



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 1

Baltimore, Maryland

January 1, 1969





NEWSLETTER

EDITOR-IN-CHIEF

Commissioner D. D. Pomerleau

EDITOR

Director W. R. Morrissey

STAFF

Officer Bob Ross
Lis DiGregorio
Lea Miller

Printed by the Baltimore City Police Department's Printing Unit every two weeks and distributed to all members of the Department and other selected law enforcement agencies.

Judge Murphy Tells Graduates Department Is Finest

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the inherent dangers will leave much to be desired.

"If, however, you have chosen this career as a profession, then you have made a wise and honorable choice."

Noting that the country is experiencing a great legal and social upheaval, and that police officers are repeatedly abused by participants on both sides during disturbances, he told the new patrolmen and their families:

"At such moments, you must remember that the hearts of the vast, the overwhelming majority, of the citizens of this state and of the nation go out to you. For all of us — save but a few — look to you with great respect and with hope and realize our total dependence upon you for the protection of our families and our property."

Commenting on the recent court decisions that have broadened defenses available to the criminal, while restricting State Procedures in obtaining evidence making the task of the policeman and the prosecutor more difficult, the Judge said, "some say, and many agree, that an examination of these decisions indicates that the courts, legisla-

tive bodies, are deliberately attempting to restrict your efforts to protect society . . ."

"They were intended to do exactly that," he declared.

"But, it is because of them that policemen everywhere have, with a new fervor, with a new dedication, responded by sharpening and applying their police skills which heretofore they have not needed to utilize; and by so doing, Law Enforcement in this country, particularly in major metropolitan centers, has become more and more professionalized and advanced in its methods of combating crime."

"Our law is not a static mass of words reduced to writing. It is, and must be, a changing and growing thing. Almost seventy-five years ago, the great Justice Oliver Wendell Holmes of the Supreme Court of the United States said: 'The development of our law has gone on for nearly a thousand years, like the development of a plant, each generation taking the inevitable nextstep. It is perfectly natural and right that it should be so'.

"It is another sad commentary of the times in which we live that respect for truth is becoming a lost

virtue, and persons accused of crime have come to believe that their constitutional right to defend themselves includes not only the right to lie, but, even worse, to lie under oath.

"I ask you to keep before you, always, the fact that the constant companion of justice is truth, and that if you violate truth, you have abandoned justice.

"At the risk of being labeled a cornball, let me conclude by saying that I hope that in your own way, or in your own words, in the years ahead, you will somehow continually remind yourselves of this:

I am a policeman.

I am not the law, but I represent law.

I am above prejudice.

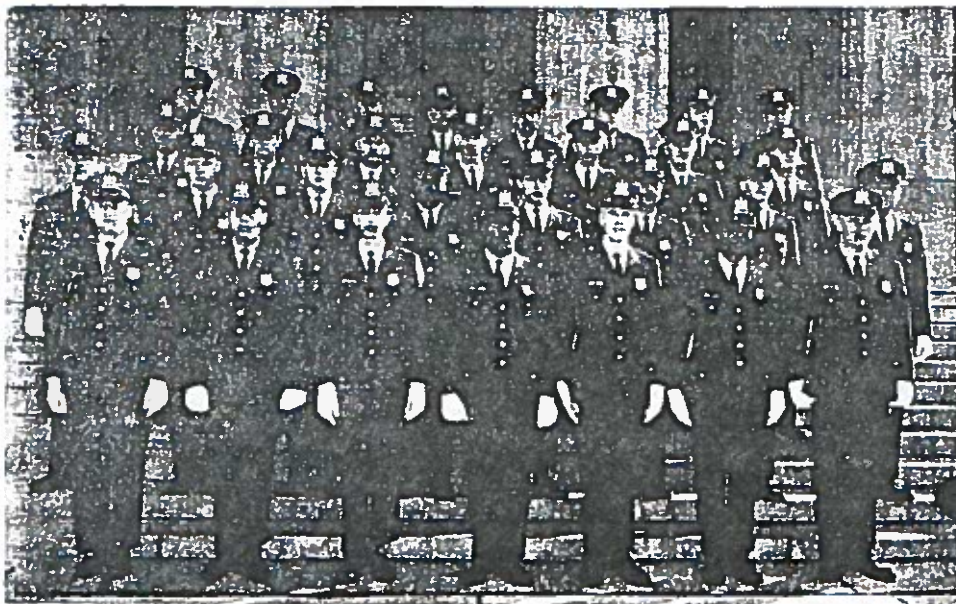
I am above partiality.

I help man to live in peace with his fellow man.

Without me, without my best, my most honest, my most courageous actions, our society will devour itself.

I am a policeman.

"I ask God grant you strength, wisdom and courage, so that your efforts will not be in vain."



The December 20 graduation of these 30 Patrolmen from the Education and Training Center has made possible the second reapportionment of the Northwestern District.

Patrol Division Captures Bank Robbers; Officers Given Commendations And Thanks

The Patrol Division has, in the past year demonstrated a fantastic ability to capture bank robbers within minutes after a holdup. Two recent captures resulted in the commendations pictured below.



The press was on hand when Commissioner Pomerleau commended Patrolmen Barry Fee and James Welsh, of Tactical, on the capture of four bank robbers following a spectacular gun battle.



Central District Patrolmen George Desch and Carl McKinney were presented gold watches for foiling the escape of two men who held up the Maryland National Bank on December 5th. They are pictured above with their commanding officer, Captain James Cadden (left) and Tilton H. Dobbin, President of the bank.

Christmas Eve Promotions



Promotions — Christmas Eve brought Sergeant Promotions to the above nine Officers. They are: (left to right) Michael C. Zotos, Dennis M. Ortman, Joseph W. Nixon, Emmett V. Jones, Francis M. Gutierrez, Robert L. DiStefano, Charles J. DiPino, Charles M. Dickens and Audrey C. Carder.

Project Friendship



Commissioner Pomerleau greets members of Menorah Lodge of B'nai B'rith shortly before they relieved some 25 officers, assigned to non-hazardous duty, so they could spend Christmas Eve with their families. This is the third year that Men of Menorah have participated in "Project Friendship."

IN MEMORIAM

Carroll, Dorothy, mother of Patrolman George Benton of the Traffic Enforcement Section, died on December 19, 1968.

Dell, Grace Jane, mother of Patrolman Walter Dell of the Northern District, died on December 16, 1968.

Gisiner, Howard, brother of Patrolman Frederick W. Gisiner of the Tactical Section, died on December 21, 1968.

Kozieracki, Theodore John, brother of Patrolman Vincent Kozieracki of the Northern District, died on December 16, 1968.

List, Irene, mother of Sgt. Robert List of the Southeastern District, died on December 18, 1968.

Lunn, Robert, grandfather of Clerk Dorothy James of the Southwestern District, died on December 17, 1968.

Morseberger, Phillip W. Sr., brother of Sgt. John Morseberger of the Central District, died on December 22, 1968.

Final Roll Call

Franck, Major W. Robert, former Deputy Chief of Patrol, Area I, died on December 22, 1968.

Woods, Det. Sgt. Francis W., assigned to the Criminal Investigation Division, State's Attorney's Office, died on December 19, 1968.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

Christmas Party



Lt. Col. Joseph Mahrer, (center) celebrates with 400 members of the Department at the annual Christmas Party.

HERE IS THE SCOOP . . .

Officer Larry Goldman

On May 13, 1968, the Baltimore Police Department started to use the facilities of the computerized National Crime Information Center. Since that date, over 80,000 entries and inquiries have been made of the system by members of this Department. There have been over 200 "hits" by personnel of this Department through the use of the system.

The average number of inquiries in the month of May of this year was 27 per day which has now risen to over 450 per day for the month of December. This means that the average number of inquiries made by this Department now stands above the 3,000 mark per week.

The most frequently used features of the system are the Stolen Vehicle File and the Wanted Persons File.

NEWS in BRIEF

Southwestern District — Congratulations to Patrolman and Mrs. Charles Hinchon on becoming the proud parents of a 7 lb. 7½ oz. baby girl, Michele Annette, on December 17.

Southern District — Congratulations to Patrolman and Mrs. Charles Reed on becoming the proud parents of twins, Christopher Joseph, 6 lbs. 9 oz., and Evelyn Ann, 7 lbs. 9 oz., on December 16.

K-9 DEMONSTRATION HELD

The K-9 Unit staged a demonstration last week for about fifty (50) foreign military officers and enlisted men from the Foreign Military Training Division of the Aberdeen Proving Grounds.

The demonstration was coordinated by the Baltimore Council for International Visitors.

—Current Events Corner—

Santa took Christmas orders from over 250 children of Northern District officers when he visited their Christmas Party on December 21st. He was accompanied by his helper (insert) during the annual Tree of Peace Christmas Party aboard the Port Welcome to the delight of 150 members of the Police Boys Club.



Judge Murphy Tells Graduates Department Is "Finest Anywhere"

The Honorable Robert C. Murphy, Chief Judge of the Maryland Court of Special Appeals, addressed thirty patrolmen at their graduation ceremony on December 20th, and told them that the "image of the Baltimore Police Officer is one of integrity, high competence and complete dedication to duty".

Judge Murphy, who is himself the son of a policeman, said that in his present position as Judge and through his previous association with the offices of the Attorney General, he has worked closely with members of the Department during

many severe crises and difficult situations and has come to the realization that "there are no finer men anywhere — no finer Law Enforcement Agency in existence — than that comprised of the men of this Department."

Stating that the graduates were entering the ranks of a fine and noble profession, Judge Murphy said:

"If you have chosen this profession merely as a job, you will find that the work, the hours, and

(Continued on Page 2 Column 1)



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 2

Baltimore, Maryland

January 15, 1969

Federal Money Will Support Local Community College L.E. Program

LAW ENFORCEMENT OFFICERS DUE BACKING OF SCHOLARSHIP FUNDS

The Baltimore Police Department and the Community College of Baltimore have announced plans for the use of Federal money provided under the Omnibus Crime Control and Safe Streets Act of 1968.

During the spring semester of 1969, full-time law enforcement personnel of the Baltimore Police Department will have the advantage of scholarship opportunities as announced by Dr. Harry Bard, president of the college, and Commissioner Pomerleau.

Community College of Baltimore was the first academic institution in the metropolitan area of Baltimore to introduce law enforcement programs as part of its curriculum. During the administration of Commissioner Pomerleau this program was enhanced by a provision for reimbursement to law enforcement officers for part or all of their tuition costs. The provisions of the Omnibus Crime Control and Safe Streets Act of 1968 now makes it possible to increase the financial support available for this program.

Additionally, any full-time student who aspires to a law enforcement career and is willing to commit himself to active employment

may apply for a loan to finance his education. This loan is subject to forgiveness features if the graduate takes a full-time position.

Commissioner Pomerleau noted that the federal grant will not only enlarge opportunities for education within the law enforcement profession but will effect some savings to the City of Baltimore which has supported this endeavor for the

past two years.

Under the agreement, full-time law enforcement officers in the Baltimore Police Department can obtain a loan at registration time to cover the costs of tuition and required texts.

Upon successful completion of each course, the Community College of Baltimore will grant a federal scholarship which covers 50% of tuition and required texts.

In addition, the Baltimore Police Department, through its regularly budgeted educational funds, will continue to reimburse its students for an additional 50% of tuition for students who attain an A or B grade. Those who attain a C will be reimbursed 25%. Thus, under the new agreement, all qualified students can register without using their own funds, and will continue to receive a full scholarship if they attain an A or B, and 75% reimbursement for a C.

Credit reimbursement by the Baltimore Police Department is limited to six academic credits per semester and the cost of required texts.

Dr. Bard said that men who are eligible should, at the time of registration, apply for the loan with the enrollment counselor at the Community College of Baltimore.



Commissioner Pomerleau and Doctor Harry Bard, President of the Community College of Baltimore, shake hands after joint announcement of a Federal grant to support the College's Law Enforcement program. Mr. Manuel Goldstein, Community College Administrative aide, and Doctor Franklin G. Ashburn, Director, of the Planning and Research Division, are also pictured.



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FORTY-SEVEN NEW PATROLMEN TOLD TO "RECEIVE YOUR BADGE WITH PRIDE . . ."

Edwin E. Tulley, Special Agent in Charge, Baltimore Office, of the Federal Bureau of Investigation, addressed forty-seven new patrolmen who graduated from the Education and Training Center last Friday.

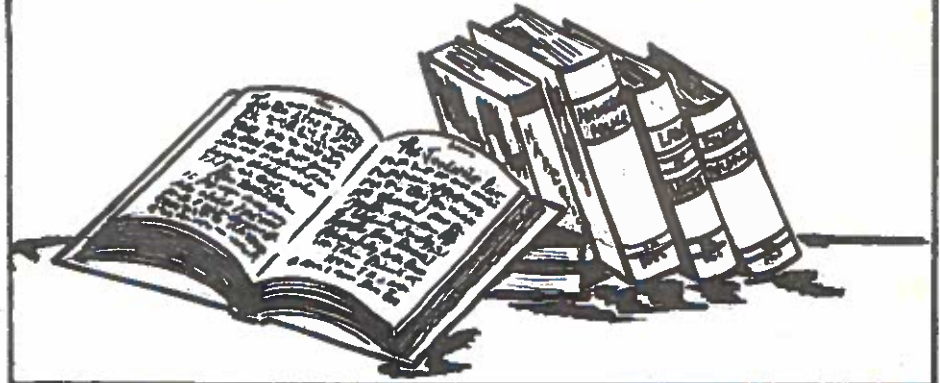
During the ceremonies, which were held in the War Memorial, Tulley stressed the cooperation that exists between the Department and the F.B.I. "There is no better cooperation anywhere than that which exists between the Baltimore Police Department and the local office of the F.B.I."

He then told the new officers to "receive your badge with pride, but with a touch of humility. Because you must remember that the authority you now have, and that you derive from your badge and your uniform, is not given to you; it is loaned to you."

"The people have only loaned it to you, and so, they have a right to see how you use the authority that they have loaned you."

"Because, you know in devising laws, the people voluntarily give up certain liberties in the interest of the common welfare of the community. So, upon entering public service, it is expected that you yield certain liberties that you enjoyed

EDUCATION AND TRAINING IS THE CORE OF GOOD LAW ENFORCEMENT



as private citizens. You now become the subject of a strict code of discipline and ethics.

"You have the responsibility to enforce the law, but at the same time, safeguard the liberties of all the people. You have particular responsibility, but no special privileges."

"As guardians of the law, you are not exempt from the law. As a matter of fact, your fellow citizens will watch you carefully because it is expected that you adhere to the law more meticulously than your fellow citizens."

"You know policing has never been a popular activity and it never will be. Your aim is essential in our democracy but respect must be earned."

"There are things you must do and things you must not do. You



Guest speaker Edwin E. Tulley, Special Agent In Charge of the Baltimore Office, Federal Bureau of Investigation, chats with Commissioner Pomerleau following graduation of the class of January.



Sergeants Bishop Robinson and Thomas Hennessey, Education and Training Division, lead forty-seven new Patrolmen out of War Memorial Building following graduation ceremonies last Friday.

must do a good job protecting the citizens and bringing criminals to justice, but you must do it within the strict adherence of the legal boundary within which you work."

"The oath of office you take is not a meaningless gesture. It means personal dedication to principle, not mere compliance with regulations. You must attend to duty, giving a full measure of competent service at all times. And, you must not fall before temptation -- and there will be many temptations. You mustn't let your personal feelings influence your official functions."

"So wear your badge with pride because you represent a very fine police agency. But wear it also with a touch of humility. I offer you my sincere congratulations, my best wishes and may God Bless You."

SPORTS

RED DIVISION

The Aces, led by Rod Brandner's 119 average, have every possibility of wrapping their Division up early in '69 - with a solid 8 game lead and no signs of letting up. I'll give 3 - 1 odds that they take it at least 3 weeks before the seasons over.

Standings	Won	Lost
Aces	36	12
Nite Caps	28	20
Deuces	24	24
Soul Brothers	19	29
F-Troop	13	35

BLUE DIVISION

The Northern Stars are beginning to show their superiority over the rest of the teams. If D. Honeycutt can maintain his 123 average, we're going to have the pro's making bids for him.

Standings	Won	Lost
Northern Stars	33	12
Kosten's Koppers	29	16
Eastern Tonners	27	18
S. W. Sticks	23	22
Central Misfits	21	24
Central Kings	20	25
N. W. Clowns	20	25
N. E. Glenmores	19	26
Northern Leftovers	17	28
Cent. Untouchables	16	29

CLASS OF JANUARY



These forty-seven new Officers were assigned to the Patrol Division on Monday . . . Reapportionment continues.

SAFETY TIP — RIGHT TURN PROCEDURES

In preparation for a right turn, it is your responsibility to approach the intersection in the right hand lane and close enough to the right curb so that overtaking traffic is prevented from passing between you and the curb. Be sure to give the proper signal prior to reaching the intersection.

Shying on Turns

Never swing toward the left before making a right turn or toward the right before making a left turn. Weaving between traffic lanes or shying, tends to confuse motorists following your vehicle as well as those approaching from the opposite direction. Accidents can be avoided by getting in the proper lane and maintaining a straight path in that lane before executing a turn.

TWO CHIEFS ATTEND NARCOTIC CONFERENCE

Lieutenant Colonel's Frank J. Battaglia and Edwin E. Taylor are scheduled to attend a national conference on narcotics and dangerous drugs January 27 - 30, 1969, in Chicago, Illinois.

The Conference is sponsored by the National District Attorneys Association and the Pharmaceutical Manufacturers Association. It is designed to acquaint and educate prosecutors and law enforcement personnel with the changing attitudes and philosophies as to narcotics and dangerous drugs.

Fifty-six Cadets Register At Community College

Also, fifty-six Police Cadets are currently registering for the Spring Semester of the Community College of Baltimore. Cadets, as part of their regular workload, must successfully complete six credit-hours in a law enforcement curriculum during each semester year.

IN MEMORIAM

Stone, Jennie, mother of Patrolman William Stone of the South-eastern District, died on December 27, 1968.

Rawlings, Sr., William L., father of Lieutenant William L. Rawlings, Jr., Inspectional Services Division, died on January 3, 1969.

Ruthenburg, George, brother of School Crossing Guard Rita Harold, assigned to Southwestern District, died on January 3, 1969.

Davenport, Charles D., grandfather of Patrolman Ellwood Davenport, assigned to Detail Unit of the Tactical Section, died on January 5, 1969.

Final Roll Call

McDonough, Patrolman August A., formerly assigned to the North-eastern District, died on January 2, 1969.

Zotos, Christine, mother of Sergeant Michael Zotos, Administrative Bureau, died on January 7, 1969.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

Police Management Course Conducted By F.B.I. Team

In furtherance of the professional development of the Department, the following named members have attended a one-week Police-Management School conducted by a specially trained F.B.I. Management Team.

They are: Melvin C. McQuay, Eastern District, Robert A. Christy C.I.D. and Windsor W. Kessler, Southwestern District. The course was held at the Headquarters of the Anne Arundel County Police Department in Millersville, Maryland.

HERE IS THE SCOOP . . .

As we enter this new year of 1969, we must reflect on the fine job that has been done with our NCIC facility.

Officers of all districts and divisions have used the NCIC, to good advantage. However, the time has come to use this facility to our maximum advantage.

This can only be done with the full cooperation of all personnel.

Make an inquiry whenever possible, "Thank NCIC at all times while on patrol . . .

During routine patrol procedures, such as traffic violations or auto accidents, take a minute to inquire. By the time you have completed writing out a traffic summons, you can have an answer to your inquiry from NCIC.

Lets make 1969, our big year with NCIC.

NEWS in BRIEF

Western District — Fire Department Captain & Mrs. George C. Heise have announced the engagement of their daughter, Cynthia, to James L. Davis Jr., son of our Sergeant and Mrs. James L. Davis, Sr., on Christmas Eve. The personnel of the Western offer their congratulations . . . Officer and Mrs. Matteo became proud parents of a baby boy, Michael Antonio Matteo, on December 10, 1968. Little Michael weighed in at 6lb. 2½ oz. Proud Grandpa is Officer Dominic Matteo of the Northwestern.

Communications Division — Congratulations to Officer and Mrs. John Plantholt on the birth of a baby girl, Jennifer Gail, on January 5th.



Lt. Theodore I. Weintraub, Communications Division, explains to a group of foreign students how calls for service are received and cars dispatched. The visit was coordinated by the Community Relations Division.

Traffic Investigation — Officer and Mrs. Joseph Sullivan are the proud parents of their 3rd boy, Brian Joseph, born December 20th and weighing in at 7lb. 8 oz.

Recruitment Unit — Speedy recovery wishes go to the mother of Officer Harlow Fullwood, Jr., who is convalescing at Lutheran Hospital.

Southeastern District — Patrolman Anthony J. Matesic married the former Deborah L. Marx on January 4th . . . Barry Barber, son of Sergeant Pete Barber, was named Most Valuable Player of the Green Team of the Overlea Little League. Barry is a fullback and Linebacker and during the seven games played, scored 14 touchdowns.

Central District — Belated Congratulations on her 81st birthday (January 7th) to Mrs. Mary Barron, the mother of Officer Melvin A. Barron. All members of the Central wish Mrs. Barron many more years of health and happiness.

Narcotics Division — Congratulations to Detective and Mrs.



About fifty foreign military officers from the Foreign Military Training Division of the Aberdeen Proving Grounds watch as Officer Robert E. Lamon's dog "Yankee" straddles narrow plank during recent K-9 demonstration.

Charles Porter, who became the proud parents of a 7lb. 3 oz. baby boy, Steven Charles, on December 7, 1968.

Southwestern District — Patrolman and Mrs. Marvin Morton became the proud parents of an 8lb. 6 oz. baby boy, Mark Allen, on December 28, 1968. Number six for the happy Morton's . . . Patrolman and Mrs. Jerome Cullings became the proud parents of an 8lb. 4 oz. boy, Anthony Duvall, on January 7, 1969 . . . Congratulations and Best Wishes to Officer Robert Novak and his new bride, Phyllis, who were married on January 11, 1968 at the Highland Methodist Church . . . Congratulations to Cadet John Burns and his new bride, Susan, who were married on January 4, 1969 at Christ Lutheran Church.

MANRESA RETREAT

Plans for the Annual Manresa Retreat will be discussed at a meeting in the Central District Court Room, at 7:30 P.M., January 28.

Those interested in attending the Retreat are encouraged to come.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 3

Baltimore, Maryland

January 29, 1969

Oral Interview Board Impanelled; Commends Quality Of Candidates

113 SERGEANTS COMPETE FOR PROMOTION TO RANK OF LIEUTENANT

Commissioner Pomerleau impanelled an Oral Interview Board Monday for the 112 Sergeants and 1 Policewoman Sergeant who recently passed the written Civil Service Promotional Examination for the rank of Lieutenant.

The Board is comprised of Inspector John J. Kinney, Metropolitan Police Department, Washington, D. C., Captain Ronald B. Rae, Chicago Police Department, and Captain Donald Bauer of the Philadelphia Police Department. The Board will sit for two weeks.

Commissioner Pomerleau pointed out that Baltimore is one of the few large Departments to hold annual promotional examinations and that registers in several large Departments are good for up to three years.

Promotional registers for Sergeant, Lieutenant, and Captain in the Baltimore Department hold for one year.

Officers appearing before out-of-town oral interview board are not known by name. The findings of the board which make up 40 per cent of the final score are forwarded to the Civil Service Commission along with Commanding Officer ratings valued up to 15 percent, and a



Commissioner Pomerleau greets new Board. They are (left to right) Captain R. B. Rae, Chicago, Inspector J. J. Kinney Washington, D.C. and Captain D. Bauer, Philadelphia.

statement of service allowing 1 percentage point for each year of service in grade not to exceed 5 points.

These factors are then correlated with the written examination which may have a value up to 40 per cent to establish a final standing

During a meeting with the Commissioner yesterday, Inspector Kinney said that he and the other Board members were very favorably impressed by the men that they had interviewed on Monday.

"If these Sergeants are any portrayal of what the future holds for your department, you are in very good shape," Inspector Kinney commented.

Captain Bauer and Captain Rae added, "We thought Major Rowlett was giving us the top men first."

AMERICAN UNIVERSITY COURSE SCHEDULED AT E. & T. CENTER

The American University Course in Police Administration will begin on Monday, February 10, at 6:30 p.m. in Classroom "A" at the Education and Training Division.

Another section of this course (same material and instructor) will be conducted starting on Saturday, February 15, at 9:00 a.m. in the same classroom. Classes are interchangeable; i. e., the student may attend either session during any week.

Registration funds are available through the Academic Assistance Section of the Omnibus Crime Control and Safe Streets Act of 1968. Our allotment funds cannot exceed 100 students. This means that the first 100 students registering will not have to pay the normal \$45.00 tuition cost.

Registration will continue at the Education and Training Division throughout the remainder of the week.

Three credits will be awarded and are applicable to the Baccalaureate degree or Certificate Program at the American University.

Major Norman E. Pomrenke, Director of the Education and Training Division, will be the instructor.

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Deputy Commissioner Murdy Scheduled To Serve On Police Management Panel

Deputy Commissioner of Administration, Ralph G. Murdy, is slated to be a member of a panel discussion on "Principles of Police Management" at the Traffic Institute, Northwestern University, Evanston, Illinois on February 5th and 6th.

On the 10th of February, Deputy Commissioner Murdy, accompanied by Major Lon F. Rowlett, Director of the Personnel Division, will attend a conference at the University of Maryland to discuss "Public Sector Labor Relations in Maryland."

To better understand the prob-



Sergeant Robert Jenkins of the staff of the Education and Training Division delivering a lecture on the Maryland Traffic Code to members of the department who are preparing to take an examination at the Community College of Baltimore.

lems of mental health, nine members of the Youth Division will attend a day-long training session at the Sheppard Pratt Hospital in Towson, Maryland.

The first group headed by Sergeant William Beran, and including Patrolmen Charles Lidinsky and Norman McGreer, and Policewomen Juanita Cooper and Mary Schleupner, will attend the course on January 28th.

The second group consisting of Sergeant James Murphy, Patrolman Russell Jenkins, and Policewomen Joanne Melton and Anna Carter will attend the course on February 4th.

Traffic Division Patrolman Robert Plaine has completed a course in Radiological Meter Operator Training at the Baltimore Fire Department School located at 6702 Pulaski Highway.



Deputy Commissioner of Operations, Wade H. Poole (left), and Deputy Commissioner of Services, Thomas Keyes (right), "told it how it is" during recent lectures at the Education and Training Division.



SAFETY TIPS

GOOD DRIVING IN BAD WEATHER

1. Slow Speed, slow wheel movements are your safest bet for good driving in rain or snow.
2. Begin your braking much earlier than you would in dry weather.
3. Correct air pressure results in better traction.
4. Turns made more from the road center than usual should result in fewer skids.
5. Keep windshield clear.
6. You have a defroster — Use it!

REMEMBER — A SAFE DRIVING POLICEMAN WILL BE THE AVAILABLE POLICEMAN.



Commissioner Pomerleau addresses officers who completed the International Association of Chiefs of Police two week Supervisory Management Training Program. The occasion was the graduation luncheon of the class on Jan. 17.



Pictured are a few of the 198 patrolmen from the various districts and divisions who participated in the written portion of the tests for entrance into the Criminal Investigation Division on January 14, 1969.

NORTHERN & WESTERN REDUCE ACCIDENT RATE

Congratulations to the following Districts for reducing their Accident Frequency Rate for the Month of December.

District	November	December
Northern	39.89	10.21
Western	132.29	30.19

The White Elephant for the month of December goes to the Traffic Division whose Accident Frequency Rate rose from 57.36 to 121.05.

SPORTS

RED DIVISION

The Aces have continued their searing pace and are now 12 games ahead. Congratulations to Ron "Fireball" Davis who last week broke the individual high game and set with a beautiful 177 - 430 set. That's showing 'em Ron.

Standings	Won	Lost
Aces	41	13
Nite caps	29	25
Golden Arms	29	25
Deuces	25	29
Soul Brothers	22	32
F-Troop	16	38

BLUE DIVISION

On any given day - anytime - you heard this before. Here's proof — The last place C. Untouchables led by J. Placek's — 436 set blew

IN MEMORIAM

Roane, Florence, mother of Officer Gary Roane, Sr., assigned to the Training Division, died on January 16, 1969.

Roy, Archie, uncle of Major Clarence Roy, Youth Division, and Mrs. Odelle G. James, Communications Division, died on December 27, 1968.

Meeks, Thomas, brother of Sergeant Harold Meeks, of the Radar Unit, Traffic Division, died in New York City.

McCormick, Charles P., brother of Patrolman John McCormick, Tactical Section, died on January 15, 1969.

Schuman, Olga C., wife of Officer Frederick H. Schuman, Property Division, Motor Pool, died on December 27, 1968.

Final Roll Call

Lewis, Sgt. Robert F. Jr., formerly of the Central, Northwestern and Homicide Squad, died on January 11, 1969.

Perry, Patrolman Robert, formerly assigned to the Southwestern District died on January 18, 1969.

Murk, Patrolman Frederick W., formerly assigned to the Southwestern District, died on January 20, 1969.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

their minds and rolled a three game set of 1,950. Crushing the Kosten Koppers high set by 101 pins. Nobody will take this team for granted anymore.

Standings	Won	Lost
Northern Stars	37	14
Kosten's Koppers	33	18
Eastern Toppers	29	22
Central Misfits	26	25
S. W. Sticks	25	26
Central Kings	22	29
N. W. Clowns	22	29
Northern Leftovers	22	29
N. E. Glenmores	20	31
C. Untouchables	19	32

HERE IS THE SCOOP . . .

By Off. Richard Concannon

The N.C.I.C. Stolen Vehicle File contains 259,020 active records which have been entered by Law Enforcement Agencies throughout the United States.

There are approximately 5,000 vehicle records in the file from the State of Maryland. The potential exists for recovering these stolen automobiles and clearing crimes by arrests. However we must put information in the computer file which is timely and complete.

Therefore, when you take a stolen vehicle report or a recovered vehicle report, call the Hot Desk in Central Records as soon as possible. Your information will be entered in the computer and thereby made immediately available to all other Baltimore Police Officers and other interested Law Enforcement Agencies.

NEWS IN BRIEF

Tactical Section: Sergeant Irvin Marders, trainer for the K-9 dogs, has had a severe heart attack and is confined at Greater Baltimore Medical Center, 6700 N. Charles Street.

Homicide Unit: Detective and Mrs. Dominick Giangrosso, became the parents of a girl, Lisa Ann, on November 24, 1968.

Southwestern District: Officer and Mrs. Charles Simmons became the proud parents of their adopted son Charles Jr., on January 16, 1969.

Central Records: Clerk I, Emma Sieglin, appointed to the Department on April 12, 1956, is retiring January 30, 1969. Emma has worked in Central Records since joining the Department.

