

Maryland Police Training and Standards Commission
Community Policing Program
Annual Report

Section I

Appendix C

Agency: Frederick Police Department

Region #: 1

Date Report Submitted: 4/24/2020

Submitted By: Name: Captain Dwight Sommers

Title: Deputy Chief

Phone: 301-600-2100

Email: dsommers@frederickmdpolice.org

Number of sworn members: 149

Non-sworn members: 53

Jurisdictional Demographics: Population: 72,481

Square miles serviced by the agency: 23.66 square miles

White: 58.5% Black: 20% Hispanic: 18.9 (Hispanic Origin - any race)% Asian: 6.6%

Native American: .5% Hawaiian or Pacific Islander: 0.1% More than one race: 4.9%

Section II

Instructions: Provide a detailed description of your agency's Community Policing Initiative by responding to the following **key points**. These key points address the Guiding Principles of Community Policing, as well as the Six Pillars identified in the Task Force on 21st Century Policing Report (see Guidelines for Reporting for explanation). Examples of specific programs, initiatives, and partnerships with community groups should be discussed along with any statistics or other relevant information. See *Appendix D: Examples of Best Practices in Community Policing* for your convenience and consideration.

Key Points:

- How community policing is integrated throughout your agency and how your agency incorporates community policing into its daily operation.
- How top management emphasizes or supports community policing within the agency.
- Training your agency has received in community policing and future plans to provide additional or specialized training to agency members to improve interaction with community members or problem solving efforts.
- How crime problems or community issues are identified and the method of communicating any trends with communities the agency services.
- How your agency partners with all segments of the community to prevent crime and address identified community problems. Segments of the community should include residential and business communities, schools, youth, minority groups, hospitals, senior population, faith based organizations, etc.
- How your agency measures the effectiveness of its community policing program.

1) How is community policing integrated throughout your agency and how does your agency incorporate community policing into its daily operations?

Response:

Each member of the agency (sworn, civilian and volunteers) are committed to building and maintaining relationships with the community through daily interactions. The Frederick Police does not look at Community Policing as a program, but rather as a philosophy - a way to improve public safety in concert with our community.

It is the mission of the Frederick Police Department to safeguard lives and property and enhance public safety in partnership with our community.

The Frederick Police Department is accountable to the community we serve. We treat the members of the public and our colleagues with respect and dignity. We adhere to our ethical standards and guiding principles. We accomplish our mission by working together in unified action to bring about positive influence to our internal and external stakeholders. We are accountable for our decisions and actions, remaining focused on our crime-fighting efforts while providing excellent service.

The Frederick Police Department in partnership with members of the Chief's Forum developed our definition of Community Policing. In the City of Frederick, Community Policing is "A united partnership for our community, building collaborative and transparent relationships, with a focus on Public Safety, Crime Prevention, and Quality of Life".

Community Policing standards and expectations are woven into the fabric at the Frederick Police Department. Demonstrating responsiveness, providing timely follow up, and collaborating with citizens to problem-solve identified issues and problems is written into our evaluation reports and assessments for promotion.

All members of the agency (sworn, civilian, and volunteers) are also encouraged to participate in departmental outreach events such as Coffee with a Cop, Crime Summit, Special Olympics Torch Run, Youth Police Academy, National Night Out, Pack a Police Car, etc.

2) How does top management emphasize or support community policing within your agency?

Response:

Management participates in many of the community events including the Annual Crime Summit.

Community engagement is the primary tenant of the 3 year strategic plan.

Community engagement metrics are incorporated into performance evaluations and promotional potential assessments.

In addition, frequent inclusion of all members at community NAC/Coalition/Association meetings.

3) Describe training your agency has received in community policing and future plans to provide additional or specialized training to agency members to improve interaction with community members or problem solving efforts.

