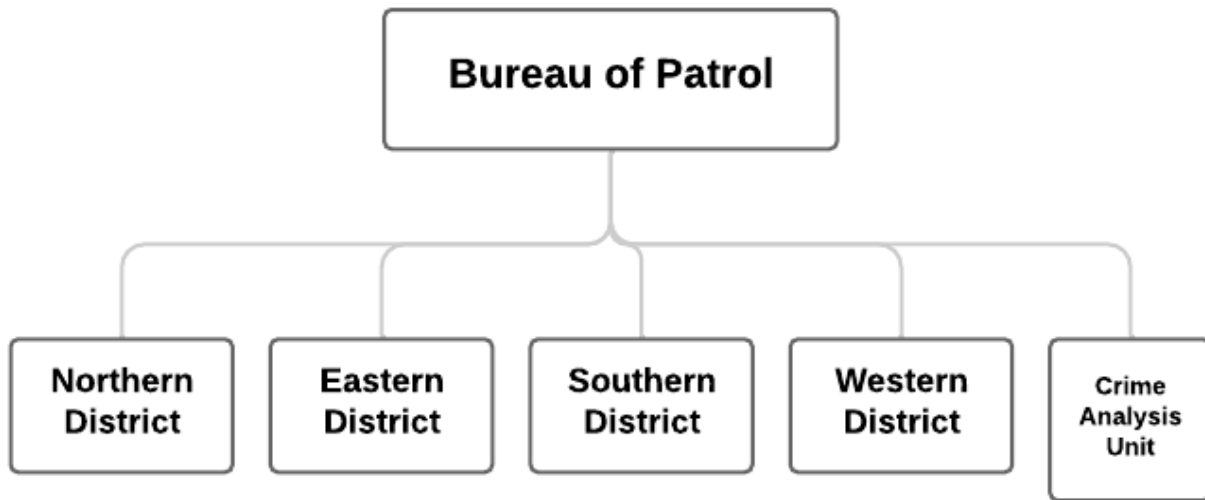


Commander
Bureau of Patrol
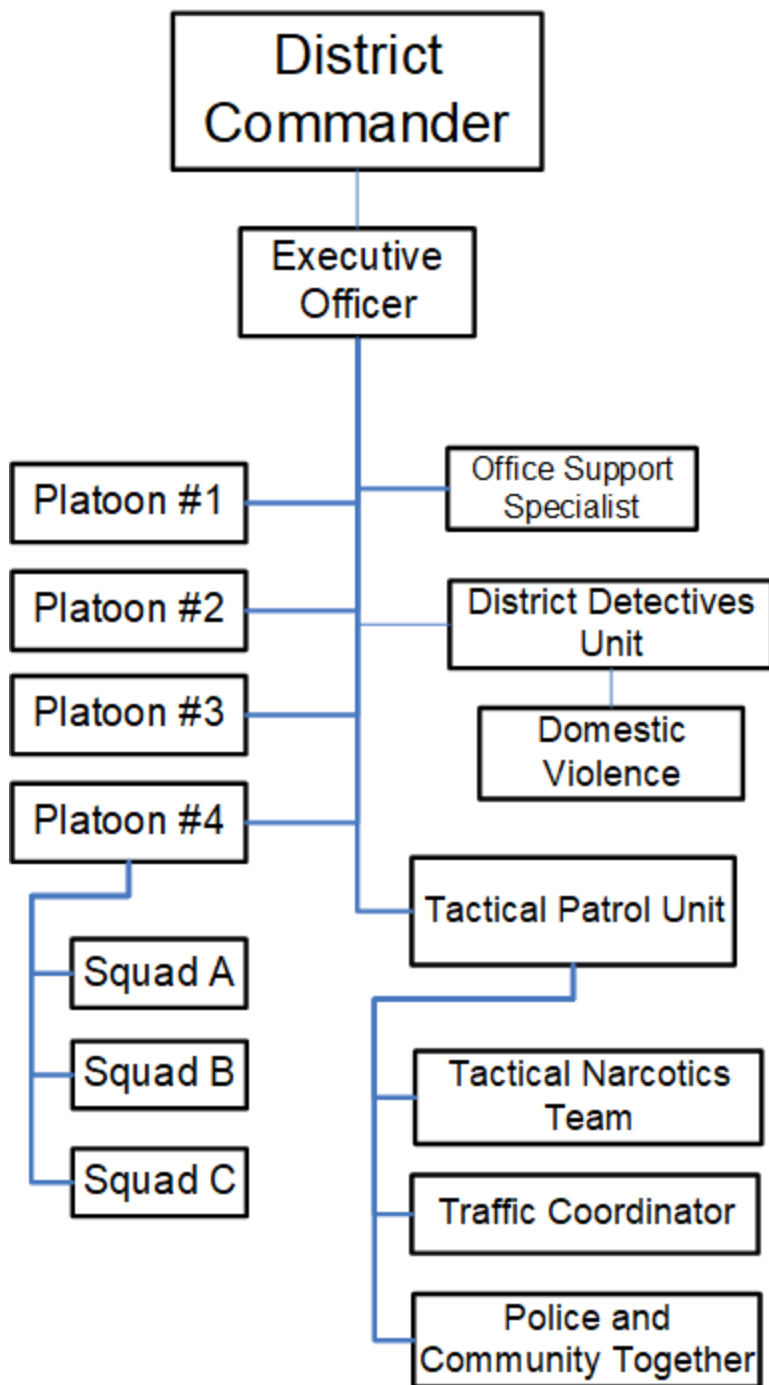Major Herbert H. Hasenpusch

---

**Crime Analysis Unit:**

The Unit utilizes regularly collected information on reported crimes and criminals to produce analysis documents that assist patrol and criminal investigation personnel in the prevention and suppression of criminal activity and the apprehension of criminal offenders. The objectives of the Unit are to analyze and identify the modus operandi of criminals, recognize and forecast emerging crime patterns, and analyze data collected from field interrogations, arrests, and other sources of crime events and suspect information.

# Police Districts and Posts



**Legend**

**Police Districts**

- Northern
- Eastern
- Southern
- Western

# Patrol District Organization

District Commander

Executive Officer

Platoon #1

Platoon #2

Platoon #3

Platoon #4

Squad A

Squad B

Squad C

Office Support Specialist

District Detectives Unit

Domestic Violence

Tactical Patrol Unit

Tactical Narcotics Team

Traffic Coordinator

Police and Community Together

# PATROL DISTRICTS

- **Patrol**

  - Platoons are comprised of uniformed officers assigned to initially respond to emergency and non-emergency calls for law enforcement related service.

  - Platoon #1-3 are assigned to work during days and evenings.

    - Each day: one platoon is assigned to
      - one days,
      - one evenings, and
      - one off-duty.

  - Platoon #4: is permanently assigned to the midnight shift.
    - Is comprised of Squads #A, #B, #C
    - During each midnight shift, 2 of the three squads are working and the other off
      - A and B, C off,
      - B and C, A off, or
      - A and C, B off

- **Non-Patrol**

  - **District Detective Unit (D.D.U.)**

    - Perform community-based follow up investigations, such as cases involving crimes against persons (assaults, citizen robbery, etc.) and property (burglary, theft, etc.) not investigated by the Criminal Investigation Division.

  - **Domestic Violence Officer (D.V.O.)**

    - Is responsible for assisting victims of Domestic Violence.

  - **Tactical Patrol Unit (T.P.U.)**

    - T.P.U. detectives perform community-based criminal enforcement. They help resolve recurring criminal problems that occur within the community.

  - **Tactical Narcotics Team (T.N.T.) Detectives**

    - The Tactical Narcotics Team performs community based investigations into street level drug distribution.

- ○ **Police and Community Together (P.A.C.T.) Officer**

  - ■ The P.A.C.T. Officer(s) is responsible for establishing and maintaining close ties with the community and to help alleviate problems or concerns in the community. They attend community meetings and community events, enlist the aid and support of other governmental agencies to help solve Quality of Life issues within the district, provide crime prevention information, etc.

- ○ **Traffic Coordinator (Officer)**

  - ■ The Traffic Coordinator provides selective traffic enforcement based on community complaints. The Traffic Coordinator also coordinates parades, funeral details, and other special traffic assignments within the District. They coordinate with the State Highway Administration and County Roads on traffic related issues regarding signage, signaling, etc.

# NORTHERN DISTRICT



Commander
Northern District
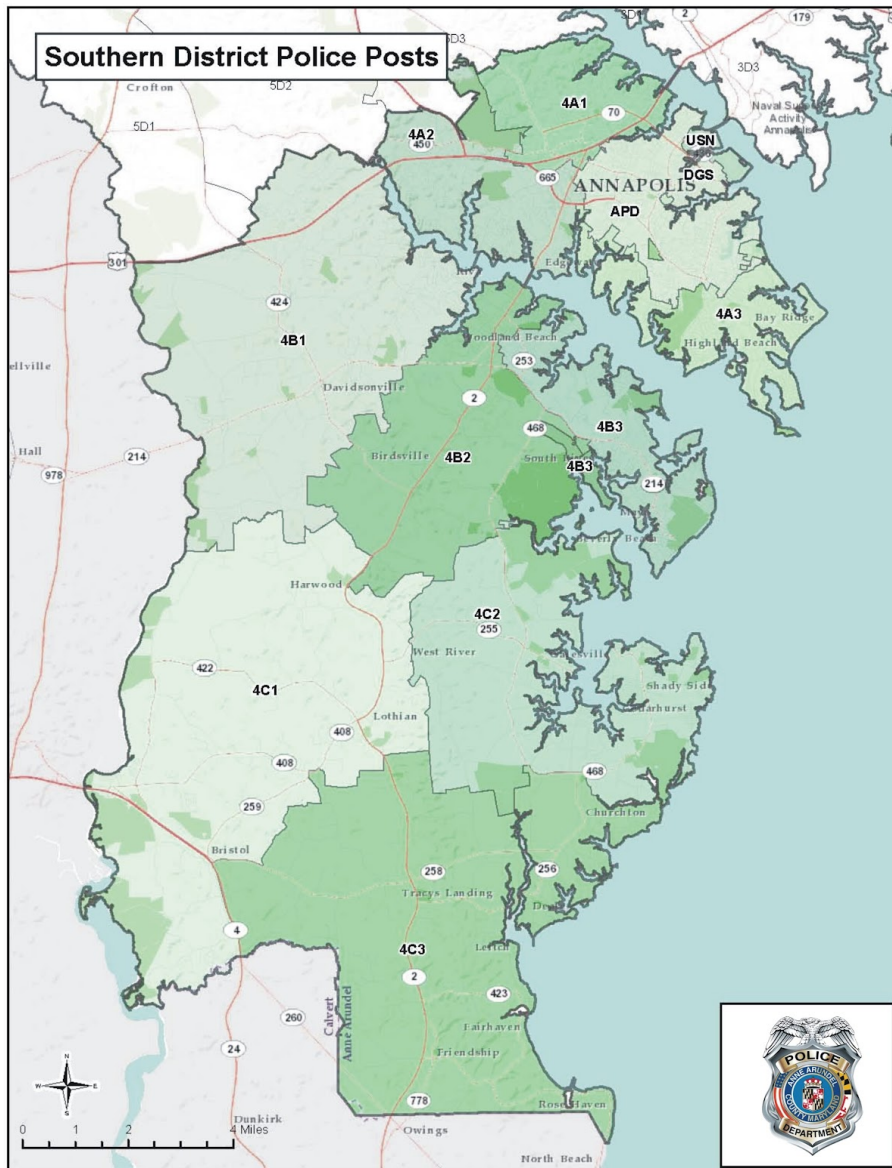Captain Timothy Davis