—Current Events Corner—

Major George Schnabel and Captain James Cadden joined the men in the Central District in wishing Sergeant Tony Bova "good times" during his retirement.

STANDING ROOM ONLY

It was standing room only at the Central District's 3:00 p.m. roll call on Wednesday, January 22, 1969. Personnel from various Districts, Divisions and Units, both sworn and civilian, some were on S Leave, but all reported and jammed the Roll Call Room.

The reason . . . A Daymon Runyon type subject . . . A man from a bygone era was retiring. They called him "Tony."

Tony joined the Department in April, 1944 after seven years service with the Fire Department. His first assignment was in the Southwestern District, where he remained until promotion to Sergeant in October, 1952. The next four years Tony spent in the Central District, followed by three

Northeastern District: Patrolman and Mrs. Paul Lioi became the proud parents of a baby boy, Dan Andrew, on December 20, 1968. Dan, weighing 7 lbs. 12½ oz., is the Lioi's third child.

Central District: Officer and Mrs. Paul Boone became the proud parents of a 4 lb. 5½ oz. baby girl, Paula Ann, on January 13, 1969.

FAVORABLE PUBLICITY

Patrolman Oliver Murdock, Community Relations Division, is the focal point for some recent publicity that was highly complimentary to the Department as a whole.

Officer Murdock appeared on Channel 13 documentary entitled "Batimore: City Indivisible." This half-hour film accurately portrayed the work of our Storefront Centers.

Officer Murdock is also one of five police officers from departments across the nation who are the subject of an article in the February edition of Esquire Magazine.

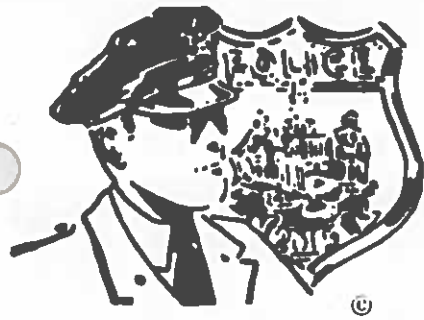
years in the Rackets Division and eventually returned to Central in January, 1960.

What did Tony really achieve in the Department? Why were so many there?

At 3:50 p.m. Major George Schnabel and Captain James J. Cadden took the rostrum and presented "Tony" a plaque. It read: "To Sergeant Anthony J. Bova, April 16, 1944 to January 22, 1969. A leader of men who wore the badge of authority, and will long be remembered for his understanding, compassion and humility in dealing with his fellow man. Presented by the men of the Central District."

DEPARTMENT THANKED FOR AIRPORT ASSIST

Mr. John F. Scott, Jr., Director of Aviation, Friendship International Airport, has written Commissioner Pomerleau expressing the appreciation of the Department of Aviation for our assistance when the Colts returned on December 29th following their victory in the NFL Championship Game.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 4

Baltimore, Maryland

February 12, 1969

Ground Is Broken For Modern, Ten Story Police Headquarters Facility

CITY, STATE, FEDERAL OFFICIALS PRESENT AT HISTORIC CEREMONY

Over 100 City, State and Federal officials who attended ground breaking ceremonies for the new police headquarters building on Monday, heard Commissioner Pomerleau praise the cooperative efforts of City and State officials.

The ceremonies came fifteen months after City residents approved an \$11,600,000 loan.

"This day has been long in com-

ing and, it is long overdue," the Commissioner began.

"I recall stating some twenty-nine months ago that I thought the climate was right for law enforcement in Baltimore. And time after time my faith has been well founded because officials, Municipal and State, have been most cooperative in supporting the progressive reorganization of the Department. This has been a continuing thing," he asserted.

"Having lived with these plans from as early as May of 1966 —

when we were first developing the word picture, if you will, to fit the organization into the structure — demolition and construction will commence today.

"This building is a ten story edifice which will house the Central Police Command and Staff Structure. I call your attention to the fact that there is a Heliport on top of it. We planned that as early as 1966.

"It will provide, hopefully, the most advanced command and con-

(Continued on Page 4; Column 1)



Mayor D'Alesandro joins Commissioner Pomerleau in ground-breaking ceremony for new Headquarters Building. The architect's line drawing of proposed structure appears at right.





NEWSLETTER

EDITOR-IN-CHIEF

Commissioner D. D. Pomerleau

EDITOR

Director W. R. Morrissey

STAFF

Officer Bob Ross
Liz DiGregorio
Lea Miller

Printed by the Baltimore City Police Department's Printing Unit every two weeks and distributed to all members of the Department and other selected law enforcement agencies.

21 OFFICERS COMPLETE TIME PHASE RECRUIT- TRAINING PROGRAM

Twenty-one Police trainees, the first to attend the Department's Experimental Time Phase Functional Recruit-Training Program, graduated from the Education and Training Division during 10 a.m. ceremonies in the War Memorial Building last Friday.

Deputy Commissioner of Administration, Ralph G. Murdy, told the audience of several hundred that the graduates had just completed the most intensified recruit class in the history of the Department. "It is no doubt a milestone in the history of training of Baltimore Police Officers," Mr. Murdy said.

The Deputy Commissioner of Administration, whose Training and Education Division headed by Major Norman E. Pomrenke developed the unique twenty week program, added that he is confident that future classes will reap benefits from this first time phase training program.

The twenty-week program was divided into five distinct phases. They are:

Phase 1 — Six weeks of classroom instruction.

Phase 2 — Three weeks of field experience assigned to non-hazardous functions in the Bureaus of

CLASS OF 68-9 — A MILESTONE IN POLICE TRAINING



Services and Administration.

Phase 3 — Four weeks of classroom instruction.

Phase 4 — Three weeks of field experience assigned to a trainer-coach in the District; and finally,

Phase 5 — Four weeks of classroom instruction.

Each member of the graduating class received twelve college credits — nine from American University in Washington, D.C. for courses in Criminal Law I (Procedural), Criminal Law II (Substantive) and Backgrounds in Law Enforcement. The other credits came from Morgan State College for an on-campus course in Introductory Sociology.

Major Pomrenke said the success of this experimental class indicates the general ability of the Baltimore Police Department trainee to adequately handle college level responsibility.

The class started on September 23, 1968, and was comprised of thirty Baltimore Police Department trainees.

Major Pomrenke further explained that because of the uniqueness of the program and the additional responsibility placed on each trainee, he believed that

an attrition factor would approximate 32%. "The class actually experienced an attrition factor of 28%," he said.

The loss to the Department was actually only 22% since two of the nine trainees who dropped out of the class were re-cycled into other recruit classes.

STATE'S ATTORNEY ADDRESSES GRADUATION

State's Attorney Charles E. Moylan, guest speaker at Friday's graduation, told the twenty-one new patrolmen that they were members of the best department in the United States.

"I have seen four separate administrations come and go," Mr. Moylan began. "Five or six years ago this department was known to be forty or fifty years behind the times, but today, under the brilliant leadership of Commissioner Pomerleau, it has become not one of the finest — but the best in the United States."

Baltimore's chief prosecutor said that other police departments are sending their observers here in order to determine the type of communications, the type of training, and the type of record keeping that is needed by their department.

SPORTS

Standings as of January 30, 1969

Each top team in these Divisions are setting a pace that seems almost impossible to beat, but I'd much rather be going after the Northern Stars of the Blue Division - then the Central Aces of the Red Division.

RED DIVISION

Standings	Won	Lost
Aces	46	14
Golden Arms	32	28
Dueces	30	30
Nite Caps	30	30
Soul Brothers	25	35
F-Troop	17	43

BLUE DIVISION

Standings	Won	Lost
Northern Stars	40	17
Kosten's Koppers	35	22
Eastern Toppers	33	24
Central Misfits	30	27
S. W. Sticks	26	31
N. W. Clowns	25	32
Northern Leftovers	25	32
Central Kings	24	33
N. E. Glenmores	24	33
Cent. Untouchables	23	34

SAFETY TIPS

RULES FOR BETTER SEEING

1. Aim high in steering.
Look far ahead. If you do, you can analyze traffic before you get to a point of potential conflict.
2. Keep your eyes moving.
Don't look at anything longer than you have to. Eye concentration on one thing seems to block side vision temporarily.
3. Get the big picture.
Maintain an awareness of sights and sounds around you and of everything that comes into your view.
4. Leave yourself an out.
By seeing and being alert of changing traffic conditions, you visualize what to do if other drivers make mistakes.
5. Make sure they see you.
It is more than blowing your horn. Use your headlights at dusk and dawn.

IN MEMORIAM

Redding Kenneth, brother of Officer Clyde Redding, Central District, died on February 5, 1969 in Portsmouth, Ohio.

Miller, Milton Stanley, father-in-law of Patrolman Francis Robey, Detail Unit, Tactical Section, died January 24, 1969.

Meeks, Thomas, brother of Sergeant Harold Meeks, Radar Unit, died recently.

LeBorys, Mary, mother of Patrolman Edward LeBorys, Identification Section of the Central Records Division, died on January 29, 1969.

Ingles, Richard, father of Patrolman Richard O. Ingles, Southern District, died January 27, 1969.

Fuchs, Elizabeth H., mother of Patrolman George G. Fuchs, assigned to the Youth Division, died on January 29, 1969.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

MAJOR SHANAHAN ASSISTS SEATTLE POLICE DEPARTMENT

In keeping with Commissioner Pomerleau's policy of assisting other law enforcement agencies, Major Donald T. Shanahan, Deputy Chief of Patrol Area III, went to the Seattle, Washington Police Department, which has recently been surveyed.

Assistance was given in the implementation of certain recommendations relative to records, manpower allocation and management principles. Certain functions were related to the Seattle Department in the area of Inspectional Services, Internal Investigation and Planning & Research.

The Seattle Department felt the experience gained by the Baltimore Department in their reorganization was most helpful since problems and solutions could be anticipated.

THIRTEEN OFFICERS ADVANCED IN GRADE



Julie Ann and Jean Marie O'Hara hug their Dad, Eugene O'Hara, as Commissioner Pomerleau presents certificate of Promotion to Sergeant.

Thirteen Baltimore Police Officers were promoted by Commissioner Pomerleau during ceremon-

ies held in the Traffic Roll Call Room, second floor, Police Headquarters Building. The Commissioner named four Lieutenants and nine Sergeants.

Promoted to Lieutenant were: Richard L. Connelly, Northeastern District; Leon A. Fialkewicz, Jr., Communications Division; Andrew A. Aldon, Eastern District and John A. Riggin, Youth Division.

The new Sergeants are: James L. Rainey, Southern District; Edward V. Woods, Inspectional Services Division; Hugh H. Mills, Jr., Tactical Section; Eugene O'Hara, Internal Investigation Division; Robert T. Lewandowski, Criminal Investigation Division and Michael L. J. Burnham, Communications Division.

GROUND BROKEN FOR NEW HEADQUARTERS

(Continued from Page 1)

trol center known in law enforcement upon its completion."

Mayor Thomas D'Alesandro, III reiterated the remarks of Commissioner Pomerleau stating:

"This is the day that we have waited for, for a long, long time. And trying to make constructive criticism for the delay, we best sum it up by saying that it is long overdue."

The Mayor then introduced members of his administration who played an integral part in helping the administration's position in its dealings with the Police Department come to fruition.

"Not only in the area of personnel in appropriating the money to

satisfy one of the most outstanding recruiting programs in the Nation, but also in the area of equipment and teaching a proper curriculum so that we have a high, possibly the highest, caliber of Policemen in the Nation," the Mayor declared.

He cited City Council President William Donald Schaefer, City Comptroller Hyman Pressman, City Solicitor George Russell and the Director of Public Works, Dr. Pierce Linaweaver.

Commissioner Pomerleau then introduced officials who made up the official dedication party.

They were Chief Judge of the Baltimore Supreme Bench, Dulaney Foster; Chief Judge of the Baltimore Municipal Court, I. Sewell Lambdin; Baltimore State's Attorney, Charles Moylan; his

three Deputy Commissioners, Ralph G. Murdy of Administration, Thomas J. Keyes, Services Bureau and Wade H. Poole of Operations.

Looking over the delegation of official and private citizens who attended the ground-breaking, the Commissioner paid special tribute to Major G. Gordon Gaeng, Director of the Department's Property Division, who has lived with the problem of developing the plans for this building longer than any other man in the Department.

Reverend Halsey M. Cook, Rector of the Old St. Paul's Episcopal Church, then gave the invocation prayer prior to the Commissioner and the Mayor scooping the first shovelsful of dirt from the site that will in two years become the most advanced command and control center known in Law Enforcement.

SOUTHEAST DISTRICT PATROLMAN OF YEAR

Patrolman Ralph G. Clements was named Southeastern "Patrolman of the Year" by the Exchange Club of Highlandtown for his outstanding performance during 1968.

Of the 192 arrests made by Officer Clements, it was the arrest of a suspect in the yoking and attempted robbery of an elderly man on February 26th that won him recognition.



Commissioner Pomerleau congratulates Patrolman Clements for receiving the Exchange Club Award. Captain Robert Larkin, District Commander, and Mr. Thomas P. Bocek, president of the Exchange Club, are also pictured.

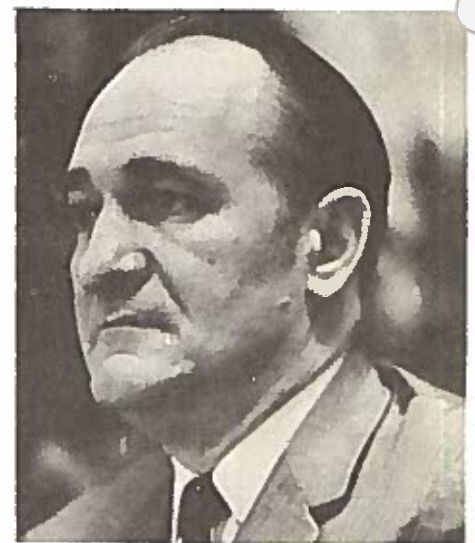
SUNPAPERS PATROLMEN OF THE YEAR — 1968



DET. BARRY E. FEE

For the first time in the ten year history of the Sunpapers Policeman of the Year Award, two men, Detectives Barry E. Fee and Vincent J. Di Carlo, were selected.

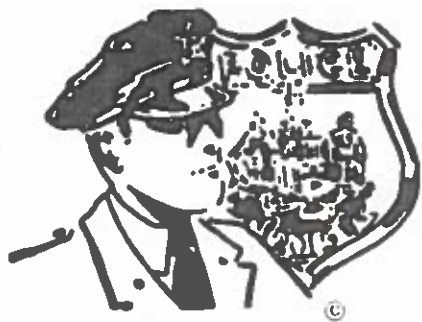
Their separate accomplishments during 1968 caused the judges to make the dual award which includes individual plaques and \$500



DET. VINCENT J. DI CARLO

to each man.

The versatility of both men in their daily performance led to clean-ups in bank robberies and multiple burglaries, including one where Di Carlo recovered \$70,000 of stolen goods, and the capture of a bank robber where Fee recovered \$24,000.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 5

Baltimore, Maryland

February 26, 1969

Quinn Tamm, Director Of IACP, Assesses Department's Reorganization

OFFICER DAVENPORT AND COMMISSIONER RECEIVE AWARDS

Quinn Tamm, Executive Director of the International Association of Chiefs of Police, praised the progress of the reorganization of the Department during a recent address to the Exchange Club of Baltimore.

Mr. Tamm, appearing as guest speaker at a dinner meeting which was held to honor the Central District Patrolman of the Year, Officer Charles M. Davenport, and Commissioner Pomerleau, said that the Department will soon be "pre-eminent among its peers."

Officer Davenport, a member of the Force since April of last year, was selected by the Exchange Club for conducting an investigation that led to the solution of over twenty-five assault and robberies of school children in the Central District.

Commissioner Pomerleau was given an award for his overall contribution to law enforcement, particularly in directing the reorganization of the Department.

After singling out our Recruitment Drive as one of the major accomplishments in improving the effectiveness of the Department, Mr. Tamm said, "I am sure the Commissioner will readily agree

that much remains to be done. This is true, of course, of every police department in the United States. "I have no questions in my mind that the ultimate objectives of the Baltimore Police Department will be achieved. I am confident this will occur, not only because of its inspiring leadership and the unstinting professional efforts of all members of the Department, but, most important, because of the active enthusiastic support the De-

partment is receiving from public-spirited citizens such as you ladies and gentlemen . . ."

Speaking generally of the deficiencies in law enforcement, Mr. Tamm said, "While we see progress in the police phase of the criminal justice system, we are disheartened and thwarted by the deficiencies in the other two phases — the courts and the correctional system.

(Continued on Page 2; Column 1)



Commissioner Pomerleau and Officer Davenport are flanked by Mr. Tamm and Mayor D'Alesandro during awards ceremony at Baltimore Exchange Club Dinner.



NEWSLETTER

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Printed by the Baltimore Police Department's Printing Unit every two weeks and distributed to all members of the Department and other selected law enforcement agencies.

Director of IACP, Assesses Department's Reorganization

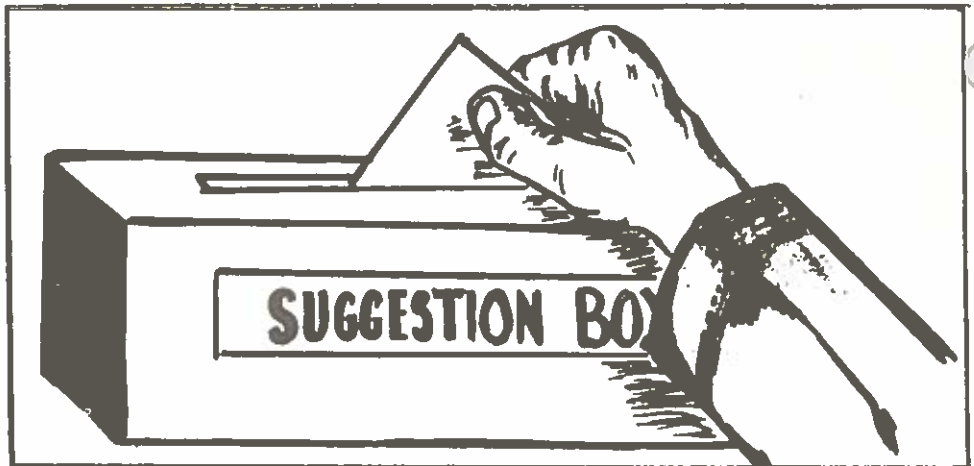
(Continued from page 1)

"Too often, the inadequacies of our criminal justice system are blamed entirely on the police. Guilt or innocence is not decided by the police. The confinement of offenders and their rehabilitation are not direct police responsibilities. The police are not responsible for the social conditions that contribute to crime — nor is it within their direct purview to alleviate these conditions. The police do not instigate the social changes that occur in our society, nor can they modify them or bring them to a halt.

"I feel, obviously, in living in this wonderful Nation of ours, that the right of dissent is of paramount importance.

"Dissent properly presented and properly advocated is one thing, but what is happening in our country today is something entirely different. The absolutely inexcusable display by Yippies, Hippies, or whatever they may be called, during Inaugural Day in Washington has done more, I feel, to arouse the country to the absolute unreasonable approach to some of the problems with which we are faced . . .

"That law enforcement is subjected to the needless agonies of suppressing such demonstrations, is one of the reasons that we have a rising crime rate in this country.



A SUGGESTION FROM THE COMMISSIONER

"All members of the Force are reminded that Suggestion Boxes are strategically located throughout all facilities of the Department, and each member of the Force is encouraged to use this additional way of communicating directly with me.

Lately, there have been fewer suggestions. I am hopeful this represents fewer unresolved questions, however, all suggestions intended to improve the welfare of members of the Department and/or its operational procedures are sincerely welcomed."

The police officer could much better be utilized, if it were possible, in crime prevention and the apprehension of criminals . . .

"I am firmly convinced we cannot expect to reduce crime, juvenile delinquency or civil disorders, or maybe I might term them now uncivil disorders unless we abandon the permissiveness concept of justice which seems to be prevalent now, and return to one of swift, sure justice with punishment to fit the crime. Or, I might say, even facetiously, with punishment — period!

"I am fully aware, as are all police executives, that massive programs are needed to relieve some of the root causes of crime and social unrest — programs of education, rehabilitation, housing, recreational facilities and interest by the government in the poverty and conditions of its people. But these are long-range programs and we are faced with immediate problems of crime, disorders, and something that borders on anarchy . . .

"Rehabilitation, re-education, kindness and consideration are necessary in our lives. Practicality is also necessary. The time has come when every person in this country must realize we have a problem, and then everyone should try to do something about it. Let us be realistic about the problem. Let's take a cold, hard look at what is going on in our community and let's do something about it . . .

"I think it's proper that you kind people have tonight commended Commissioner Pomerleau, of the Baltimore Police Department, and the officers who so courageously serve under his administration. I think it is very flattering that you recognize my efforts in the field of law enforcement and I am deeply grateful. This shows your interest in the problems that face law enforcement agencies, but let me suggest and let me urge that in addition to recognition such as this, you go further and actively assist your law enforcement agency in its attempts to control crime."

POLICEMAN OF YEAR



Deputy Commissioner Poole congratulates Officer Donald Dyson on being named "Policeman of the Year" in the Southwestern District by the West Baltimore Kiwanis Club for capturing the murderer of four children. The arrest led to the solution of twelve other violent crimes. Also pictured are Captain Carroll Flanagan (r), and Detective Patrolman Michael Wiegard.

POLICEMAN OF MONTH



Officer Robert L. Manley was named "Officer of the Month" by the Baltimore Criminal Justice Commission during ceremonies at the Northeastern District. Officer Manley captured an armed bank robber and affected the release of a female hostage. Pictured above (l to r) are Captain Henry Deasel, Mr. Herbert Myerberg, President of the Criminal Justice Commission, Officer Manley, and Major Donald T. Shanahan.

IN-SERVICE TRAINING PROGRAMS CONTINUE

The professional development of the Department continues at its accelerated pace this week with the assignment of six members to attend the following activities:

Deputy Commissioner Ralph G. Murdy, Administrative Bureau, will attend a two-day briefing Conference on Criminal Law, tomorrow and Friday, in Washington, D.C. sponsored by the Federal Bar Association.

Lt. Col. Edwin E. Taylor, Criminal Investigation Division, and Major Maurice D. duBois, Inspec-

tional Services Division, participated in a Seminar on Organized Crime today at the Lord Baltimore Hotel sponsored by the Maryland Council, National Council on Crime and Delinquency.

Major Norman E. Pomrenke, Education and Training Division, is attending a three-day Conference on Law Enforcement Educational Programs at the Chicago Police Department, Chicago, Illinois.

Two Clerks, Danny Pittas and Bernadine Machovec, are participating in a two-week course at the FBI Fingerprint School, Anne Arundel County Police Department, Millersville, Maryland.

OFFICER JOHN GRAMS SCORES HIGHEST MARK AT TRAFFIC INSTITUTE

Patrolman John Grams, Planning and Research Division, topped his class during a three-week course in "Analysis and Administrative Use of Traffic Data" at the Traffic Institute of Northwestern University, Evanston, Illinois.

Lieutenant Joseph Arminger, Traffic Division, also finished high in the course which consisted of statistical analysis and presenta-

tions of various problems encountered by police agencies involving manpower distribution, accident analysis, and traffic enforcement theories.

The class was made up of representatives from twenty-five police agencies throughout the United States, including the Royal Canadian Mounted Police.

Patrolman Grams said that the class provided an opportunity to discuss, compare and comprehend theories and procedures utilized by the various police departments.

In Memoriam

Peaker, Jesse P., father of Patrolman Jesse P. Peaker, Northwestern District, died on February 13, 1969.

Rush, William B. Sr., step-father of Officer Melvin Lipinski, Parking Control Section of the Traffic Division, died on February 9, 1969.

Carter, Arthur, father of Officer Earl Carter, Vice Section of Criminal Investigation Division, died on February 10, 1969.

Greul, Barbara R., wife of Patrolman Otto Greul, Traffic Division, Traffic Safety Unit, died on February 13, 1969.

Costin, Anna E., mother of Patrolman Robert Costin, Central District, died on February 21, 1969.

Hennessey, Vincent S., brother of Sergeant L. J. Hennessey, Education and Training Division, died on February 21, 1969.

Stefan, Josephine, mother of Sergeant Charles Stefan, assigned to Internal Investigation Division, and Patrolman James Stefan, assigned to Traffic Analysis, died on February 21, 1969.

Final Roll Call

Dean, Patrolman William J., Radar Section of the Traffic Division, brother of Officer Robert Dean, Traffic Division, died on February 12, 1969.

Taylor, Arthur, formerly assigned to the Northern District, died on February 11, 1969.

Foertschbeck, John F., former Patrolman assigned to Aid and Prevention Bureau, died on February 13, 1969.

Cooper, Beatrice, School Crossing Guard assigned in the Southeastern, died on December 19, 1968.

Insko, Detective Patrolman James, formerly of the Auto Squad, died on February 17, 1969.

Conroy, Sergeant William, formerly of the Marine Division, died on February 21, 1969.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

HERE IS THE SCOOP . . .**—Current Events Corner—**

On February 3, 4 and 5 a meeting of the representatives of the NCIC Control Terminals was held in Washington, D.C.

Inspector Jerry Daunt, the head of NCIC, said that the staff of NCIC is working on a Missing Person File and when it is finished, the criteria for entry into the file and other pertinent information will be forwarded to the NCIC Control Terminals.

Mr. Daunt stressed the need for accuracy and complete information for a record which is to be entered into NCIC and stated that any important information which is developed by the continuing investigation should also be added to the record.

The members of this department continue to take advantage of the facilities of NCIC. During the period from January 29, 1969 to February 2, 1969 there were 3,248 inquiries on vehicles, 1,795 inquiries on articles and 253 inquiries on guns originating from this department for a total of 5,296 inquiries.

NEWS IN BRIEF

Northern District — Officer James D. Hagan and his wife, Rosalie, have just earned a brilliant star for their crowns. After about nine years of marriage, they began to visit St. Vincent's Children's Home on some week-ends to see the "little people." They fell in love with Michael, age 3½, and decided they wanted him for their own. James and Rosalie began adoption proceedings and on January 30th Michael went to his new "home". We wish the very best of everything to this little family, especially Michael, who is one of the very fortunate "chosen few". . . The men of the Northern are singing "Those Wedding Bells Are . . .". Officer Charles T.

COMMUNITY COLLEGE L. E. PROGRAM FEDERALLY SUPPORTED

The Catonsville Community College has received a federal grant of \$10,700 to assist full-time employees of law enforcement agencies enrolled in its Police Administration program, according to Michael L. DeLuca, coordinator of financial aid.

The funds, available under the Omnibus Crime Control and Safe Streets Act of 1968, will cover the full amount of tuition, books, and application and registration fees for part-time or full-time students, to a maximum of \$300 per semester.

Community College Of Baltimore Increases L. E. Aid

Dr. Harry Bard, President of the Community College of Baltimore, has authorized the Evening Division of the College to increase the Law Enforcement Training Scholarship for members of the De-

partment to the level of one hundred per cent. Full-time Police Officers will receive Scholarship Grants equal to the total of their tuition, fees, and required textbooks provided they complete the courses taken.

This higher level of support from the Federal Law Enforcement Grant is effective for this entire semester.

178 ATTEND COMMUNITY RELATIONS MEETING AT SOUTHEAST DISTRICT

The Community Relations program in the Southeastern District was given a "shot in the arm" last week when 178 citizens attended the showing of a Jack Webb Police Community Relations film.

The program was coordinated by Captain Robert Larkin, Sergeant William Dickerson, and Reverend Leslie Metcalf of the Mayor's Task Force, and was attended by citizens of the Lafayette and Perkins Projects who were shuttled to the District by bus.

Bruggeman was married to Sarah L. Jones on January 25th. **Communications Division** — Sgt. Glenn A. Egbert won first place in the Annual Weight Lifting Contest sponsored by the Bureau of Recreation. The contest took place January 27, 1969 at the Gardenville Recreation Center. Sgt. Egbert's best lift was 215lbs. at a body weight of 156lbs.

Southern District — Congratulations to Patrolman and Mrs. Harry G. Hyser, III on their recent adoption of an eight month old, sixteen pounds, red hair, baby boy — the big event took place on January 30th . . . Congratulations to Patrolman James L. Rainey on his recent promotion to Sergeant — "Lots of Luck Jim".

Tactical Section — Officer and Mrs. William Gossman are the proud parents of a little girl, Melissa Lee, who weighed in at 6 lbs. 15 oz. on January 21, 1969.

Central District — Officer Robert MacKensie and wife, Heide became the proud parents of number 6 at St. Agnes Hospital on February 11th. The 6 lbs. 12 oz. baby boy completed the half dozen (3 girls — 3 boys). . . Officer and Mrs. David Bryant became the proud parents of a 7 lb. 2 oz. baby boy on Christmas Day.

Criminal Investigation Division — Congratulations to Policewoman Lorraine Dorsey, formerly Lorraine Burrell of the Abortio Unit. Lorraine married Major James A. Dorsey, U.S. Army, on January 25, 1969. Best of luck Lorraine.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 6

Baltimore, Maryland

March 12, 1969

MAYOR GIVES CITATIONS

Last August, Reverend Leslie Metcalf, Chairman of the Community Relations Task Force of the Mayor's Advisory Commission on Crime, initiated a public speaking course for our nine District Community Relations Sergeants

and their supervisor, Lieutenant Francis Reidy.

Last Thursday, Mayor D'Alesandro came to Police Headquarters to personally commend the group and present them with Mayor's Citations.

"I guard against giving these citations out often because I do not wish them to be taken lightly," the Mayor said. "I chose to give them in this instance because I believe your achievement is symbolic of the present rapport between my office and the Police Department", he declared.

Reverend Metcalf said his course was designed to improve the officers' ability to discuss police functions.



Mayor D'Alesandro presented certificates to our District Community Relations Sergeants and their supervisor last week during ceremonies at Police Headquarters. They are: (sitting from left to right) John Nagle, Eastern; Charles Hellams, Jr., Western; William Dickerson, Southeast; Melvin Freeman, Northern; Earl Potter, Southern; Donald Sutton, Northeast; Francis Donohue, Central, and Albert Lobos, Southwest. Standing: Lt. Francis Reidy, group supervisor, Joseph Kaplan, Executive Director of Mayor's Commission on Crime, Rev. Metcalf, Major Harris and Deputy Commissioner Ralph Murdy.

GRADUATES TOLD MEDIOCRACY IS NOT TOLERATED

Mr. Fred Oken, Assistant Attorney General and the Department's Legal Advisor, told forty-seven graduates from the Education & Training Center that they were becoming members of a department "that does not and will not tolerate mediocrity."

Mr. Oken made his comments during ceremonies held in the War Memorial Building last month.