Response:

All Frederick Police recruits are hired two-weeks prior to the start of the academy in order to complete a required community survey. This survey is developed by the students and administered to members of the community throughout the City. The focus of the survey is what the various members of the community expect from new officers, what they expect from their police department, what their major concerns are revolving around crime, what the police department is doing well, and what the department could be doing better. After the survey has been conducted, the police recruits analyze the data and discuss their experience. Additionally, the recruits prepare and present the information to the Frederick Police command staff.

All recruits are trained in tactical communication and are given two-weeks of training that starts in the classroom but quickly transitions to engaging community members in scenario based learning. The training focuses on Crisis Intervention and dealing with special needs populations within the community. These populations include the disabled, the elderly, veterans, members of the community with developmental disabilities, and members of the community with mental health issues.

All recruits are also trained against biased based profiling/policing and discriminatory practices with specific blocks of instruction on both.

All recruits are also given presentations on the Civil Rights Commission, the Human Relations Commission and have an entire day dedicated to presentations from various cultural groups from the community to include: The Frederick Mosque, Centro Hispano de Frederick, The Asian American Center and the Frederick Center/LGBTQ community.

Problem solving and community policing are part of the academy curriculum to include specific scenario based exercises with WayStation personnel and clients, Mental Health Association, The ARC, Maryland School for the Deaf, Community Action Agency, and other local agencies.

Annually, the agency requires their officers to go through retraining, or continuing education. This training include presentations from the Frederick Center, Mental Health Association and Way Station.

The Training Division also hosts, at least once a year, a Citizen's Police Academy (CPA) where members of the Community are invited to attend an abbreviated "academy" where they can learn what the recruit officers learn and gain a better understanding of what goes into making today's police officers. Some topics covered during the CPA include, tactical communication, search and seizure, laws of arrest, use of force, DUI enforcement, crime analysis, and active shooter response.

Every year the Frederick Police Department hosts a Youth Police Academy. This is a one day program for youths, between the ages of 7-17. Youth have the opportunity to learn what it is like to be a police officer by participating in scenarios, learning about departmental equipment, watching a K-9 demonstration, and receiving information on departmental programs. All attendees will also have the chance to try a physical agility course.

The City of Frederick, in partnership with Max Life, LLC., is developing a Diversity and Inclusion (D&I) Strategic Plan. The temporary vision statement to provide focus for developing the D&I plan follows:

“To be an employer with a premier workforce representative of gender, racial, and cultural population of Frederick City’s residents incumbent of an environment where all individuals are treated with fairness and respect, have equal access to opportunities and resources, and can contribute fully to The City of Frederick’s success.”

The Frederick Police has actively participating in foundational training that has included change management, diversity, and inclusion. In the future, Frederick Police employees will participate in training regarding sustaining change to create positive, permanent, and inclusive performance.

4) Describe how crime problems or community issues are identified and addressed, and the method of communicating any trends with communities the agency services.

Response:

There are numerous ways that the Frederick Police Department identifies and addresses crime problems or community issues. Below are just a few:

The Frederick Police Department has a non-emergency and tip telephone number to report crimes and issues.

The Frederick Police Department also has a mobile App, powered by Apex Mobile. The community can submit concerns directly through the app. These tips can be submitted anonymously if the user chooses. The Department also has the ability to push out alerts and information to the community through the app.

Social Media is another effective tool that we utilize. The Frederick Police Department has a large social media presence utilizing Facebook, Twitter, Instagram, and YouTube. The department also utilizes community alert systems such as Nextdoor, and Neighbors by Ring. All of these sites allow for feedback and messaging to the department.

The City of Frederick has Neighborhood Advisory Councils (NAC). The NAC initiative of the City of Frederick was started in 2002 for the purpose of providing a forum for regular communications among City residents, staff, and elected officials. The Mayor and Board of Aldermen believe that by facilitating such communications and empowering residents to become more involved in identifying and recommending avenues for change, the quality of live will be improved for all residents of the City. The City of Frederick is broken up into twelve (12) Neighborhood Advisory Councils that meet monthly or bi-monthly. The Frederick Police Department has assigned a patrol supervisor to each NAC and serves as the liaison between the council and the police department. The police department attends all NAC meetings to provide crime information, discuss neighborhood concerns and work with the community to problem-solve issues.