Northern District Police Posts
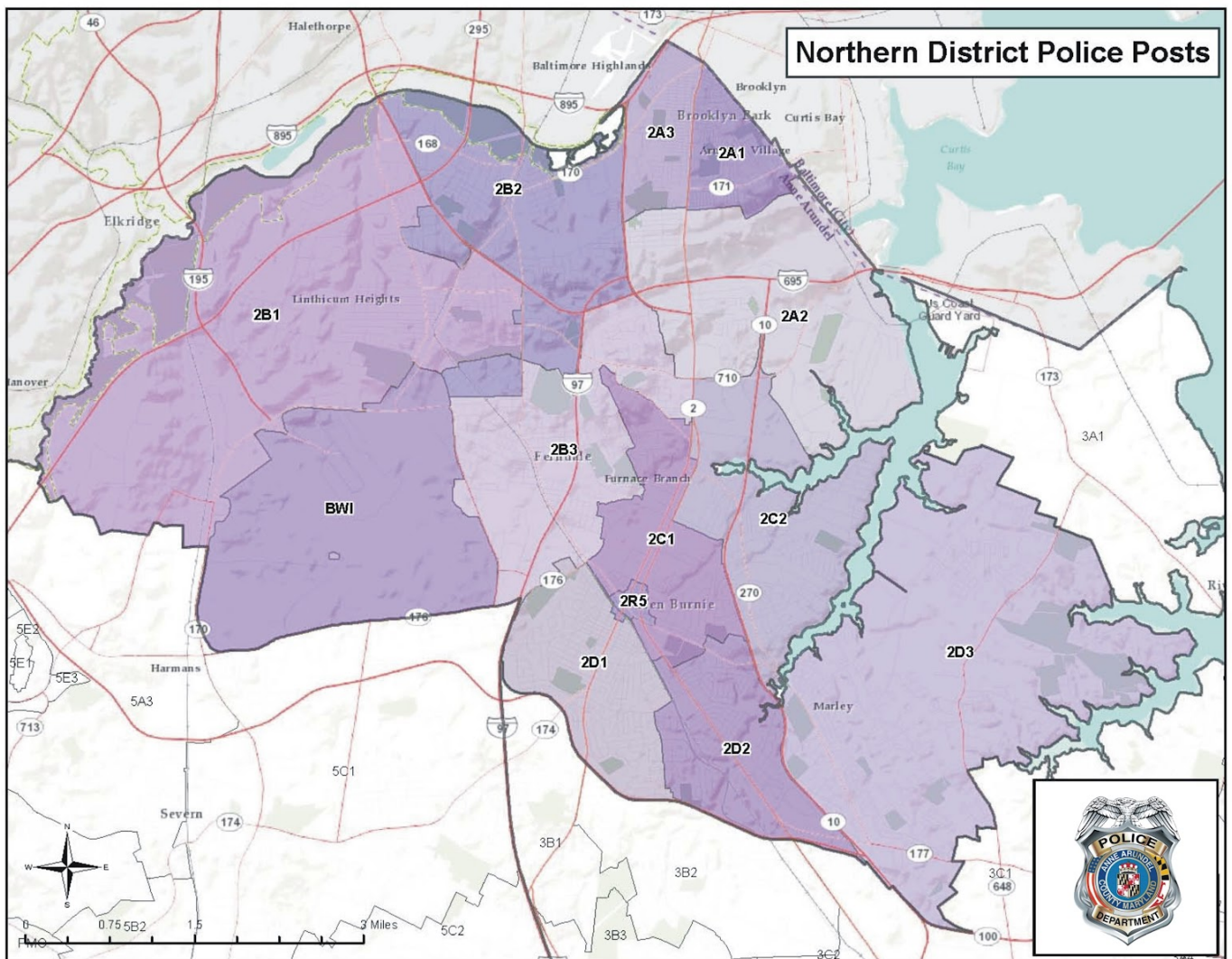
Commander
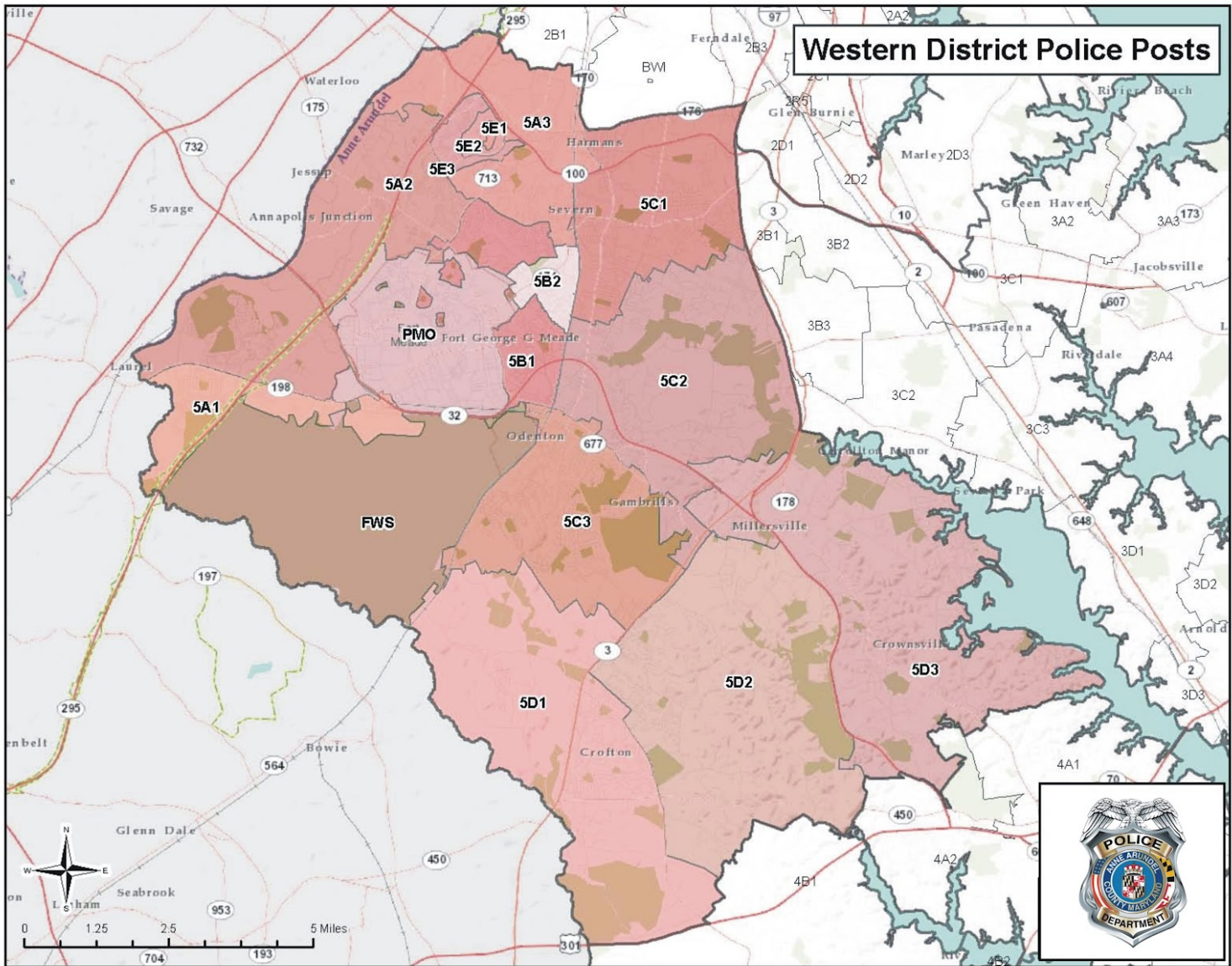Eastern District
Captain Elizabeth Smith



Eastern District Police Posts
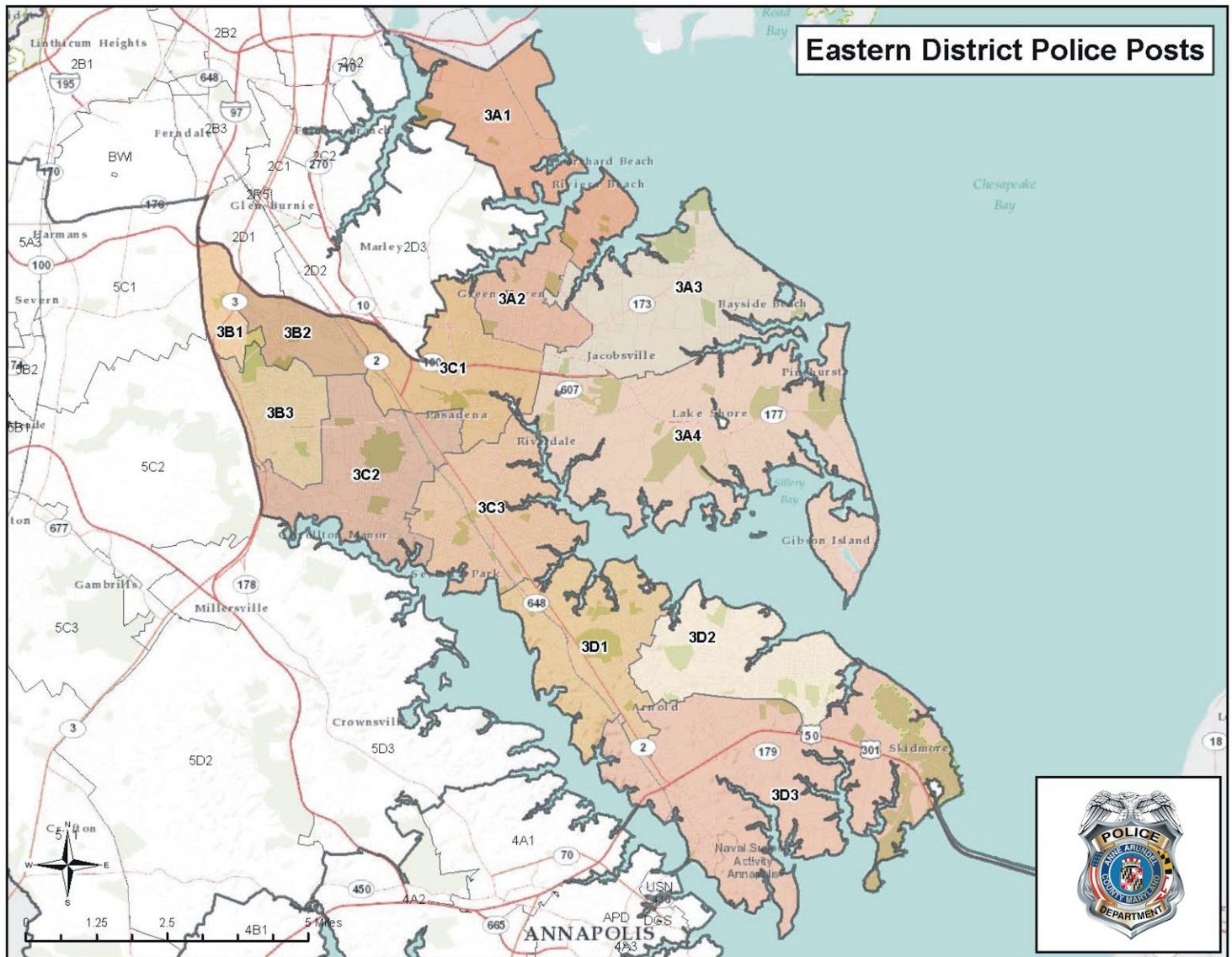
# SOUTHERN DISTRICT



Commander
Southern District
Captain MIchael Ashburn



Southern District Police Posts

Commander
Western District
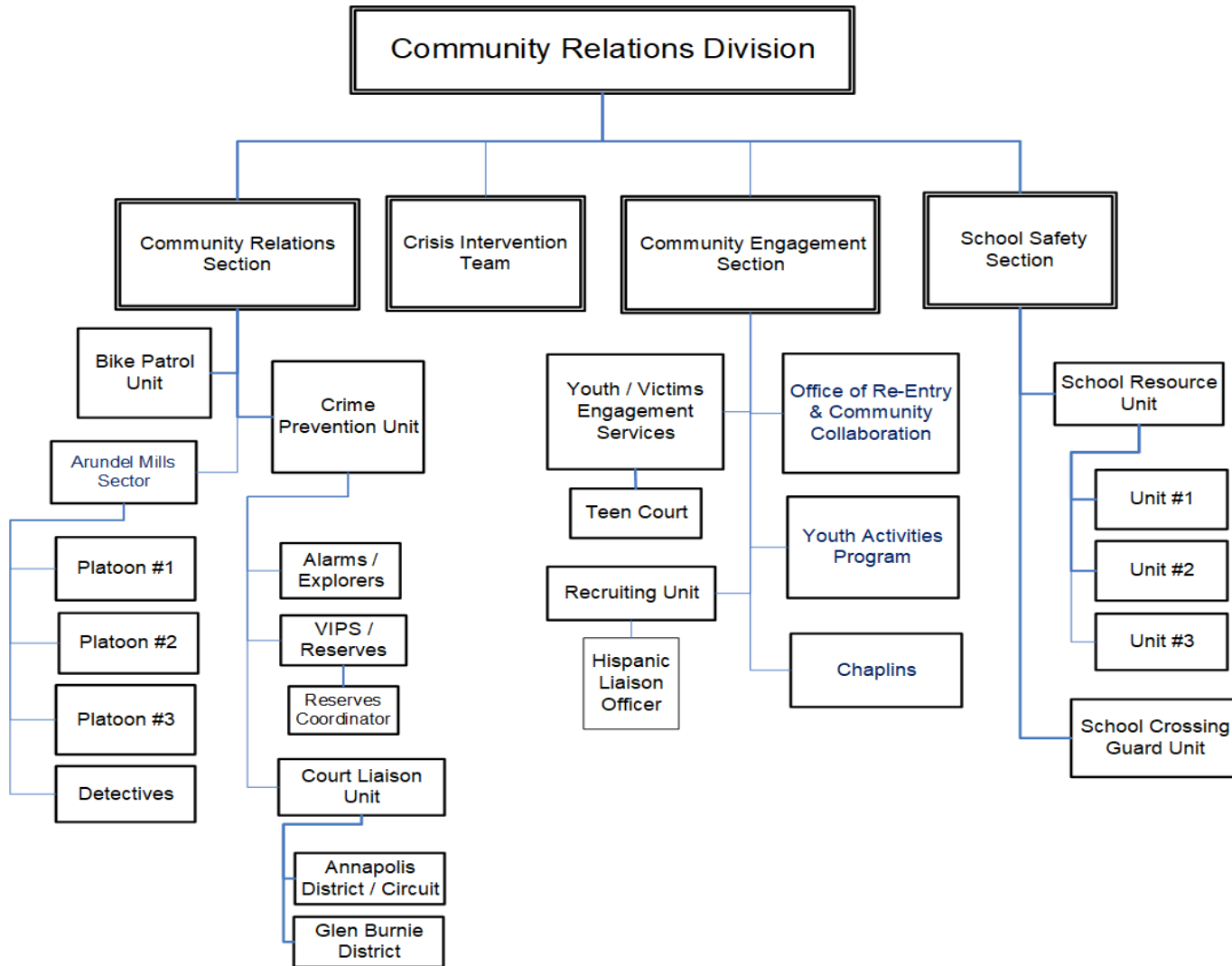Captain Thomas Kohlmann