Citing the success of the department's recruitment efforts, which has reduced vacancies to less than twenty (20), Mr. Oken declared, "Let none think that quality has been sacrificed for numbers. Nothing could be further from the fact."

The Assistant Attorney General reviewed the high standards of qualifications for members of the Baltimore Police Department, commenting on the strenuous and demanding fourteen (14) weeks of training.

The graduates and their families were told that court decisions do not impose restraints upon police action, but rather preserve and protect fundamental and constitutional rights.

"Police officers, by sharpening the skills and techniques that they now have or that are available to them, can effectively fight crime and bring offenders to justice within the framework of constitutionally valid law enforcement," Mr. Oken declared.

Continued on Page 2, Column 1



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

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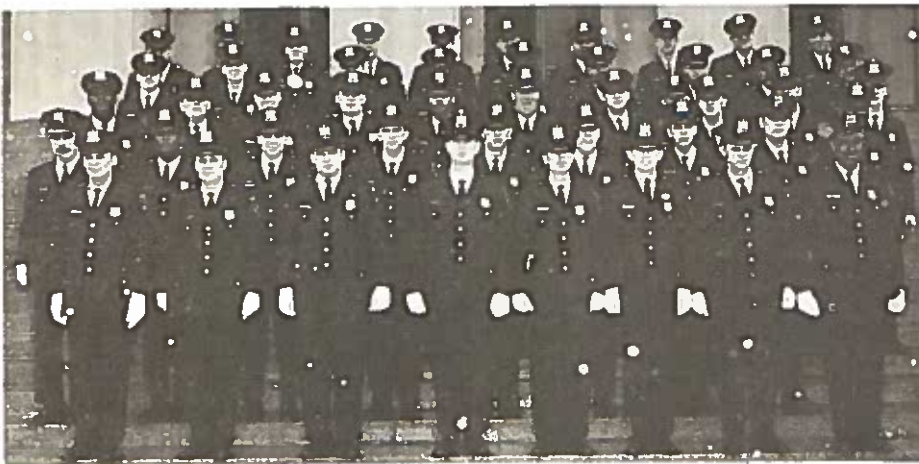
47 GRADUATES TOLD MEDIOCRITY IS "OUT"

The Assistant Attorney General recommended that the new officers take advantage of the educational opportunities that are now available to them in the department.

"Let your graduation be a stepping stone to higher academic achievement," he charged. "Your chances for advancement and success are as bright as you want to make them. Diligence, desire and the intelligent application of your skills and knowledge spell professionalism. Professionalism is the name of the game in modern law enforcement and professionalism will get you everywhere in this department," he said.

"A new day is not coming for the police department of Baltimore City. A new day is here. The department is moving forward speedily and with a high resolve and purpose. All who are in the department or involved with it will share the excitement and rewards of its progress. I think you are fortunate to be a part of this progress," Mr. Oken observed.

GRADUATING CLASS OF 68-11



DEPARTMENT'S PERFORMANCE AT VICE PRESIDENTIAL BALL IS PRAISED

Mr. Clarke Langrall, Chairman of the Maryland Inaugural Activities Committee, Inc., sent a letter to Commissioner Pomerleau, along with copies of letters from citizens, commending the Department for the excellent cooperation given the committee incident to the Vice Presidential Ball. The letter is quoted herewith in part:

"I want to commend you and the police officers on duty the night of January 24 for the excellent co-

operation provided our committee. Numerous people have told me of the courteous service shown them by your officers as they arrived at the Armory. I do hope that these men receive proper recognition for such a commendable job. All of those who attended the Ball left with the finest impression of the Baltimore Police Department.

"Please accept my personal thanks for all you did to make the Vice Presidential Ball the grand success that it was."

LAW ENFORCEMENT SEMINARS SCHEDULED

In furtherance of the professional development of the Department, the following named members have been directed to participate in the activities indicated:

Major Clarence E. Roy, Director of the Youth Division, will attend a Law Enforcement Policy Development Seminar at the National Institute of Mental Health, Washington University in St. Louis, Missouri on March 16 through March 26, 1969.

Major Maurice duBois, Director, Inspectional Services Division, is scheduled to attend the National Conference of the Law Enforcement Intelligence Unit to be held in Palm Springs, California, April 16 through April 18, 1969.

Lieutenant Frank J. Serra, Jr., of the Education and Training Division, will attend the 25th National Conference of the American Society for Training and Development to be held in Miami Beach, Florida, on May 12 through 16, 1969.

Lieutenant James B. Mills, Sergeant William B. Clayton, Jr., and Patrolmen John C. Decker, Otto J. Greul, George W. Smoot and Thomas B. Whalen, all of the Traffic Division, are scheduled to attend the Annual Safety Seminar at the Poly-Western Complex on March 4th, 11th, and 18th.

Also, Lieutenant McNeal Brockington of the Central District has been scheduled to attend the Police Science and Administration Course to be held at the Southern Police Institute, University of Louisville, March 17th through June 8th.

9 CLERKS PROMOTED

Congratulations to the following named Police Clerk II's who were recently promoted to Clerk I's: Dorothy M. James, SWD.; Geraldine P. Znamirowski, Personnel Division; Tina M. Bowling, Central Records Division; Linda J. Ruland, Central Records Division; Linda L. Williams, Central Records Division; Lucille M. Gontasz, Personnel Division; Joeanna M. Green, Youth Division; Helvi A. Wyda, Criminal Investigation Division and Minnie I. Carter, Central Records Division.

HAMILTON LIONS CITE OFFICER MANLEY

Officer Robert L. Manley, of the Northeastern District, has been selected as the Outstanding Policeman of the Hamilton Area by the Lions Club of Hamilton.

The Lions Club will honor Officer Manley during Public Service Night at the Eudowood Gardens on March 28th at 6:30 p.m. There will be dinner, music and dancing at the Eudowood Gardens.

Officer Manley merited the award for his intelligent, courageous and outstanding performance of duty in rescuing a bank teller being held hostage and apprehending the bank robber on October 10th.

Get-Away Car Spotted

At 2:40 p.m. on October 10th, the radio broadcasted a description of the "get-away" car, occupied by an escaping bank robber armed with a sawed off shotgun holding a female bank teller as hostage. When the get-away car was cornered, the subject held a cocked and loaded shotgun at the throat of the hostage. Being unsuccessful in "talking" the subject into surrendering peacefully, Officer Manley, unmindful of great personal risk, lunged inside the vehicle subduing the subject and effecting the release of the hostage unharmed.

BOSAK'S WIDOW RECEIVES \$500 FROM PROFILI LODGE

Governor and Mrs. Mandel and Mayor D'Alesandro joined Commissioner Pomerleau, and several hundred other guests, at a Benefit Dance to honor the widow of Patrolman Detective Richard Bosak, Homicide Squad, last night.

The dance was held at the North Point Gardens and was given by the Sons of Italy Claude Profili Lodge #2171, whose members presented Mrs. Bosak with a certificate and \$500.00.

Detective Bosak was killed last April 18th while attempting to apprehend a wanted felon.

SAFETY TIPS

ATTENTION TO DRIVING:

Driving should be given your undivided attention. Do not let fellow passengers or unusual noises made by traffic distract your attention. Bring your vehicle to a stop before attempting to determine the source of any trouble. If you are looking for house numbers, bring your vehicle to a stop before taking your eyes off the road. Do not face a passenger while engaged in conversation. Keep your eyes on the road at all times while driving.

NEW K-9 CLASS BEGINS 14 WEEKS OF TRAINING

Captain Simon J. Avara, Commanding Officer of the Tactical Section, addressed Canine Class 69-1 at the K-9 Training Area on March 3rd, upon the commencement of an intensive fourteen week training course.

Sergeant Joseph Garpstas and Patrolman John Huemmer will instruct the nine men and their dogs to efficiently perform the required duties of a K-9 police officer.

Captain Avara explained the mission of the Tactical Section, the K-9 Unit in particular, stressing the importance of a properly trained dog, and in essence, even though the trainers will be giving the instructions, the individual officer will be training his own dog.

MAYOR APPROVES BUS SERVICE

Mayor D'Alesandro has approved shuttle bus service for transporting citizens to the monthly meetings of the Police Community Relations Councils.

It is hoped that citizens in the lower income brackets, as well as those who are afraid to come out at night, will "take advantage of a free ride to the meetings."

Last month we reported the first success of this program when residents of the Perkins and Flaghouse projects were transported to the Southeastern District Community Relations Meeting. The program is coordinated by the Mayor's Commission on Crime.

IN MEMORIAM

Biniak, Lawrence J., father of Officer Richard Biniak, Northeastern District, died on February 20, 1969.

Cooper, Henry, father of Mrs. Virginia MacNamara, of the Communications Division, died on March 2, 1969.

Freund, Mary A., mother of Patrolman Milton Freund, assigned to the Southwestern District, died February 27, 1969.

Posko, Sr., John, father of Officer John Posko, of the Southeastern District, died February 28, 1969.

Sullivan, Clarence E., brother of Patrolman Leonard H. Sullivan, assigned to the Southern District died on February 25, 1969.

Berends, Sp 4 James, brother of Officer Ronald Berends, Central District, died February 23, 1969, as a result of mortal wounds received in Vietnam.

Raley, Genieve E., mother of Detective Donald Raley, Homicide Squad, died March 3, 1969.

Final Roll Call

Shea, Patrolman John T., formerly of the Southern District, died on February 23, 1969.

Henningsen, August J., formerly of the Northeastern District, died on February 25, 1969.

Bradshaw, Patrolman Forrest, "Pete", Property Division, died February 28, 1969.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

DEPARTMENT TAKES 10,000 TO CIRCUS

The Baltimore Police Department played host to over 10,000 children last night at a special showing of the Ringling Bros. and Barnum & Bailey Circus at the Civic Center. Television celebrity Arthur Godfrey was toastmaster of the performance which will be nationally televised over NBC at 8 p.m. on May 26. This marks the second year that our department was given the opportunity brighten the lives of our younger citizens.

NEWS in BRIEF

Youth Division — Congratulations to Officer Christopher W. Steeg on the achievement of his son, Richard, 17 years old, who has received a Congressional Appointment to the Merchant Marine Academy at Kings Point, N. Y., which he will enter in July. Good luck, Richard!

Auto Squad — Detective and Mrs. Henry Kordek celebrated their 25th Wedding Anniversary on on March 1st.

Laboratory Division — Officer James L. LaBarre and wife, Linda, became the proud parents of a little girl, Virginia Elaine, who weighed in at 5 lbs. 6 oz., on February 6, 1969.

Not letting the LaBarre's get ahead of them, Patrolman and Mrs. Ronald Stine became the proud parents of a baby girl, Christine Renee, on February 27, 1969. Christine weighed in at 6 lbs. 10 oz.

Tactical Section — A speedy recovery to Patrolman John A. Hundertmark who suffered a heart attack on February 25th. John is confined in Mercy Hospital, Room 1119.

Auto Theft Unit — Congratulations to Sgt. David Ralston, Sr., whose son, David, was promoted to Eagle Scout on February 11, 1969. David is 15 years old and a member of Troop #44, West Baltimore Methodist Church.

Central District — Retired Sergeant Joe Bierman is recuperating in St. Agnes Hospital. Get Well Soon, Joe!

CICHA NEEDS FUNDS

The 1969 CICHA Campaign which began February 15th will end on Saturday, March 15th.

Mayor D'Alesandro, who has supported this Department in all its endeavors, has specifically asked us to show a generous growth in contributions through the payroll deduction plan.

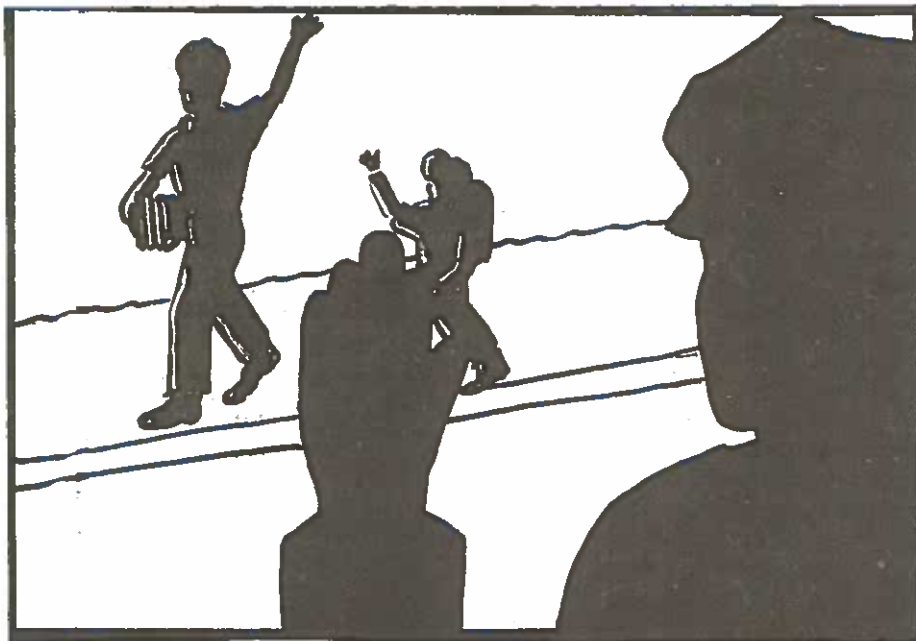
All employees are reminded, therefore, to contribute their share to this worthy organization.

—Current Events Corner—

Officer John Hammett of the Northern District has bridged the generation gap - at least as far as three young ladies are concerned. Officer Hammett, while detailed to assist children across the street in the 4100 block of Roland Avenue, was handed three letters

one morning — one from Helen Otto, one from Susan Otto and one from Cary Smith. Helen's letter reflects all three and is quoted below:

"Dear Policeman, I am a girl that always waves to you every day. Love, Helen Otto".

**YOUR ACTIONS TODAY FORM THE OPINIONS OF TOMORROW****COMPLAINT CLERKS GIVEN INSTRUCTION**

One Police Cadet and nine civilians assigned to the Communications Division completed an In-

Service Training Course in Communications on February 28, 1969. The course was coordinated by the Communications and Education and Training Divisions in an effort to further assist the sworn officers of the Department. The class was instructed in the Elements of Criminal Law, Differences Between Emergencies and Non-Emergencies and the Organization of the Police Department. With this training it is anticipated that the quality of information supplied to officers will be greatly improved.



Lt. Theodore Weintraub stresses the difference between Emergency and Non-Emergency calls to complaint answering clerks during In-service Training course.

Those completing the course were: Cadet D. Phillips and civilian employees L. Beam, C. Baxter, W. Wiedermann, E. Skidmore, C. Stadelmeier, E. Arcaro, J. Davis, S. Cook and M. Walsh.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 7

Baltimore, Maryland

March 26, 1969

NARCOTICS SEMINAR IMPROVES ABILITY TO DETECT VIOLATORS

The first of a series of three day seminars on Narcotics and Dangerous Drugs was held March 12th, 13th and 14th under the direction of the Federal Bureau of Narcotics and Dangerous Drugs Officers.

Initial reaction to the course from those who attended was extremely enthusiastic.

Typical of the comments made was the report of one officer who said, "I learned more in the last three days about narcotics than I did in the last twelve years."

60 Attend Course

In all, fifty-nine officers and one policewoman attended the seminar which dealt with the addiction of narcotics and dangerous drugs, the community problem created by the alarming use, and what Law Enforcement can do to combat this social menace.

Commissioner Pomerleau, who addressed the class, said that it was his intention to eventually develop, through such training, the expertise of all members of the Department in the area of narcotics detection and enforcement. Commissioner Pomerleau has frequently emphasized that narcotics, as well as other vice enforcement, is the responsibility of every member of the Department, not just specialized units.

Federal, Local Coordination

Mr. Joseph Arpaio, Deputy Regional Director of the Federal Bureau of Narcotics and Dangerous Drugs, who coordinated the program with Captain William A. Kohler, Commanding Officer of the Vice Section, Criminal Investigation Division, reiterated Commis-

sioner Pomerleau stating, "that every police officer should be a narcotics officer and should make every effort to apprehend narcotic violators."

During the awarding of diplomas, Mr. Arpaio emphasized the importance of the seminar to individual officers.



Mr. Joseph Arpaio, Deputy Regional Director of the Federal Bureau of Narcotics and Dangerous Drugs, lectures during Narcotics Seminar.

"The problem is too great to have only specialists concentrating on this type of activity. We need every police officer to cooperate and work together in order to put a dent in the illegal traffic of narcotics and to reduce crime.

News Coverage Cited

"As you know, drug traffic is constantly in the news and is a definite cause for the crime situation that exists today", he said.

Mr. Arpaio recalled that from 1954 to 1957, as a member of the Metropolitan Police Department in Washington, D.C., he walked a beat in one of the most crime ridden areas of the Nation's Capitol.

"At that time, I had no training in narcotics enforcement and did not know a marijuana cigarette from a bag of heroin. As you can see, that situation has changed."

Additional seminars in the Winchester Armory have been scheduled for April and May according to the Commissioner.



Narcotics Seminar — Captain William Kohler, head of the Narcotics Unit, C.I.D., is seen describing a narcotics display to officers attending the 3-day course.



NEWSLETTER

EDITOR-IN-CHIEF

Commissioner D. D. Pomerleau

EDITOR

Director W. R. Morrissey

STAFF

Officer Bob Ross
Lis DiGregorio
Lea Miller

Printed by the Baltimore Police Department's Printing Unit every two weeks and distributed to all members of the Department and other selected law enforcement agencies.

PYRAMID OF LIFE

With this issue of the Newsletter we begin publication of a new column. Essentially, it will consist of a series of biographical sketches of command personnel.

The first three articles will highlight the three Deputy Commissioners of the Administrative, Services and Operations Bureaus. Subsequent articles will cover the men in charge of the various divisions, districts and sections.

DEPUTY COMMISSIONER MURDY'S CAREER BEGAN WITH FEDERAL BUREAU

Ralph G. Murdy, Deputy Commissioner of the Administrative Bureau, which serves as the staff

arm of the Police Commissioner and assists him in conducting the internal affairs of the Department, began his career in Law Enforcement as a clerk with the Federal Bureau of Investigation



in 1941, following his graduation from high school.

Two years later, Mr. Murdy entered the United States Army as a Private and following his graduation from the Infantry Officers Candidate School, was commissioned Second Lieutenant. Following a battlefield promotion to First Lieutenant, he was dis-

charged a year later with the rank of Captain, and entered Fordham University in New York City. In 1950 he was awarded his B.S. Degree in Accounting and immediately rejoined the Federal Bureau of Investigation as a Special Agent.

After graduating from the F.B.I. Academy, he was assigned to the Alabama Office until December 1951, when he was transferred to the Baltimore Office where he spent the next eight years.

During this period, he attended classes at both Loyola College and Johns Hopkins University and received his Masters Degree in Liberal Arts.

In July 1959, he resigned from the F.B.I. to accept the position of Managing Director of the Baltimore Criminal Justice Commission, where he remained until his appointment as Deputy Commissioner of Administration on August 1, 1966.

While Managing Director of the Criminal Justice Commission, he was appointed Chairman of a Legislative Advisory Committee on Capital Punishment and served as President of the Maryland Probation, Parole and Correction Association in 1962.

He later served as President of the National Association of Citizens Crime Commissions, as a member of the Governor's Committee to Study Sentencing in Criminal Cases and as Secretary to the Governor's Committee to Review the Operations of the Baltimore Police Department.

In 1966, he was named Chairman of a new Law Enforcement Committee at the Community College of Baltimore where he is presently an instructor in the Evening Division.

Mr. Murdy is married to the former Olive M. Pritchard and has three children, Ralph M., 20, Kathleen, 18, and Edward O., 15.

As Deputy Commissioner of the Administrative Bureau, Mr. Murdy has direct command over five divisions. They are Personnel, Education and Training, Fiscal Affairs, Community Relations and Internal Investigation.

THIS IS CENTRAL RECORDS

Murders, robberies, larcenies, rapes, Index cards, and teletype tapes; Supervisors directing, shouting loud - -

This is the Central Records crowd. Devoted women and dedicated men Are all employed in the records den. Some work by night, and some by day;

Efficiently filing the records away. Rows and rows of records on file - Incidents vicious, savage, and wild. People looking for records they've lost

While we're catching hell from the boss.

Helping patrolman, we do our thing With hot desk calls, the telephone rings,

Reproduction, filing, and staff review,

Central Records is serving you. Of our efficiency, we're very proud. We are the Central Records crowd.

R. Edward Franklin

Probationary Patrolman

CONSTRUCTIVE CRITIC

A letter received through P. O. Box 222-3333 contains several interesting observations by a citizen. The letter is reprinted in part below:

I would like to make a suggestion for the policeman investigating a criminal act. I have noticed a number of times in my own neighborhood that, when the policeman comes in his radio-controlled car to find out about a robbery or such, he goes into a house and leaves his car doors unlocked and the radio on. Perhaps that is not always bad. But the main thing is that he usually goes next door to the troubled house, perhaps on both sides, but seldom goes across the street to ask those neighbors if they saw anything suspicious. Many times the neighbors don't know that anything has happened, but I do know that one is more apt many times to note something unusual across the street and not see what is going on next door.

Some people won't call to the policeman to volunteer information, but if he comes to the door they will more likely mention something.

FLEET SAFETY AWARD PRESENTED BY COMMISSIONER

Commissioner Pomerleau presented the Fleet Safety Award for the month of February to the Eastern District which had ten reportable accidents. The runner up award went to the Western District which had eight reportable accidents.

The frequency rates of accidents in the various districts and divisions for the month of February 1969 were as follows:

District	Total Miles	Non-Reportable Accidents	Reportable Accidents	Frequency Rates
C. I. D.	52,714	0	0	
Traffic	94,914	1	2	21.68
Central	66,343	1	2	30.97
Northwestern	86,715	1	5	57.57
Tactical	87,585	0	5	57.76
Southwestern	75,158	0	6	79.62
Southern	75,155	1	6	79.63
Northeastern	97,238	1	8	82.26
Northern	83,778	3	7	83.46
Southeastern	73,694	0	7	94.72
Western	64,115	0	8	124.49
Eastern	69,911	1	10	143.27
TOTAL	927,320	9	66	
All Other Units	86,172	1		
Grand Total	1,013,492	10	66	65.12
National Police Fleet Average				33.54

The Criminal Investigation Division received a commendatory letter from the Commissioner for its outstanding record of no reportable accidents during the month of February.

Safety Tip

INTERSECTION DRIVING
AVOID HAZARDS OF

Intersections are of various types (1) those controlled by lights; (2) those where "through" streets cross "side" streets; (3) those with no traffic control; and (4) "T" and "Y" intersections.

There is only one safe way to enter any intersection:

1. Release the accelerator.
2. Place the right foot on brake pedal.
3. Glance to the left.
4. Look to the right.
5. Yield the right-of-way to other vehicles and pedestrians.



Commissioner Pomerleau congratulates Frank Cronin, photographer for WMAR-TV, for receiving the Community Radio Watch Distinguished Service Award. Mr. Cronin, in turn, congratulated the Commissioner for the Department's progress of reorganization. From left to right: Mr. Pat. Dalton, Coordinator, Community Radio Watch; Commissioner Pomerleau; Mr. Cronin and Mrs. Cronin. Mr. David Stickler of WMAR-TV, interviews for posterity.

IN MEMORIAM

Katoski, Rosella M., sister of Patrolman Robert Kletter, Southeastern District, died March 12th.

Manuel, Colonel Ralph E., U. S. Army, brother of Lieutenant Carton Manuel, C. I. D., died March 9th.

Montgomery, Harry J., brother of Sergeant Melville Montgomery, Northern District, died March 17th.

Montgomery, Howard J., nephew of Sergeant Melville Montgomery, Northern District, died March 16th.

Lanahan, Florence M., mother of Retired Sergeant Frank J. Lanahan, Communications Division, died March 18th.

Final Roll Call

Bierman, Sergeant Joseph, formerly of the Central District, died March 12th.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

WMAR - TV CAMERMAN
RECEIVES CRW AWARD

Frank Cronin, news photographer for WMAR-TV, received the Community Radio Watch Distinguished Service Award recently during ceremonies at Police Headquarters.

The Award — a Distinguished Service plaque and a \$200.00 U.S. Government Bond — was presented to Mr. Cronin by Commissioner Pomerleau who complimented Mr. Cronin for taking the time to help a fellow citizen.

The selection of Mr. Cronin results from his actions following an accident last October 25th on the Baltimore — Washington Expressway.

Mr. Cronin used his car radio to summon aide for victims of a serious automobile accident on the Baltimore — Washington Expressway.

Frank's wife Nancy and officials of both CRW & WMAR attended the ceremonies.

HERE IS THE SCOOP...

This week the fifteen computer terminals, which are located in all districts and six divisions, became operational.

These terminals are now being used to send interdepartmental teletype messages during the hours of 4 p.m. and 8 a.m., seven days a week.

During the past two weeks, members of the Data Processing Section have instructed personnel of the districts and divisions in the use of the computer terminals. This training phase will be continued until all personnel who will use the computer terminals are completely familiar with the new equipment.

Future plans call for the computer terminals to be operational twenty-four hours a day at which time they will completely replace the present teletype system.

CICHA DONATIONS INCREASE 45%

The Department's contribution to the C.I.C.H.A. campaign, which ended March 15th, exceeded last year's by \$2,312.69, according to a report from Mr. Joseph K. Walker, Fiscal Affairs Division.

All who contributed to this growth in contributions are to be congratulated.

The total contributions this year of \$7,404.79 represents a 45% increase over 1968.

INTENSIFIED FIELD TRAINING GIVEN TIME - PHASE CLASS

The second experimental Entrance Level Training Program, Class 69 - 2, was started at the Education and Training Division on February 10th. This class is now entering Phase II of their program, during which they will receive three weeks of intensified training in the various Administrative, Operational, and Service Divisions of the Department, with the exception of the Patrol Division.

—Current Events Corner—

INCREASED NARCOTIC ENFORCEMENT LINKED TO TRAINING PROGRAM

(See story on Page 1)

The arrests last week of over 30 persons in a series of narcotics raids by Baltimore Police patrol officers was attributed to improved detection techniques by Commissioner Pomerleau.

He noted that due to a new training program on narcotics and dangerous drugs, all officers in the Department are becoming aware of their responsibility in narcotics enforcement.

It is anticipated that these types of arrests will increase with greater frequency as additional patrol officers are exposed to the new course which is being conducted jointly by the Federal Bureau of Narcotics and Dangerous Drugs and members of the Department's Narcotics Unit.

Another innovation cited by the Commissioner is a portable kit which permits the officer to identify on-the-scene suspected narcotics substances.

In the past, it was generally thought throughout the Department that narcotics enforcement

was the sole responsibility of members of the Narcotics Unit.

"Now every member of the Department, not just the specialists, are aware of their responsibilities to this type of enforcement. In the past several weeks, it is becoming evident that a competitive spirit is building up between various districts and divisions, not only in this area of enforcement but in all areas", the Commissioner declared.

Law enforcement officials generally agree that a reduction in the illegal selling and use of narcotics will be reflected by a reduction in crime.

REVERSE LEND - LEASE

Lieutenant Frank J. Serra, of the Education and Training Division, a long course graduate of the Traffic Institute, recently delivered a two day lecture on the Department's "Stop and Frisk" procedure for police officers attending the Police Administration Program at the Northwestern Traffic Institute. The Department's General Order and procedure has been recognized by Police Agencies throughout the nation as one of the most comprehensive devised set of guidelines for Law Enforcement Personnel.

NEWS in BRIEF

Criminal Investigation Division: Congratulations to Detective Clifton H. Rineheart, Property Crimes Section, and his wife, Rosemary, on the arrival of their new baby girl, March 18th. The new arrival, as yet unnamed, weighed in at 9 lbs. 13 1/4 oz. Since the Rineheart's have not yet decided upon a name for their baby girl, C.I.D. will assign her Detective Rineheart's sequence number temporarily.

Fiscal Affairs Division:- On March 8th, Miss Sheri Wenker was married to Mr. John Emory Lane, III. Congratulations Sheri and Chuck.

Northwestern District:- Officer Dennis Roach and his wife,

Katherine, former Baltimore Policewoman, now a uniformed police dispatcher for Howard County, are classmates at Catonsville Community College, taking the Police Administration Course. The twosome are being instructed by Alvin T. Zumbrun.

... Rose Marie Downey, daughter of Patrolman Joseph Downey, is being married on April 6th to Robert Baranoski, at St. Rose of Lima Church. They plan to honeymoon in Florida and Nassau. . . Sergeant Waldemar Bradshaw is now home from the hospital and we are hoping to have him back soon. . . Sergeant Robert Barlow is also home after a long stay in Union Memorial Hospital. He's feeling much better and hopes to be back to work soon.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 8

Baltimore, Maryland

April 9, 1969

Department's Vacancies Eliminated

PROJECT FULL FORCE

Project Full Force — an intensified recruitment program — eliminated patrolmen vacancies in the Department which 30 months ago reached an alarming 418.

During a joint press conference at Police Headquarters on March 26th, Commissioner Pomerleau and Mayor D'Alesandro said the Recruitment Unit under the guidance of Major Lon F. Rowlett, Director of the Personnel Division, was largely responsible for the success of the program, which attracted 1,070 qualified men to the Force.

The elimination of vacancies had direct bearing on the progress of our reorganization. Some of the significant improvements which were permitted as a result of the additional manpower are: (1) Improved working conditions which included implementation of a five day, forty-hour week. (2) Increased number of holidays. (3) The first reapportionment of the nine districts with a goal of equalization of the workload. (4) Creation of district Operations Units which permitted flexibility of deployment at the district level. (5) Increasing the Tactical Section from about 70 to over 250 men, thus permitting greater repressive patrol activity on a city-wide basis. (6) The second district reapportionment which includes the selected assignment of foot patrol officers and an increase in the number of two-man cars in high density areas.

Simply stated, the additional manpower has permitted the Department to improve the quality of service to the citizens of Baltimore through enlightened deployment procedures.

MAYOR CONGRATULATES DEPARTMENT, PLEDGES CONTINUED SUPPORT

MAYOR'S STATEMENT

"Commissioner Pomerleau, representatives of the Police Department, as Mayor of this City, let me congratulate you on the attainment of a goal that seemed impossible 18 months ago.

"I think, of all the big cities in the nation with a population of 500,000 or over, we are the only one today that is at full strength.

"While it is true that the Board of Estimates today approved allotment of an additional 140 men so that we can continue to recruit at the rate of 35 additional policemen per month, it is also true that I

(Continued on Page 3)



Mayor D'Alesandro congratulates Commissioner Pomerleau on the success of "Project Full Force."