Community Crime Notifications. Once a series or pattern is identified, the department releases a community crime notification through social media, email distribution lists, and at times going door to door. These notifications are also used to attempt to identify suspects in cases such as thefts and destruction of property. These notifications have been very successful.

Weekly crime strategy meetings are held with Frederick Police commanders, supervisors, crime analysts, WMIC, and the agency's public information officer.

5) Identify how your agency partners with all segments of the community to prevent crime and address identified community problems. Segments of the community should include residential

and business communities, schools, youth, minority groups, hospitals, senior population, faith based organizations, etc.

Response:

The Frederick Police Department believes that crime prevention is not the sole responsibility of the department, but must be done in concert with the entire community. We work tirelessly to establish and foster relationships and be inclusive of all members of the community.

RESIDENTIAL

The City of Frederick has approximately 72,481 residents that reside in 23.66 square miles. The City is broken up into twelve (12) Neighborhood Advisory Councils (NAC) that serve as the conduit between the City of Frederick and the stakeholders that we serve. The NAC's serve as one outlet for dissemination of information. Departmental members are also very active with Home Owner's Associations (HOA's) and community organizations as they assist with distributing departmental information.

The Department also offers Crime Prevention Through Environment Design surveys for residential homes. These surveys provide residents with tips and suggestions on how to improve security around their homes.

BUSINESS

Civilian Response to Active Shooter Events (C.R.A.S.E.) Training is offered to the community in conjunction with our community partners on a quarterly basis. The Frederick Police Department along with Frederick County Department of Fire and Rescue, Frederick County Sheriff's Office, Maryland State Police, and the Frederick County Health Department provide this training to both individuals and businesses.

The Department also offers Crime Prevention Through Environment Design surveys for commercial entities. These surveys provide tips and suggestions on how to improve security around their businesses.

There are various groups and organizations that the department is an active member. Downtown Frederick Partnership is one of those groups. Department members attend and interact with the membership to ensure that clear lines of communication remain open.

Department members actively participate in a City-wide Downtown Safety and Services Initiative. This initiative is comprised of faith based, human services, public, government, and non-profit organizations working collaboratively to ensure Frederick maintains a safe yet compassionate environment for all.

Another group that has a departmental representative is the Golden Mile Alliance. Started in 2011, the Golden Mile Alliance is a partner with the City in the revitalization of the Golden Mile. The group promotes the Golden Mile as a vital, evolving, and safe economic and residential area.

SCHOOLS

The Frederick Police Department has School Resource Officers assigned to Elementary, Middle and Charter schools that are located in the City of Frederick. Officers work selflessly to establish relationships with the students, parents, and school administrators to have a team approach to provide student safety and development. Officers participate in teaching assignments related

to law enforcement, criminal law and drug use. Officers participate in after school clubs and activities to bond with students. In addition, sworn members actively participates in youth mentoring programs sponsored by the Frederick County Public School System.

YOUTH -

Youth under the age of 18 encompasses approximately 23.7% of the population in the City of Frederick. It is critical that the department has established relationships with youth in the community. There are various ways that we accomplish this.

One example of this is the Youth Resource Guide and Youth Resource Fair. Originally started by the department after hearing from parents that youth-serving organizations and services were hard to find for those ages 5 and up. The guide provides a list of programs and services available in Frederick County, Maryland. The initial Youth Resource Guide was produced in 2015 and is updated annually to provide more organizations. Additionally, each spring the Department partners with local service agencies to host a Youth Resource Fair. Parents can obtain information on a variety of services from After-School activities, Mental Health Providers, Summer Program, Job Assistance, Emergency Assistance, and Sports Programs are to name a few. The guide can be downloaded on the Frederick Police Department's website and is updated annually.