Western District Police Posts

# BUREAU OF COMMUNITY SERVICES
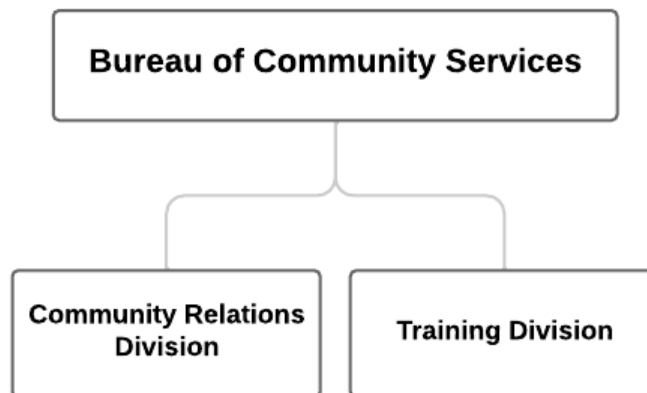




*Commander*
*Bureau of Community Services*
*Major Katherine Roberts*

# COMMUNITY RELATIONS DIVISION

Community Relations Division

- Community Relations Section
  - Bike Patrol Unit
  - Arundel Mills Sector
    - Platoon #1
    - Platoon #2
    - Platoon #3
    - Detectives
  - Crime Prevention Unit
    - Alarms / Explorers
    - VIPS / Reserves
      - Reserves Coordinator
    - Court Liaison Unit
      - Annapolis District / Circuit
      - Glen Burnie District
- Crisis Intervention Team
- Community Engagement Section
  - Youth / Victims Engagement Services
    - Teen Court
  - Recruiting Unit
    - Hispanic Liaison Officer
  - Office of Re-Entry & Community Collaboration
  - Youth Activities Program
  - Chaplins
- School Safety Section
  - School Resource Unit
    - Unit #1
    - Unit #2
    - Unit #3
  - School Crossing Guard Unit

*Commander*
*Community Relations Division*
*Captain Ryan Frashure*

- Community Relations Section
  - Policy:  0900 - Community Relations
    - https://public.powerdms.com/AAC/tree/documents/163

- **Crisis Intervention Team & Peer Support Unit**

  - The Crisis Intervention Team (CIT) consists of a CIT trained police officer and licensed mental health clinician that specialize in the area of Mental Health Illness.  The unit serves as the direct link between the Police Department and the Crisis Response System in working with members in the community that suffer from mental health illness.
    - Policy: 1611.1 - Crisis Intervention Team (CIT)
      - https://public.powerdms.com/AAC/tree/documents/435727

  - The Peer Support Team consists of specially trained officers and civilians that are available to assist members of the department during traumatic incidents or if they need a peer to speak to confidentially.  The team also assists in the areas of critical incident stress management and debriefings for the community or members of the department after a traumatic incident.
    - Policy: 1611.2 - Peer Support Team/Critical Incident Stress Management
      - https://powerdms.com/docs/435730?q=support%20services

COMMUNITY ENGAGEMENT SECTION:

- Youth / Victims Engagement Services
  - Policy:  1700 - Juvenile Operations - III. Youth/Victim Engagement Services
    - https://public.powerdms.com/AAC/tree/documents/275
  - Policy:  1701 - Juvenile Procedures
    - https://public.powerdms.com/AAC/tree/documents/276

  - The Juvenile/Victim Assistance Unit provides services and addresses the needs of the crime victim. The unit provides liaison services to the Department of Juvenile Services and the State's Attorney's Office in all matters regarding the informal intake and handling of juvenile offenders.  The unit advocates for the  rights of victims and crime witnesses as needed.

  - The Unit is also responsible for staff supervision of all departmental juvenile operations pertaining to status and non-status offenders, including tracking repeat adjudicated juvenile offenders. The Juvenile - Victim/Witness Assistance Unit is also responsible for administering and coordinating the department's role in victim/witness assistance, and for analyzing the needs and available resources for victims and witnesses in Anne Arundel County.

- **Teen Court:**
  - Policy: 1602 - Victim/Witness Assistance, Section IV-I. - Teen Court
    - https://public.powerdms.com/AAC/tree/documents/224

  - ➢ Teen Court is a diversionary sentencing alternative provided to first time, non-violent juvenile offenders.

- Recruiting Unit
  - Policy: 0700.3 - Recruitment
    - https://public.powerdms.com/AAC/tree/documents/109

  - Hispanic Liaison
    - In lieu of duplicating information presented earlier in this document, please refer to:
    - Objective 2.4 - Hispanic Liaison Officer

- Office of Re-Entry & Community Collaboration
  - In lieu of duplicating information presented earlier in this document, please refer to:
  - Goals & Objectives 1.1

- Youth Activities Program
  - In lieu of duplicating information presented earlier in this document, please refer to:
  - Objective 4.3 - Youth Activities Program
  - Policy: 0904 - Youth Activities Program
    - https://public.powerdms.com/AAC/tree/documents/816677

  - **Crime Prevention Unit:**

    - Policy: 0901 - Crime Prevention
      - ➢ https://public.powerdms.com/AAC/tree/documents/164
    - The Crime Prevention Unit provides support and subject matter expertise in the area of crime prevention and avoidance. It conducts crime avoidance surveys for businesses and residences, and oversees neighborhood watch programs.

      - ➢ Volunteer Reserve Officer program,
      - ➢ Volunteers in Police Service (VIPS) program, and
      - ➢ Office of the Chaplain.
        - ★ The Office of the Chaplain provides counseling and spiritual support to Department employees.
        - ★ Policy: 0609 - Police Chaplains
        - ★ https://public.powerdms.com/AAC/tree/documents/97

- ○ **Bike Patrol Unit:**

  - ■ The Bike Patrol Unit provides a specialized response to enforcement operations and community issues.

- ○ **Court Liaison:**
  - ■ Policy:  1400 - Court Procedures - I. Court Liaison Officer
    - ■ https://public.powerdms.com/AAC/tree/documents/209

  - ■ The Court Liaison is responsible for proper dissemination of subpoenas to the case officer (s) and proper coordination of court appearances. The Court Liaison works with the State Attorney's Office, Public Defender's office, private attorneys, judicial staff, and Clerk's office to assure that officers are available for court when needed and that they are notified of cancellations in a timely manner.

- ○ **Arundel Mills Community Police Station:**

  - ■ The Community Relations Section provides enhanced uniformed patrol services in the Hanover area of the Western District.  Patrol officers from the Community Relations Division staff the Community Police Office at Arundel Mills and provide supplemental patrols to the businesses and residential areas  around the Arundel Mills Mall and Maryland Live Casino.

- ○ **SCHOOL SAFETY SECTION:**

  - ■ The School Safety Section is responsible for school-related services, as well as the Teen Court Program.
    - ○ Policy:  0903 - School Safety Section
    - ○ https://public.powerdms.com/AAC/tree/documents/166

    - ■ **School Resource Unit:**

      - ➢ The School Resource Unit administers the School Resource Officer program. This unit serves as the direct liaison with the Anne Arundel County Board of Education.

    - ■ **School Crossing Guard Unit:**

      - ➢ The School Crossing Guard Unit supervises the County's school crossing guards, who provide manual traffic direction at intersections identified as hazardous school crossings, to ensure the safe passage of children.

Commander
Training Division
Captain Sara Schriver
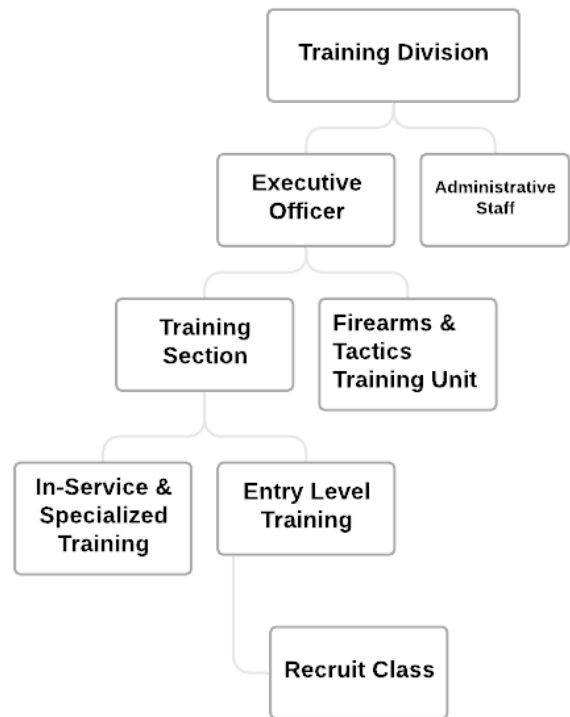


Training Division:

The Training Division is located in Davidsonville, Maryland, is responsible for providing entry-level and in-service training to all police officers, preparing training modules, and conducting all Department firearms training and qualification programs.

- Policy:  0800 - Training
    - https://public.powerdms.com/AAC/tree/documents/144
- Policy:  0802 - Recruit Training
    - https://public.powerdms.com/AAC/tree/documents/146
- Policy: 0803 - In-Service Training
    - https://public.powerdms.com/AAC/tree/documents/149

# LOCATIONS AND PHONE NUMBERS

| | |
|---|---|
| **Police Headquarters**<br>8495 Veterans Highway<br>Millersville, Maryland 21108<br>410-222-8050 | **Training Academy**<br>3737 Elmer F. Hagner Lane<br>Davidsonville, Maryland 21035<br>410-222-1950 |
| **Northern District**<br>939 Hammonds Lane<br>Brooklyn Park, Maryland 21225<br>410-222-6135 | **Crime Prevention Unit**<br>410-222-0042 |
| **Eastern District**<br>204 Pasadena Road<br>Pasadena, Maryland 21122<br>410-222-6145 | **K-9 Facility**<br>8315 Grover Road<br>Millersville, MD 21108 |
| **Western District**<br>8273 Telegraph Road<br>Odenton, Maryland 21113<br>410-222-6155 | **Animal Care & Control**<br>411 Maxwell Frye Road<br>Millersville, Maryland 21108<br>4410-222-8900 |
| **Southern District**<br>35 Stepney's Lane<br>Edgewater, Maryland 21037<br>410-222-1961 | **Criminal Investigation Division**<br>8666 Veterans Highway<br>Millersville, Maryland 21108<br>410-222-3566<br>410-222-0042 |

ANNE ARUNDEL COUNTY POLICE DEPARTMENT

FOLLOW US ON SOCIAL MEDIA!

SEARCH: @AACOPD OR ANNE ARUNDEL COUNTY POLICE DEPARTMENT

# 21st CENTURY POLICING

The President's Task Force on 21st Century Policing created a report "... to strengthen community policing and trust among law enforcement officers and the communities they serve.