COMMISSIONER LAUDS RECRUITMENT SUCCESS, EFFORT TO CONTINUE

COMMISSIONER'S STATEMENT

"This is a very significant occasion for the Baltimore Police Department because today we reached our full strength of 3,333. This has taken some thirty months to accomplish.

"You will recall back in September 1966, there were 418 vacancies. Many things have happened since then.

"One of the primary things that we needed to do was attract and retain personnel. This has been done.

"In order to do away with a deficit of 418 men, we have taken in at

(Continued on Page 3)



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

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PYRAMID OF LIFE

This is the second in the continuing series of biographical sketches of command personnel.

DEPUTY COMMISSIONER KEYES DIRECTS OUR LOGISTICAL SUPPORT

Thomas J. Keyes, Deputy Commissioner of the Services Bureau, which provides logistical support to our operational forces, joined the Department in March 1937 after leaving a promising career in professional baseball.

During the next thirty-two years Deputy Commissioner Keyes was to establish an enviable record in local law enforcement as a planner, statistician and systems expert.

The 6'4" police official was educated in the Baltimore City Public School System and graduated from Baltimore City College in 1929, where he had been a three-letterman in baseball, football and basketball.

Almost from the time he was appointed and assigned as a patrolman to the Northwestern District, his initiative in projecting innovative ideas was to cause organizational and structural changes that would influence the entire Department.

His transfer, a year later, to the newly created Traffic Investigation Division in the Traffic Division, pro-

vided him his first opportunity to work with a new concept. He was the first member of the Department to qualify before the Supreme Bench as an expert witness for the determination of the velocity of an automobile from skid marks.

He topped the promotional list in 1944 and was elevated to Sergeant. For the next three years "Sergeant" Keyes would reorganize and modernize the Traffic Records Bureau which would be used in 1950 as a guide to modernization of the Department's Central Records Bureau.

In January of 1947 he was promoted to Lieutenant, and assigned by the Police Commissioner to conduct a department-wide survey and supervise its reorganization and transition from two to three shifts.

In October 1948, at the age of thirty-eight, he became one of the youngest men in the history of the department to attain the rank of Captain, thus beginning one of the longest tenures of a high ranking police official in the Department's history. During the next thirteen years, Deputy Commissioner Keyes would play a major role in the formation of the Department's Impounding Unit, Radar Section, Three-wheel Motorcycle Section, School Crossing Guard Program, the Meter Maid Project and various other plans for emergency traffic control.

In September of 1961 he was appointed Inspector of the Traffic Division, and as such, had the responsibility for the operation of the entire motorized fleet of the Department.

At the time of the reorganization of the Department's command personnel in July 1966, Deputy Commissioner Keyes was appointed a Lieutenant Colonel and named Chief of the Traffic Division.

In March 1967 he was appointed to his present position as Deputy Commissioner of the Services Bureau, which places him on the immediate staff of the Police Commissioner.

As such, he is responsible for the efficient operation of the Communications, Central Records, Laboratory and Property Divisions.

An articulate speaker, Deputy

Commissioner Keyes has lectured at seminars for law enforcement officials at New York University, the University of Maryland, the University of Virginia, Cornell University and the Department's Education and Training Center.

As a young officer, Deputy Commissioner Keyes attended the University of Maryland's Traffic Officers Training School, and is a graduate of the Northwestern University Traffic Institute where he was top man in his class.

Last year he participated with high ranking police officials from throughout the nation at a Police Executive Development Program at the University of Maryland.

As a result of the ability of his four divisions to provide needed resources during times when this Department has been under tremendous strain — the penitentiary riot of 1966, the riot of last April and the October trial of the Catonsville-Nine — he has been commended by the Governor, the Attorney General, the Mayor, the State's Attorney and many other public and private citizens.

During the trial last October of the Catonsville Nine, when the Department received nationwide publicity for its ability to successfully handle simultaneous mass demonstrations by opposing groups, Deputy Commissioner Keyes was Acting Police Commissioner.

When asked about his successes, he dismisses them declaring "they are the net result of a team effort by all members of the Department, not just one man."

He claims that his greatest satisfaction as a law enforcement officer has occurred during the reorganization of the past two-and-one-half years, through which he is firmly convinced the Department has attained a professional status second to none in the nation.

His professional modesty does not extend to his family life, however.

He is extremely proud of his wife Flora, their three lovely daughters and six grandchildren, including five grand sons. "That's the making of a fine basketball team," he brags.

COMMISSIONER LAUDS RECRUITMENT SUCCESS, EFFORT TO CONTINUE

(Continued from Page 1)

entrance level, a total 1,070 men in the last thirty months. Our out-migration for the Department due to such things as promotions, retirements, resignations, and items of that sort, caused the difference between the 418 and the 1,070. This Recruitment Program didn't just happen by accident. There are many other cities that are still having recruiting problems.

"I have with me today those who are really responsible for the success of the program. I realize, of course, that attitudes, public image, and so many other intangible items, reflect these successes. But I would be remiss if I did not congratulate the Recruitment Section of the Personnel Division of the Department — the civilians and sworn officers who function so effectively there — for the tremendous job they have done.

"Additionally, we are very much indebted to the Civil Service Commission of Baltimore — represented today by Mr. Thomas Murphy, the Commission Director of Personnel. Mr. Murphy, we, members of the Baltimore Police Department, thank you, and I am certain the citizens of Baltimore thank you because we now can produce a finer product on the street.

"The gentleman who has directed our recruitment program is, as one paper put it when I first hired him, "my old buddy." And, as I said at that time, I would rather hire an old buddy with a Masters Degree who knows his job — and I know he knows his job — than hire one with a Masters Degree that I never saw before. So, "my old buddy", Major Lon Rowlett, is the director who has the staff responsibility for this tremendous recruitment effort.

"We are today, eight over our authorized strength and the recruitment program is such that we will continue our net gain, we feel, of 35 per month. Since our out-migration is approximately 20 per month, we must continue to take in at en-

trance level something like 55 per month.

"His honor, Mayor Thomas D'Alesandro, is probably as responsible as any individual in government for the successes of this Department. He has never hesitated to listen or respond to our requests and they have been many.

"Only today at the Board of Estimates, he has approved our request so that we can continue our recruitment at the average of 35 per month so in this budget year then, we are going to be able to increase the Department by 140 more men.

"The Mayor realizes, as we do that we need these additional officers on the street.

"I recall my conversations with his honor when he was President of the City Council, President of the Board of Estimates, and he has always supported the Department in its reorganization processes and I would at this time like to thank him publicly, and hopefully, we can continue to improve upon and refine our product. We certainly are intending to do so."

MAYOR CONGRATULATES DEPARTMENT, PLEDGES CONTINUED SUPPORT

(Continued from Page 1)

have promised the Commissioner and the Governor that next years' budget, which is now under consideration, will include appropriations for the hiring of 200 additional policemen so that the strength of the Department will be increased by an additional 340 men.

"I am not an expert in police work — I leave that to Commissioner Pomerleau and to you gentlemen — but it is my hope, that with this addition, that a better deployment of policemen will satisfy some of the cries from the general public.

"To those of you who are representing the press, I wish you would convey one thought — the fact that we are increasing our police strength does not mean that crime will disappear from the street. It does mean, however, that we are

now geared up to make a counter-attack against crime and that we will do the best we can to keep it at a minimum.

"I also join Commissioner Pomerleau in personally congratulating Major Rowlett, your Personnel Director, and Mr. Thomas Murphy, of the Civil Service Commission, for their efforts. It is also important that I mention the support that we have received from Governor Mandel in this session of the General Assembly.

"The 5.6 million in additional money we are going to receive for police aid from the State could not have come about without his support.

"The Commissioner can verify this, that when we went to Annapolis during previous administrations and asked for help for the Police Department, Governor Mandel was then the Speaker of the House of Delegates and was extremely instrumental in seeing to it that additional funding was sent to the City.

"When I became Mayor, one of my goals was to try, as best as I could, to provide a proficient Law Enforcement Agency in our community. This goal has been reached during this administration through the efforts of Commissioner Pomerleau and members of his staff, particularly the Recruitment Unit.

"You can rest assured that I speak for all the members of the Board of Estimates and City Council in saying that you have our full support."

IN MEMORIAM

Giardina, Phillip, brother of retired Sergeant Vincent J. Giardina, formerly assigned to the Criminal Investigation Division, died March 31st.

Final Roll Call

Swamski, Sergeant James A., formerly of the old Eastern District, died March 27th.

HERE IS THE SCOOP...

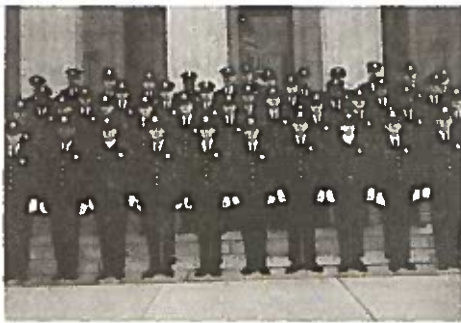
During the past few weeks, we have had several hits. All districts and divisions have been active in the use of the N.C.I.C.

Several articles and guns have been identified through our N.C.I.C. inquiries. Also several persons have been apprehended. The Southern District was responsible for three good hits on persons.

One man wanted by the New York Police Department for drug violations, one man wanted by the F.B.I. for interstate transportation of stolen vehicles and one man for our own Department wanted for robbery.

We are racking up a good record of hits with our N.C.I.C. terminal. Keep up the good work.

CLASS OF 68 - 12



NEWS in BRIEF

Laboratory Division — Congratulations to Officer and Mrs. John Henderson, on becoming the proud parents of an 8 lbs. 3 oz. baby boy on March 24th. He was named, Patrick John.

Youth Division — Our best wishes for a full and speedy recovery to Lieutenant Harry E. Linton, who is convalescing at his home after recent surgery.

Traffic Division — Congratulations to Mr. and Mrs. William Merritt, Sr., who celebrated their 28th anniversary on March 29th.

Eastern District — Congratulations to Patrolman and Mrs. Eugene Luberecki, who became the proud parents of their first baby, Eugene Richard, Jr., on March 20th. Eugene, Jr. weighed in at 7 lbs. 9 oz.

—Current Events Corner—

43 PATROLMEN GRADUATE FROM E.T.

Forty-three Patrolmen graduated from the Education and Training Center during ceremonies Friday, March 28th, in the War Memorial Building.

Mr. Richard G. Sullivan, Managing Director of the Criminal Justice Commission, addressed the new officers and told them that "as newly appointed and trained officers, you should have pride in your chosen career for there is hardly any other career which offers a greater challenge."

The graduates were: D. E. Bailey, C. E. Beam Sr., O. W. Berg, J. Carter, D. C. Cirio, D. R. Crumbacker, T. R. Dalebo, L. J. Dembeck Jr., A. E. Denis Jr., G. T. Dickens, R. W. Doxzen (Howard County), L. M. Dykes III, J. W. Edwards, E. L. Elliott Jr., C. F. Etner, A. A. Filatow, H. Gaston, T. D. Hall Jr., T. L. Hayes, J. A. Helms and J. Holley. Also J. C. Houseman, M. E. Jackson, L. E. Johnston Sr., J. E. Keller, R. B. Laboiteaux (Howard County), J. D. Landsman, A. J. Martin III, H. O. Marsh Jr., J. E. Mitchell, G. L. O'Brien, E. V. O'Halloran, S. Parsons, K. S. Peach, J. G. Rejzek, J. F. Rybarczyk Jr., R. M. Smedberg, N. C. Splain, H. R. Stansbury Jr., N. Wasiurko Jr., J. R. Wheeler, J. M. Wheeler and A. J. Williams.

COMMENDATIONS GIVEN OFFICERS AND CIVILIANS

Commissioner Pomerleau presented awards to one hundred and ninety-two officers and sixty-nine citizens during Commendation Ceremonies, at the War Memorial on March 22nd.

The Commissioner told the officers that their "actions and reactions during emergencies when instant decisions are needed or during the stress of a demanding, time consuming, body wearying investigation, have been outstanding."



Commissioner Pomerleau presents the Medal of Honor posthumously to Mrs. Florence Bosak, wife of Detective Patrolman Richard F. Bosak, who was killed in the line of duty last April while attempting to apprehend a wanted felon.

Noting that the overall performance of the Department has improved in the past several years, the Commissioner said:

"Yet, there remains an area of performance which no police administrator can calculate with any degree of accuracy. Fortunately, this elusive, unknown quantity, is in our favor.

"It is manifested usually on extraordinary occasions. And, it is repeated hundreds of times each year by individuals, both trained and untrained, in the business of helping or serving their fellow man.

"You are such a group of individuals, and I consider it a personal honor to take part in today's ceremonies . . .

"It is sincerely hoped that your performance - both as officers - and as citizens - serves as a catalyst for increased community involvement.

"I am aware that there are many more officers and citizens whose heroic deeds have gone unnoticed. Though they remain unsung, I would like to take the time to salute them too, and hope that you join with me."



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 9

Baltimore, Maryland

April 23, 1969

Recruitment Program Explained

PROCEDURES AND METHODS EXAMINED

General Background

At the conclusion of every successful undertaking, it is usual practice to examine the methods and procedures employed in order to pinpoint, if possible, the reasons why the program was successful.

The Baltimore Police Department Recruitment Program of the past 30 months was successful in eliminating the 418 Patrolman vacancies — those responsible for the work have been commended personally, publicly, as well as having been recognized in the preceding Newsletter. It will, therefore, be the purpose of this, the first of two articles, to indicate in brief how the task was accomplished.

Testing

The Commissioner, soon after assuming his duties on September 22, 1966, met with the Personnel Director of the Civil Service Commission of Baltimore to explore the possibilities of providing more frequent testing in lieu of once-a-week Civil Service Commission Examination. Shortly thereafter, the Civil Service Commission began daily testing, Monday through Friday and on Wednesday evenings. At this same time, personnel of the Recruitment Unit were deputized to administer the Civil Service Tests on out-of-town road trips to Military Bases and adjacent cities. On June 10, 1968, the Civil Service Commission made an examiner available to accompany a recruiter

to four of the District Stations on a weekly basis and to conduct testing at Police Headquarters on Saturday mornings.

Publicity & Advertising

To attract as many applicants as possible, it was apparent that concentrated publicity and advertising programs would be required. The efforts in this direction were many, including feature articles in newspapers as well as paid advertisements in the classified sections. Advertisements were also placed in various Armed Forces newspapers and periodicals. Radio and TV spot announcements were provided as a public service by the stations utilizing recruitment per-



Commissioner Pomerleau shakes hands with Officer Leak Vanlandingham, whose appointment filled the Department's vacancies. The appointment of Officer Richard H. Fortkiewicz Jr. (left) placed the Department one over its former authorized strength of 3,333 and emphasizes the fact that we are continuing our recruitment drive. Major Lon F. Rowlett was complimented by the Commissioner for directing the successful program.

sonnel in many of the spots. An Outdoor Advertising Agency provided free space for 24 sheet posters; inserts were placed in utility bills and sports programs. Also, an assortment of placards, bumper stickers, metal street signs, flyers and a Department Brochure were designed and used to the fullest extent.

Incentive Awards

Prior to the Commissioner's arrival the Department had instituted a five day leave incentive award for members below the rank of Captain who referred an accepted patrolman applicant. On October 26, 1966, the Board of Estimates approved the Commissioner's recommendation to allow a \$50.00 incentive award for the referral of an accepted applicant in lieu of the five day's leave aforementioned — such policy continues to date.

The Recruitment Unit

It has long been accepted by industry and the Armed Forces that personal contact is one of the most successful approaches to hiring personnel — hence, this concept has been a part of our program from the beginning. To accomplish the actual procurement of sworn personnel, a Recruitment Section of two Sergeants, six Patrolmen and two Civilian Clerical Employees under the supervision of the Director of Personnel was assigned this task. These personnel have been supported by the Medical Section of the Personnel Division and the Applicant Investigation Section of the

(Continued on Page 3)



NEWSLETTER

EDITOR-IN-CHIEF

Commissioner D. D. Pomerleau

EDITOR

Director W. R. Morrissey

STAFF

Officer Bob Ross
Liz DiGregorio
Lea Miller

Printed by the Baltimore Police Department's Printing Unit every two weeks and distributed to all members of the Department and other selected law enforcement agencies.

PYRAMID OF LIFE

This is the third in the continuing series of biographical sketches of command personnel.

DEPUTY COMMISSIONER POOLE COMMANDS LARGEST BUREAU

Wade H. Poole, Deputy Commissioner of the Operations Bureau, which performs the basic police task and is the largest of the Department's three Bureaus, made it immediately clear that he "came to police" when he joined the Department in June of 1940.



His competitive spirit was initially demonstrated when he placed second out of thirty-four hundred applicants for appointment to the Police Department.

First Commendation

Six weeks after his appointment, "Officer" Poole was commended by Police Commissioner Robert F. Stanton for apprehending a purse snatcher while on a special detail from the Police Academy.

Responding to the victim's screams, he grappled with her assailant, and though he received severe abdominal wounds, managed to capture the man after an eight block chase.

Reflecting on his initial case, De-

puty Commissioner Poole, a former distance runner, said, "I knew if I could keep him in sight he would wear out before I would."

Most Decorated Officer

That incident launched him on a career that would be punctuated by a series of spectacular apprehensions which have resulted in his receiving over twenty-five commendations including the Department's highest award on two occasions, thus making him one of the most decorated officers in the history of the Department.

Immediately prior to joining the force, Deputy Commissioner Poole worked with his father, Walter, as a steeplejack, which may have been an indication of his ability to climb to lofty heights.

Sergeant In 1948

His "climb" within the Department began in July 1948 when he was promoted to Sergeant and transferred from the Western to the Eastern District. In October of 1952, he was promoted to Lieutenant and transferred to the old Northwestern District where he remained until his promotion to Captain in December of 1957. He was named commander of the new Western District in October of 1959, where his forthright approach to solving the crime problems of the community during the next six years gained him support from the majority of the citizens in the District. This support was manifested at the time of his transfer from the Western to the Central District in October 1965, when nearly a thousand West Baltimore residents and civic leaders gathered to honor him at a testimonial dinner.

In July of 1966, he was appointed a Major and named Deputy Chief of Patrol, Area 1. This appointment coincided with the reorganization of the upper echelon of the Department and was followed in rapid succession by his appointment to Chief of Traffic in March 1967, and his eventual elevation to Deputy Commissioner in May of the same year.

Directs Three Divisions

As such he directs the activities

of the Department's Patrol, Detective and Traffic Divisions.

It is an awesome responsibility when played against the social complexities of today, since the performance of officers, particularly those in uniform, is under daily public scrutiny.

Deputy Commissioner Poole has excelled in his ability to communicate, through his three Chiefs, the need for the maintenance of professional standards by every officer in the Department.

Street Ability Supplemented

He has supplemented his ability to make practical decisions on the street by attending Law Enforcement seminars and courses at some of the nation's leading universities.

They include: the American University's Police Executive Development Program at Harpers Ferry, West Virginia; Traffic Law Enforcement Course at the Traffic Institute of the Northwestern University at Evanston, Illinois, where he was president of the class; the Police Chief Institute at Harvard University's Business School, and a number of seminars on Civil Disturbances and Riot Control sponsored by the Attorney General of the United States.

Civic, Service Organizations

Deputy Commissioner Poole has been active in more than a dozen civic and service organizations, and was named West Baltimore Man of the Year in 1962 for his overall contributions to the City in the area of public safety.

He is married to the former Naomi E. Miller and has a married daughter, Sharon, and two grandchildren. Deputy Commissioner Poole's career as a Law Enforcement officer has apparently rubbed off on his eight year old grandson, William, who describes himself as a "cop" and assumes the rank of Deputy Commissioner. His seven year old granddaughter, Gracie, also identifies with policing but she is having trouble climbing the promotional ladder. It seems that brother William will not permit her to advance beyond the rank of Sergeant.

FLEET SAFETY AWARD TO CRIMINAL INVESTIGATION

The Criminal Investigation Division won the White Elephant Award for the month of March with the Central District winning second and the Western District winning third. The Traffic Division reported the least accidents.

The frequency rates of accidents in the various districts and division for the month of March 1969 were as follows:

District	Total Miles	Non-Reportable Accidents	Frequency Rates	Reportable Accidents
Traffic	106,625	3	2	18.75
Northeastern	100,309	2	2	19.90
Tactical	86,877	1	3	34.52
Southwestern	85,846	2	3	34.96
Northern	92,053	2	4	43.44
Northwestern	93,897	0	5	53.27
Southeastern	74,238	0	4	53.88
Northwestern	93,897	0	5	53.27
Eastern	74,235	3	5	67.33
Southern	105,777	2	9	85.08
Western	77,616	2	7	90.13
Central	70,554	3	7	99.21
C.I.D.	54,914	0	8	145.64
TOTAL	1,022,941	20	59	
All Other Units:	95,468	1	3	31.42
Grand Total	1,118,409	21	62	55.4
National Police Fleet Average				36.20

SAFETY TIPS

SAFE SPEED

The rule for a safe speed is a simple one, and learning it and observing it will help keep you alive and free from injury. "Never drive so fast that you cannot bring your vehicle to a safe stop in the clear distance ahead." This is particularly necessary at night, when visibility is usually limited to the distance your headlights illuminate the road ahead.

Remember! Any speed, at any time, at any place, that is too fast for existing conditions is an excessive speed.

SUPERVISORY TRAFFIC COURSE COMPLETED

Sergeant Howard F. Parrott, Education & Training Division, has recently completed a three week Traffic Institute Course in Law for supervisory and administrative decisions-making in Chicago. The course consists of: Law of Arrest; Search and Seizure; Legal Research, Constitutional Law and Traffic Law.

NEW FLAGS PRESENTED



On April 12th, the Southeastern District was presented an American Flag and a Maryland Flag for its Roll Call Room.

Captain Robert Larkin received the flags in the name of the District from Robert E. Harr, Post Commander of the Gray Manor Memorial Post 4743 of the American Legion; Frank Matzger, Post Commander of the John Wilhelm Post of the V.F.W. Post 6052; and Officer John Heummer of the Tactical Division who is also the District Chief of Staff of the V.F.W.

IN MEMORIAM

Samson, Evelyn, sister of Detective Kenneth Withers, Check and Forgery Unit, died April 10th.

Krug, T., mother of Clerk Audrey Hanna, Planning and Research Division, died March 27, 1969.

Koch, Joseph A., father of Patrolman Jerome Koch, Central District, died April 11th.

Kryglik, Stella, mother of Patrolman, Melvin Kryglik, Northeastern District, died April 11th.

Debaugh, William H., brother of Patrolman Raymond Debaugh, Parking Control Section of the Traffic Division, died on April 13th.

Final Roll Call

Baranowski, Patrolman Bernard C., Southeastern District, died April 6th.

Foy, Gladys, Vice Section, died April 6th.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

RECRUITMENT PROGRAM

(Continued from Page 1)

Internal Investigation Division, which will be discussed in the next article. The Recruitment Unit is provided with a separate set of offices on the First Floor of the Headquarters adjacent to the Medical Section and apart from the Personnel Division. The Recruiters are assigned two self-sufficient van-type vehicles in which tests can be administered and applications fully processed except for the final physical examination, which must be accomplished by departmental physicians — height, weight, and eye checks are made in the vans when required. Additionally, the Recruitment Unit has at its disposal on a regular basis, one marked police cruiser and one unmarked sedan as well as other vehicles when required.

(The next edition will discuss the scope and method of contact, employment procedure, together with a general summary of the recruitment program.)
Fortaseebus Whoseinblat Inc. "Printers"

HERE IS THE SCOOP . . .

—Current Events Corner—

Officer J. Kennedy

Records on file as of April 1st., total 913,469 with the breakdown showing 286,368 vehicles, 89,353 license plates, 32,236 wanted persons, 200,433 stolen/missing/recovered guns, 167,954 articles, 137, 125 securities. The transactions for the week of March 10 through 16 set a new record when an average of 36,597 a day were realized in the system and a new high for one day's transactions was reached when on March 14th the total was 45,339.

We of the Baltimore Police Department have been instrumental in the growth of the N.C.I.C. System. Use the N.C.I.C. Service whenever you can. It is to your advantage.

NEWS IN BRIEF

Traffic Division — Officer William P. Durkin, Point Control, will have 25 years of faithful service on April 17th. Bill has been in the Traffic Division for the past 20 years . . . Welcome back to Sergeant Art Street who was confined to Sinai Hospital for an operation . . . Lieutenant Craig Street, son of Sgt. and Mrs. Arthur Street, Traffic Division, will receive his wings on May 24th. Craig is stationed at the Reese Air Force Base in Texas . . . Sergeant and Mrs. Arthur Street also celebrated their 34th wedding anniversary on April 20th . . . Congratulations to Patrolman and Mrs. Francis Reed on becoming the proud parents of their 4th -- a daughter, Kelly Marie, April 14th and weighing in at 5 lb. 3 oz . . . Officer Martin A. Schmitt retired April 10th after spending the past 14 years as a member of the Point Control Unit. Good Luck Marty!

Central District — Officer Charles W. Thomas and his wife, Mary, will celebrate their 25th wedding anniversary on April 29th.

Northeastern District — The mem-

MOTHERS DAY MASS

The annual Mother's Day Mass will be celebrated at the Basilica of the Assumption, Mulberry and Cathedral Streets, on May 11th. The contingent will form at Hamilton and Mulberry Streets at 7:45 a.m. and march promptly at 8:00 a.m. to the Basilica to attend the 8:15 a.m. Mass which will be offered by the Most Reverend F. Joseph Gossman, Auxiliary Bishop of Baltimore.

Communion Breakfast will follow at the Lord Baltimore Hotel where the Reverend Frank Bourbon, S. J., will deliver the address.

What could be more appropriate on Mother's Day than to attend a religious service in honor of our mother? Family and friends of members of the Department are cordially invited to attend.

Commissioner Pomerleau has been advised by Cardinal Shehan that he will not be able to attend this year's mass due to a prior commitment. The Cardinal also told the Commissioner "I shall appreciate your extending my greetings and good wishes to all your men, and I ask that you assure them of

bers of the District express their sincere appreciation to Mrs. Doris Portera, Patricia Huttner and Beverly Hochstead for their service and cooperation, and wish them well in their future endeavors.

Northwestern District — Members of the district welcome Mrs. Lillian C. Fletcher, Clerk I, who was assigned on March 17th . . . Thru the fine efforts displayed by Lieutenant Lou Lazzara and Sergeant Walt Barron, members of the district presented Officer Thomas Bruns with an engraved watch on his March 6th retirement . . . We're all happy that Sergeant Stanley Nelka, alias "Stas", made such a speedy recovery from his injury sustained in the line of duty. "Stas" injured his finger while placing pins in the Crime Map.

our prayerful support of their very important work."

OFFICER ROWLEY NAMED POLICEMAN OF MONTH

Officer William Rowley, of the K-9 Unit, received the Criminal Justice Commission's third "Policeman of the Month" citation.

Commission President Herbert Myerberg presented the award to Officer Rowley during ceremonies at the Tactical Section on April 11th.

Mr. Myerberg stated that Officer Rowley merited the award for his heroic and humanitarian service in preventing the serious injury or possible death of a deaf mute boy who had been trapped in a burning house.



Narcotic Unit — Congratulations to Detective and Mrs. C. Vernon Wilhelm on becoming the proud parents of a 6 lb. 15 oz. baby boy, on April 3rd.

Southeastern District — Congratulations to Patrolman Thomas Fischer and the former Miss Marjorie Lynne Chyba on their recent marriage, March 28th . . . Also, congrats go to Patrolman Clarence Vipperman and the former Miss Diane Roberts on their recent marriage, March 29th.

Northern District — Officer and Mrs. Vernon Stull became the proud and lucky parents of a 5 lb. 3 oz. baby boy on March 2nd . . . and Officer and Mrs. James Lewis became the proud and lucky parents of a 7 lb. 11 oz. baby girl on March 26th. Congratulations.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 2 No. 10

Baltimore, Maryland

May 7, 1969

Multiple Contacts, Visitations Vital To Recruitment Success

RECRUIT TEAMS MAKE PERSONAL APPROACH PAY DIVIDENDS IN MEN

(This is the second of three articles describing the Baltimore Police Department's successful recruitment program.)

Civil Service Commission

The Civil Service Commission of Baltimore provides walk-in testing five days a week, Monday through Friday, at its offices located about four blocks from Police Headquarters. Tests are graded immediately upon completion and applicants are returned to Headquarters by a member of the Recruitment Unit for final processing and physical examinations.

Main Headquarters

The Recruitment Unit is open five days a week, Monday through Friday, from 8:30 A.M. to 5:00 P.M., Wednesday evenings from 7:00 P.M. to 10:00 P.M., and on Saturday mornings from 8:00 A.M. to 12:00 P.M. Civil Service tests are administered by deputized members of the Unit on Wednesday evenings and Saturday mornings. Medical Examinations are conducted on a daily basis.

District Stations

Regularly scheduled appearances by members of the Recruitment Unit at four strategically located District Stations (Northern, Western, Southern, and Eastern) one night per week each between the hours of 7:00 P.M. and 10:00 P.M. have been most productive. Each

of the nine district stations has literature and information available for interested applicants ---- in effect each police facility is a recruiting station and each policeman a recruiter. Civil Service tests are administered and the applicants are processed on the spot. Physical examinations are arranged during the evening hours for applicants who are working shift work.

State Employment Office —

Baltimore, Maryland

A member of the Recruitment Unit visits the State Employment Office each morning and afternoon to speak with interested applicants -- the Department is also assigned a permanent desk in the office. Calls are made to Employment Offices outside of Baltimore — recruitment literature is provided to all such offices.

Military Bases — Other Cities

Mobile Recruiting Teams visit more than ten military bases in the regional area on a regularly scheduled basis in addition to visiting several cities in the State of Maryland where there are no vacancies in local departments. The "Early Out" program, which began in December of 1967 by Presidential Executive Order, permitting the early release of up to 90 days for military personnel who join a police department has been very productive.

Shopping Centers

Mobile Units visit shopping centers on a regular basis. These cen-

ters are especially active on Saturdays and Holidays when businesses are open and citizens may be off from work because of a State or National Holiday.

Neighborhoods

Members of the Recruitment Unit cruise, stop to visit, and talk in the neighborhood — the clearly marked recruiting van is most suitable for this work. Literature is distributed, contacts are made, and leads are obtained through these efforts. Uniforms should be worn by members of the Mobile Unit during these visits.

U. S. Armed Forces Recruiting Stations

Members of the Recruitment Unit visit the Main Stations as well as the Sub-Station type (usually one man) Armed Forces Recruiting Stations — the Armed Forces personnel will usually pass on information about the Department and many times provide "leads" by name.

Industrial Sites

There always seems to be an interested applicant or so around large industrial complexes — these are especially lucrative during times of anticipated or actual lay-offs. It has been found that a significant number of veterans become disenchanted with "factory-type" employment and are excellent candidates for the police force.