A program offered for youth is the Police Activities League, started in 1999, as a way for youth to have positive interactions with the Law Enforcement and Community Members. We want our youth will realize their full individual potential and will become contributing members of their community. The department has also received a grant to hire one part-time program coordinator.

The department has a partnership with the Child Advocacy Center, Friends of the Child Advocacy Center and attends the Local Management Board meetings. These working relationships enhance our ability to work with juvenile victims of crime through a multi-disciplinary team approach.

The Youth Police Academy started in 2003, this 3 ½ hour program has served approximately 2,700 youth. This program is a free opportunity open to Frederick citizens. Throughout the academy, the youth spend time learning about all the divisions, roles, and specialty teams in the department. This program is hands-on, allowing them to process a crime scene, attempt the agility course, and learn about different tools of the trade.

Explorer Post #153, named after our fallen Officer Richard Mark Bremer, is sponsored by the Frederick Police Department. This career-oriented program is for young adults between the ages of 14-20 years of age. Law Enforcement Exploring is centered on five skills: career opportunities, leadership experience, life skills, service learning, and character education. Officers work as Lead Advisors for the Explorer Program. Explorers meet with their team twice a month for trainings. Explorers are paired with Officers for large events such as Marathon, 4th Of July and National Night Out. Explorers teach show off the skills they have learned by teaching one day of the Youth Police Academy dedicated to recruiting additional Explorer students.

The department has a liaison officer with the Special Olympics. Officers from the Frederick Police department present medals at Special Olympic award ceremonies and Summer/Winter Olympic games. The Frederick Police Department hosts many events to raise money for Special Olympic athletes. Some events are the 5K on the Runway, Cops on a Rooftop and the Torch Run. Officers participate in these event alongside Special Olympic Athletes. All money raised goes to the Maryland athletes in our community

Youthful Offender Program – the Outreach team participates in the Youthful Offender Program hosted by the State’s Attorney’s Office. The program offers guidance and guidance to youth who have been charged with a minor crime. The program allows the youth to complete several weeks of mentoring with various community leaders in order to give the youth a better perspective on their decisions.

The Department also has relationships with youth-serving agencies such as the Boys & Girls Club, Child Advocacy Center, Child Protective Services, Frederick County Health Department, Heartly House, Office for Children & Families, Parks & Recreation, Safe Kids Frederick County, Student Homelessness Initiative Partnership (SHIP), and the United Way are to name a few.

Other youth-serving programs include: Shop with a Cop, Fish with a Cop, Bullying Prevention, etc.

MINORITY GROUPS

Fostering partnerships with minority groups and organizations is important to allow the department to reach all segments of our community. We actively participate and meet with groups through the community. Our community has a large Hispanic population with approximately 14.3% of the population. There are two prominent organizations in the City of Frederick that assist and advocate for the Hispanic Population: Centro Hispano de Frederick and Spanish Speaking Community of Maryland. Another community organization that the department has close ties with is the Asian American Center. Partnerships with these organizations have allowed us to bridge the gap and build trust.

We attend the Human Relations Commission monthly meetings and submit a report annually outlying our recruiting and hiring practices.

The Frederick Police has a liaison officer assigned to The Frederick Center. The Frederick Center exists to support and advocate for lesbian, gay, bisexual, transgender and queer (LGBTQ+) people and our families so we thrive, accepted and affirmed, in the broader Frederick community.

AUXILIARY TEAM

The Frederick Police department has a 10 person volunteer team of Auxiliary Officers. These Auxiliary Officers help with community events and demonstrations. They also assist with large events such as Kris Kringle Parade, Marathon and Fire In Ice. The Auxiliary members are uniformed volunteers who drive marked cruisers. They are additional eyes and ears to keep the community members safe while the Auxiliary are on their roaming patrols of the city. The entire Auxiliary team strives to be ambassadors for not only the Department, but for the entire City of Frederick. During 2019, these volunteer officers donated a total of 1,729.55 hours and supported 40 events around the city.