*US Department of Justice - Office of Community Oriented Policing Services. Final Report of The President's Task Force on 21st Century Policing. May 2015. Online: https://cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf*

Below is a legend, a categorical listing taken from the above report, with a status for each item that is applicable to police departments, and citations articulating how the Department complies with the recommendation.

| | STATUS | EXPLANATION | |
|---|---|---|---|
| 82 | Not-Applicable | *The recommendation in the report is not directed at police departments.* | |
| 72 | Compliant | *The Department follows the recommendation.* | |
| 1 | Partially Compliant | *The Department partially follows the recommendation, and is working towards being fully compliant.* | |
| 1 | Federal Gov. | *The Department is not able to implement the recommendation until the Federal government produces a document.* | |
| 0 | *Not-Compliant* | *It is plausible for the Department to meet this recommendation, but it is not able to work towards complying with this recommendation.* | |
| 74 | *Total recommendations applicable to police departments* | | |
| 100 % | *Compliance Rate (Compliant + Partially Compliant + Not Plausible to Implement + Federal Gov.) / Total recommendations applicable to police departments* | | |

| ITEM | STATUS | RECOMMENDATION | CITATION(S) |
|---|---|---|---|
| | Not-Applicable to AAPD | 0.1 Overarching Recommendation: The President should support and provide funding for the creation of a National Crime and Justice Task Force to review and evaluate all components of the criminal justice system for the purpose of making recommendations to the country on comprehensive criminal justice reform. | |
| | Not-Applicable to AAPD | 0.2 Overarching Recommendation: The President should promote programs that take a comprehensive and inclusive look at community-based initiatives that address the core issues of poverty, education, health, and safety. | |
| | | *PILLAR 1 . BUILDING TRUST & LEGITIMACY* | |
| 1 | Compliant | 1.1 Recommendation: Law enforcement culture should embrace a guardian mindset to build public trust and legitimacy. Toward that end, police and sheriffs' departments should adopt procedural justice as the guiding principle for internal and external policies and practices to guide their interactions with the citizens they serve. | Policy: 0302.1 Bias-Free Policing https://www.powerdms.com/public/aac/tree/documents/829989 Policy: 0105.2 - Police Discretion and Alternatives to Arrest https://www.powerdms.com/public/aac/tree/documents/26 All entry level officer trainees are required to complete a course of instruction in Fair and Impartial Policing. Officers of every rank are required to attend and successfully complete annual in-service training which for numerous years has included a Fair and Impartial training element. https://fipolicing.com/ |

| 2 | Compliant | 1.2 Recommendation: Law enforcement agencies should acknowledge the role of policing in past and present injustice and discrimination and how it is a hurdle to the promotion of community trust. | Policy: 0302.1 Bias-Free Policing https://www.powerdms.com/public/aac/tree/documents/829989 Policy: 0105.2 - Police Discretion and Alternatives to Arrest https://www.powerdms.com/public/aac/tree/documents/26<br><br>All entry level officer trainees are required to complete a course of instruction in Fair & Impartial Policing, diversity and related subjects. Officers of every rank are required to attend and successfully complete annual in-service training which for numerous years has included a Fair & Impartial, diversity, and related subjects training elements. https://fipolicing.com/ |
|---|---|---|---|
| | Not-Applicable to AAPD | 1.2.1 Action Item: The US Department of Justice should develop and disseminate case studies that provide examples where past injustices were publicly acknowledged by law enforcement agencies in a manner to help build community trust. | |
| 3 | Compliant | 1.3 Recommendation: Law enforcement agencies should establish a culture of transparency and accountability in order to build public trust and legitimacy. This will help ensure decision making is understood and in accord with stated policy. | **(This reference is not a Department policy. The needs of the community, as it pertains to the function of the Police Department, is reviewed and updated annually.)**<br><br>MEMORANDUM: 2021-037 SUBJECT: Department Goals and Objectives – Calendar Year 2022<br><br>**Goal #2**: The Department will continue to build community relationships by improving the ability to communicate, providing transparency, and increasing public confidence in the Police Department.<br><br>**Objectives:**<br><br>**2.1** Continue to foster mutually beneficial relationships with the community through positive interactions and Department initiated meetings throughout the County.<br><br>**2.2** Continue to engage local government leaders, businesses, academia, media, and community members, to demonstrate the Department's role to help reduce perceived biases in the community.<br><br>**2.3** Continue to provide innovative training opportunities fair and impartial policing, procedural justice, de-escalation in the use of force, and interactions with persons suffering from mental illness.<br><br>**2.4** Continue to foster relationships between all segments of the community through the use of liaison officers and the ongoing community engagement efforts of agency personnel throughout the county. |

| 4 | Partially Compliant | 1.3.1 Action Item: To embrace a culture of transparency, law enforcement agencies should make all department policies available for public review and regularly post on the department's website information about stops, summonses, arrests, reported crime, and other law enforcement data aggregated by demographics. | Policy: 0101 - Mission and Value Statement https://www.powerdms.com/public/aac/tree/documents/12<br><br>Department policy available online:<br>Department Policy(ies):<br>https://www.powerdms.com/public/aac/tree/documents/12<br><br>Data related to enforcement activity is not currently aggregated by demographics in a manner conducive to publicly posting; it is anticipated that an upgrade in the Department's Records Management System (RMS) being installed in 2022 will allow for the collection of information related to this recommendation, sometime in 2023. |
|---|---|---|---|
| 5 | Compliant | 1.3.2 Action Item: When serious incidents occur, including those involving alleged police misconduct, agencies should communicate with citizens and the media swiftly, openly, and neutrally, respecting areas where the law requires confidentiality. | Facebook www.facebook.com/aacopd<br>Twitter https://twitter.com/AACOPD<br>Instagram https://www.instagram.com/AACOPD/<br>YouTube https://www.youtube.com/user/AACOPD<br><br>Policy: 2420 - Public Information/Media Policy/Public Information Act Request<br>https://www.powerdms.com/public/aac/tree/documents/418 |
| 6 | Compliant | 1.4 Recommendation: Law enforcement agencies should promote legitimacy internally within the organization by applying the principles of procedural justice. | Policy: 0302.1 Bias-Free Policing<br>https://www.powerdms.com/public/aac/tree/documents/829989<br>Policy: 0105.2 - Police Discretion and Alternatives to Arrest<br>https://www.powerdms.com/public/aac/tree/documents/26 |
| 7 | Compliant | 1.4.1 Action Item: In order to achieve internal legitimacy, law enforcement agencies should involve employees in the process of developing policies and procedures. | Development & Review of Written Directive Index Codes & Memoranda<br>Policy:<br>https://www.powerdms.com/public/aac/tree/documents/44 |
| 8 | Compliant | 1.4.2 Action Item: Law enforcement agency leadership should examine opportunities to incorporate procedural justice into the internal discipline process, placing additional importance on values adherence rather than adherence to rules. Union leadership should be partners in this process. | Policy: 0303 - Disciplinary Process<br>https://www.powerdms.com/public/aac/tree/documents/56<br>Policy: 0303.3 - Summary Punishment<br>https://www.powerdms.com/public/aac/tree/documents/59<br>Policy: 0303.5 - Personnel Early Warning System<br>https://www.powerdms.com/public/aac/tree/documents/61 |
| 9 | Compliant | 1.5 Recommendation: Law enforcement agencies should proactively promote public trust by initiating positive nonenforcement activities to engage communities that typically have high rates of investigative and enforcement involvement with government agencies. | Policy: Youth Activities Program<br>https://www.powerdms.com/public/aac/tree/documents/816677<br>Policy: 0900 - Community Relations<br>https://www.powerdms.com/public/aac/tree/documents/163 |

| | | | |
|---|---|---|---|
| 10 | Compliant | 1.5.1 Action Item: In order to achieve external legitimacy, law enforcement agencies should involve the community in the process of developing and evaluating policies and procedures. | Department Policy(ies) Online: https://www.powerdms.com/public/aac/tree/documents/12<br><br>The Department does not have a formal process for citizens to review and evaluate all policies and procedures; HOWEVER, there is no prohibition for a citizen from reviewing Department policy available online (link above) and submitting recommendations.<br><br>The Department has and will continue to present information about technology and/or policy relevant to public concern such as the implementation of the Department's TASER program; information was presented at each of the four PCRC meetings.<br><br>Information and policy related to the implementation of Body Cameras will be presented in the same format as TASER program was.<br><br>-----------<br>Police Community Relations Council (PCRC)<br><br>"The Anne Arundel County Police-Community Relations Council (PCRC) is a voluntary, independent, self-constituted advisory body. The PCRC exists with the purpose of promoting the concept that citizens, communities, and the police have a common goal. This goal is the maintenance of law and order, reduction of crime, and the protection of the community. The PCRC promotes the relationship and understanding necessary to effectively attain this purpose."<br><br>https://www.aacounty.org/services-and-programs/police-community-relations-council<br><br>PCRC meetings are conducted once a month at each of the four police district stations. |
| 11 | Compliant | 1.5.2 Action Item: Law enforcement agencies should institute residency incentive programs such as Resident Officer Programs. | Policy: 1502 - Personal Patrol Vehicle (PPV) Program https://www.powerdms.com/public/aac/tree/documents/216 |
| 12 | Compliant | 1.5.3 Action Item: Law enforcement agencies should create opportunities in schools and communities for positive nonenforcement interactions with police. Agencies should also publicize the beneficial outcomes and images of positive, trust-building partnerships and initiatives. | Facebook www.facebook.com/aacopd<br>Twitter https://twitter.com/AACOPD<br>Instagram https://www.instagram.com/AACOPD/<br>YouTube https://www.youtube.com/user/AACOPD<br><br>Policy: 0903 - School Safety Section https://www.powerdms.com/public/aac/tree/documents/166<br>Policy: 0904 - Youth Activities Program https://www.powerdms.com/public/aac/tree/documents/816677 |

| | | | |
|---|---|---|---|
| 13 | Compliant | 1.5.4 Action Item: Use of physical control equipment and techniques against vulnerable populations—including children, elderly persons, pregnant women, people with physical and mental disabilities, limited English proficiency, and others—can undermine public trust and should be used as a last resort. Law enforcement agencies | Policy: 0401 - Use of Force https://www.powerdms.com/public/aac/tree/documents/68 |
| 14 | Compliant | 1.6 Recommendation: Law enforcement agencies should consider the potential damage to public trust when implementing crime fighting strategies. | The Department continuously meets with the community to discuss crime reduction strategies and priorities with the community, through the Police Community Relations Council, neighborhood, and faith based organizations.<br><br>Police Community Relations Council (PCRC)<br><br>"The Anne Arundel County Police-Community Relations Council (PCRC) is a voluntary, independent, self-constituted advisory body. The PCRC exists with the purpose of promoting the concept that citizens, communities, and the police have a common goal. This goal is the maintenance of law and order, reduction of crime, and the protection of the community. The PCRC promotes the relationship and understanding necessary to effectively attain this purpose."<br><br>https://www.aacounty.org/services-and-programs/police-community-relations-council<br><br>PCRC meetings are conducted once a month at each of the four police district stations. |
| 15 | Compliant | 1.6.1 Action Item: Research conducted to evaluate the effectiveness of crime fighting strategies should specifically look at the potential for collateral damage of any given strategy on community trust and legitimacy. | Special consideration and focus is given to community relations when evaluating crime fighting strategies. The Department routinely meets with community organizations to discuss these strategies and the impact on the community. |
| 16 | Federal Gov. | 1.7 Recommendation: Law enforcement agencies should track the level of trust in police by their communities just as they measure changes in crime. Annual community surveys, ideally standardized across jurisdictions and with accepted sampling protocols, can measure how policing in that community affects public trust | Not plausible to implement, pending completion and implementation of 1.7.1 by the Federal Government. |
| | Not-Applicable to AAPD | 1.7.1 Action Item: The Federal Government should develop survey tools and instructions for use of such a model to prevent local departments from incurring the expense and to allow for consistency across jurisdictions. | |

| 17 | Compliant | 1.8 Recommendation: Law enforcement agencies should strive to create a workforce that contains a broad range of diversity including race, gender, language, life experience, and cultural background to improve understanding and effectiveness in dealing with all communities. | Policy: 0700.3 - Recruitment https://www.powerdms.com/public/aac/tree/documents/109<br><br>The Department has and continues to seek the best qualified applicant for any sworn or civilian position regardless of the applicants demographic composition, and in compliance with:<br><br>"The US Equal Employment Opportunity Commission (EEOC): ...protect[s] employees and job applicants against employment discrimination when it involves: … [u]nfair treatment because of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information…[which form one's demographic group(s).]"<br><br>US Equal Employment Opportunity Commission. Employers. Downloaded: 16 April 2019. https://www1.eeoc.gov/employers/index.cfm |
| | Not-Applicable to AAPD | 1.8.1 Action Item: The Federal Government should create a Law Enforcement Diversity Initiative designed to help communities diversify law enforcement departments to reflect the demographics of the community. | |
| | Not-Applicable to AAPD | 1.8.2 Action Item: The department overseeing this initiative should help localities learn best practices for recruitment, training, and outreach to improve the diversity as well as the cultural and linguistic responsiveness of law enforcement agencies. | |
| | Not-Applicable to AAPD | 1.8.3 Action Item: Successful law enforcement agencies should be highlighted and celebrated and those with less diversity should be offered technical assistance to facilitate change. | |
| | Not-Applicable to AAPD | 1.8.4 Action Item: Discretionary federal funding for law enforcement programs could be influenced by that department's efforts to improve their diversity and cultural and linguistic responsiveness. | |
| 18 | Compliant | 1.8.5 Action Item: Law enforcement agencies should be encouraged to explore more flexible staffing models. | The Department has hired contractors for specific investigative specialties, crime analysis capabilities and assisting in youth activity functions, to augment full time staff.<br><br>The COVID crisis has led to flexible staffing opportunities for telecommuting and changing work hours to help staff with child care/remote learning during this crisis. |
| 19 | Compliant | 1.9 Recommendation: Law enforcement agencies should build relationships based on trust with immigrant communities. This is central to overall public safety. | **(This reference is not a Department policy. The needs of the community, as it pertains to the function of the Police Department, is reviewed and updated annually.)**<br><br>MEMORANDUM: 19-036<br>SUBJECT: Department Goals and Objectives – Calendar Year 2020<br><br>Goal #3: The Department will continue to build community relationships by improving the ability to communicate, providing transparency, and increasing public confidence in the Police Department.<br><br>Objective: |