Athletic Parks

The presence of a mobile unit

(Continued on Page 3)

**EDITOR-IN-CHIEF**

Commissioner D. D. Pomerleau

EDITOR

Director W. R. Morrissey

STAFFOfficer Bob Ross
Liz DiGregorio
Carol Louk

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PYRAMID OF LIFE

This is the fourth in the continuing series of biographical sketches of command personnel.

CHIEF OF PATROL, LT. COL. BATTAGLIA IS RIOT CONTROL AUTHORITY

Devotion to duty and a reputation for sound, reliable judgement and dependability are the qualities for which Lt. Col. Frank J. Battaglia, the Department's Chief of Patrol, is best known.



Col. Battaglia, a veteran of 29 years service, has become one of the country's foremost authorities

on riot control, which is probably the most crucial problem facing law enforcement agencies today.

Served on Panel

In addition to taking courses at the Southern Police Institute at the University of Louisville, in Kentucky, he was asked to serve on the panel at the two-week program which was attended by law enforcement officials nationally.

Following this 1967 conference, Col. Battaglia was sent to the Attorney General's Conference on Riots and Civil Disorders in Cleveland, Ohio. While there, he predicted that demonstrations would be changing in character, and that

demonstrators would be using "molotov cocktails and guerilla tactics" before very long. Unfortunately, the Colonel's predictions became true in many major cities of the United States.

Sensitive to Social Problems

Getting to be an "expert" in civil disorders was not just a matter of attending formal training schools and programs. His sensitivity to social problems has been sharpened by virtue of having been "on the scene" and in command on hundreds of occasions when civil strife was exhibited on the streets of Baltimore during the past seven years.

The Colonel's reputation for dependability has been well merited. When the International Association of Chiefs of Police made its survey of the Baltimore City Police Department in 1965, Mr. S. B. Billbrough, an I.A.C.P. Consultant, credited Col. Battaglia, the night commander, with the formation of a small tactical squad within the Department.

When the recommendations of the I.A.C.P. were put into effect, Col. Battaglia was named to the newly created rank of Chief of Patrol.

Years of Experience

In assuming his new duties, he relied on his many years of experience in the "patrol" division of the Department.

Since joining the force in January 1940, he has served in nearly every one of the police districts, plus a stint with the Vice Squad, and has been commended fourteen times officially, including the Bronze Star.

In 1959, the A.S. Abell Company, publishers of The Sunpapers, instituted its annual "Policeman of the Year Award."

Outstanding Contribution

The first award was to "Captain" Battaglia for his "outstanding contribution to Law Enforcement and crime prevention" in 1958 when the famous "Battaglia Plan" was introduced. The plan involved members of the force making spot checks of young motorists during the late evening hours.

It resulted in reducing the number of auto thefts in the City by better than 50 percent and was useful in curtailing and detecting other types of criminal activity involving the use of motor vehicles. Many other departments in the country have since adopted the plan.

Colonel Battaglia has also worked on some of the most famous and difficult cases in the history of the Department.

In 1954, he traveled to New York in connection with the famed "Yamin case." The case itself involved a robbery, a conspiracy, and ultimately, a murder. Its chief plotter was a young former police magistrate named Martin Yamin.

Solved a Bizarre Case

Clever questioning by "Lieutenant" Battaglia was credited with solving the bizarre case.

Once again in 1959, "Captain" Battaglia was active in a New-York-Baltimore investigation, when it appeared that infants from Baltimore were being black marketed to adopting parents in New York. Thanks to an investigative team headed by "Captain" Battaglia, this black market baby traffic was halted and its two main participants convicted.

Col. Battaglia was married in February 1944 to the former Ruth Wales of Oregon, Missouri. They met when both were members of the United States Navy during World War II. They have one daughter, Karen, 20, a college student.

YOUR VOTE COUNTS

On April 21, Mayor D'Alesandro advised all citizens of Baltimore that:

"The election on May 13 is critical to the future of our city. It is essential that the electorate votes for removal of the current statutory 5% interest rate limit on municipal bonds. Unless the City can sell its bonds, the construction of new schools, water and sewage facilities, the Waxter Center for the Elderly, libraries, hospitals and other vital projects will come to a complete halt . . .

CONTACTS, VISITATIONS VITAL TO RECRUITMENT

(Continued from Page 1)

at baseball and football games affords exposure of the Department to the many persons attending; however, the actual processing at these sites is limited as one might expect, but many have told us, "We saw you at the ball-game last week."

Fairs, Livestock Shows, Jobaramas

Considerable attention is usually attracted at Fairs and Livestock Shows — here again the actual recruiting of personnel is limited but the exposure is worth the effort. Jobaramas and Career Days at Colleges are ideal spots to pass out information and actually interest applicants.

Administrative Procedures

After the initial contact has been made and it has been determined that the applicant meets the basic requirements of the Department, i.e., has passed Civil Service Test, I. Q. Test, and the Physical Examination, the most critical point of the recruitment process has been reached. The applicant wants to know "When can I go to work?" — and rightly so we believe. At this point, there are two steps remaining prior to employment; the Cursory Check and Oral Interview.

Cursory Check

To eliminate the usual long period of waiting between initial application and completion of the required background investigation, which can be as long as three months in some instances, the Department utilizes a cursory check thereby shortening the waiting period to three or four days from the time of initial application. If a check of local and state records, together with school and Armed Forces documents, indicate the applicant is acceptable, he is telephoned and asked to appear before an Oral Interview Board. If information develops during the Cursory Check to indicate the applicant is not acceptable to the Department, he is either given a letter stating he does not meet the basic entrance level qualifications or he is advised that a full back-

ground investigation will have to be completed prior to his Oral Interview.

Oral Interview Board

The Oral Interview Board is comprised of three members of the Department, a Captain and two Lieutenants, one of whom is a member of the Personnel Division. Occasionally, a Sergeant may be substituted for a Lieutenant. This Board endeavors through intensive questioning to determine the suitability of the applicant for the position and to locate those traits which are undesirable in police work. The applicant is also informed of the requirements of the Department, what he can expect, what will be expected of him, and the general conditions of employment.

If appointment of the applicant is approved by the Oral Interview Board, he may be placed on the payroll that day as a Probationary Patrolman or at a later time if he so desires. In either event, he is assigned to a non-hazardous duty position at full salary pending commencement of the next entrance level training class. The applicant understands also that should information of a detrimental nature be developed in the background investigation that his service will be terminated.

(The final installment in the series will be an analysis of the effectiveness of the program.)

IN-SERVICE TRAINING EXAMS OPEN TO INSPECTION

All members attending In-Service Training may look at their examination if they so desire, according to Major Norman E. Pomrenke, Director of the Education and Training Center.

The member must do so at the Education and Training Center within seven days after he takes the examination.

Any challenges made by the member must be in writing and documented. Mere opinion will not be accepted.

IN MEMORIAM

Cox, Florence A., mother of Patrolman John L. Cox, assigned to the Youth Division, died April 23rd.

Johnson, Jessie, sister of Patrolman Edward Dayhoff, assigned to the K-9 Unit, died April 23rd.

Lippy, Charles D., step-father of Patrolman Carroll Degenhard, Traffic Division, died April 17th.

Boley, Michael, son of Officer Alvia Hartely Boley, Western District, died April 19th.

George, Laura, mother of Patrolman James George, assigned to the Southwestern District, died April 26th.

Lamson, Evelyn, sister of Detective Kenneth Withers, Criminal Investigation Division, died April 10th.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

LIKE FATHER, LIKE ----



The "couple" above made national headlines when the "GAL", Mrs. Patricia A. Loveless, graduated from the Education and Training Center two weeks ago. The "GUY" Officer James F. Stevens of the Southern District is her dad, thus making them the first father and daughter "Policeman - Policewoman" team in the history of the department.

HERE IS THE SCOOP . . .

—Current Events Corner—

The NCIC is your system and the information contained in the files is your information. It is the responsibility of patrol and other investigative units to furnish this information and to keep the file accurate and up to date. It is important to remember that the data contained in NCIC is index-type information. When an agency receives information from NCIC, it should be evaluated along with other information available at the scene for any action decision.

Professional police procedures demand that the agency originating the record in file be immediately contacted by the inquiring agency to confirm the data, obtain further details and initiate the formal process.

The NCIC makes centralized criminal data immediately available; take advantage of this fact. The success of the system will depend on the extent to which patrol and investigators intelligently use it in day-to-day operations.



Seven men were promoted to Sergeant and three men and one woman were made Lieutenants in the past month. They are: (l. to r.) Robert P. Wolfe, Mervin Speivak, George R. Ray, Daniel Hetrick, Donald M. Farley, Joseph Cadden, John D. Boyle, Bishop L. Robinson, James H. Watkins, Carolyn Robinson and Wallace Ritter.

At left, Commissioner Pomerleau promoted Policewoman Marian Crawford to Sergeant last week.

NEWS IN BRIEF

Public Information — Congratulations to Clerk Lea Miller on her recent appointment to the Police Academy as Probationary Policewoman. We all miss her and know she will be one of the "finest of The Finest".

Western District — Policewoman Mary K. Thomas became the wife of Mr. Claude D. Ulguhart, a parole officer for the State, on April 12th. Congratulations to both.

Southwestern District — A speedy recovery to our Commanding Officer, Captain Flanagan, who is recuperating at home after his recent operation . . . Officer and Mrs. Henry Dietz became the proud parents of a 7lb. 7 oz. son, Patrick Edmund, on March 15th . . . Policewoman Marian Crawford was promoted to Sergeant on April 24th and we're all proud.

Southeastern District — Patrolman Everett Ross and his wife, Lina, have announced the birth of a daughter, Tracey Christine, on April 1st. Tracey weighed 6 lb. 14 oz. at birth.

Marine Unit — Officer Henry V. Mitchem entered the U. S. Public Health Hospital for an operation recently. Hurry back Gruber . . . Officer Howard J. Clark's daughter, Sharon, was married to Mr. Andrew E. Hasse on April 27th. Congratulations.

Southeastern District — Patrolman and Mrs. Frank Baker became the proud parents of an 8 lb. 12 oz. girl, Christine Eve, on April 16th.

C.I.D. Fugitive Squad — Michael P. Dunn, the son of Chauffeur Eddie Dunn, recently received a letter from Lawrence Cardinal Shehan, Archbishop of Baltimore, informing him that he has been accepted for studies for the

Catholic Priesthood. Mike will begin his studies at the Cardinal Gibbons Preparatory School in September.

Traffic Division — Officer Marvin Disney celebrated his 25th year with the Department on April 17th.

Northern District — Frederick J. Dalton, son of Lieutenant Joseph F. Dalton, will be ordained a Catholic Priest on May the 17th, by his uncle, His Excellency The Most Reverend Bernard J. Nölker, C.S.S.R., D.D. Bishop of Paranagua, Parana, Brazil, South America. Lieutenant Dalton and his family extend an invitation to his many friends in the Department to join them at the Ordination Ceremony (May 17, at 9:30 a.m., St. Thomas Aquinas) and his son's first Mass (May 18, at 3 p.m., St. Thomas Aquinas). A reception will follow the Mass.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 11

Baltimore, Maryland

May 21, 1969

ANALYSIS

Recruitment Success Reviewed

COMMISSIONER, PUBLIC OFFICIALS PERSONALLY SUPPORTED PROGRAM

by Major Lon F. Rowlett
Director, Personnel Division

Official Support Provided

The support required for the successful Baltimore recruitment campaign from the Commissioner and Public Officials was evident from the beginning of the reorganization. The chief executives of the state and city governments, together with the members of legislative and fiscal agencies, advocated and provided funds for increased salaries and much needed equipment.

It is believed that the above mentioned support came about, in parts at least, beginning in October 1966, because Baltimore was ready "for change" in its Police Department — the community was persuaded by the Commissioner and Public Officials that the "time is right." The business community and public officials joined in the efforts of the department in early 1967 and continued their support throughout.

Many times during the campaign it was clear that applicants were interested in the department because of improved conditions and the progressive programs planned or underway to implement the reorganization recommended by the International Association of Chiefs of Police in December of 1965.

The average net loss of officers



Officers Charles Miller and Harlow Fullwood greet ten recruits at railroad station from the Camp Kilmer Job Corps.

for all causes during the latter part of 1966 and the 418 Patrolman vacancies as of October 1, 1966 are indicative that many personnel chose to leave a stagnated atmosphere. It was at the very beginning of the Recruitment program that the Commissioner devoted his personal leadership and knowledge to the recruitment efforts and created a recruitment unit with professional leadership and direction. From the Baltimore experience, it is believed that one of the most crucial aspects of a successful program is the personal attention and support of the chief administrator of the department — the program must be generated from inside. Without the support of "The Chief" it will never get off the ground.

Vacancies Not Entire Problem

The 418 vacancies at the start of the campaign in October 1966 were compounded by monthly losses, which leveled off to a break

even point in early 1967. However, to fill the vacancies and provide for normal attrition for all causes, it was necessary to bring in 1,070 patrolmen at entrance level between October 1, 1966 and March 19, 1969. To accomplish this task, the department contacted 3,049 applicants, 2,103 of whom passed the Civil Service test; however, of this number 444 failed the physical examination, leaving a total of 1,659 from which to select the 1,070 applicants appointed. The department has experienced an 8 percent annual out-migration during the past two years which seems to meet contemporary standards.

Conclusion

Many persons are responsible for the elimination of the vacancies in the department. They are the Officials of State and City governments, members of the Department of Defense, business men of the community, interested citizens, and last but not least, members of the department and the leadership thereof.

It is difficult to say that one method of recruitment of the many described in this article is more effective than another; however, personal contact with applicants seems to have been the most effective. All applicants must be persuaded and convinced that they are wanted in the department and that a dual set of standards for employment and work are non-existent.

To attract and put personnel to

(Continued on Page 3)



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

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Printed by the Baltimore Police Department's Printing Unit every two weeks and distributed to all members of the Department and other selected law enforcement agencies.

PYRAMID OF LIFE

This is the fifth in the continuing series of biographical sketches of command personnel.

LT. COLONEL MAHRER'S CAREER — A STUDY IN POSITIVE ATTITUDES

A review of the career of Lieutenant Colonel Joseph A. Mahrer, Chief of Traffic, is a study into how a positive attitude toward day to day challenges results in continued enthusiasm for the job.



As a patrolman, sergeant, instructor, lieutenant, district commander, deputy chief of Patrol and eventually a lieutenant colonel, Joe Mahrer approached every problem with confidence in achieving a solution.

Every Job a Challenge

"Every job offered a new challenge, there is a tremendous satisfaction in being able to accomplish the task", he said during a recent interview.

Because of this enthusiasm for daily accomplishment, Colonel Mahrer is unable to single out the "most rewarding moment" in his thirty years as a police officer.

He can, and does, recall shoot-outs with felons, the capture of a police killer, battles with knife wielding suspects, but — "these are times when the adrenalin is running

high; they are the exceptional experiences and, like being involved in an automobile accident, you're bound to remember", Colonel Mahrer observed.

Educated in the Baltimore parochial and public school system, Colonel Mahrer was an auto worker prior to joining the Department on February 3, 1939. He chose a career in Law Enforcement because of the potential for advancement and "I felt policing would be damn interesting, and it is", he said.

He worked initially as a uniformed patrolman in the Southern District and was eventually placed in the district's Plainclothes Squad and finally detailed to the Department's Vice Squad for a period of nine months. In October of 1942, he was named a Detective Patrolman and after a year of general assignments, he became a member of the Homicide Squad. During this time, he was promoted to Sergeant in January of 1947.

His reputation for conducting quiet, orderly, methodical investigations resulted in his being assigned to the Police Academy in 1950 to develop the Department's Manual of Procedure which is still in use today.

Instructor At Academy

The next six years, he instructed recruits in basic fingerprinting, criminal investigations, court room demeanor and testimony. "As an instructor, I felt I was imparting my experience to new men. The challenge was how to reach certain members of the class, you know, the ones that just couldn't seem to grasp a subject.

"They became the challenge; finding the right combination was the reward", he enthused.

While an instructor at the Academy, he was promoted to Lieutenant in July 1952, to Captain in September 1956 and reassigned as commander of the Southern District.

Opportunity to Expand

Many men would be apprehensive about a change from instructor to district commander, but the "rookie" Captain viewed it as yet another opportunity to expand.

For the next ten years, the changes in Colonel Mahrer's career would involve assignment rather than promotion. From November 1956 to December 1961, he commanded the Central District. The next five years, until July 1966, he served as commanding officer of the Northeastern District.

His enthusiasm for advancement was rewarded at this time when he was appointed Major and named a Deputy Chief of the Patrol Division.

Need to Progress

"You need to progress in rank in order to develop greater responsibility so that your actions have a wider impact", he said.

A year later he was promoted to his present rank of Lieutenant Colonel. He is convinced that the current reorganization was long overdue.

He sees our career development program, initiated by the Commissioner, as the most significant improvement thus far in the reorganized department.

"Now every officer is encouraged to develop an imaginative attitude. Transfers from one division to another makes the individual officer more aware of various functions and thereby enhances his ability to deal with all problems".

Besides promotion, the reorganization has permitted him to broaden his personal Law Enforcement perspective through his participation in supervisory and management courses at various colleges and universities around the country.

ANNUAL MEMORIAL SERVICE SCHEDULED

Hundreds of Officers accompanied by their families and friends, will attend the Annual Memorial Service for deceased members of the Department on Sunday, May 25, at the Mount Vernon Place United Methodist Church.

Members of the Department who attend will meet in Mount Vernon Place, west of Charles Street at 8:30 a.m., from which point the contingent, led by a Colour Guard, will march to the church.

INTERNAL INVESTIGATION SPURS CITIZEN INTEREST

Evidence of increased citizen interest in the principles of internal investigation has been shown by the various inquiries received and visits made by college and high school representatives. Students have requested figures for survey data, and Sergeant Herb Armstrong delivered a talk at a local high school last week at the request of participants in a seminar titled "Police Brutality." The fifty senior students seemed enlightened, according to Sergeant Armstrong, to the fact that Baltimore's Finest are generally courteous and considerate.

COLOR THE POLICEMAN BLUE

There are times, says Judge Howard Aaron, when his message misses the mark.

For example, there was the case before him in Northern District Municipal Court, wherein a citizen was giving his version of a neighborhood dispute.

"I told this colored police . . .," he began, only to be interrupted by the Judge.

"Just a minute," his honor said, "in this court we don't refer to white policemen, colored policemen, jewish policemen, indian policemen."

The only color recognized by the court, the Judge continued, is blue, "because that's the color of the policeman's uniform."

"All right, Judge," the citizen agreed. Then he resumed his story . . . "I told this blue-colored policeman . . ."

RECRUITMENT ANALYSIS

(Continued from Page 1)

work shortly after employment is important — to train and retain them is a never ending challenge. Almost one-third of the 3,473 total sworn strength of the department is made up of young men who have joined since October 1, 1966 — all are high school graduates, or possess a high school equivalence, and more than thirty of the new officers hold college degrees. The vacancies are filled!

SEATTLE SERGEANT VIEWS I. I. D. OPERATION

Sergeant Robert Murphy of the Seattle, Washington Police Department recently visited our prototype Internal Investigation Division and was given material and a briefing on its operation. Sergeant Murphy represented the newly formed Seattle I.I.D., and expressed enthusiasm over the ideas he may convey to his west coast department.

OUT-OF-STATE COURSES ATTENDED BY OFFICERS

In furtherance of the professional development of the Department, the following members are scheduled to participate in the activities specified:

Sergeants Melvin Freeman, Northern District, and William Dickerson, Southeastern District, are scheduled to attend the 15th Annual National Institute on Police and Community Relations at Michigan State University in East Lansing on May 18th thru 23rd. Deputy Commissioner Ralph G. Murdy, Administrative Bureau, and Major William A. Harris, Community Relations Division, will attend the Special Institute on Law Enforcement and Probation and Law Enforcement Assistance Administration at the Department of Justice in Albany, New York, on May 25th thru 29th.

Major Lon F. Rowlett, Director of the Personnel Division, is scheduled to attend a Conference on Recruitment and Retention of Law Enforcement Personnel to be held at the University of Illinois in Zion, on May 25th thru 30th.

LT. RIEDY COORDINATES ANNUAL MANRESA RETREAT SET MAY 26 — 28

The Annual Departmental Manresa Retreat will be held this year on May 26, 27 and 28. If further information is needed, please contact your respective delegate or Lieutenant Francis J. Riedy, Community Relations Division.

IN MEMORIAM

Delahanty, Clifford J., brother of Det. William Delahanty of the Criminal Investigation Division, died May 4th.

Walter, Marie, mother of Patrolman Phillip Walter, assigned to the Mounted Section, died May 4th.

Brandt, William, father of Sergeant Louis Brandt, assigned to the Southwestern District, died May 2nd.

Kern, Mary, grandmother of Patrolman Leonard Kern, Central District, died May 4th.

Koffenberger, Stella, wife of Patrolman Harry Koffenberger, of the Tactical Section, Detail Unit, died May 8th.

Smith, J. Elmer, stepfather of Patrolman George Malick, Northeastern District, died April 27th.

Johnson, Irene, sister of Patrolman Julius Richburg, Jr., Community Relations Division, and aunt of Patrolman Thomas Richburg, Eastern District, died May 10th.

Final Roll Call

Miller, Lieutenant Charles Henry, formerly assigned to the Southwestern District, died May 3rd.

Kotmair, Louis P., formerly of the Detective Bureau, died May 4th.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

SPECIAL CAUTIONS FOR BACKING

1. Check traffic conditions carefully, front and rear.
2. Take plenty of time and move the car slowly, in complete control.
3. Look out for pedestrians and other cars.
4. Pay careful attention to steering.
5. Avoid backing into main roadways and across pedestrian paths.
6. Back uphill rather than down, if a choice is possible when turning around.

HERE IS THE SCOOP . . .

By Officer Richard Concannon
Planning and Research Div.

At approximately 8:30 a.m. on May 12th, Officer Donald Hartman, of the Central District, received a call to investigate a "Burglary in Process" and a "Man with a Gun." Officer Wayne Warner, also of the Central District, backed Officer Hartman on the call.

When they arrived, Officers Hartman and Warner were met by the owner of an apartment, located in the 1700 block Linden Avenue, who told them that her husband had broken into her apartment and was armed with a revolver. The complainant also told the officers that she had taken a warrant out on her husband for assault.

During the investigation, Officers Hartman and Warner found a .38 caliber Colt Revolver under the mattress in the bedroom. The suspect was taken to Central District and booked.

Officer Hartman made an NCIC check on the revolver and found that it was one of forty-one weapons taken from a Farm Supply Company in Pennsylvania. The defendant was held in \$5,000 bail for action by the Grand Jury.

NEWS IN BRIEF

Western District — Congratulations to Clerk I Frances T. Evans. Her son, Roger, of City College, was selected last week's Evening Sun "Prep Athlete" when he finished first in the 100 yard dash, the 220, and the long jump against Poly. His leap of 21' 11½" set a new school record and last Monday, he was timed in 9.8 seconds for the 100 yard dash against Douglass, tying the new Maryland Scholastic Association Record. Roger now becomes eligible for the "Prep Athlete of the Year Award."

Central District — Sergeant Melvin F. Brukiewa, assigned to the Military Police Field Office in the Central District, will depart for

—Current Events Corner—**Police Agent Board Named**

An Oral Interview Board has been empaneled for the purpose of reviewing the qualifications and making recommendations of candidates for the position of Police Agent.

Deputy Commissioner Ralph G. Murdy, Administrative Bureau; Chief Joseph A. Mahrer, Traffic Division; Deputy Chief William E. Armstrong, Patrol Area II; Director Franklin G. Ashburn, Planning and Research Division, and Director Norman E. Pomrenke, Education and Training Division, will constitute the membership of the new Board.

The Board will interview each candidate and make a positive recommendation for or against appointment as Police Agent.

THIRD NARCOTICS SEMINAR COMPLETED

The third Narcotics and Dangerous Drugs class, under the direction of the Federal Bureau of Narcotics and Dangerous Drugs, has been completed.

Thus far, the three day course has resulted in the training of nearly two hundred officers in the department in investigative techniques pertaining to the illegal traffic of narcotics.

Commissioner Pomerleau said today that the increased enforcement activity at the district level is a

Viet Nam on June 15th. Sergeant Brukiewa has a total of fifteen years in the Military Police and is the brother of Officer Eugene Brukiewa . . . Welcome back to Officer Jim Kelly who's been on medical for the past eighteen days after a serious operation . . . Congratulations to Officer William Raivel who had a hole in one at the Fort Meade Course on May 8th. Bill drove the ball 173 yards on the 16th hole.

Traffic Enforcement Section — Congratulations to Officer and Mrs.

direct result of our officers attending this course.

He further noted that similar classes are scheduled for at least the next six months as a part of his continuing effort to provide our officers with professional training so that they can become total officers.

Besides the three day seminar, the Department is continuing to send men to the extended course of the Federal Bureau of Narcotics and Dangerous Drugs in Washington, D.C. Currently, there are eight men enrolled in the course with several more scheduled to attend in the near future.



Officer Gottfred Byers, Central District, is seen with "Little Joe" Zamorano. "Little Joe" had his television stolen while a patient at University Hospital. Officer Byers decided to do something about it. As a result of his initial efforts, contributions from the men in the Central District and personnel assigned to Police Headquarters resulted in "Joe" getting a new color television and a transistor radio.

Martin Pettersen on becoming the proud parents of a 6 lb. 7 oz. girl, Michele Marie on April 24th. . . . Also to Officer and Mrs. Gilbert Griggs, who became the proud parents of an 8 lb. 8 oz. girl, Kimberly Michele, on March 13th . . . Get well soon to Officer Bob Griffith who is confined to Mercy Hospital after an accident on his motor. Visitors welcomed.

Southeastern District — Congratulations to Patrolman Russell France on his marriage to the former Miss Peggy Ann Soos on May 9th.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 12

Baltimore, Maryland

June 4, 1969

THE VOICE OF KGA

"KGA - 141, PIER 2 PRATT STREET, A MAN OVERBOARD, AMBULANCE IS RESPONDING. 122 - 122, 800 BLOCK WHITELOCK STREET SIGNAL 13 . . . ALL UNITS 10-06 UNTIL THE SIGNAL 13 IS CLEAR. GO AHEAD 122 CAR. ATTENTION ALL UNITS 800 BLOCK WHITELOCK STREET 1032, 122 IS ON THE SCENE AND REPORTS THE SUBJECT HAS BEEN ARRESTED. 162 CONTINUE ON TO 800 BLOCK WHITELOCK STREET FOR THE 10-15. 812, 812; NORTH AVENUE AND BLOOMINGDALE ROAD AT THE GASOLINE STATION. GET A REPORT OF A STOLEN AUTOMOBILE. 823, 823; HILTON JR. HIGH SCHOOL, AT THE FRONT ENTRANCE - INVESTIGATE A LARGE CROWD. UPON YOUR ARRIVAL, NOTIFY THE DISPATCHER OF THE CONDITION AT THAT LOCATION. 923, 923; HANOVER AND CROSS STREETS, AN ACCIDENT, ADVISE IF YOU NEED AN AMBULANCE. 925, 925; FREMONT AVENUE AND LOMBARD STREET, ALARM OF FIRE FROM BOX NUMBER 111."



You have just read a one minute sample of calls for service being dispatched from the Area I Dispatching Office of the Baltimore Police Department. Multiply these six messages by the four primary dispatching offices and it then becomes easy to see how and why 728,000 calls for service were received, recorded on IBM cards, dispatched, control number issued, and the units then returned to service.

Field Assignments

But the processing of assignments to the field forces of this Department are but one facet of the responsibilities of the Communications Division, which is under the command of Major Robert E. Norton, a career officer who has twenty-eight years of diversified service with the Department.

Myriad of Duties

He has under his command 5 Lieutenants, 12 Sergeants, 80 Patrolmen, 17 Cadets and 74 Civilians. These personnel perform a myriad of duties. They perform their duties at several locations.

The bulk of the personnel are to be found in the Communications Control Center, which encompasses about half of the entire fifth floor of the Police Headquarters Building. At the Control Center are found four radio dispatching offices, complaint answering clerks, Police Services Desk, Teletype Room, Call Box Switchboard, Administrative Switchboard and the Technicians Room.

728,000 Calls Annually

It has been mentioned that the Communications Control Center processed 728,000 calls for service

in 1968, but little else is known of the total efforts of this Division.

The Teletype Room has three intra-departmental teletype transceivers for the handling of all teletype messages originating within the Department. Another transceiver is connected to the Law Enforcement Teletype System and is capable of sending and receiving teletype messages to all Law Enforcement Agencies in Continental United States that are equipped with teletype. Another teletype transceiver is used for messages to and from Law Enforcement Agencies in the State of Maryland.

67,003 Messages

In 1968, the Teletype Room handled 67,003 intradepartmental messages. A lesser amount of messages were sent statewide and/

(Continued on Page 3)



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PYRAMID OF LIFE

This is the sixth in the continuing series of biographical sketches of command personnel.

LT. COLONEL TAYLOR'S CAREER DEVELOPMENT COVERS WIDE RANGE

The trend in Law Enforcement today is toward the development of the total policeman. That is, an



officer whose breadth of training and experience qualifies him to cope with the variety of problems that he encounters daily.

Since he joined the force in 1944, the career development of Lieutenant Colonel Edwin E. Taylor, Chief of the Criminal Investigation Division, has been in line with this modern concept.

Accelerated Promotions

The forty-nine year old Chief of Detectives has worked in virtually every field of policing during his twenty-five years with the Department, and his ability to grasp and eventually master the demands of each new assignment is reflected by an accelerated rise through the ranks. In his present position as Lieutenant Colonel, he is the youngest man ever to hold the successive ranks of Sergeant, Lieutenant, Captain, Major and Chief.

Shortly after becoming a Patrol-

man, he was placed on various special assignments at the direction of the Police Commissioner. This led to his selection as one of the original members of the Departments' Narcotics Squad which functioned as a arm of the States Attorneys' Office.

Interest In Law

This early exposure to the legal profession, through association with the Prosecutors Office, began to stimulate his interest in the relation between law and police work.

"I began, at that time, to recognize my educational deficiencies, and began to consider entering Law School", Colonel Taylor said recently.

For several years after leaving the States Attorneys' Office, and while still a Patrolman, he worked plainclothes in the Eastern District on many special assignments that resulted in the clearance of hundreds of cases.

Ten Commendations

By the time he was promoted to Sergeant in 1953, he had been commended on ten occasions for heroism and bravery. One of these commendations followed an investigation that led to the solution to ninety-one safe burglaries.

Soon after his promotion to Lieutenant in 1955, the added responsibility of functioning as a District Shift Commander caused him to realize that his earlier desire for a broader education in law was well-founded.