HOSPITALS

The Frederick Police Department has a strong relationship with Frederick Memorial Hospital, the only hospital located in Frederick County, Maryland. We work closely with them and continue to improve processes and public safety.

SENIOR POPULATION

Our seniors account for approximately 10.9% of our population. Ensuring that we reach them is vital to our crime reduction efforts. Our agency works closely with the Department of Aging. This

resource lets us reach seniors who may be vulnerable to fraud crimes. We also go to assisted living, independent living, and over age 55 communities to do safety talks and presentations.

FAITH-BASED

Having relationships with our faith-based community is very important to the Frederick Police Department. One way we do this is to have a departmental chaplain program utilizing local clergy members. The Outreach team is responsible for the Worship App which allows churches to create emergency plans for their staff and congregation with law enforcement guidance on a web based platform.

PERSONS WITH DISABILITIES

The Frederick Police Department is very active with Special Olympics Maryland. Throughout the year members participate in the Polar Bear Plunge, Cops on Rooftops, Torch Run, and this year FPD was the host of the 5k on the Runway.

We also work with other organizations that serve persons with disabilities such as the ARC of Frederick County. Last year we partnered with ARC of Frederick County to host a "Coffee with a Cop" where members interacted with officers. Maryland School for the Deaf (MSD) is located in the City of Frederick and officers can be found there interacting with students. Additionally, the Frederick Police will begin providing a dedicated School Resource Officer at the MSD starting during the 2020-2021 school year.

Other programs and services offered to the Frederick community include:

- Crime Summit
- Citizens Police Academy
- Drug Take Back
- Drug Drop Box
- Narcan carried by Officers
- Ride a Long program
- Bike, Foot & Segway Patrols
- Frederick's Most Wanted
- Victim Services Unit
- K9 Demonstrations
- Headquarters tours
- Coffee with a Cop
- Shop with a Cop
- Pack a Police Car

6) How does your agency measure the effectiveness of its community policing program?

Response:

The Frederick Police Department measures the effectiveness of its community police program in many ways. The effectiveness of our community policing program is best summed up this year with the CALEA Assessment Report dated January 3, 2020.

In November 2019, the Frederick Police had its onsite CALEA Accreditation assessment. With regard to Community Partnership the assessors reported, "With an understanding of the importance of maintaining and increasing community partnership and engagement, the agency has created a comprehensive strategy to determine the effectiveness of agency programs and the effect those

programs have on Community Partnership and Engagement. The analysis has provided insight on the proper allocation of resources to ensure the agency has the tools needed to continue to provide programs that encourage, enhance and support community partnership. It is clear the agency places a great importance in the community and the commitment of every member is evident in the organizational culture.” During the Site-Based Assessment Review, the assessment team conducted 96 interviews regarding the topical areas previously defined, which included Community Partnership. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

The CALEA assessors noted the following comments during interviews with Community Outreach Contacts.

Manager of Way Station Crisis Services – The manager stated, “agency members are very professional and patient with mental health clients.”

Manager of Walk-in Behavior Health Program – The manager stated, “...the agency is a great partner and very responsive to the needs of the mental health community. Additionally, he reported, “...the agency is a leader in the state of Maryland in forming partnerships with mental health professionals.”

Director of Community Engagement with the Arc of Frederick – The director stated, “...a key factor of the success of the Arc organization is dependent on the supportive relationship that has been developed with the Frederick Police Department.”

Outreach Coordinator of the Maryland School for the Deaf – The coordinator provided, “The school maintains a positive relationship with the Frederick Police Department.” “... their ongoing partnership is critical for the successful resolution of emergency situations.”

Director of the Child Advocacy Center – Director stated, “...the agency is an excellent partner, supportive, follow established policy, always available and have an excellent level of community engagement.”

NOTE: Email Agency report and document(s) to: pctc.mandates@maryland.gov