| | | | 3.4 Continue to staff a Hispanic Liaison Officer position to bridge the gap between the Department and the Latino community. |
|---|---|---|---|
| 20 | Compliant | 1.9.1 Action Item: Decouple federal immigration enforcement from routine local policing for civil enforcement and non serious crime. | The Anne Arundel County Police Department is not coupled with federal immigration enforcement during routine local policing for civil enforcement and non serious crime. |
| 21 | Compliant | 1.9.2 Action Item: Law enforcement agencies should ensure reasonable and equitable language access for all persons who have encounters with police or who enter the criminal justice system. | The Anne Arundel County Police Department has a contract with www.LanguageLine.com to provide translation services.<br><br>The Department additionally has sworn officers who are fluent in Spanish. |
| | Not-Applicable to AAPD | 1.9.3 Action Item: The US Department of Justice should not include civil immigration information in the FBI's National Crime Information Center database. | |
| | | PILLAR 2 . POLICY & OVERSIGHT | |
| 22 | Compliant | 2.1 Recommendation: Law enforcement agencies should collaborate with community members to develop policies and strategies in communities and neighborhoods disproportionately affected by crime for deploying resources that aim to reduce crime by improving relationships, greater community engagement, and cooperation. | Each of the four District Stations has the following:<br><br>1)Police and Community Together (P.A.C.T.) Officer.<br><br>The P.A.C.T. Officer(s) is responsible for establishing and maintaining close ties with the community and to help alleviate problems or concerns in the community. They attend community meetings and community events, enlist the aid and support of other governmental agencies to help solve Quality of Life issues within the district, provide crime prevention information, etc.<br><br>2) Police Community Relations Council (PCRC)<br><br>"The Anne Arundel County Police-Community Relations Council (PCRC) is a voluntary, independent, self-constituted advisory body. The PCRC exists with the purpose of promoting the concept that citizens, communities, and the police have a common goal. This goal is the maintenance of law and order, reduction of crime, and the protection of the community. The PCRC promotes the relationship and understanding necessary to effectively attain this purpose."<br><br>https://www.aacounty.org/services-and-programs/police-community-relations-council<br><br>PCRC meetings are conducted once a month at each of the four police district stations.<br><br>2022 marked the 56th Anniversary of the PCRC. |
| | Not-Applicable to AAPD | 2.1.1 Action Item: The Federal Government should incentivize this collaboration through a variety of programs that focus on public health, | |

| | | | |
|---|---|---|---|
| | | education, mental health, and other programs not traditionally part of the criminal justice system. | |
| 23 | Compliant | 2.2 Recommendation: Law enforcement agencies should have comprehensive policies on the use of force that include training, investigations, prosecutions, data collection, and information sharing. These policies must be clear, concise, and openly available for public inspection. | Policy: 0401 - Use of Force https://www.powerdms.com/public/aac/tree/documents/68 |
| 24 | Compliant | 2.2.1 Action Item: Law enforcement agency policies for training on use of force should emphasize de-escalation and alternatives to arrest or summons in situations where appropriate. | Policy: 0401 - Use of Force https://www.powerdms.com/public/aac/tree/documents/68 Policy: 0105.2 - Police Discretion and Alternatives to Arrest https://www.powerdms.com/public/aac/tree/documents/26 |
| 25 | Compliant | 2.2.2 Action Item: These policies should also mandate external and independent criminal investigations in cases of police use of force resulting in death, officer-involved shootings resulting in injury or death, or in-custody deaths. | Pursuant to the enactment of: SB0600 - Maryland Police Accountability Act of 2021 - Surplus Military Equipment and Investigation of Deaths Caused by Police Officers ● Additionally, the legislation establishes an independent investigation unit within the office of the Attorney General to investigate all alleged or potential police-involved deaths of civilians. ● A law enforcement agency must notify the independent investigative unit of any alleged or potential police–involved death of a civilian as soon as the agency becomes aware of the incident and cooperate with the unit in connection with the investigation. ● The Attorney General may detail sworn members of the MSP to perform the investigations. ● This bill was effective October 1, 2021 https://mgaleg.maryland.gov/mgawebsite/Legislation/Details/SB0600?ys=2021rs https://mgaleg.maryland.gov/2021RS/bills/sb/sb0600E.pdf |
| | Not-Applicable to AAPD | 2.2.3 Action Item: The task force encourages policies that mandate the use of external and independent prosecutors in cases of police use of force resulting in death, officer-involved shootings resulting in injury or death, or in-custody deaths. | |
| 26 | Compliant | 2.2.4 Action Item: Policies on use of force should also require agencies to collect, maintain, and report data to the Federal Government on all officer-involved shootings, whether fatal or nonfatal, as well as any in-custody death. | The Department participates in the FBI - "National Use-of-Force Data Collection" https://www.fbi.gov/services/cjis/ucr/use-of-force |

| 27 | Compliant | 2.2.5 Action Item: Policies on use of force should clearly state what types of information will be released, when, and in what situation, to maintain transparency. | Policy: 2420 - Public Information/Media Policy/Public Information Act Request https://www.powerdms.com/public/aac/tree/documents/418<br><br>Use of Force Reports: https://www.aacounty.org/departments/police-department/force-stats/index.html |
|---|---|---|---|
| 28 | Compliant | 2.2.6 Action Item: Law enforcement agencies should establish a Serious Incident Review Board comprising sworn staff and community members to review cases involving officer involved shootings and other serious incidents that have the potential to damage community trust or confidence in the agency. The purpose of this board should be to identify any administrative, supervisory, training, tactical, or policy issues that need to be addressed. | Policy: 0405 - Serious Incident Review Board https://www.powerdms.com/public/aac/tree/documents/78 |
| 29 | Compliant | 2.3 Recommendation: Law enforcement agencies are encouraged to implement nonpunitive peer review of critical incidents separate from criminal and administrative investigations. | The Department conducts After-Action Report reports on all critical incidents. Policy: Post Emergency Demobilization https://www.powerdms.com/public/aac/tree/documents/413 |
| 30 | Compliant | 2.4 Recommendation: Law enforcement agencies are encouraged to adopt identification procedures that implement scientifically supported practices that eliminate or minimize presenter bias or influence. | Policy: 0302.1 Bias-Free Policing https://www.powerdms.com/public/aac/tree/documents/829989 |
| 31 | Compliant | 2.5 Recommendation: All federal, state, local, and tribal law enforcement agencies should report and make available to the public census data regarding the composition of their departments including race, gender, age, and other relevant demographic data. | Anne Arundel County Police Department - Annual Report https://www.aacounty.org/departments/police-department/forms-publications/2019-annual-report.pdf |
| | Not-Applicable to AAPD | 2.5.1 Action Item: The Bureau of Justice Statistics should add additional demographic questions to the Law Enforcement Management and Administrative Statistics (LEMAS) survey in order to meet the intent of this recommendation. | |

| | Compliant | 2.6 Recommendation: Law enforcement agencies should be encouraged to collect, maintain, and analyze demographic data on all detentions (stops, frisks, searches, summons, and arrests). This data should be disaggregated by school and non-school contacts. | Policy: 1000 - Records<br>https://www.powerdms.com/public/aac/tree/documents/169<br><br>Policy: 1621.1 Stop & Frisk Report<br>https://www.powerdms.com/public/aac/tree/documents/370<br><br>***The Department is in the process of transitioning to a new Records Management System (RMS) in 2022; it is anticipated that the replacement RMS system will be efficient in obtaining statistical data from all types of records maintained by the RMS system.***<br><br>**(Note: The following policy is not available online, due to sections containing sensitive operational information.)**<br><br>Policy: 1904 - Traffic Stops<br>VIII. TRAFFIC STOP DATA COLLECTION<br><br>A. Maryland law requires the collection of certain information, including race and ethnicity, when a law enforcement officer stops the driver of a motor vehicle and detains the driver for any period of time for a violation of the Maryland vehicle law. Officers should use their personal judgment in assessing race and ethnicity.<br><br>Certain types of traffic stops are exempt from the requirement to collect and report data. The types of stops (nonreportable) exempt from collection are:<br><br>1. A checkpoint or roadblock stop;<br>2. A stop of multiple vehicles due to a traffic accident or emergency situation requiring the stopping of vehicles for public safety purposes;<br>3. A stop based on the use of Radar, Laser, or Vascar technology;<br>4. A stop based on the use of license plate reader technology.<br>5. An investigative stop (a stop based on reasonable suspicion of criminal activity).<br><br>Officers utilizing the Maryland State Police E-Tix system must classify all qualifying stops within the system in order to properly capture required "Traffic Stop Data Collection" data.<br><br>Officers who do not utilize the E-Tix System will enter required data into Delta+ by using the "Traffic Stop Data Collection" module, preferably before the end of his or her tour of duty. If this is not possible, required data will be entered on their next scheduled work day. Officers who conduct reportable traffic stops during off-duty hours or |
| 32 | | | |

| | | | |
|---|---|---|---|
| | | during special assignments will enter required data into Delta+ on their next scheduled work day. First-line supervisors will ensure that officers not using E-Tix are utilizing the Delta+ system when appropriate.<br><br>The officer will obtain an "Incident Number" from the dispatcher and will enter the number in the space provided in the module ("Case Number"). Officers conducting traffic stops which meet the exception criteria described above will notify the dispatcher of the exception and will not request an incident number or enter the stop into the "Traffic Data Stop Collection" module.<br><br>B. All searches of vehicles and/or persons resulting from a traffic stop will be captured through the use of Delta+, regardless if the stop is a "reportable stop" or "non-reportable stop", as described above. | |
| | Not-Applicable to AAPD | 2.6.1 Action Item: The Federal Government could further incentivize universities and other organizations to partner with police departments to collect data and develop knowledge about analysis and benchmarks as well as to develop tools and templates that help departments manage data collection and analysis. | |
| 33 | Compliant | 2.7 Recommendation: Law enforcement agencies should create policies and procedures for policing mass demonstrations that employ a continuum of managed tactical resources that are designed to minimize the appearance of a military operation and avoid using provocative tactics and equipment that undermine civilian trust. | Policy: 2303 - Crowd Management and Public Demonstrations<br>https://www.powerdms.com/public/aac/tree/documents/1982256 |
| 34 | Compliant | 2.7.1 Action Item: Law enforcement agency policies should address procedures for implementing a layered response to mass demonstrations that prioritize de-escalation and a guardian mindset. | Policy: 2303 - Crowd Management and Public Demonstrations<br>https://www.powerdms.com/public/aac/tree/documents/1982256 |
| | Not-Applicable to AAPD | 2.7.2 Action Item: The Federal Government should create a mechanism for investigating complaints and issuing sanctions regarding the inappropriate use of equipment and tactics during mass demonstrations. | |
| | Not-Applicable to AAPD | 2.8 Recommendation: Some form of civilian oversight of law enforcement is important in order to strengthen trust with the community. Every community should define the appropriate form and structure of civilian oversight to meet the needs of that community. | |
| | Not-Applicable to AAPD | 2.8.1 Action Item: The US Department of Justice, through its research arm, the National Institute of Justice (NIJ), should expand its research agenda to include civilian oversight. | |
| | Not-Applicable to AAPD | 2.8.2 Action Item: The US Department of Justice's Office of Community Oriented Policing Services (COPS Office) should provide technical assistance and collect best practices from existing civilian oversight efforts and be prepared to help cities create this structure, potentially with some matching grants and funding. | |

| 35 | Compliant | 2.9 Recommendation: Law enforcement agencies and municipalities should refrain from practices requiring officers to issue a predetermined number of tickets, citations, arrests, or summonses, or to initiate investigative contacts with citizens for reasons not directly related to improving public safety, such as generating revenue. | "The department ... does not establish quantitative objectives for individual officers, such as ticket quotas."<br><br>Policy:1903 - Traffic Law Enforcement<br>https://www.powerdms.com/public/aac/tree/documents/322<br><br>Policy: 0302.1 Bias-Free Policing<br>https://www.powerdms.com/public/aac/tree/documents/829989 |
|---|---|---|---|
| 36 | Compliant | 2.10 Recommendation: Law enforcement officers should be required to seek consent before a search and explain that a person has the right to refuse consent when there is no warrant or probable cause. Furthermore, officers should ideally obtain written acknowledgement that they have sought consent to a search in these circumstances. | **(Note: The following Department policy is not available online, due to sections containing sensitive operational information.)**<br><br>Policy: 1621 - Search & Seizure<br><br>IV. SEARCHES OF AUTOMOBILES<br>2. Consent Search<br><br>A search of the vehicle may be conducted if the actual or apparent owner/operator or person in control of the vehicle voluntarily consents to the search. The extent of a consent search depends upon the terms of the consent itself. If the consent is limited to specific areas of the vehicle then only those areas may be searched. The scope of the search is limited to the scope of consent given and can be revoked at any time.<br><br>V. CONSENT SEARCHES (NON-AUTOMOBILE)<br><br>A. A lawfully detained person may be searched if the detained person agrees to a consent search. The consent must be voluntarily, i.e., freely, without duress or coercion. If the person revokes his/her consent at any time, the search must stop unless contraband has already been discovered and an arrest has been made.<br><br>B. Each person with actual or apparent joint access to and control of property, which an officer wishes to search, can authorize a warrantless search and seizure of the property. A joint owner (or person with joint access and control) who is present can veto the consent for areas that are of common use and enjoyment to both parties. Officers should utilize a Consent to Search form when possible.<br><br>C. The scope of a consent search of property can be limited by the party giving consent to a specific area or items and can be withdrawn at any time |