In the spring of 1958, he enrolled in a pre-law course at the Eastern College and received his degree in 1960. To accomplish this, he volunteered to work the midnight shift continuously for over two and one-half years. "This made the other Lieutenants happy", he observed.

Promoted To Captain

It was during these two years that he was promoted to Captain and named Commanding Officer of the new Northeastern District.

In 1960 he was accepted as a law student at the Mount Vernon School of Law from which he was graduated with a Bachelor of Law Degree in 1964. Declaring that the "going wasn't easy" Colonel Taylor described his seven years of class-

room work as the most demanding in his life.

Now that he has passed the Maryland Bar and sworn-in as a member of the Maryland Court of Appeals, the Supreme Bench of Baltimore City and the U.S. District Court, he feels the sacrifice has made it well worthwhile.

Versatility Proven

Upon receiving his LLB Degree he was transferred from the Northwestern District, where he had been District Commander since 1961, to Headquarters where his versatility was given a supreme test. He was placed in charge of the newly created Planning and Research Division, the Central Records Division, the Police Community Relations Division, Public Information, the Intelligence Division and the Police Services Desk.

Established Councils

During this time he coordinated with District Commanders the establishment of District Community Relation Councils, and by 1965 Councils were functioning in all nine districts.

Among the many personal commendations received from individual citizens and civic groups, he is most proud of the Metropolitan Civic Association Award which he received in 1964 for "his outstanding record in the field of human relations".

When the upper echelon of the Department was reorganized in July of 1966, he was appointed Major and named Director of the Personnel Division, and later Director of the Youth Division.

Highest Grades at DCI

Within a year, he had established his most outstanding scholastic achievement, when, as a student at the Delinquency Control Institute of the University of Southern California, he earned the highest grades ever recorded in the history of that Institution.

Early last year he was appointed to his present rank of Lieutenant Colonel and named Chief of the Criminal Investigation Division.

He and his wife Irene, reside in the 5100 block of Ardmore Way. They have two daughters, Joan and Irene.

VOICE OF KGA

(Continued from Page 1)

or nationwide. Our present intra-departmental teletype equipment is soon to be replaced in its' entirety. Our present equipment is 36 years old and is capable of transmitting messages at the rate of 60 words per minute. We will shortly have fully operational a new system which will be capable of transmitting messages at the rate of 110 words per minute. The speed of the new equipment is only one advantage of the total system. Presently, only the Communications Division's Teletype Transceivers are capable of sending messages to selected receivers. The new equipment will enable anyone of the various stations in the system to transmit to anyone, or all other receivers.

The Administrative Switchboard (MU 5-1600) handled 1,225,000 incoming telephone messages during the past year. These calls were distributed among the Departments' 253 telephone extensions. Based on information received from the Chesapeake and Potomac Telephone Company of Maryland, this Departments' switchboard processed as many calls last year as would normally be handled in a town of 5,000 population.

Police Service Desk

The Police Service Desk acts as liaison between this Department and other City, State and Federal Agencies. During non-business hours of the Department, the Police Service Desk handled all telephone calls directed to exempt members of the Department.

The Call Box Switchboard presently handles all hourly control calls for the Patrol Division. The Call Box Operators also distribute calls through their manual boards to the many extensions of the departmental telephone network. This system is soon to be replaced with a new dial type of Call Box network. That system will enable an officer to go to a call box and dial directly to whichever extension of the intra-departmental telephone system that he wishes to contact.

Eight Radio Networks

The technician's room is equipped to keep the Department's eight radio networks functional and on frequency. These technicians also make minor repairs to Walkie-Talkies, and are responsible for the control of that equipment.

Telephone and Signal Section

Located in the basement of the Headquarters Building is the Telephone and Signal Section of the Communications Division. The primary duty of the three civilians assigned to this section is the maintenance of all Call Boxes and associated equipment. Although that is their primary duty, they also install and repair most of the electrical equipment, excluding radios in the building.

Highly Sophisticated Equipment

The Radio Repair Shop, at 5933 Belair Road, installs and maintains all electronic equipment owned by the Department. There are over 1600 pieces of highly sophisticated equipment serviced by these knowledgeable police and civilians. Consider that every mobile unit has a transceiver, the Police Boats have transceivers and radar, the many Walkie-Talkies used throughout the City, the main transmitters that must be kept operational at all hours of the day, and a picture of the importance of these highly trained technicians becomes evident.

Vital Link

The message that you receive on your vehicle transceiver, over your Walkie-Talkie, the telephone call you place from a Call Box or from your District or office, and the teletype message that alerts you to a particular situation may all seem rather simple and routine to the reader. However, as you have seen, the Communications Division is a vital link between you, the working man of the Department, and the public which expects and deserves the quickest, most efficient service possible.

IN MEMORIAM

Weidner, Joseph A. Sr., brother of Officer Frederick Weidner, Traffic Division, died May 13th.

Smith, Charles, brother of Detective Phillip Smith, Criminal Investigation Division, died May 19th.

Mullinix, Lula, mother-in-law of Patrolman Gerard Philbrick, Southeastern District, died on May 22nd.

Walker, James A., brother of Detective Oliver R. Walker, Community Relations Division, died May 20th.

Shoultz, Fannie, mother of Detective Oliver R. Walker, Community Relations Division, died May 23rd.

Kavanaugh, Ella M., mother of Officer Francis R. Kavanaugh, assigned to the Personnel Division, died May 24th.

Destifano, Louis Sr., father of Officer Louis Destifano, Southern District, died May 23rd.

Final Roll Call

Fahey, Sergeant James F., formerly of the Central District, died on May 22nd.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

OFFICER COLE NAMED POLICEMAN OF MONTH

Officer William E. Cole, Eastern District, received the Criminal Justice Commission's "Policeman of the Month" citation on May 28th.

The award was presented by Commission president Herbert Myerberg at 3:30 P.M. at the Eastern District.

Mr. Myerberg said Officer Cole, who has been on the force less than two years, merited the award for sustained, diligent and above average performance of duty entailing considerable voluntary overtime work, which resulted in the apprehension of the individuals charged with burglary and arson of Public School #135.

SERGEANT MULLEN GRADUATES FROM F.B.I. NATIONAL ACADEMY

Sergeant Ronald J. Mullen, of the Inspectional Services Division, graduated May 28th from the 83rd Session of the Federal Bureau of Investigation National Academy at ceremonies held in the East Room of the White House, and was presented his diploma by President Richard M. Nixon.

F.B.I. Director J. Edgar Hoover indicated that the ceremony had been transferred from its Traditional location in the Departmental auditorium in the Nation's Capital to the East Room of the Executive Mansion at the specific request of President Nixon. This graduation was the first ever to be held in the White House in the Academy's 34-year history.

It was also noted that the graduates represented 44 states, the District of Columbia, the White House Police, United States Army and the United States Air Force, as well as Puerto Rico, the Canal Zone, Canada, Jamaica, Malaysia, and Thailand.

NEWS IN BRIEF

Youth Division — Retired Officer Edward J. Minderlein joyfully announces the Ordination of the Holy Priesthood of his son, Edward C., C.S.S.R., June 22nd at Mount Saint Alphonsus, Esopus, New York. Father Minderlein will hold his First Concelebrated High Mass at St. Wenceslaus Church, Ashland and Collington Avenues, on June 29th at 10:30 A.M. Officer Charles Lindinsky is the happy uncle. Congratulations to all!

Vice Section — After surviving a rough 1st inning, the Vice Squad softball team came from behind with eight runs in the 7th inning to trounce The Crimes Against Persons and Property softball team by a score of 16-14. Any challengers?

Southeastern District — Patrolman & Mrs. Walter Holtz, have an-

—Current Events Corner—



Before — Nearly five-hundred officers march to the Annual Memorial Service.

500 OFFICERS ATTEND MEMORIAL SERVICE

Nearly five-hundred officers, accompanied by their families, and city and state officials attended the Annual Memorial Service for deceased members of the Department on May 25th at the Mount Vernon Place United Methodist Church. It was the largest turn-out in the history of the service.

With representatives of all faiths officiating, it marked the first ecumenical service in honor of deceased members.

His Eminence, Lawrence Cardinal Shehan, Archdiocese of Baltimore, The Reverend Norman W. Clemens, D.D., Mount Vernon Place United Methodist Church; The Reverend Willard L. Clayton, D.D., Macedonia Baptist Church; Rabbi



After — Lawrence Cardinal Shehan leaves first ecumenical service honoring the Department's dead.

Samuel Glasner, Baltimore Hebrew College and The Reverend Donzel C. Wildey, D. D., Maryland Council of Churches, officiated at this year's Memorial Service.

nounced the birth of a son, Clinton Jeffrey, born on May 23rd. Clinton weighed 9 lbs. 3 ounces at birth.

Tactical Section — Sergeant Francis Elder is a patient at Sinai Hospital and is resting comfortably after having a gall bladder operation . . . Officer John Lew-

is, who was shot in both legs on May 7th, was discharged from the hospital and is resting comfortably at his home . . . and Officer William Phelps, who was stabbed several times on May 20th, was discharged from the hospital and is resting comfortably at his home.



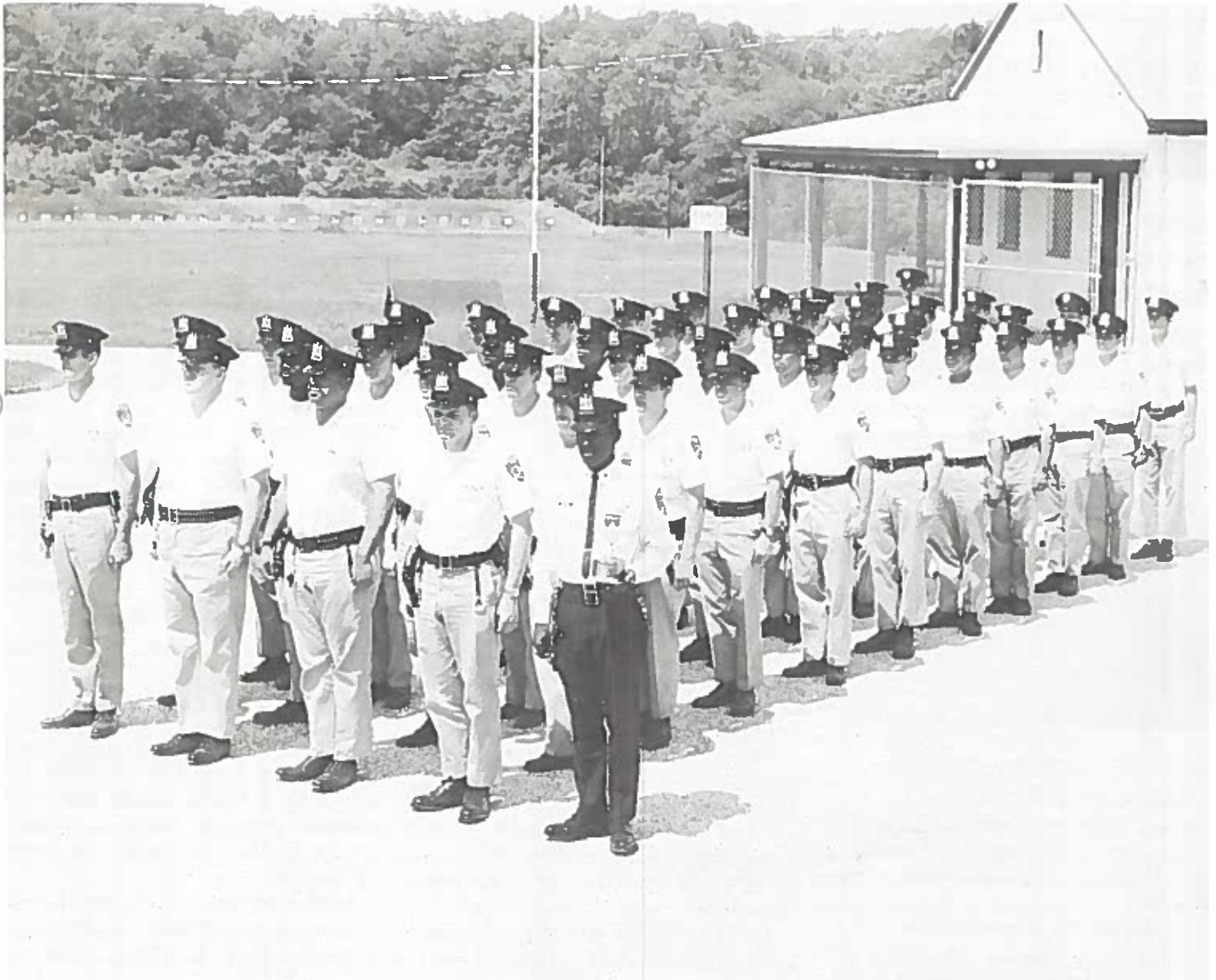
BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 13

Baltimore, Maryland

June 18, 1969



HUP, TWO, THREE . . . On Friday, May 30th, the Morrell Park Post #137 of the American Legion sponsored a Memorial Day Parade in honor of those men who have given their lives in the Service of our country. Congratulations to our Recruit Class 69-4 (pictured above), of the Education and Training Division, and Drill Instructor Edward U. Chaney, who received the 1969 Judges Award and trophy for their excellent participation in the competition which featured more than thirty marching units. City and state officials, along with representatives of the various Veterans organizations in our community, presented the award immediately following the parade which began at Washington Boulevard, south of Monroe Street, and disbanded on Desoto Road about a mile south.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

EDITOR-IN-CHIEF

Commissioner D. D. Pomerleau

EDITOR

Director W. R. Morrissey

STAFF

Officer Bob Ross
Liz DiGregorio
Carol Louk

Printed by the Baltimore Police Department's Printing Unit every two weeks and distributed to all members of the Department and other selected law enforcement agencies.

PYRAMID OF LIFE

This is the seventh in the continuing series of biographical sketches of command personnel.

COMPASSION IS KEY TO FAVORABLE RESPONSE TOWARD POLICE ACTION

Major William E. Armstrong, Deputy Chief of Patrol - Area II, is convinced that a quiet, friendly explanation of why the law exists will help narrow the generation gap. "When you deal with youth, you deal with mixed emotions," the Major observed.



He sees compassion for the individual or individuals in trouble as a key to favorable response to lawful actions of a police officer.

"A request generally leads to response, whereas commands generally lead to challenge and a compounding of the problem," he mused.

Reason for Generation Gap

"The only reason there is a generation gap is because one generation never shuts up long enough to permit the other to express its views. We are constantly talking down to our youth telling them what to do, while they are talking up to us and telling us what they are going to do.

"When you learn to treat people with courtesy, after awhile it be-

comes a habit. If we would all do this, both young and old, there would be no problem."

Major Armstrong spun this philosophy from the posture of a man who examines his past experiences and learns from them.

This insight into the actions and reactions of individuals, when injected into a problem on the street — "Well, that's exactly what you'd expect them to do under these circumstances" — has a quieting effect on the men serving in his command.

Half a Lifetime

At forty-nine, Major Armstrong has spent half his life (twenty-five years) with the Department. After graduating from the Baltimore Polytechnic Institute in 1937, he worked for about a year at a local oil company, then joined the Highway Safety Division of the U. S. Bureau of Public Roads, and, prior to joining the Department, was employed at the Sparrows Point Plant of the Bethlehem Steel Corporation.

His federal employment cultivated an interest in highway engineering and prompted him to take courses in the subject which eventually led to a diploma in 1945. It was this background with traffic safety that initially attracted him to the police department, which, at that time, handled traffic engineering in the city.

However, he became so fascinated with police work that he abandoned his plans for a career in traffic engineering.

"Every day was different, the monotony was gone. I had finally found a job where I had to think, use my imagination, meet challenges," the Major recalls. His first assignment was in the Southern District.

In the spring of 1947, a new Police Boys Club camp was opened at Fort Ritchie and he was appointed Program Director by the Police Commissioner. Later that year he was named Director of the newly formed Southern District Boys Club.

Director of Boys Camp

In 1951 he was promoted to Sergeant and reassigned to the Bureau

of Aid and Prevention at the Pine Street Station. His Boys Club activity was increased when he was designated Director of the Boys Club Summer Camp.

However, all of his time at Pine Street was not spent working with youth. On several occasions he headed up special squads that were assigned to investigate a rash of hold-ups in the Northwestern and Northeastern Districts. His successes led to his selection to attend the Federal Bureau of Investigations' National Academy in Washington, D.C.

Immediately following his promotion to Lieutenant in 1956, he enrolled in the Pre-Law School at the University of Baltimore. In 1965, he was graduated Magna Cum Laude with a LLB Degree.

He was promoted to Captain in 1962 and named commander of the Bureau of Aid and Prevention. When the Department was reorganized on July 1, 1966, he was transferred from Pine Street and placed in command of the Tactical Section. During the next thirteen days, Major Armstrong would handle a series of peace demonstrations, a riot by over a thousand prisoners at the Penitentiary, and arrange shelter for over five thousand gypsies who came to Baltimore to await the death of their queen.

Toughest Job

On July 13th, he was appointed Major and assigned as the Director of the Internal Investigation Division. "This was the toughest job I ever had," Major Armstrong said today. "For years you work side by side with a fellow officer and then one day someone turns in a complaint against him and you must investigate."

In May of last year, he was transferred to his present position as Deputy Chief of Patrol-Area II.

The Major is still active with youth organizations. He is a member of the Board of Directors of Buddies Incorporated, and, when time permits, teaches a Sunday School class.

He is married to the former Helen Kroll and has one daughter, Karen.



Mr. Robert G. Grabo, representative of American Optical Instrument Company, demonstrates the use of the Crime Laboratory's new Forensic Comparison Microscope to Officer Joseph A. Reitz, of the Ballistics Section. The Microscope is the latest in use in ballistics work in various departments throughout the nation.

NEWS IN BRIEF

(Continued from Page 4)

Traffic Division — Officer John G. Schwartz Sr., popularly known as "Happy", will retire on July 21st after twenty-one years of service . . . Congratulations to Lt. James B. Mills and Sergeant Daniel J. Will, Jr. on the completion of 30 years of faithful and devoted service, June 8th. . . . Good luck and best wishes to the following on their retirement — Officers Phillip Bass, John Blaney and William P. Durkin.

Southeastern District — Congratulations to Robert L. Larkin Jr., son of Captain Robert L. Larkin Sr., for his appointment to the U.S. Naval Academy, class of 1973.

Special Investigation Section — Wishes for a speedy recovery go to Captain Robert J. Hewes, who underwent surgery at St. Agnes Hospital on June 6th, and also to Sergeant Thomas Knott, who was confined to South Baltimore General Hospital.

Northeastern District — Clerk Ellen Durken became a proud

grandmother on May 27th. Her first grandchild was a 9 lb. 5-1/2 oz. boy, named Stephen Klebrowski . . . Officer Joseph C. Gordon got "two for the price of one" when his wife presented him with twins on May 27th. One boy, Joseph Christopher, and one girl, Jill Christen — a perfect family.

Criminal Investigation Division — Edward P. Fody Jr., son of Mrs. Francis S. Fody, received his B.S. in Chemistry on June 2nd from Duke University. Edward has received a grant from the University of Wisconsin where he will be teaching chemistry while working for his doctorate. . . . Mary Beth, daughter of Detective and Mrs. Henry Kachnowich, is class valedictorian of Chase Wing, Herring Run Junior High School. She has been on the Honor Roll for three years and is also a member of the National Honor Society . . . Congratulations to Detective Frank Trcka on receiving his Associates Degree in Law Enforcement from the Community College of Baltimore on June 8th. Nice work

IN MEMORIAM

Bond, Ruth Ellen, mother of Officer Edward Bond, Communications Division, died May 29th.

Jacobs, Nellie, mother of Clerk Margaret Lynch, assigned to the C.I.D. Vice Unit, died May 31st.

Johnson, Eleanor, sister of Patrolman Ronald C. Griffith, Traffic Division, died May 28th.

Mike, John, father of Patrolman Norman Mike, assigned to the Western District, died May 29th.

Kordek, Louis P., brother of Detective Henry Kordek, assigned to the Auto Theft Unit, died June 1st.

Taylor, James W. Sr., father of Complaint Clerk James W. Taylor Jr., Communications Division, died on June 5th.

Bonsall, Frances, mother-in-law of Detective Patrolman Vernon F. Crispens and Detective Patrolman Frank H. Crispens, Jr., assigned to C.I.D., died on June 9th.

Holley, Woodrow, brother of Patrolman Rudolph Holley, assigned to the Western District, died on June 10th.

Final Roll Call

O'Leary, Sergeant Thomas, formerly assigned to the Northeastern District, died May 28th.

Erdman, Patrolman Richard, formerly assigned to the Northwestern District, died May 30th.

Dell, Patrolman Walter G. Jr., assigned to the Northern District, died May 30th.

England, Patrolman Elmer, assigned to the Traffic Division, died on June 9th.

Manzo, Patrolman August D., formerly assigned to Northwestern District, died on June 6th.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

Frank! . . . Wishes for a speedy recovery go to Captain Robert J. Hewes, who underwent surgery at St. Agnes Hospital on June 6th, and also to Sergeant Thomas Knott, who was confined to South Baltimore General Hospital.

HERE'S THE SCOOP . . .

The National Crime Information Center is a repository of data relating to crime and criminals gathered together by local, state and federal Law Enforcement Agencies to combat crime on a nationwide basis. While NCIC is a reality, there is and will continue to be constant improvement and further development of the system.

To those of us in Law Enforcement, NCIC and its supporting metropolitan and statewide systems represent a most significant achievement. This new combination of computer and communication technologies has provided us with a remarkable tool especially designed for the immediate storage and retrieval of centralized information vital to our everyday activities. The benefits of improved crime prevention and detection which have resulted from the NCIC concept are increasing the effectiveness of Law Enforcement throughout America.

AND IT WORKS, TOO . . .

Members of the Eastern District Operations Unit went out on a narcotics raid last week and recovered articles that were stolen in New York City and San Bernardino, California.

The unusual recovery was made possible as a direct result of the Department's link with the National Crime Information Center.

Because Patrolmen Leonard Santivacci and Robert Cohen took the time to check serial numbers on a TV set and a power saw with NCIC, the TV, which was stolen in New York, and the saw, which was stolen in San Bernardino, California, will eventually be returned to their owners. Major Donald Shanahan, their Deputy Chief, complimented both officers for their heads-up performance.

USE NCIC**—Current Events Corner—**

Our Department is rapidly developing a national reputation for being progressive. As such, many municipal Law Enforcement Agencies are sending staff members to Baltimore to review our product. The increased number of visitors in recent months has prompted the Commissioner to establish a V.I.P. Unit within the Planning and Research Division.

Sergeant Henry P. Roth has been designated to coordinate the itineraries of visiting Law Enforcement officials. During the past two months, systems and functions in our Department have been viewed by the following police officials from other cities:

Dallas Police Department - April 14 to 27. Assistant Chief Robert Winters, Captain A. J. Brown, Deputy Chief Walter Fannin; Reviewed Communications, Records, Field Reporting, Planning and Research and Administration functions.

Dallas and Chicago Police Departments - May 5 to 9. Captain Benny Newman (Dallas), Lieutenant Patrick Heraty (Chicago); Reviewed Field Reports, Patrol, Records, Communications, Manpower, and Planning and Research functions.

Cleveland Police Department - May 15. Phillip Kruse, Administrative Assistant; Reviewed Communications, Records, Standard Operating Procedures and Planning and Research.

Cleveland Police Department - May 16. Lieutenant C. W. Staggs, Sergeant E. W. Holt; Reviewed Education and Training, Planning and Research and Communications.

Fairfax, Virginia Police Department - May 20 to 21. Captain Eugene G. Columbus; Reviewed Planning and Research, Communications, Manpower and the Reporting System.

Hamburg State Police Department - May 29 to June 4. Guenter Bertling, Deputy Chief of C.I.D., Hamburg, West Germany; Reviewed Data

Processing, Planning and Research, Communications, Field Reporting and C.I.D., General Information. **I.A.C.P. - June 4, 1969.** Mr. Charles Vindirboch, I.A.C.P., Washington, D.C.; Reviewed Records, Organization, Field Reporting and Planning and Research.

Parrish of Jefferson, Louisiana Police Department - June 4. Major J. Warner; Reviewed Records, Organization, Field Reporting and Planning and Research.

Washington, D.C. - June 5. Mr. Carl Bergman, City Councilman; Reviewed Manpower.

NEWS IN BRIEF

Northwestern District — A speedy recovery to Captain John Barnold, who is recuperating at home, following surgery. We'll all be happy to see him back.

Western District — Congratulations to Policewoman Jeanne (Newbourne) Fromm and Detective Howard Fromm, of the Homicide Division, on their recent marriage. The personnel of the district wish both of you the best of everything . . . George R. Sharpley, brother of Officer Paul Sharpley, while working toward his Master's Degree in Police Administration at Michigan State wrote a timely article, published in the January 1969 issue of The Police Chief Magazine, that should be of the greatest interest to all police officers. The article is entitled "OMBUDSMAN" and deals with police review boards and their alternatives. George is a former Maryland State Trooper. He is presently with the Council of Government of Metropolitan Washington, D.C. We always receive great pleasure in knowing that one of our officers, or a member of his family, has endeavored toward success and has made it. Congratulations to your brother, Paul, in his achievements and success.

(Continued on Page 3)



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 14

Baltimore, Maryland

July 2, 1969

ANALYSIS

LAW ENFORCEMENT STRIVES TOWARDS PROFESSIONALISM

In recent years, the field of Law Enforcement has made great strides towards establishing itself as a true profession.

The progressive Law Enforcement Officer has recognized the fact that we are in the midst of social revolution and that our society is demanding professionalism from Law Enforcement Agencies throughout the country.

Since the reorganization of the Baltimore Police Department, we have been observed as leaders in the development of the "new concept" of Law Enforcement.

Any field of endeavor which seeks recognition as a profession must first adhere to minimum established standards of education and training.

The Maryland Police Training Commission has provided Law Enforcement Agencies with such minimum standards, by requiring 245 hours of specified training.

In an effort to ensure continued movement toward the goal of professionalization, the Education and Training Division has far exceeded the required minimum standards of the Training Commission by offering 490 hours of training and education in all phases of Law Enforcement.

The task force report from the President's Commission of Law Enforcement and Administration of Justice states that training is one of the most important means of upgrading the services of a police department.

Never since the establishment of the Police Academy of Baltimore City in 1913, has education and training assumed such an important role in the field of Law Enforcement.

(Continued on Page 2, Column 3)



Commissioner Pomerleau congratulates Lieutenant Colonel William E. Armstrong.

DEPUTY CHIEF ARMSTRONG APPOINTED LIEUTENANT COLONEL

Commissioner Pomerleau appointed Major William E. Armstrong, Deputy Chief of Patrol Area II, to the position of Lieutenant Colonel and named him the new Chief of Traffic, during recent ceremonies in his office.

Captain Wilbur C. Miller, Commanding Officer of the Eastern District, succeeds Lieutenant Colonel Armstrong as Deputy Chief of Patrol Area II.

Captain Anton T. Glover, form-

erly in charge of the Crimes Against Persons Section of the Criminal Investigation Division, succeeds Major Miller as the new Commanding Officer of the Eastern District.

In addition to these appointments, Lieutenant Maurice Guerasio, Officer-in-Charge of the Central Records Division since June 3, 1968, has been appointed a Director with the rank of Major and will remain in the Central Records Division.



NEWSLETTER

EDITOR-IN-CHIEF

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PYRAMID OF LIFE

This is the eighth in the continuing series of biographical sketches of command personnel.

MAJOR SCHNABEL CLAIMS DESIRE IS NEEDED FOR SUCCESS

Major George C. Schnabel, who at one time aspired to a career in accounting, 'figures' that desire is an integral part of attaining goals.



"I used to sit at my desk in an accounting firm in Catonsville and marvel at the cheerfulness of the police officer who dropped by each day.

"If he were that happy, I reasoned, there must be something very reward-

ing about the job of a police officer", Major Schnabel recalled.

So on April 3, 1947, with three and one half years already invested toward a degree in accounting, George Schnabel entered the Police Department. "You might say I was motivated by, and desired to be like, that officer."

Strengthened Desire

Weekend details as a trainee at the Police Academy strengthened his initial desire to carve a career in Law Enforcement. "I found out I could help people, and when they came back to thank me for my assistance, it made me feel ten feet tall".

His first assignment was walking a post in Locust Point in the Southern Dis-

trict. "I loved it. The people were great. I began to realize why the officer in Catonsville was so happy," the Major reminisced. "I even dreamed of being captain of the district someday."

His eagerness to relate to people in the District did not diminish his enthusiasm for aggressive patrol which caused him to be assigned to the District's first cruising patrol.

First Commendation

It was during his years in the cruiser that Major Schnabel received his first commendation. He and his side partner staked out a suspicious car, and, after a shoot-out, arrested two men wanted for a series of cab holdups.

In 1956 he was promoted to Sergeant and transferred to the Southwestern District, where his caseload increased ten-fold. "The volume and variety of cases gave me a feeling for the street. It was evident that many people needed help. They needed basic things like food, carfare and shoes." This daily exposure to the deprived helped develop a positive attitude towards assisting the oppressed.

Promoted to Lieutenant

Three years later he was promoted to Lieutenant and transferred to the new Northeastern District on Argonne Drive. It was a sharp contrast to his inner-city responsibilities.

If he developed practical solutions to street problems in the congested, at times depressing, inner-city, it was as a Lieutenant in the sprawling, suburban Northeastern where he discovered the need for diplomacy.

Handling community wide problems, both real and imagined, presented a new challenge. He came to realize that decisions made by a shift commander had lasting impact on the entire community.

When the International Conference of Christians and Jews sponsored a course in Police Community Relations at Michigan State University in 1966, he was sent to represent the Northeastern District.

In August of the same year, he was promoted to Captain and returned to the Southern District, and his dream as a rookie became a reality.

Highest Tribute

He was transferred to the Central District in the spring of 1967, and re-

ceived his highest tribute since joining the Department.

"The men of the Southern District got up a petition requesting the Commissioner to keep me as their commanding officer." Lateral moves are sometimes hard to understand, particularly when you are personally happy with you assignment. "I was flattered by what the men did and because of their display of loyalty I regretted the transfer," the Major reflected.

Within a few months, he would receive a tribute of equal significance. This time it came in the form of a "vertical" move.

Appointed Major

On May 25, 1967, he was appointed to the exempt position of Major and named Deputy Chief of Patrol Area I. This position gave him an opportunity to initiate patrol procedures based on the collective views of the district captains in his command.

"I discovered quickly that the problems confronting a member of the top command are really more complex than I had imagined, and therefore are much harder to solve."

Within a few months he attended a course of Principles of Police Management at the Traffic Institute, Northwestern University, Evanston, Illinois.