| | | | |
|---|---|---|---|
| 37 | Compliant | 2.11 Recommendation: Law enforcement agencies should adopt policies requiring officers to identify themselves by their full name, rank, and command (as applicable) and provide that information in writing to individuals they have stopped. In addition, policies should require officers to state the reason for the stop and the reason for the search if one is conducted. | Policy: 302 - Department Rules<br>III. DEPARTMENT RULES<br>Rule 10 Carrying of Credentials/Identification<br>https://www.powerdms.com/public/aac/tree/documents/54<br><br>C. All employees of the department will identify themselves to any citizen requesting such identification, either in person or verbally over the phone, by supplying their full name and identification number. If requested, identification cards will be displayed, unless exempted by the Chief of Police |
| 38 | Compliant | 2.11.1 Action Item: One example of how to do this is for law enforcement officers to carry business cards containing their name, rank, command, and contact information that would enable individuals to offer suggestions or commendations or to file complaints with the appropriate individual, office, or board. These cards would be easily distributed in all encounters. | The Department issues fill-in-blank business cards to officers. |
| 39 | Compliant | 2.12 Recommendation: Law enforcement agencies should establish search and seizure procedures related to LGBTQ and transgender populations and adopt as policy the recommendation from the President's Advisory Council on HIV/AIDS (PACHA) to cease using the possession of condoms as the sole evidence of vice. | Policy: 2007 Interactions with Trangender Individuals<br>https://public.powerdms.com/AAC/tree/documents/1278177 |
| 40 | Compliant | 2.13 Recommendation: Law enforcement agencies should adopt and enforce policies prohibiting profiling and discrimination based on race, ethnicity, national origin, religion, age, gender, gender identity/expression, sexual orientation, immigration status, disability, housing status, occupation, or language fluency. | Policy: 0302.1 Bias-Free Policing<br>https://www.powerdms.com/public/aac/tree/documents/829989 |
| | Not-Applicable to AAPD | 2.13.1 Action Item: The Bureau of Justice Statistics should add questions concerning sexual harassment of and misconduct toward community members, and in particular LGBTQ and gender-nonconforming people, by law enforcement officers to the Police Public Contact Survey. | |
| | Not-Applicable to AAPD | 2.13.2 Action Item: The Centers for Disease Control should add questions concerning sexual harassment of and misconduct toward community members, and in particular LGBTQ and gender-nonconforming people, by law enforcement officers to the National Intimate Partner and Sexual Violence Survey. | |
| | Not-Applicable to AAPD | 2.13.3 Action Item: The US Department of Justice should promote and disseminate guidance to federal, state, and local law enforcement agencies on documenting, preventing, and addressing sexual harassment and misconduct by local law enforcement agents, consistent with the recommendations of the International Association of Chiefs of Police. | |
| | Not-Applicable to AAPD | 2.14 Recommendation: The US Department of Justice, through the Office of Community Oriented Policing Services and Office of Justice Programs, should provide technical assistance and incentive | |

| | | funding to jurisdictions with small police agencies that take steps towards shared services, regional training, and consolidation. | |
|---|---|---|---|
| | Not-Applicable to AAPD | 2.15 Recommendation: The US Department of Justice, through the Office of Community Oriented Policing Services, should partner with the International Association of Directors of Law Enforcement Standards and Training (IADLEST) to expand its National Decertification Index to serve as the National Register of Decertified Officers with the goal of covering all agencies within the United States and its territories. | |
| | | **PILLAR 3 . TECHNOLOGY & SOCIAL MEDIA** | |
| | Not-Applicable to AAPD | 3.1 Recommendation: The US Department of Justice, in consultation with the law enforcement field, should broaden the efforts of the National Institute of Justice to establish national standards for the research and development of new technology. These standards should also address compatibility and interoperability needs both within law enforcement agencies and across agencies and jurisdictions and maintain civil and human rights protections. | |
| | Not-Applicable to AAPD | 3.1.1 Action Item: The Federal Government should support the development and delivery of training to help law enforcement agencies learn, acquire, and implement technology tools and tactics that are consistent with the best practices of 21st century policing. | |
| | Not-Applicable to AAPD | 3.1.2 Action Item: As part of national standards, the issue of technology's impact on privacy concerns should be addressed in accordance with protections provided by constitutional law. | |
| 41 | Compliant | 3.1.3 Action Item: Law enforcement agencies should deploy smart technology that is designed to prevent the tampering with or manipulating of evidence in violation of policy. | Key card entry systems at all places evidence/property is stored; security cameras monitor the areas.<br><br>Property Management/Evidence has a monitored alarm system.<br><br>The Barcoded Evidence Analysis Statistical Tracking (BEAST) system is used to track evidence /property. |
| 42 | Compliant | 3.2 Recommendation: The implementation of appropriate technology by law enforcement agencies should be designed considering local needs and aligned with national standards. | The Department considers local needs and National standards when procuring police technology. |

| | | | |
|---|---|---|---|
| 43 | Compliant | 3.2.1 Action Item: Law enforcement agencies should encourage public engagement and collaboration, including the use of community advisory bodies, when developing a policy for the use of a new technology. | Department Policy(ies) Online: https://www.powerdms.com/public/aac/tree/documents/12<br><br>The Department does not have a formal process for citizens to review and evaluate all policies and procedures; HOWEVER, there is no prohibition for a citizen from reviewing Department policy available online (link above) and submitting recommendations.<br><br>The Department has and will continue to present information about technology and/or policy relevant to public concern such as the implementation of the Department's TASER program; information was presented at each of the four PCRC meetings. Information and policy related to the implementation of Body Cameras will be presented in the same format as the TASER program was.<br><br>-----------<br>Police Community Relations Council (PCRC)<br><br>"The Anne Arundel County Police-Community Relations Council (PCRC) is a voluntary, independent, self-constituted advisory body. The PCRC exists with the purpose of promoting the concept that citizens, communities, and the police have a common goal. This goal is the maintenance of law and order, reduction of crime, and the protection of the community. The PCRC promotes the relationship and understanding necessary to effectively attain this purpose."<br><br>https://www.aacounty.org/services-and-programs/police-community-relations-council<br><br>PCRC meetings are conducted once a month at each of the four police district stations. |
| 44 | Compliant | 3.2.2 Action Item: Law enforcement agencies should include an evaluation or assessment process to gauge the effectiveness of any new technology, soliciting input from all levels of the agency, from line officer to leadership, as well as assessment from members of the community. | The Department tests and evaluates all new technology to gauge the effectiveness of it, solicits input from all levels of the Department, from line officer to leadership, before commiting taxpayer dollars for a technology solution that may not potentially work as anticipated. |

| 45 | Compliant | 3.2.3 Action Item: Law enforcement agencies should adopt the use of new technologies that will help them better serve people with special needs or disabilities. | Deaf and Hard-Of-Hearing Translation Service

Overview

The Department has installed translation software to assist in communicating with citizens who are either Deaf or hard-of-hearing. The tool, known as Purple VRI, will be available on a Department laptop at each district station front desk. Utilizing an interpreter through a laptop webcam, the Purple Video Remote Interpreting (VRI) is an on-demand service that provides translation communication between deaf or hard-of-hearing persons and hearing persons that are in the same location. The Purple P3 software downloaded on the laptops administers an easy on-site American Sign Language (ASL) communication method for both Anne Arundel County police employees and for individuals seeking assistance from the Anne Arundel County Police Department

Language Line InSight

The Police Department recognizes that without appropriate language capabilities, community interaction may be impossible in some cases. So that the Department may serve all members of the community regardless of language barriers or hearing/speech disabilities, the department has installed the Language Line InSight app on departmentally issued cell phones.

The Language Line InSight application connects directly to experienced and professional interpreters to ensure accurate, meaning-for-meaning, interpreting. The application has the top 36 spoken languages, including American Sign Language, available for video interpreting (similar to Facetime or Skype). The application also has 240 audio languages available 24/7. |
|---|---|---|---|
| | Not-Applicable to AAPD | 3.3 Recommendation: The US Department of Justice should develop best practices that can be adopted by state legislative bodies to govern the acquisition, use, retention, and dissemination of auditory, visual, and biometric data by law enforcement | |
| | Not-Applicable to AAPD | 3.3.1 Action Item: As part of the process for developing best practices, the US Department of Justice should consult with civil rights and civil liberties organizations, as well as law enforcement research groups and other experts, concerning the constitutional issues that can arise as a result of the use of new technologies. | |
| | Not-Applicable to AAPD | 3.3.2 Action Item: The US Department of Justice should create toolkits for the most effective and constitutional use of multiple forms of innovative technology that will provide state, local, and tribal law enforcement agencies with a one-stop clearinghouse of information and resources. | |
| 46 | Compliant | 3.3.3 Action Item: Law enforcement agencies should review and consider the Bureau of Justice Assistance (BJA) Body Worn Camera Toolkit to assist in implementing BWCs. | During 2020 the Department began the process of building and implementing a Body Worn Camera program. |

| | | | |
|---|---|---|---|
| | Not-Applicable to AAPD | 3.4 Recommendation: Federal, state, local, and tribal legislative bodies should be encouraged to update public record laws. | |
| | Not-Applicable to AAPD | 3.6 Recommendation: The Federal Government should support the development of new "less than lethal" technology to help control combative suspects. | |
| | Not-Applicable to AAPD | 3.6.1 Action Item: Relevant federal agencies, including the US Departments of Defense and Justice, should expand their efforts to study the development and use of new less than lethal technologies and evaluate their impact on public safety, reducing lethal violence against citizens, constitutionality, and officer safety. | |
| | Not-Applicable to AAPD | 3.6.1 Action Item: Relevant federal agencies, including the US Departments of Defense and Justice, should expand their efforts to study the development and use of new less than lethal technologies and evaluate their impact on public safety, reducing lethal violence against citizens, constitutionality, and officer safety. | |
| | Not-Applicable to AAPD | 3.7 Recommendation: The Federal Government should make the development and building of segregated radio spectrum and increased bandwidth by FirstNet for exclusive use by local, state, tribal, and federal public safety agencies a top priority. | |
| | | **PILLAR 4 . COMMUNITY POLICING & CRIME REDUCTION** | |
| 47 | Compliant | 4.1 Recommendation: Law enforcement agencies should develop and adopt policies and strategies that reinforce the importance of community engagement in managing public safety | Each of the four District Stations has the following: <br><br> 1)Police and Community Together (P.A.C.T.) Officer. <br><br> The P.A.C.T. Officer(s) is responsible for establishing and maintaining close ties with the community and to help alleviate problems or concerns in the community. They attend community meetings and community events, enlist the aid and support of other governmental agencies to help solve Quality of Life issues within the district, provide crime prevention information, etc. <br><br> 2) Police Community Relations Council (PCRC) <br><br> "The Anne Arundel County Police-Community Relations Council (PCRC) is a voluntary, independent, self-constituted advisory body. The PCRC exists with the purpose of promoting the concept that citizens, communities, and the police have a common goal. This goal is the maintenance of law and order, reduction of crime, and the protection of the community. The PCRC promotes the relationship and understanding necessary to effectively attain this purpose." <br><br> https://www.aacounty.org/services-and-programs/police-community-relations-council <br><br> PCRC meetings are conducted once a month at each of the four police district stations. <br><br> 2022 marked the 56th Anniversary of the PCRC. |
| 48 | Compliant | 4.1.1 Action Item: Law enforcement agencies should consider adopting | Policy: 0105.2 - Police Discretion and Alternatives to Arrest https://www.powerdms.com/public/aac/tree/documents/26 |

| | | | |
|---|---|---|---|
| | | preferences for seeking "least harm" resolutions, such as diversion programs or warnings and citations in lieu of arrest for minor infractions. | |
| 49 | Compliant | 4.2 Recommendation: Community policing should be infused throughout the culture and organizational structure of law enforcement agencies. | **(This reference is not a Department policy. The needs of the community, as it pertains to the function of the Police Department, is reviewed and updated annually.)**<br><br>MEMORANDUM: 2021-37<br>SUBJECT: Department Goals and Objectives – Calendar Year 2022<br><br>Goal #2: The Department will continue to build community relationships by improving the ability to communicate, providing transparency, and increasing public confidence in the Police Department. |
| 50 | Compliant | 4.2.1 Action Item: Law enforcement agencies should evaluate officers on their efforts to engage members of the community and the partnerships they build. Making this part of the performance evaluation process places an increased value on developing partnerships. | Patrol officers are procedurally evaluated in their employee performance reviews with regard to actions they take, within the scope of their duties, to positively contribute to addressing the Department's active Goals and Objectives.<br><br>**(This reference is not a Department policy. The needs of the community, as it pertains to the function of the Police Department, is reviewed and updated annually.)**<br><br>MEMORANDUM: 2021-37<br>SUBJECT: Department Goals and Objectives – Calendar Year 2022<br><br>Goal #2: The Department will continue to build community relationships by improving the ability to communicate, providing transparency, and increasing public confidence in the Police Department.<br><br>Objective:<br><br>2.1 Continue to foster mutually beneficial relationships with the community through positive interactions and Department initiated meetings throughout the County.<br><br>2.2 Continue to engage local government leaders, businesses, academia, media, and community members, to demonstrate the Department's role to help reduce perceived biases in the community.<br><br>2.4 Continue to foster relationships between all segments of the community through the use of liaison officers and the ongoing community engagement efforts of agency personnel throughout the county. |

| 51 | Compliant | 4.2.2 Action Item: Law enforcement agencies should evaluate their patrol deployment practices to allow sufficient time for patrol officers to participate in problem solving and community engagement activities. | Policy: 1610 - Patrol Function https://www.powerdms.com/public/aac/tree/documents/231<br><br>VI. PERFORMANCE OBJECTIVES<br>In the interest of the safety and rights of the citizenry, officers will adopt the following general performance objectives as a guide:<br><br>A. To reduce personal injury and property damage accidents through the use of directed patrol and aggressive traffic law enforcement.<br><br>B. To reduce the overall crime rate by increasing the efficiency in preventive patrol, investigative efforts, and reporting.<br><br>C. To reduce crime and disorder by improving the quality of life in the community. Officers will be concerned with citizens' problems and concerns and will perceive the community as a partner in promoting security |
|---|---|---|---|
| | Not-Applicable to AAPD | 4.2.3 Action Item: The US Department of Justice and other public and private entities should support research into the factors that have led to dramatic successes in crime reduction in some communities through the infusion of non-discriminatory policing and to determine replicable factors that could be used to guide law enforcement agencies in other communities. | |
| 52 | Compliant | 4.3 Recommendation: Law enforcement agencies should engage in multidisciplinary, community team approaches for planning, implementing, and responding to crisis situations with complex causal factors. | Policy: 1611 - Mobile Crisis Team https://www.powerdms.com/public/aac/tree/documents/234<br><br>Policy: 1611.1 - CRISIS INTERVENTION TEAM (CIT) https://www.powerdms.com/public/aac/tree/documents/435727<br><br>Anne Arundel County Crisis Response System – Part of the Anne Arundel County Mental Health Agency, Crisis Response, is a comprehensive system of care to provide assistance to consumers with mental health issues, when they are in crisis and in pre-crisis. There are numerous components to the system including but not limited to: Warmline. Mobile Crisis Teams, Mobile Treatment, Hospital Diversion, Jail Diversion, In-Home Intervention Teams, Transportation, Emergency Departments, Residential Crisis Services, Crisis Intervention Teams, Urgent Care, Safe Stations and Care Coordination. |
| | Not-Applicable to AAPD | 4.3.1 Action Item: The US Department of Justice should collaborate with others to develop and disseminate baseline models of this crisis intervention team approach that can be adapted to local contexts. | |
| | Not-Applicable to AAPD | 4.3.2 Action Item: Communities should look to involve peer support counselors as part of multidisciplinary teams when appropriate. Persons who have experienced the same trauma can provide both insight to the first responders and immediate support to individuals in crisis. | |
| | Not-Applicable to AAPD | 4.3.3 Action Item: Communities should be encouraged to evaluate the efficacy of these crisis intervention team approaches and hold agency leaders accountable for outcomes. | |

| | Not-Applicable to AAPD | 4.4 Recommendation: Communities should support a culture and practice of policing that reflects the values of protection and promotion of the dignity of all, especially the most vulnerable. | |
|---|---|---|---|
| 53 | Compliant | 4.4.1 Action Item: Because offensive or harsh language can escalate a minor situation, law enforcement agencies should underscore the importance of language used and adopt policies directing officers to speak to individuals with respect. | Policy: 302 - Department Rules - Rule 13, 21, & 25. https://www.powerdms.com/public/aac/tree/documents/54 |
| 54 | Compliant | 4.4.2 Action Item: Law enforcement agencies should develop programs that create opportunities for patrol officers to regularly interact with neighborhood residents, faith leaders, and business leaders. | Policy: 0900 - Community Relations https://www.powerdms.com/public/aac/tree/documents/163

Program: Citizens Police Academy https://www.aacounty.org/services-and-programs/citizens-police-academy

Program: Police Chief's Business Advisory Council https://www.aacounty.org/departments/county-executive/constituent-services/constituent-events/event/11/15/2016/police-chiefs-business-advisory-council-2

Program: AA COUNTY POLICE GUARDIAN SHIELD NEWSLETTER https://visitor.r20.constantcontact.com/manage/optin?v=001Ng4EgZRBCww2mub70hHzYB2COcdcl9S9YM6CmvoXyuS2G6CPNHORvJy1jPpK5JmaU_hPaEbgXDECDQgwcx2ethVSTVEBnWalukLyXzyKqXY%3D

Program: AA COUNTY POLICE WORSHIP WATCH NEWSLETTER https://visitor.r20.constantcontact.com/manage/optin?v=001Ng4EgZRBCww2mub70hHzYB2COcdcl9S9YM6CmvoXyuS2G6CPNHORvJy1jPpK5JmaU_hPaEbgXDECDQgwcx2ethVSTVEBnWalukLyXzyKqXY%3D |
| 55 | Compliant | 4.5 Recommendation: Community policing emphasizes working with neighborhood residents to co-produce public safety. Law enforcement agencies should work with community residents to identify problems and collaborate on implementing solutions that produce meaningful results for the community. | Police Community Relations Council (PCRC)

"The Anne Arundel County Police-Community Relations Council (PCRC) is a voluntary, independent, self-constituted advisory body. The PCRC exists with the purpose of promoting the concept that citizens, communities, and the police have a common goal. This goal is the maintenance of law and order, reduction of crime, and the protection of the community. The PCRC promotes the relationship and understanding necessary to effectively attain this purpose."

https://www.aacounty.org/services-and-programs/police-community-relations-council

PCRC meetings are conducted once a month at each of the four police district stations.

2022 marked the 56th Anniversary of the PCRC. |

| 56 | Compliant | 4.5.1 Action Item: Law enforcement agencies should schedule regular forums and meetings where all community members can interact with police and help influence programs and policy. | Police Community Relations Council (PCRC)<br><br>"The Anne Arundel County Police-Community Relations Council (PCRC) is a voluntary, independent, self-constituted advisory body. The PCRC exists with the purpose of promoting the concept that citizens, communities, and the police have a common goal. This goal is the maintenance of law and order, reduction of crime, and the protection of the community. The PCRC promotes the relationship and understanding necessary to effectively attain this purpose."<br><br>https://www.aacounty.org/services-and-programs/police-community-relations-council<br><br>PCRC meetings are conducted once a month at each of the four police district stations.<br><br>2022 marked the 56th Anniversary of the PCRC. |
|----|-----------|---|---|
| 57 | Compliant | 4.5.2 Action Item: Law enforcement agencies should engage youth and communities in joint training with law enforcement, citizen academies, ride-alongs, problem solving teams, community action teams, and quality of life teams. | Policy: 0904 - Youth Activities Program<br>https://www.powerdms.com/public/aac/tree/documents/816677<br><br>Program: Citizens Police Academy<br>https://www.aacounty.org/services-and-programs/citizens-police-academy<br><br>Progarm: Ride-along (1501 - Operation & Care of Department Vehicles, Section IV.)<br>https://www.powerdms.com/public/aac/tree/documents/212<br><br>Policy: 0900 - Community Relations<br>https://www.powerdms.com/public/aac/tree/documents/163 |
| 58 | Compliant | 4.5.3 Action Item: Law enforcement agencies should establish formal community/citizen advisory committees to assist in developing crime prevention strategies and agency policies as well as provide input on policing issues. | Police Community Relations Council (PCRC)<br><br>"The Anne Arundel County Police-Community Relations Council (PCRC) is a voluntary, independent, self-constituted advisory body. The PCRC exists with the purpose of promoting the concept that citizens, communities, and the police have a common goal. This goal is the maintenance of law and order, reduction of crime, and the protection of the community. The PCRC promotes the relationship and understanding necessary to effectively attain this purpose."<br><br>https://www.aacounty.org/services-and-programs/police-community-relations-council<br><br>PCRC meetings are conducted once a month at each of the four police district stations.<br><br>2022 marked the 56rd Anniversary of the PCRC. |

| 59 | Compliant | 4.5.4 Action Item: Law enforcement agencies should adopt community policing strategies that support and work in concert with economic development efforts within communities. | The Department supports the Anne Arundel County - General Development Plan<br><br>https://www.aacounty.org/departments/planning-and-zoning/long-range-planning/general-development-plan/ |
|---|---|---|---|
| | Not-Applicable to AAPD | 4.6 Recommendation: Communities should adopt policies and programs that address the needs of children and youth most at risk for crime or violence and reduce aggressive law enforcement tactics that stigmatize youth and marginalize their participation in schools and communities. | |
| | Not-Applicable to AAPD | 4.6.1 Action Item: Education and criminal justice agencies at all levels of government should work together to reform policies and procedures that push children into the juvenile justice system. | |
| 60 | Compliant | 4.6.2 Action Item: In order to keep youth in school and to keep them from criminal and violent behavior, law enforcement agencies should work with schools to encourage the creation of alternatives to student suspensions and expulsion through restorative justice, diversion, counseling, and family interventions. | Policy: 1602 - Victim/Witness Assistance<br>IV. Functional Responsibilites<br>I. Teen Court<br>https://www.powerdms.com/public/aac/tree/documents/224<br><br>Policy: 1705.1 - Arrest of Public School Students-Req Notification<br>https://www.powerdms.com/public/aac/tree/documents/282<br><br>Policy: 1705 - Investigations of Students at Public Schools<br>https://www.powerdms.com/public/aac/tree/documents/281 |
| 61 | Compliant | 4.6.3 Action Item: Law enforcement agencies should work with schools to encourage the use of alternative strategies that involve youth in decision making, such as restorative justice, youth courts, and peer interventions. | Policy: 1602 - Victim/Witness Assistance<br>IV. Functional Responsibilites<br>I. Teen Court<br>https://www.powerdms.com/public/aac/tree/documents/224<br><br>Policy: 1701 Juvenile Procedures<br>III. Enforcement Principles<br>https://www.powerdms.com/public/AAC/tree/documents/276<br><br>Policy: 903 - School Safety Section<br>https://www.powerdms.com/public/aac/tree/documents/166<br><br>**Youth & Victim Engagement Services**<br>Offers information and provide referrals to people seeking assistance due to various needs as a result of the crime committed against them.<br>https://www.aacounty.org/services-and-programs/youth--juvenile-victim-engagement |
| 62 | Compliant | 4.6.4 Action Item: Law enforcement agencies should work with schools to adopt an instructional approach to discipline that uses interventions or disciplinary consequences to help students develop new behavior skills and positive strategies to avoid conflict, redirect energy, and refocus on learning. | Policy: 1602 - Victim/Witness Assistance<br>IV. Functional Responsibilites<br>I. Teen Court<br>https://www.powerdms.com/public/aac/tree/documents/224<br><br>Policy: 903 - School Safety Section<br>https://www.powerdms.com/public/aac/tree/documents/166 |

| 63 | Compliant | 4.6.5 Action Item: Law enforcement agencies should work with schools to develop and monitor school discipline policies with input and collaboration from school personnel, students, families, and community members. These policies should prohibit the use of corporal punishment and electronic control devices. | Policy: 1602 - Victim/Witness Assistance<br>IV. Functional Responsibilites<br>I. Teen Court<br>https://www.powerdms.com/public/aac/tree/documents/224<br><br>Policy: 903 - School Safety Section<br>https://www.powerdms.com/public/aac/tree/documents/166 |
|----|-----------|-----|-----|
| 64 | Compliant | 4.6.6 Action Item: Law enforcement agencies should work with schools to create a continuum of developmentally appropriate and proportional consequences for addressing ongoing and escalating student misbehavior after all appropriate interventions have been attempted. | Policy: 1602 - Victim/Witness Assistance<br>IV. Functional Responsibilities<br>I. Teen Court<br>https://www.powerdms.com/public/aac/tree/documents/224<br><br>Policy: 903 - School Safety Section<br>https://www.powerdms.com/public/aac/tree/documents/166 |
| 65 | Compliant | 4.6.7 Action Item: Law enforcement agencies should work with communities to play a role in programs and procedures to reintegrate juveniles back into their communities as they leave the juvenile justice system. | Policy: 1602 - Victim/Witness Assistance<br>IV. Functional Responsibilites<br>I. Teen Court<br>https://www.powerdms.com/public/aac/tree/documents/224<br><br>Policy Code 1701 Juvenile Procedures<br>III. Enforcement Principles<br>https://www.powerdms.com/public/AAC/tree/documents/276<br><br>Policy: 903 - School Safety Section<br>https://www.powerdms.com/public/aac/tree/documents/166<br><br>**Youth & Victim Engagement Services**<br>Offers information and provide referrals to people seeking assistance due to various needs as a result of the crime committed against them.<br>https://www.aacounty.org/services-and-programs/youth--juvenile-victim-engagement<br><br>**Juvenile/Victim Witness Unit - Community Conferencing**<br>Community Conferencing is a conflict transformation and community justice program designed for non-violent offenders between the ages of 10 and 17. It provides a means for the involved parties to safely and collectively resolve conflicts to a degree that more effectively prevents future conflict/crimes. The victim, offender, parents, interested community stakeholders and a trained facilitator meet face to face to determine the root cause of the offense/destructive behavior and facilitate constructive ways to build connections that enhance long-term resolutions. Community Conferencing adheres to Restorative Justice Principles that emphasize offender accountability and responsibility. |