For the past two years, Major Schnabel has been at the scene of nearly every major street incident including mass picketing by militant groups, the five day riot in 1968, the anti-war demonstrations and the Decency Rally.

He is still a "doer" at heart and can usually be located "where the action is".

Major Schnabel is married to the former Gertrude Rochford, daughter of deceased Patrolman George Rochford, formerly of the Central District. They have one daughter, Jeanie, 17 years old, who is a freshman at the University of Maryland.

(Continued from Page 1)

ANALYSIS

Professionalism

Through the process of education, the knowledge and experience of one generation is transmitted to the next. It is through this process that professional

(Continued next Page)

PROFESSIONAL O SCRIPTS T

Dear Mr. Pomerleau:

On 30 May 1969, Morrell Park Post 137 of the American Legion held it's annual Memorial Day parade which was a complete success. I am writing in behalf of the officers and members and the womens auxilliary of Morrell Park Post 137 to thank you, sir, the motorcycle escort, Traffic Division of Southern and Southwestern precincts and especially Major Norman Pomrenke and his fine Police Cadet Squadron. All our requests were fulfilled and from our heartfelt appreciation, we want to say thanks to the Baltimore City Police Department.

John G. Boes
Parade Chairman
American Legion

status is built and maintained.

As Law Enforcement continues to develop, the need for education grows.

However, education alone cannot be expected to prepare the Law Enforcement Officer for the specific skills necessary to perform his complex task. For this reason, training is increasingly recognized as a most important activity in the overall process of developing and maintaining professionalism.

With this in mind, the Education and Training Division is attempting to project an image of police professionalism through constant evaluation of training methods and techniques, and a continuous effort to enlist the services of educated and experienced personnel.

To this end, the Education and Training Division, has, to date, sent its staff members to sixteen different learning institutions outside the Department offering a total of twenty-two courses ranging from "Law" to "Defense Tactics".

In addition, a constant liaison is kept with community college programs, university programs, and with state, regional, and national training programs.

It is through such continued efforts that the Baltimore Police Department is considered the vanguard which has brought Law Enforcement to the door of professionalism.

(Prepared by Officer Charles Sorrentino)

Dear Colonel Battaglia:

It was necessary for the Baltimore Symphony Orchestra to have police assistance at each and every site of our summer outdoor concerts, which came to a close Tuesday evening at Hillsdale Park. The cooperation of the Police Department in each instance was first class.

Elliott Shallin
Orchestra Manager

Dear Commissioner:

On behalf of MUND, I wish to commend the men in your department who assisted us with our Summer Festival Parade on June 7. I hope you will carry to the district commanders our thanks for the courteous, efficient, and cooperative manner in which the individual policemen deported themselves.

I also wish to make special note of the efforts of the Police Community Relations Division and the Police Academy Cadets. The cadets were very well received and have been awarded the trophy for the best marching unit in the parade.

Finally, I would hope that we can continue and extend our cooperative efforts. I feel it would be nothing short of disaster to allow the good will and rapport we have begun to build to be dissipated.

Thank you again.

Floyd Rogers
Chairman, NDC



Deputy Commissioner Wade H. Poole reads a commendation for Officer William J. Rostek (r), of the Southeastern District, at ceremonies at Police Headquarters. Officer Rostek, who lives in Fullerton with his wife, Mary, and seven children, provided a home (his) for two elderly men whose quarters at the new Little Sisters of the Poor location were unavailable for two weeks.

IN MEMORIAM

Williams, Caroline, mother of Patrolman Anthony Williams, Southern District, died June 13th.

Smith, John, brother of Patrolman Albert Smith, Tactical Section, died June 14th.

Rout, Pauline, mother of Patrolman Charles Rout, Western District, died June 17th.

Jubb, John C., father of Carroll Jubb, Criminal Investigation Division, died June 16th.

Humphries, Harry, father-in-law of Lieutenant Walter T. Jasper, Narcotics Unit, died June 6th.

Final Roll Call

Wilder, Detective William J., assigned to C. I. D., Pawn Shop Casual Section, died June 20th.

Smith, Officer Charles W., assigned to the Planning and Research Division, died June 27th.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

12 OFFICERS GRADUATE FROM U. OF M. COURSE — EXPANDING HORIZONS IN LAW ENFORCEMENT

Twelve officers of our Department recently graduated from the University of Maryland, after successfully completing a course entitled "Expanding Horizons In Law Enforcement."

The course, which consisted of a series of nine lecture discussion sessions, focused upon organized crime, federal legislation, education and technology and civil disorders.

Certificates of completion were awarded to Officers George L. Christian, Ralph G. Clements, Paul C. DePaola, Edward S. Feeney, William O. Gossman, Paul C. Kriewald, William Law Jr., Horace M. Lowman Sr., James R. McAbee, Alexander J. Pelinsky, Walter R. Price and John C. Vanetta.

In all, thirty-five Maryland Law Enforcement Agencies were represented at the ceremonies.

HERE IS THE SCOOP . . .

At 8:25 p.m., June 6th., Officer Ward Wilson, of the Northwestern District, responded to Mondawmin Shopping Center to investigate an accident. Upon his arrival, he found that one of the autos involved had a New York state registration.

When the operator of the vehicle was unable to produce the registration card for the vehicle, Officer Wilson became suspicious and called Communications for a N. C. I. C. check on the vehicle. An immediate response was received which showed that the vehicle was reported stolen on February 26th in New York City.

The operator was arrested and taken to the Northwestern District where he was released to agents of the Federal Bureau of Investigation, and charged with Interstate Transportation of a Stolen Vehicle.

A fine job, Officer Wilson. You have used the N. C. I. C. to full advantage.

NEWS IN BRIEF

Communications Division — Cadet and Mrs. Cecil Lawson became the proud parents of an 8lb. 12 oz. son, David Brian, on June 11th.

Criminal Investigation Division — Congratulations to Detective Bernard J. Newberger, Auto Theft Unit, and Policewoman Pauline Brethauer, Abortion Unit, on their recent marriage. Best wishes "Peaches" and Bernie!

Narcotic Unit — We welcome Nancy S. Truehart to our Unit. Nancy has been transferred from the Eastern District, effective June 20th . . . Raymond C. Horz, Jr., son of Anna B. Horz, received his B. S. in Civil Engineering on June 7th from the University of Maryland. Raymond has accepted a position with the Army Corp of Engineers in Vicksburg, Mississippi.

Public Information Division — Unit 22, Where Are You? (Blush).

Tactical Section — Patrolman and Mrs. Raymond Wheatley are the proud parents of a baby girl,

—Current Events Corner—**University Of Baltimore Offers Bachelor Of Science Degree To Law Enforcement Students**

The University of Baltimore has announced that it will admit Law Enforcement graduates from the State's 2-year community colleges as candidates for a Bachelor of Science degree in a specially designed program of social sciences.

According to Dr. Thomas G. Pullen, Jr., President, the Community Colleges offer a 2-year course combining liberal arts with professional courses in law enforcement and police administration leading to an Associate of Arts degree. Students who complete this course will be accepted at the University of Baltimore to complete their final two years of college.

Included in the law enforcement program at the University of Baltimore will be courses in behavioral sciences, urban and community studies, and additional professional courses. Students may attend this special course in either the day or evening divisions of the school, and special arrangements will be made for those students on shift work with any of the local police departments. This program is primarily for graduates of the law enforcement course, but non-graduates will also be considered.

Dr. Pullen explained that programs of this type can help to create a new image for the nation's law enforcement officers and that the officer himself will develop a new sense of pride and respect.

Michelle Lynn, born on June 16th, and weighing 6 lb. 15 oz.

Eastern District — Congratulations to Sergeant John Drexel and his wife, Faye, on their adoption of Christina Lynn, age 5 months.

Northern District — Our best wishes for a speedy recovery to Officer Vincent Kozieracki, who recently underwent surgery at St. Joseph's Hospital.

Western District — Sgt. John F. Wallace retired June 25th after 30 years of faithful service. Captain Mello and his fellow officers presented "Pat" with a gift and a plaque on his big day.

Officer Harbin Cuts TV Tape, Major Harris Narrates

Officer John Harbin recently made a one minute tape for TV relative to Big Brothers and his association with them. Officer Harbin's son, Robert, age 5, appeared with him on this tape, which was narrated by Major William Harris of our Community Relations Division. This tape, which will be used on WMAR-TV at various times, was made in order that all persons could hear of the wonderful work of this organization and become interested in it. Major Harris is a member of the Board of Directors of Big Brothers.

ODE TO A LOST CAUSE

*Upon a cloudy day in June
on the fields of Clifton Park,
The mighty host assembled
as the skies were growing dark.
Captain Carroll's fearless batsmen,
Dr. Ashburn's men of fame
Were met in mortal combat,
and softball was the game.
A stillness hung upon the air
as first the spheroid flew
For now there was no turning back
the tension grew and grew.
As inning turned to inning
the sight was sad to see,
As Dr. Ashburn's men of fame
were bombed by C. I. D.
It soon was plain that P & R
was in an awful fix,
For their efforts kept them hitless
'til the bottom of the sixth.
Oh, somewhere the sun was shining
on that day of infamy,
As C.I.D. shamed P & R
at twenty-five to three!*

By Sergeant Robert P. Wolfe, C.I.D.

NOW WE KNOW

Dear Sergeant "Hyman" Wolfe:

For two years we have been trying to figure out what C. I. D. is good at, and, on a cloudy day in June, we found out "Softball, Softball, Softball."

Dr. Ashburn
PLANNING & RESEARCH DIVISION



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 15

Baltimore, Maryland

July 16, 1969

A Practical Plan For Narcotic Control In Baltimore

New and innovative activity within Urban Law Enforcement is indicated if we are to continue to improve our operation. While there has always been a need for specialist units, it is a fact that these small units can no longer cope with the broad demands — there just aren't enough men to go around.

It is not unreasonable therefore, to request that each officer assume the full responsibility of his office, and take cognizance of all violations within his area of responsibility.

This of course presumes that all officers have been afforded, not only the education and training necessary, but also have the other resources needed to function effectively.

In Baltimore we have fine police officers who are both willing and dedicated to do their part to improve the quality of service.

The following account of our Department's efforts to develop the concept of the total officer was presented by Commissioner Pomerleau to the United States Committee on the District of Columbia during its recent hearings on drug abuse. The Commissioner had been invited to testify before the committee by its chairman, United States Senator Joseph D. Tydings.

The presentation, which was made June 17th, has been entered into the Congressional Record.

The extent of the contribution made by narcotics and dangerous drugs to the incidence of crime in the urban area, unfortunately, is unknown. The technology available to the criminal justice system has not been used to provide this information. Thus, our speculations must necessarily be qualified when measuring the relationship of narcotics to crime in general. Now that the Omnibus Crime Bill is a reality, however, there is hope that in the foreseeable future this void will no longer exist. Comprehensive state-wide plans for the improvement of the system will of necessity address themselves to all facts — maybe we will be able to marshal our collective resources in this manner. Then each of us

having agencies in the system may more intelligently direct our efforts toward a better resolution of the problems which face us.



There is no question, however, that the traffic in narcotics and dangerous drugs contributes significantly to the incidence of crime. We have all heard that the expensive habit of addiction causes many to turn to crime in order to support their addiction.

Our files reflect considerable activity

D. D. POMERLEAU
Police Commissioner



NEWSLETTER

EDITOR-IN-CHIEF

Commissioner D. D. Pomerleau

EDITOR

Director W. R. Morrissey

STAFF

Officer Bob Ross

Liz DiGregorio

Carol Louk

Printed by the Baltimore Police Department's Printing Unit every two weeks and distributed to all members of the Department and other selected law enforcement agencies.

of this sort. It is not uncommon to find addicts extensively involved in burglary, larceny, and prostitution to support what is reported to be a very costly habit.

More aggressive enforcement of narcotics laws beneficial to entire community

While developing short and long-range plans for the improvement of law enforcement in Baltimore City during the past several years, it appears to us — the top management of the Police Department — that we needed to take a new look at our narcotics enforcement posture. There was complete agreement on the staff that a more aggressive approach to the enforcement of our narcotics laws would prove beneficial to the overall community. The detail of this new posture was then unknown; however, it seemed to us that no one in the law enforcement field had been particularly successful in this area of responsibility. Certainly the Federal Bureau of Narcotics and Dangerous Drugs cannot do the job by themselves. The Bureau of Customs of the U. S. Treasury Department while functioning in an exemplary manner is restricted to traffic at ports of entry. And lastly, it was obvious to all that State, County, and Municipal law enforcement agencies were not coping with the problem.

Attack the problem on a very broad Basis

As we evaluated activities of other urban areas, it seems to us that they shared in our predicament. In the final analysis it was decided that we would attack the problem on a very broad basis, that is, department wide. No longer would we confine our activities to the specialist unit commonly referred to as the Narcotics Squad. Obviously they were not capable of coping with the problem. My Narcotics Unit had at that time (late 1966), as they now have, fifteen men assigned. I found that only two of these officers had ever received any formal training in the area of narcotics and dangerous drugs. Immediate steps were taken to improve the education and training of these men; however, this has been a rather difficult experience because appropriate resource agencies are severely limited. The Federal Bureau of Narcotics was doing all it could, under limited circumstances, to assist local law enforcement. The Federal Government was in the process of developing a new bureau under the U. S. Department of Justice which would encompass both the Federal Bureau of Narcotics of the Treasury Department and the Bureau of Drug Abuse Control of Health, Education and Welfare. As this reorganization progressed, we were able to train more and more men at the Federal Bureau of Narcotics and Dangerous Drug's School here at the seat of government, and today we have thirty-eight graduates. This training will be continued as spaces are available.

Solution is — to train as many officers as possible

I have said previously that the Narcotics Unit of my department has only fifteen men assigned, and we do not have any plans to increase it in number. In

my opinion, and this is concurred in by my principal staff and command officers, we could not make a significant contribution if we assigned fifty men or if we assigned one hundred men to one specialized unit. To me the obvious solution was to train as many officers as possible within the field forces so they all could take intelligent, official police action involving narcotics in their respective areas of responsibility.

Today in my department the Narcotics Unit no longer becomes directly involved with the addict, the runner, or a low level supplier. They are, and should be, specialized with a primary responsibility of seeking out the importers, the suppliers and distribution points (See Chart 1). They need to function so that they are effective in cutting off the supply. Under our concept all other levels of narcotics enforcement are conducted by officers of the field forces — that is, the Patrol and Criminal Divisions, and our Tactical Section. (Chart 2 reflects increased arrest activity.)

Officers are now willing and eager to enforce narcotics laws

When planning this endeavor, I found needless barriers to cooperate efforts between field and staff forces. The word was out that officers of the Patrol Division do not involve themselves in narcotic enforcement — "This is for the Narcotics Squad at Headquarters." I found that some of the officers were willing to refer or simply ignore such cases. On the other hand, I found officers who were quite willing and eager to enforce narcotics laws. In either case, I found that they possessed little or no expertise in the area. This was not their fault; they had never been given an opportunity to acquire the necessary knowledge. Additionally, men of the force could not obtain warrants for search and seizure

(Continued on Page 4, Column 1)

CHART 1

POLICE DEPARTMENT
BALTIMORE, MARYLAND

PERSONS ARRESTED FOR NARCOTIC DRUG VIOLATIONS
FOR 1st 5 MONTHS — 1969 LISTED BY DEGREE OF PARTICIPATION

SUPPLIER	19
PEDDLER	140
ABUSERS	552
OTHER	40

Definitions:

Supplier: Major violator wholesaler — dealing with large quantities — Oz., Lbs., etc.

Peddler: Deals in small quantities at street level

Abuser: Includes addicts — marijuana users and other prohibited drugs

Others: Non-addict — Non-abusers arrested for contributing to disorderly houses

CHART 2

ARREST FOR NARCOTIC VIOLATIONS BY YEAR

	<u>1966</u>	<u>1967</u>	<u>1968</u>	<u>1969*</u>
NARCOTIC ARRESTS	430	618	772	1802
		+43.7%	+24.9%	+133.4%

* Prediction based on ratio of increase for 1st 5 months — 1969

Charts Prepared — 6-12-69
by Crime Analysis Unit of
Planning and Research Division

Continued from Page 2

and or arrests in the cases of vice without first receiving approval from their Captains. This too stifled individual initiative and regulated many officers to the posture of being mere responders to calls for service rather than recognizing the ills about them and taking intelligent police action when warranted.

These barriers were removed — through direct communications with my men and publicly through the media. No longer need they check with anyone at Headquarters — no longer need they receive the Captain's permission to obtain a warrant. Quite the contrary — I expect them to develop their cases efficiently and lawfully and to be *complete* and total *police officers*.

Federal Bureau of Narcotics holds three-day seminars in Baltimore

Concurrent with this, I made arrangements with the Federal Bureau of Narcotics to hold 3-day training sessions on narcotics and dangerous drugs in my city. They have provided outstanding professional instruction and have assisted me immensely in motivating the force. These 3-day seminars were initially attended by police officers, policewomen, sergeants assigned to district (precinct)

plain clothes squads, and selected personnel from our Tactical Section. We have now completed three of these seminars, another started today, and five more are scheduled and will be completed by the fourteenth of November of this year. Our training facilities are limited but we are using a National Guard Armory. Our classrooms are crowded as we have sixty students in attendance. We would prefer to have classes of thirty or thirty-five, but we must move forward in this education and training process. While once there were two men in the sixth largest Police Department in the nation who had some background in the field of narcotics, there are now thirty-eight graduates of the Bureau of Narcotics courses held here in Washington, one hundred eighty graduates of the 3-day seminars, sixty in the current class, and there will be sixty assigned to each of the classes as currently scheduled. We intend to continue this training opportunity until all of our patrolmen, sergeants, lieutenants, and captains (3,473) have received this exposure.

Concept of the "Total Officer" has been well received by the Force

The concept of the "total officer" has been well accepted by the force. The men

recognize the contribution they are making to problem resolution. They are eager, highly motivated, and dedicated — our arrest statistics reflect this.

To enhance the relationship which exists between local and federal authorities, I have assigned five of my officers to work with and out of the office of the Federal Bureau of Narcotics and Dangerous Drugs in our city. As we develop our resources, this number will be increased. These men will not remain in this assignment for an indefinite period as it is my intention to rotate men out of this environment to the field at district level, and at the same time bring in new men for the assignment at the federal facility. The advantages of this should be apparent — persons who have developed individual trust and respect, have worked together, socialized together, and call each other by their first names are much more likely to possess a high esprit de corps than those who have not had this exposure.

Index crime in Baltimore has decreased

While the incidence of crime reportedly continues to ascend in many urban areas, we are pleased to say that index crime in the city of Baltimore has decreased by 2.2% during the first five months of this year when compared to the same period of time in 1968*. As one of our major newspapers reported, "Of all reported crimes in the first five months of this year, burglaries took the most dramatic drop, reversing a fifty per cent rise in 1968 over 1967. The 8,435 burglaries reported are 2,177 fewer than last year." This is an interesting development. We are hopeful that as we broaden and improve upon a refined attack on crime these figures will improve still further. Much remains to be done but we are making progress — and we shall make more.

* Index crime in Baltimore has decreased by 3.9% during the first six months of this year compared to the same period in 1968.



The Total Officer Concept — Members of a class of 60 officers attending a 3-day narcotic seminar are seen viewing a drug display. The series of seminars are being held under the direction of the Federal Bureau of Narcotics and Dangerous Drugs.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 16

Baltimore, Maryland

July 30, 1969



LUCKY THIRTEEN

Thirteen members of the Department were promoted recently during ceremonies at Police Headquarters.

Their new ranks and assignments are (l. to r.) Sergeant George A. Boston, Eastern District; Sergeant William L. Sullivan, Central District; Sergeant Edmund H. Solinsky, Northeastern District; Sergeant Timothy McShane, Northeastern District; Sergeant John Canning, Traffic Division; Sergeant Melvin Block, Traffic Division; Sergeant Clarence E. Blackwell, Traffic Division; Sergeant Frederick E. Biemiller, Southern District; Sergeant Norman W. Anderson, Northern District; Lieutenant Donald J. Sutton, Southern District; Lieutenant Lawrence J. Hennessey, Southeastern District; Lieutenant Austin B. Callahan, Northern District and Captain James J. Cockerill, Traffic Division.

Transitional Training Program Initiated

Following their recent promotions, the men pictured above attended a day of "Transitional Training" at our Education and Training Center.

Commissioner Pomerleau initiated the "Promotional Professional Development Seminar" because he recognized some of the problems that confront individuals as a result of advancement in rank.

"Your promotion today increases your responsibility, expands your authority and places greater demands on your judgement. Therefore, I believe it would be beneficial to your overall future performance to have a day-long review of supervisory and management princi-

pals," the Commissioner told the group during promotional ceremonies on July 10th. He described the program as *"a one day shot in the arm."*

Ability Already Demonstrated

"You have already demonstrated your ability to lead, nonetheless, I believe this 'booster' will help refine your supervisory and management techniques in your new assignments."

The seven hour curriculum of the Transitional Training Program was presented by Doctor Franklin G. Ashburn, Director of Planning and Research, Major Norman E. Pomrenke, Director of Education and Training and Major Donald T. Shanahan, Deputy Chief of

Patrol Area III.

Major Pomrenke led off the session with a discussion of the various behavioral patterns of individuals and groups, emphasizing the need to maximize the individual's strong points while assisting him in overcoming his weaknesses.

He spoke about the interaction between individual members of the Department and how the decision making process affects this internal relationship.

Major Pomrenke concluded his remarks with a broad discussion on professionalism in municipal policing. He cited the need to continue the education and training process. Not only in the topics directly related to Law Enforcement, but also in human relations and psychology, so that behavioral patterns that develop in individuals will be discernible and better understood.

(Continued Page 2, Col. 3)



NEWSLETTER

EDITOR-IN-CHIEF

Commissioner D. D. Pomerleau

EDITOR

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Printed by the Baltimore Police Department's Printing Unit every two weeks and distributed to all members of the Department and other selected law enforcement agencies.

PYRAMID OF LIFE

This is the ninth in the continuing series of biographical sketches of command personnel.

DEPARTMENTS' NEWEST DEPUTY CHIEF IS — MAJOR WILBUR C. MILLER

The newest Deputy Chief of the Patrol Division, Major Wilbur C. Miller, is a man for whom the unusual event became a matter of routine.



As a member of both the Hotel Squad and the now disbanded V. I. P. Squad, the forty-two year old career officer spent ten of his twenty-one years in Law Enforcement rubbing elbows with the socially elite and

professionally prominent. From the day he was promoted to Sergeant in December 1956 and during most of his time as a Lieutenant, he covered the downtown hotels and motels investigating grand larcenies, jewel thefts, "floating" check writing rings and fur robberies - the crimes committed against wealthy visitors to our city. His "uniform" ranged from casual sports wear to black tie and tails.

The Squad's primary mission however, was to provide security and escort for prominent visitors. The initial contact usually consisted of advising the various celebrities of the need to secure their valuables.

Close ties were established with the U.S. Secret Service and other federal Law Enforcement agencies to guaran-

tee security during visits by the President, presidential candidates during campaigns, foreign diplomats, movie stars, professional athletes and other well known persons.

These years were a sharp contrast to the quiet footpost in Guilford in the Northern District, where he patrolled as a rookie after graduating from the Police Academy in December of 1948, and an even sharper contrast to his assignment as Property Man in the same district for four years.

"It's funny though how the administrative procedures I learned then, helped me later as a district commander", he observed.

In July of 1966, he was named Lieutenant-in-Charge of the Administrative Unit of the Criminal Investigation Division. In December of the following year, he was promoted to Captain and placed in command of the Southeastern District. Six months later he was named commander of the Eastern District, the position he held until his appointment last month as Deputy Chief of Patrol Area II, which comprises the Northern, Northwestern and Western Districts.

His two district commands came at a time when the Department was experiencing its' first reapportionment and, because of the tremendous backing from the Lieutenants in both districts, the change was effected with a minimum of problems.

His ambition as a Deputy Chief is to motivate the personnel in the three districts under his command toward a consistency of patrol procedures.

"We should be able to interchange our men from one district to another without having to re-educate them as to methods of operation."

"Geography should be the only difference involved when district assignments are changed. This is why it is important for them to function with uniformity," he said.

Deputy Chief Miller describes the role of the Sergeant Supervisor as the key to achieving this goal. *"Show me a Sergeant who is sharp and I will show you a squad that is proficient and functioning as it should."*

Major Miller has an Associate of Arts Degree from the University of Baltimore and has attended that university's Law School.

He has been commended four times and on one occasion was personally commended by the Police Commissioner.

(Continued from Page 1)

Dr. Ashburn carried the theme of Major Pomrenke's presentation into discussion of the "style" of the whole Department as it relates to the entire community.

After giving a description of the patrol force, which included a broad overview of our response procedure, and enumerating the "whys and hows" of the allocation of manpower, he described the Department's movement toward a service type organization. *"Public confidence is increased as our service is improved,"* Dr. Ashburn told the group.

Staff Supports Line

He explained further that Staff personnel exist to support Line operations, and that a great deal of time and effort is put into establishing deployment procedures. The Planning and Research Director then told the group how new equipment causes refinement of the system, and how such refinement, in turn, affects their daily operation.

Major Shanahan, the anchorman of the management relay team, spoke from his posture as a Deputy Chief — a field force commander.

He gave the group a "grass roots" insight into what he, as a Deputy Chief, expects of the men under his command.

Generally, police function as individuals and there is a need for the individual officer to have a sharp, neat appearance.

A Need for Awareness

The Department, however, has developed a squad concept (officers in an area or sector functioning as a team), and Major Shanahan declared it is important that supervisors insist that subordinates maintain performance levels, whether functioning as a team or as an individual. He stressed that supervisors need to develop an awareness to problems in their sector or area to enable them to increase their potential to act before the fact as often as possible rather than being in a constant state of response. This can be accomplished by adjusting patrol patterns, for instance, when information indicates that a potential problem exists.

He also instructed the group to be aware, not only of their own problems but also of the problems of other units and divisions, and the inter-relationship between Staff and line. *"Respect begets respect, if you care for your officers, they will perform,"* Major Shanahan declared.

PROFESSIONAL O SCRIPTS T

Dear Major Gaeng:

Whether fortunately or unfortunately, I've had very little contact with the Police Department through my adult life.

At any rate, I can't recall a single incident that hasn't been good, *I shall always rate our Police Department as one of the best in our country.*

Last month I finally broke down and bought a new car. A Maverick, yet! I had less than 400 miles on it when it was stolen from the Sun office parking lot on June 21.

Of course, I reported the loss immediately at approximately 1 a.m. Sunday, June 22. By about 9 p.m. that same Sunday, your department called my home and reported the car's recovery.

You just can't get much more efficient than that! I still don't see how you do it.

TWO PROGRAMS FOR HIGH SCHOOL EXAM

There are two programs available to members of the Department who wish to prepare for the Maryland High School Equivalency Examination.

The first can be obtained at a nominal cost through the Adult Education Program of the Baltimore City Schools.

The second, a home study program can be worked into the free hours of an employee. While the second is a commercial venture, it can be completed in a flexible manner.

Complete information can be obtained from the representative of the International Correspondence Schools by writing to Mr. Charles D. Parrish, P. O. Box 8440, Baltimore, Maryland 21234.



Dr. Ashburn and Majors Pomrenke and Shanahan review the curriculum of the Transitional Training Program.

With warm personal regards,
Francis X. Whittle
1302 Rutter Street
Baltimore, Md. 21217

Deputy Commissioner Wade H. Poole:

As Chairman of the Police and Fire Committee for the Greater Northeast Baltimore Association, Inc., and on behalf of all the officers and members of our association, I want to extend our thanks to you for your help in making our annual celebration a successful one. Please convey our appreciation to all of the policemen and trainees who were on duty at the Stadium. The audience was one of the most orderly to attend the celebration in the past few years, and we realize how much your men deserve the credit for this.

Once again, our thanks for the combined efforts of all the men involved for making this Independence Day celebration a success.

Mr. Charles T. Fleming
Chairman, Police and Fire Committee

— "7/20/69" —

*Oh moon so high up in the
sky, alone you'll be no more,
for on this day a man did set
a foot inside your door.*

*He did not come in anger,
but with peace upon his mind,
he came to bring you tidings
from the earth he left behind.*

*You welcomed him with open
arms, this man of gentle birth,
with wishes of a brighter day
for peace upon the earth.*

by Patrolman Tom Nevin
Southern District

Man's first venture on the moon stimulated Patrolman Tom Nevin, of the Southern District, to his first venture in poetry.

REVIEW YOUR BENEFICIARY

The Board of Trustees of the Fire and Police Employees Retirement System have reminded us that all members should review the beneficiaries listed in their retirement applications. Changes in marital status are frequently overlooked and this can be an extreme hardship for next-of-kin. The same holds true for insurance policies. Don't wait, make sure you have your proper beneficiary listed.

IN MEMORIAM

CLARK, Lewis Foster, father of Detective Larry Clark, assigned to the Narcotic Unit, died June 30th.

CLARKE, William M., brother of Sergeant Robert E. Clarke, Inspectional Services Division, died June 19th.

STREET, Lillian, mother of Sergeant Arthur Street, assigned to the Training Bureau, died July 20th.

HARPER, Charles E., father of Patrolman John C. Harper, assigned to the Communications Division, died July 18th.

Final Roll Call

SIMMONS, Lt. Michael J., formerly of the Detective Bureau, died July 3rd.

SHEIBE, Officer Carroll T., formerly of Motorized Section, Traffic Division, died July 6th.

WALDHAUSER, Patrolman John, formerly of the Northern District, died July 6th.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

FLAG PRESENTED TO TACTICAL

On July 1st, Commander Richard Guarena and District Chaplain Earl Bisop of the Russell Scernocky Post #184 of the American Legion, presented Captain Simon J. Avara with a new American Flag for the Tactical Section.



Deputy Commissioner Thomas J. Keyes congratulates Lieutenant Maurice Guerasio on his appointment to Major and assignment as Director of the Central Records Division.

HERE IS THE SCOOP . . .

Every month the Central Records Division makes about 4400 inquiries to the National Crime Information Center, in Washington, D.C., on persons arrested in Baltimore City as a standard practice.

This is an actual case where routine Departmental procedures paid off in apprehending a parole violator from Raleigh, North Carolina.

On July 12, 1969, Officer Leonard L. Stem and Officer James Sloat arrested a man on a warrant for Assault by Striking. He was taken to the Northern District and booked.

The Desk Sergeant called the Hot Desk to get the Arrest Register number and gave the clerk the arrested person's name and other pertinent information. An inquiry was made into N.C.I.C. and this department was notified that the arrested person was wanted in Raleigh, North Carolina for violation of parole.

He had been sentenced to 28-30 years for 2nd Degree Murder. He had been at large since 1963.