| | | | |
|---|---|---|---|
| | | | One of the most important and beneficial aspects is that it gives the victim a direct say in the resolution (offender's punishment), which in most cases proves more satisfactory than juvenile court proceedings and resolutions. |
| 66 | Compliant | 4.6.8 Action Item: Law enforcement agencies and schools should establish memorandum of agreement for the placement of School Resource Officers that limit police involvement in student discipline. | Policy: 903 - School Safety Section https://www.powerdms.com/public/aac/tree/documents/166 **Memorandum of Agreement:** School Resource Officers' Program between the Anne Arundel County Public Schools and the Anne Arundel County Police Department. |
| | Not-Applicable to AAPD | 4.6.9 Action Item: The Federal Government should assess and evaluate zero tolerance strategies and examine the role of reasonable discretion when dealing with adolescents in consideration of their stages of maturation or development. | |
| | Not-Applicable to AAPD | 4.7 Recommendation: Communities need to affirm and recognize the voices of youth in community decision making, facilitate youth-led research and problem solving, and develop and fund youth leadership training and life skills through positive youth/police collaboration and interactions. | |
| 67 | Compliant | 4.7.1 Action Item: Communities and law enforcement agencies should restore and build trust between youth and police by creating programs and projects for positive, consistent, and persistent interaction between youth and police. | Policy: 904 - Youth Activities Program https://powerdms.com/docs/816677?q=youth First Link is to the Juvenile/Victim Witness Unit page. Second is to a new program that seems to fit this recommendations description. Possibly others as well. https://www.aacounty.org/services-and-programs/juvenilevictim-witness-unit https://www.aacounty.org/departments/police-department/forms-publications/JVAU-MYAC-flyer.pdf |
| | Not-Applicable to AAPD | 4.7.2 Action Item: Communities should develop community- and school-based evidence-based programs that mitigate punitive and authoritarian solutions to teen problems. | |
| | | PILLAR 5 . TRAINING & EDUCATION | |
| | Not-Applicable to AAPD | 5.1 Recommendation: The Federal Government should support the development of partnerships with training facilities across the country to promote consistent standards for high quality training and establish training innovation hubs. | |
| | Not-Applicable to AAPD | 5.1.1 Action Item: The training innovation hubs should develop replicable model programs that use adult-based learning and scenario-based training in a training environment modeled less like boot camp. Through these programs the hubs would influence nationwide curricula, as well as instructional methodology. | |
| | Not-Applicable to AAPD | 5.1.2 Action Item: The training innovation hubs should establish partnerships with academic institutions to develop rigorous training practices, evaluation, and the development of curricula based on evidence-based practices. | |
| | Not-Applicable to AAPD | 5.1.3 Action Item: The Department of Justice should build a stronger relationship with the International Association of Directors of Law Enforcement (IADLEST) in order to leverage their network with state boards and commissions of Peace Officer Standards and Training (POST). | |
| 68 | Compliant | 5.2 Recommendation: Law enforcement agencies should engage community members in the training process. | Policy: 0900 - Community Relations https://www.powerdms.com/public/aac/tree/documents/163 Program: Citizens Police Academy |

| | | | https://www.aacounty.org/services-and-programs/citizens-police-academy |
|---|---|---|---|
| | Not-Applicable to AAPD | 5.2.1 Action Item: The US Department of Justice should conduct research to develop and disseminate a toolkit on how law enforcement agencies and training programs can integrate community members into this training process. | |
| 69 | Compliant | 5.3 Recommendation: Law enforcement agencies should provide leadership training to all personnel throughout their careers. | All new first line supervisors, subsequent to promotion, and new command staff members are required to attend Maryland Police Training Commission (MPTC) leadership training.<br>The Department continues to seek and send staff to leadership programs with outside entities when training becomes available. |
| | Not-Applicable to AAPD | 5.3.1 Action Item: Recognizing that strong, capable leadership is required to create cultural transformation, the US Department of Justice should invest in developing learning goals and model curricula/training for each level of leadership. | |
| | Not-Applicable to AAPD | 5.3.2 Action Item: The Federal Government should encourage and support partnerships between law enforcement and academic institutions to support a culture that values ongoing education and the integration of current research into the development of training, policies, and practices. | |
| | Not-Applicable to AAPD | 5.3.3 Action Item: The US Department of Justice should support and encourage cross-discipline leadership training. | |
| | Not-Applicable to AAPD | 5.4 Recommendation: The US Department of Justice should develop, in partnership with institutions of higher education, a national postgraduate institute of policing for senior executives with a standardized curriculum preparing them to lead agencies in the 21st century. | |
| | Not-Applicable to AAPD | 5.5 Recommendation: The US Department of Justice should instruct the Federal Bureau of Investigation to modify the curriculum of the National Academy at Quantico to include prominent coverage of the topical areas addressed in this report. In addition, the COPS Office and the Office of Justice Programs should work with law enforcement professional organizations to encourage modification of their curricula in a similar fashion. | |
| | Not-Applicable to AAPD | 5.6 Recommendation: POSTs should make Crisis Intervention Training (CIT) a part of both basic recruit and in-service officer training. | State mandate already requires compliance. |
| | Not-Applicable to AAPD | 5.6.1 Action Item: Because of the importance of this issue, Congress should appropriate funds to help support law enforcement crisis intervention training. | |
| | Not-Applicable to AAPD | 5.7 Recommendation: POSTs should ensure that basic officer training includes lessons to improve social interaction as well as tactical skills. | State mandate already requires compliance. |
| | Not-Applicable to AAPD | 5.8 Recommendation: POSTs should ensure that basic recruit and in-service officer training include curriculum on the disease of addiction. | State mandate already requires compliance. |
| | Not-Applicable to AAPD | 5.9 Recommendation: POSTs should ensure both basic recruit and in-service training incorporates content around recognizing and confronting implicit bias and cultural responsiveness. | State mandate already requires compliance. |

| | | | |
|---|---|---|---|
| 70 | Compliant | 5.9.1 Action Item: Law enforcement agencies should implement ongoing, top down training for all officers in cultural diversity and related topics that can build trust and legitimacy in diverse communities. This should be accomplished with the assistance of advocacy groups that represent the viewpoints of communities that have traditionally had adversarial relationships with law enforcement. | All entry level officer trainees are required to complete courses of instruction for diversity and related subjects. Officers of every rank are required to attend and successfully complete annual in-service training which for numerous years has included a cultural diversity training element. |
| 71 | Compliant | 5.9.2 Action Item: Law enforcement agencies should implement training for officers that covers policies for interactions with the LGBTQ population, including issues such as determining gender identity for arrest placement, the Muslim, Arab, and South Asian communities, and immigrant or non-English speaking groups, as well as reinforcing policies for the prevention of sexual misconduct and harassment. | All entry level officer trainees are required to complete courses of instruction for diversity and related subjects. Officers of every rank are required to attend and successfully complete annual in-service training which for numerous years has included a cultural diversity training element. |
| | Not-Applicable to AAPD | 5.10 Recommendation: POSTs should require both basic recruit and in-service training on policing in a democratic society. | Already requires compliance. |
| | Not-Applicable to AAPD | 5.11 Recommendation: The Federal Government, as well as state and local agencies, should encourage and incentivize higher education for law enforcement officers. | Career Development Program - Educational Development Plan Policy: https://www.powerdms.com/public/aac/tree/documents/161 |
| | Not-Applicable to AAPD | 5.11.1 Action Item: The Federal Government should create a loan repayment and forgiveness incentive program specifically for policing. | |
| | Not-Applicable to AAPD | 5.12 Recommendation: The Federal Government should support research into the development of technology that enhances scenario-based training, social interaction skills, and enables the dissemination of interactive distance learning for law enforcement. | |
| | Not-Applicable to AAPD | 5.13 Recommendation: The US Department of Justice should support the development and implementation of improved Field Training Officer programs. | |
| | Not-Applicable to AAPD | 5.13.1 Action Item: The US Department of Justice should support the development of broad Field Training Program standards and training strategies that address changing police culture and organizational procedural justice issues that agencies can adopt and customize to local needs. | |
| | Not-Applicable to AAPD | 5.13.2 Action Item: The US Department of Justice should provide funding to incentivize agencies to update their Field Training Programs in accordance with the new standards. | |
| | | **PILLAR 6 OFFICER WELLNESS & SAFETY** | |
| | Not-Applicable to AAPD | 6.1 Recommendation: The US Department of Justice should enhance and further promote its multifaceted officer safety and wellness initiative. | |
| | Not-Applicable to AAPD | 6.1.1 Action Item: Congress should establish and fund a national "Blue Alert" warning system. | |

| | | | |
|---|---|---|---|
| | Not-Applicable to AAPD | 6.1.2 Action Item: The US Department of Justice, in partnership with the US Department of Health and Human Services, should establish a task force to study mental health issues unique to officers and recommend tailored treatments. | |
| | Not-Applicable to AAPD | 6.1.3 Action Item: The Federal Government should support the continuing research into the efficacy of an annual mental health check for officers, as well as fitness, resilience, and nutrition. | |
| | Not-Applicable to AAPD | 6.1.4 Action Item: Pension plans should recognize fitness for duty examinations as definitive evidence of valid duty or non-duty related disability | |
| | Not-Applicable to AAPD | 6.1.5 Action Item: Public Safety Officer Benefits (PSOB) should be provided to survivors of officers killed while working, regardless of whether the officer used safety equipment (seatbelt or anti-ballistic vest) or if officer death was the result of suicide attributed to a current diagnosis of duty-related mental illness, including but not limited to post-traumatic stress disorder (PTSD). | |
| 72 | Compliant | 6.2 Recommendation: Law enforcement agencies should promote safety and wellness at every level of the organization. | AACOPD WELLNESS PROGRAM The Department Wellness Program is a free, voluntary, police-run program that works to foster healthier living, thinking, and well-being for sworn and non-sworn members of the police department and their families. |
| | Not-Applicable to AAPD | 6.2.1 Action Item: Though the Federal Government can support many of the programs and best practices identified by the US Department of Justice initiative described in recommendation 6.1, the ultimate responsibility lies with each agency. | |
| | Not-Applicable to AAPD | 6.3 Recommendation: The US Department of Justice should encourage and assist departments in the implementation of scientifically supported shift lengths by law enforcement. | |
| | Not-Applicable to AAPD | 6.3.1 Action Item: The US Department of Justice should fund additional research into the efficacy of limiting the total number of hours an officer should work within a 24–48-hour period, including special findings on the maximum number of hours an officer should work in a high risk or high stress environment (e.g., public demonstrations or emergency situations). | |
| 73 | Compliant | 6.4 Recommendation: Every law enforcement officer should be provided with individual tactical first aid kits and training as well as anti-ballistic vests. | Officers are issued IFAK's (Individual First Aid Kits) that contain three soft tourniquets, a chest seal, Israeli bandage, set of gloves, and a set of trauma shears. Policy: 500 Uniforms, Equipment, & Grooming and Appearance Standards IV. UNIFORMS & EQUIPMENT REQUIRED WHILE ON DUTY P. Body Armor https://www.powerdms.com/public/aac/tree/documents/80 |
| | Not-Applicable to AAPD | 6.4.1 Action Item: Congress should authorize funding for the distribution of law enforcement individual tactical first aid kits. | |
| | Not-Applicable to AAPD | 6.4.2 Action Item: Congress should reauthorize and expand the Bulletproof Vest Partnership (BVP) program. | |
| | Not-Applicable to AAPD | 6.5 Recommendation: The US Department of Justice should expand efforts to collect and analyze data not only on officer deaths but also on injuries and "near misses." | |
| 74 | Compliant | 6.6 Recommendation: Law enforcement agencies should adopt policies that require officers to wear seat belts and bullet-proof vests and provide training to raise awareness of the consequences of failure to do so. | Policy: 1501 - Operation & Care of Department Vehicles https://www.powerdms.com/public/aac/tree/documents/212 Policy: 1502 - Personal Patrol Vehicle (PPV) Program https://www.powerdms.com/public/aac/tree/documents/216 Policy: 500 Uniforms, Equipment, & Grooming and Appearance Standards |

| | | IV. UNIFORMS & EQUIPMENT REQUIRED WHILE ON DUTY<br>P. Body Armor<br>https://www.powerdms.com/public/aac/tree/documents/80 |
|---|---|---|
| Not-Applicable to AAPD | 6.7 Recommendation: Congress should develop and enact peer review error management legislation. | |
| Not-Applicable to AAPD | 6.8 Recommendation: The US Department of Transportation should provide technical assistance opportunities for departments to explore the use of vehicles equipped with vehicle collision prevention "smart car" technology that will reduce the number of accidents. | |
| | IMPLEMENTATION | |
| Not-Applicable to AAPD | 7.1 Recommendation: The President should direct all federal law enforcement agencies to review the recommendations made by the Task Force on 21st Century Policing and, to the extent practicable, to adopt those that can be implemented at the federal level. | |
| Not-Applicable to AAPD | 7.2 Recommendation: The US Department of Justice should explore public-private partnership opportunities, starting by convening a meeting with local, regional, and national foundations to discuss the proposals for reform described in this report and seeking their engagement and support in advancing implementation of these recommendations. | |
| Not-Applicable to AAPD | 7.3 Recommendation: The US Department of Justice should charge its Office of Community Oriented Policing Services (COPS Office) with assisting the law enforcement field in addressing current and future challenges. | |