NEWS IN BRIEF

CRIME LABORATORY — Congratulations to Officer Joseph Reitz who successfully completed a two week course on Firearms Examination at the Smith and Wesson Factory in Massachusetts.

EDUCATION and TRAINING DIV. — Congratulations to Officer John J. Huemmer, who was recently elected to the high office of Surgeon, State of Maryland, Veterans of Foreign Wars of the United States, an organization with a membership of over 24,000.

STATE'S ATTORNEY'S OFFICE — Congratulations for a job well done to Lt. Thomas Coppinger, Commanding Officer, State's Attorney's Unit, upon receiving his Bachelor of Law degree from the University of Baltimore on June 12th.

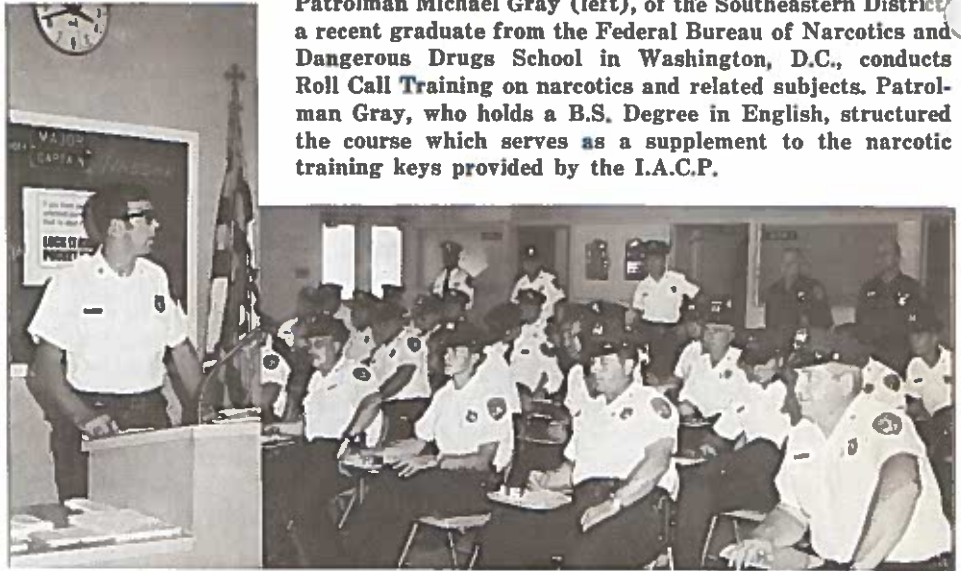
SOUTHERN DISTRICT — Officer Thomas Nevin recently completed a course in Criminal Investigation at the Community College of Essex with an "A" average.

INSPECTIONAL SERVICES DIV. — Miss Beatrice Deane was transferred from Northwestern to the Inspectional Services Division on June 30th.

TRAFFIC DIVISION — Congratula-

—Current Events Corner—

Patrolman Michael Gray (left), of the Southeastern District, a recent graduate from the Federal Bureau of Narcotics and Dangerous Drugs School in Washington, D.C., conducts Roll Call Training on narcotics and related subjects. Patrolman Gray, who holds a B.S. Degree in English, structured the course which serves as a supplement to the narcotic training keys provided by the I.A.C.P.



Officer William E. Stanley, Eastern District, received the Criminal Justice Commission's "Policeman of the Month" citation during ceremonies on June 30th. He is pictured above with his wife and daughter.



Officer Raymond McGuirk (left), of the Southwestern District, is congratulated by his Commanding Officer, Captain Carroll Flanagan, on receiving the Jack E. Dyke plaque as "Policeman of the Year". Chief Judge of the Baltimore Municipal Court, I. Sewell Lamdin, presented the award.

tions to Sergeant William Colburn and his wife Mary on becoming the proud parents of a 7 lb. 1/2 oz. baby boy, William Albert Colburn, IV, on July 4th . . . Officer John Schwartz retired July 22nd after 20 years of service.

PROPERTY DIVISION — We are all very proud of Ken Bradshaw, the son of the late Officer "Pete" Bradshaw. Ken not only graduated from Patterson with the highest 3 year average in the Academic curriculum but also won the American Legion Award, Gold

Medal for Service to School and Community, the Baltimore Public School Coaches Association Scholarship and the University of Maryland Senatorial Scholarship. **BEST OF LUCK, KEN.**

NORTHWESTERN DISTRICT — Lieutenant Louis Lazzara and his wife are both home ill. We wish them a very speedy recovery.

IDENTIFICATION SECTION — Congratulations to Cadet Victor W. Style Jr. and the former Miss Karen Lee, on their recent marriage.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 17

Baltimore, Maryland

August 13, 1969

COURTESY:

A Virtue For Law Enforcement Officers

The August edition of the F. B. I. Law Enforcement Bulletin contains the following message from the Honorable J. Edgar Hoover and is reprinted herewith for the information of all members of the Department.

While we are ever conscious of the necessity to be courteous, being human, we have on occasion erred. Therefore, the Director's message is most timely. I am hopeful we will be able to continue to improve upon and refine our service to the total community — even though at times our tasks seem almost insurmountable.

Commissioner
D. D. Pomerleau

EMERSON ONCE STATED that "Life is not so short but that there is always time for courtesy." This truism expresses a principle which should be a common virtue among all present-day law enforcement officers.

The enforcement of the law in our country today is not an easy task. Certainly, law enforcement is subjected to more abuse and criticism than ever before. Some citizens not only verbally attack policemen, but they also physically assault them without provocation. While such unwarranted action cannot be condoned, the law enforcement officer should not let hostile public reaction affect the manner in which he performs his duty.

One of the complaints law enforcement officials hear repeatedly is that the personal contact between the public and officers on the streets is decreasing. No doubt this is true, but police officials have valid explanations for the decline. Some of the factors involved include the rapid increase of population, the continuing growth of areas to be policed, the lack of manpower, and the obvious advantage of direct, constant communication with motorized patrolmen. Thus, in adopting procedures and changes to meet its

obligations in the fight against crime, law enforcement has, out of necessity, but with reluctance, lost some of its valuable personal relationship with the individual citizen. This is why it is so vitally important that every officer be courteous and considerate in the contacts that he does make.

Objectionable traits of one member of a police department can be a serious liability to all members. Arrogance and condescension have no place in law enforcement. If an officer is to uphold the ethics of his profession, he cannot let personal feelings or prejudices influence his actions. As a policeman, he is given a public trust, and the public has every right to expect him to serve all citizens alike, with integrity and honor. After all, the good will and assistance of the public are his most valuable assets.

Departments seeking means to improve their public image should check their courtesy ratings. Courtesy is basic to good public relations. While it may be in danger of becoming a lost art in some segments of our complex society, courtesy must be an ingrained habit of every law enforcement officer. He should always have "time for courtesy."



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

EDITOR-IN-CHIEF

Commissioner D. D. Pomerleau

EDITOR

Director W. R. Morrissey

STAFF

Officer Bob Ross

Liz DiGregorio

Carol Louk

Printed by the Baltimore Police Department's Printing Unit every two weeks and distributed to all members of the Department and other selected law enforcement agencies.

PYRAMID OF LIFE

This is the tenth in the continuing series of biographical sketches of command personal.

Organizational Change Accelerates Major Shanahan's Career

Major Donald T. Shanahan is a prime example of a man whose career development was accelerated by the reorganization of the Department.



Three years ago, the thirty-seven year old Deputy Chief of Patrol Area III was a Sergeant with eleven years of service in local Law Enforcement. His assignments to this point included one year in the Narcotics squad, five years

with the Patrol Division, serving in both the Northeastern and Eastern Districts, and four years with the Rackets Division.

Relates Theory To Practice

A graduate of Baltimore Polytechnic Institute and veteran of four years in the U. S. Navy, Major Shanahan joined the Department on January 20, 1955. Even during his early years, he appreciated the need for career development, and intentionally tried to handle all types of criminal cases. *I believed this would give me an opportunity to relate theory to practice*."

Much of his off-duty time, during these years, was spent at the Eastern College obtaining an Associate of Arts Degree.

He is currently attending the Mt. Vernon School of Law.

Command Has Responsibility

On September 29, 1966, he was promoted to Lieutenant and assigned to the Central District. *"It was here that responsibility really hit home. As a shift commander I realized that everything that happened with the men under my command, whether good or bad, was ultimately my responsibility."*

The Department at that time was in the first stages of major organizational and functional change, and his aptitude for relating the theoretical with the practical became known to his superiors.

As a result, in March of 1967, "Lieutenant" Shanahan was transferred to the Planning and Research Division, where implementation of the new field reporting system was about to be initiated.

Though he describes this accomplishment as merely *"getting the guys together and telling them this is what it is and here is how we'll do it"*, it was necessary that the men accept the change because the success of this new system would permit eventual reapportionment of the districts with a goal toward equalization of workload.

Assigned To Records Division

Seven months later, when the Department needed someone to *"ramrod"* changes that would make the Central Records Division compatible with other systems, his reputation as a *"trouble shooter"* and his familiarity with the reporting system resulted in his being transferred and designated Officer-in-Charge of that division.

On January 11, 1968, he was appointed to the rank of Major and named Director of the Central Records Division.

A Department First

The simultaneous appointment of Lieutenant Robert Norton of Communications Division to Major marked the first time in the Department's history that Lieutenants were elevated directly to Major.

Within three months, he would be called upon to set up the Department's first field command post during the early hours of the April Riot in 1968. His performance as a field force commander under the most adverse circumstances led to his being officially named a Deputy Chief in the Patrol Division on June 3, 1968.

"The greatest responsibility of a De-

puty Chief is in the area of planning", he explained recently. *"The end result should enable your patrol forces to act before the fact instead of after the fact. Solutions to problems will only follow recognition of the need that there is a problem to be solved. So we become planners and problem solvers,"* he said. He cited dedication, initiative, creativity and innovativeness as essential to the career development of all Law Enforcement officers.

Needs To Be Loyal

"But most of all they need to be loyal", he declared.

Major Shanahan and his wife, Gloria, reside in the 3200 block of Tyndale Avenue. The couple has three children, Terry, Robin, and Kevin.

"Without their backing, particularly my wife's, I just wouldn't have been able to apply my full attention to Law Enforcement," he reflected.

Visitors View Systems

The following visitors from Municipal Law Enforcement Agencies across the country have viewed the following systems and functions in our Department during the past weeks.

FORT BENNING, GEORGIA —

June 24, 1969

Lieutenant Colonel Dean D. Mulder, U. S. Army, Reviewed Planning and Research Division.

COMMONWEALTH OF

PENNSYLVANIA — July 1, 1969

D. George Parr and I.E. Beard, Special Agents, Department of Justice, Reviewed Manpower and Juvenile Division.

BALTIMORE COUNTY POLICE

DEPARTMENT — July 2, 1969

Lieutenant Fred Vitik, Officer Walter Coryell, Officer James Krause. Reviewed Planning and Research Division, Field Report and Central Records.

UNIVERSITY OF ILLINOIS —

July 11, 1969

Richard A. Wild, Director, Major City Police Departments. Reviewed Planning and Research Division, Manpower and Communications.

NEW ORLEANS POLICE

DEPARTMENT — July 23, 1969

Captain Eddie LaPorte, Lieutenant Elmon Randolph. Reviewed Traffic, Communications and Education and Training Division.

PROFESSIONAL O SCRIPTS T

Dear Commissioner Poole:

I wish to take this opportunity to express my heartfelt thanks to the Baltimore Police Department for the outstanding services extended to my family and me, during the recent tragedy in my family.

All of the men from the Homicide Division to the very capable motor traffic officer who escorted the funeral procession from the Jenkins Funeral Home on York Road to Lorraine Cemetery in Baltimore County, my heartfelt thanks.

I trust that all will be given suitable citations (in their personnel files) and that the Police Commissioner and his entire force will someday receive the many credits that are due them.

Again, thanks for "a job well done."
Very sincerely,
Joseph Wilson

Dear Commissioner Poole:

On behalf of the officers and members of the Tri-State Association of Maryland, Delaware and District of Columbia, I.B.P.O.E.W., may I take this opportunity to thank you and the members of your department for the splendid cooperation and courtesy shown us during our recent convention in your city (June 20-25th).

We would also like to extend our thanks for the cooperation shown to our Chief of the Tri-State Security Patrol, Mr. William A. Brown.

We do hope that in the future we may again meet in your city and we are certain that the same feeling of cooperation and courtesy will be shown us.

Mr. James A. Hill
Executive Assistant

52 GRADUATE FROM EDUCATION & TRAINING CITIZENS AND OFFICERS ARE COMMENDED

Forty-nine probationary patrolmen and three probationary policewomen graduated July 25th from the Education and Training Division during ceremonies at the Polytechnic High School auditorium.

Deputy Commissioner Thomas J. Keyes, Services Bureau, introduced Assistant Attorney General Bernard L.

GRADUATING CLASS OF 69-5



Lieutenant Colonel William E. Armstrong and members of the Traffic Division threw a retirement party for William Monaghan (left) last month.

JAZZ SHOW HELD

Officers Godwin DeLillye of the Community Relations Division, arranged a jazz show at the Harlem Park Recreation Center July 30th.

The show was such a success that Officer DeLillye said "I may try this jazz fling again." The adult supervisors enjoyed it as much as the teen-agers.

IN MEMORIAM

FORREST, MYRDLE M., wife of retired Major Julian I. Forrest, died on July 31st.

MATTHEWS, RICHARD M., brother of Clerk Floyd Matthews, Northern District, died on July 22nd.

BROWN, WILSON J., father of Lieutenant Robert H. Brown, Eastern District, died on July 27th.

DONMOYER, GALE, daughter of Officer Robert Donmoyer, Traffic Division, died on August 3rd.

GLADMON, ROBERT W., brother of Sergeant John Gladmon, Central Records Division, died on July 21st.

Final Roll Call

JOHNSON, WIMER MARFIELD, formerly of the Central District, died on August 2nd.

VALCIK, PTLM. SIDNEY FRANK Eastern District, died on July 28th.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

Silbert who addressed the new officers.

Immediately following the graduation, twenty-six civilians and ninety-five members of the Department were presented certificates of commendation by Deputy Commissioner Keyes.

He told the civilian recipients that it is due to their fine efforts that the tasks of all law enforcement officers become easier.



Governor Mandel Holds Special Conference On Narcotic Problem

On Thursday, August 7th, a special conference for Law Enforcement officers on the Problems of Narcotics was held at the Francis Scott Key auditorium of St. John's College in Annapolis.

A select group of some 150 Law Enforcement officers from throughout the State of Maryland responded to the special by-invitation-only one day seminar called by Governor Marvin Mandel.

In the letter of invitation, Governor Mandel set forth the purpose of the seminar as being to "provide the forum for an exchange of information between Federal narcotics officials and Maryland Law Enforcement officials with regard to the latest advances and newest developments in the nationwide war on narcotics problems."

Heading the list of distinguished speakers was Mr. John Ingersoll, Director, Federal Bureau of Narcotics and Dangerous Drugs, who pinpointed three major programs of attack:

- (1) The sources of supply, which is a Law Enforcement function at all levels.
- (2) The treatment of the addict, which represents a public health function.
- (3) The prevention, deterrence, and education problem as they relate to narcotics, which is every citizen's function.

Commissioner Pomerleau chaired the seminar and presented Baltimore's concept of the "total police officer" with regard to the enforcement of narcotics laws. Additional speakers included: Mr. Larry Fleishman, Assistant Director of the U. S. Customs Service, Mr. Donald Miller, Chief Counsel of the Bureau of Narcotics and Dangerous Drugs; Colonel Robert Lally, Superintendent of the Maryland State Police; Mr. Joseph Cannon, Commissioner of the Maryland Department of Corrections and Dr. Simmons, Head of the Self-Help Drug Abuse Program of the Maryland House of Corrections.

New and pending legislation at the Federal and State level, as well as the pros and cons of various treatment programs including methadone and group psycho-therapy, were presented.

A question and answer period followed the presentations of the various speakers and Dr. Franklin G. Ashburn, Director of the Planning and Research Division, summarized the day-long proceeding.

Governor Mandel, who opened the seminar, made the concluding statement and expressed the hope that the day's activity ushered in a new era of mutual cooperation among Law Enforcement Agencies at all levels in the attack on problems of drug abuse.

A RETIREMENT



Captain Carroll J. Flanagan is pictured with his wife, Adelaide and two children, Carey and Terry, during his retirement party in the Southwestern District.

A PROMOTION



Commissioner Pomerleau chats with Captain William F. Rochford and his wife, Helen, and their children, Frank and Karen, during promotional ceremonies last week. Captain Rochford celebrated his twentieth year with the Department this past January.

NEWS IN BRIEF

TACTICAL SECTION — Congratulations to Sergeant and Mrs. Frank Reitterer on the birth of a daughter, July 8th; to Officer and Mrs. Harry Gonzales, a son, on July 26th; Officer and Mrs. Norman Parker, a son, on July 25th and Officer and Mrs. Ronald Steward, a son, on July 24th.

PERSONNEL DIVISION — Cadet Harry E. Harper will be married on August 23rd to Miss Kathleen Jerome. The ceremony will be held at St. Stephens Lutheran Church.

TRAFFIC DIVISION — Officer Frank Kowalski retired on August 7th after 22½ years on the force.

CENTRAL RECORDS — Congratulations to Cadet John E. Grimes, III and his wife Honey on becoming the proud parents of a 5 lb. 13 oz. baby girl, Jennifer Elizabeth, on July 28th.

NORTHERN DISTRICT — On Friday, August 1st, Mr. Powers, Administrator of Sinai Hospital, sent the men of the Northern a beautiful shee cake, baked by their own Chef. It was very large and beautifully decorated and said "From Friends at Sinai". The men were delighted at the thought and enjoyed every bite. It seems that our men perform "above and beyond" their duty at Sinai in helping with patients and other areas in assisting nurses and doctors. . . . Congratulations to Officer Phillip Smeak who was married to the former Louise Appel on July 25th in Buena Vista, Va. and to Officer Harry Hiltbrand who was married to the former Judy B. Lubitz on August 1st. in Baltimore City. . . . Speedy recovery to Officer Walter Price who is having a "rough go" with pneumonia, also to Officer James Colvin who is recuperating from a stay in the hospital and to Officer Donald Voss who had his right hand broken in the line of duty. . . . Last month man went to the moon, but our Martha Robinson, Clerk 1, took her first flight — United Airlines Jet (Royal Hawaiian Flight) to San Francisco. She had a great trip and is ready to go again! . . . On Tuesday, August 5th, Sergeant Everett Bradshaw and Mrs. Bradshaw gave a "Patio Party" for the men in the Sergeant's squad and their wives.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 18

Baltimore, Maryland

August 27, 1969

In recent years, the increased number of calls for police service that flow into the Department's Emergency Number and Administrative switchboard have caused delays in answering and consequently resulted in complaints from the citizenry. That problem has now been abated. This article explains "How We Did It."

TELEPHONE DELAYS ELIMINATED DESPITE INCREASED VOLUME

Concerned about citizen complaints of unnecessary delays when telephoning emergencies to the Department and aware of the workload inequities among the complaint answering clerks in the Communications Control Center, Commissioner Pomerleau, earlier this year, called for a comprehensive study of the Department's Telephonic System.

Major Robert E. Norton, Director of the Communications Division, contacted officials of the telephone company and explained the Department's need. The eventual answer was the development of an Automatic Call Distributing System, specifically designed to accommodate the fluctuating workload of this Department's Communications Control Center. To accomplish this, it was necessary to conduct a complete analysis of the stress and strain on our telephonic capabilities from the standpoint of both people and equipment.

37.3 Percent Increase

Major Norton noted that the volume of calls handled by the Communications Control Center had increased 37.3% during the past three years. In 1966, a total of 456,604 calls were received; in 1967 there were 560,881; and last year, the Emergency Number was answered 728,094 times.

It was stressed that all telephone calls into the Department's Emergency Number required instant response, if patrol



Major Robert E. Norton, Director of Communications Division, discusses the success of the Department's new Automatic Call Distributing System with Lieutenants LeRoy H. Williams (left) and Howard A. Mueller.

forces were to be dispatched as expeditiously as possible to emergency scenes.

Equal Distribution of Calls

Police and telephone company officials agreed that delays would be eliminated if incoming calls were equally distributed throughout the battery of complaint answering clerks.

After many hours of discussion, evaluation and planning, the telephone engineers designed an Automatic Call Distributing System that would meet the

present and projected future requirements of the Department.

Installation of this sophisticated electronic equipment manufactured by the Bell Laboratories was completed, tested and became operational at 3:00 a.m., July 22nd, this year.

Since that time, none of the 92,634 citizens, who have called the Communications Control Center, have registered a complaint due to delay in the acknowledgement of their call.

(Continued on Page 3)



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

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PYRAMID OF LIFE

This is the eleventh in the continuing series of biographical sketches of command personal.

Major Clarence E. Roy Cites Need To Tell Why Police Take Action

The need to communicate the reasons why actions are taken or not taken is a basic requirement of every Law Enforcement officer according to Major Clarence E. Roy, Director of the Youth Division.



This should be a matter of habit with every human being, but it is an absolute necessity with police officers if they are to achieve complete professional status. If we tell people why we do something, then there will be understanding, and

with understanding comes acceptance of the role of Law Enforcement officers. This is particularly true when you have to admonish someone. A polite explanation may not gain acceptance, but it will often avoid overt resistance to authority."

Desired To Be Policeman

Since he was a youngster in the inner-city, Clarence Roy always wanted to be a policeman. This desire was cultivated by his father who really wanted to be a police officer, "but just couldn't make it in those days." Major Roy recalled how a friend of his dad's had to journey to Atlantic City to become a police officer.

"This really impressed me," he said, "the fact that a man left his hometown to be a policeman . . ."

Educated in the public school system, he graduated from Douglass High School in June, 1945 and, in August of the same year, married his high school sweetheart, the former Bertha G. Johnson.

During the next five years, employed at a local foundry, he waited for the opportunity to enter Law Enforcement.

To increase the possibility for such a career, he not only took the Civil Service examination for the Baltimore Police Department but also for the Metropolitan Police Department in Washington, D. C.

Enters Academy

Accepted by both departments, he decided to stay in Baltimore and, on December 18, 1950 entered the Academy.

"I knew the city, I knew the people, and believed I could do the most good right here," he mused. After spending a short time as a uniformed officer in the "old" Northwestern District, he was assigned as one of the original seven officers in the newly-formed Narcotics Squad, and became that squad's first negro officer. During the next six years, he gained an insight into the city-wide problem of narcotics, particularly among youthful offenders.

His reputation as a thorough investigator prompted his being transferred to the Homicide Squad in January, 1957. Six years later he was promoted to Sergeant and remained in Homicide. He was promoted to Lieutenant in 1965.

Most Challenging Case

The Major cites the successful investigation of the 1964 shooting of Senator Verda Welcome as one of the most challenging of his career. The arrest and subsequent conviction of three men earned him one of his eleven commendations.

The homicide of an east Baltimore grocer in 1960 and his following a trail of blood for five blocks to the home of the assailant was described by Major Roy as having all the earmarks of a television serial.

In July of 1968, he was appointed to his present rank of Major and named Director of the Youth Division. Immediately

after his appointment, he attended the Delinquency Control Institute at the University of Southern California. He has since completed a course on alcohol and drug abuse at Washington University in St. Louis, Missouri.

His investigative expertise, gleaned from hundreds of city-wide narcotic and homicide investigations, coupled with a sincere desire to understand the motivations of youthful offenders, prompts the Major to enthusiastically pursue answers to the problems of juveniles.

". . . Most By Design"

"We must realize that the juvenile offenders has come into conflict with the laws of society as a result of his environment rather than by design."

"Much attention should be given to re-programming youthful offenders," he said.

"We need to give them something constructive within the home, the community, the school — to motivate them into wanting to contribute to society rather than take from it."

"Our attention must be focused on rehabilitation rather than merely incarceration."

Major Roy and his wife, Bertha, reside in the 2500 block of Forest Park Avenue and have one daughter, Terry, who works with the Medicaid Program at Social Security.



On August 6th, Mr. Stephen Heiser, Program Coordinator for the Office of Economic Opportunity, visited the Community Relations Division to discuss its scope of operation. Mr. Heiser plans to utilize this information for compilation of Community Relations service from a National viewpoint. He is seen above with Lieutenant Carolyn Robinson, the Department's ranking Policewoman.

TWO WILL ATTEND TRAFFIC INSTITUTE

Captain James J. Cockerill and Sergeant Leander Nevin are among 55 police officers selected to attend the 1969-70 Traffic Police Administration Training Program at the Traffic Institute, Northwestern University. Commissioner Donald D. Pomerleau announced that these officers will begin their nine-month studies on September 11th at the Institute in Evanston, Illinois.

Commissioner Pomerleau also announced that these officers received a \$1,750 grant-in-aid from the Insurance Institute for Highway Safety that will assist the Department in defraying the costs for the training program.

Captain Cockerill, a veteran of 21 years with the Department, has been assigned to the Traffic Division since 1952.

Sergeant Nevin will celebrate his 13th year with the Department on September 13th. He is presently assigned to the Western District.



Sergeant Charles D. Knight, Officer-in-Charge of the Firearms Section of the Laboratory Division, retired last week after 27 years of service. Sergeant Knight is seen above cutting a cake at his retirement party.

Attending the 1969-70 class will be police officers from nineteen states, one county, and nineteen municipal Law Enforcement Agencies in the United States and three foreign officials from Argentina, Thailand, and Honduras.

A side effect of the new system, which has all positions handling an equal number of calls, is that fatigue among the more ambitious complaint answering clerks is no longer a problem. Thus, all clerks can better pace themselves and there is a resultant noticeable increase in the overall efficiency of each individual.

Still another important advantage of this system is that it provides the shift commander with the capability to deactivate the number of answering positions during slow periods. This permits rotation of individual members on a shift for purposes of needed relaxation following times of peak workload, and further enhances the potential for quality service.

Also, personnel assigned to the complaint answering and dispatching positions now have the capability to signal their supervisor without leaving their positions.

The supervisor's console is, in effect, a monitoring station from which he can observe at a glance the flow of traffic into the system and determine the volume of incoming calls at any time during his shift.

IN MEMORIAM

DeHAVEN, ROBERT W., father of officer Michael DeHaven, Eastern District, died on August 25th.

STRICKROTH, JOHN H., father of Lieutenant Joseph P. Strickroth, Traffic Division, died August 12th.

Final Roll Call

KEATING, THOMAS P., formerly of the Communications Division, died on August 11th.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

NEWS in BRIEF

(Continued from Page 4)

trip for two years. Her son, Wendell, Jr., a Sergeant in the Air Force, and his wife and three children are stationed in Weisbaden. Bon Voyage, Emily.

Supervisors also have the capability of monitoring any call to ascertain and assure that all calls are being properly handled. If need be, he can take over the conversation if the information or course of action requires his assistance.

Record Historical Data

Within the next six weeks, the Automatic Call Distributing System will be implemented with the Forced Administrative Data System to record historical data which will make it possible to schedule the correct number of personnel required to handle the volume of traffic on a half-hour basis.

This equipment will provide additional data such as (1) average speed of answers; (2) weighted call value; (3) average talk time; (4) per cent occupancy; (5) average after hang up work time; and (6) average force on duty.

Even though we are working with electronic experts from around the country to develop the most advanced command and control center in Law Enforcement for location in our new Police Headquarters facility in 1971, we continue to make interim improvements in our existing equipment to guarantee quality service at all times.

TELEPHONE ANSWERING DELAYS ELIMINATED

(Continued from Page 4)

Now, requests for police services directed to the Police Department are electronically routed in the order of their arrival, and apportioned equally among the complaint answering clerks.

In addition to equal distribution of calls, the system guards against a citizen's call being forgotten or left waiting a response due to human error which was possible under the old system.

The Automatic Call Distributing System works in the following manner.

All incoming calls are electronically and sequentially routed. If all positions are open and available to receive a call, the first call received goes to the first position, the second call received goes to the second position, the third to the third position, and so on. Therefore, each clerk answers his proportionate share of calls on the Emergency Number. In the event that all positions are busy, the first clerk to complete a call receives the next in line, and the equipment scans the remaining positions for assignment of the next call.



Members of the Personnel Service Board are pictured at one of their recent meetings. They are: Standing, (left to right) Sgt. George A. Boston, ED; Sgt. John C. Wheltle, C.I.D.; Sgt. Francis X. Donohue, CD; Sgt. William Dickerson, Vice Chairman, SED; Det. Henry T. Beaudet, C.I.D.; Ptlm. John Mox, SD, and Lieut. Michael Ford, ED. Sitting, (left to right) Ptlm. Robert Hurley, NED; Ptlm. Louis S. Spikas, WD; Miss Joyce Blume, Alternate, SWD; Ptlm. Eugene Brukiewa, CD; Miss Ann Snyder, Secretary, Pers; Ptlm. Francis R. Kavanaugh, Chairman, Pers; Deputy Commissioner Ralph G. Murdy; Capt. Joseph Carroll, C.I.D.; Ptlm. John Schwartz, T.D. and Sgt. Albert Lobos, SWD.

HERE IS THE SCOOP . . .

When a report is taken on stolen or missing U.S. Currency, U.S. Savings Bonds, U.S. Bonds, Postal Money Orders, Stocks (both Common and Capital), Travelers Checks or any type of negotiable securities, this information is entered into N.C.I.C.

The National Crime Information Center requires certain information concerning these securities.

The following is a list of the information required:

Type of Security (U.S. Currency, Etc.)
 Serial Number (F73610971C)
 Denomination (\$5.00, \$20.00, Etc.)
 Issuer (United States Treasury, American Express, Etc.)
 Owner (Savings Bank of Baltimore, Etc.)
 Series Year)
 Date of Theft (08/10/69)
 Case Number (69 7H 4563)

NEWS IN BRIEF

WESTERN DISTRICT—"Happy Landing" vacations to: Chief Clerk Thomas Keefe, who flew to Ireland; Clerk I Bernice Johnson, who flew to California and New Mexico; and Clerk I Frances T. Evans, who flew to Puerto Rico and St. Thomas.

SOUTHWESTERN DISTRICT — Congratulations to Officer Jan Walters and his wife Joan on becoming the proud parents of a 8 lb 11 oz. baby boy on August 6th . . . We wish to bid a fond farewell to Captain Carroll J. Flanagan, our commanding officer, who retired on July 30th. He will never be forgotten and will always be respected.

TRAFFIC DIVISION — Good Luck to Lt. Craig Street, son of Sergeant and Mrs. Arthur Street, who will be leaving Travis Air Force Base August 29th for a one year tour of duty in Vietnam. Craig and Kathleen are also

the proud parents of a daughter, Karen, born July 24th.

SOUTHEASTERN DISTRICT—Patrolman Anthony Matesic and his wife Deborah have announced the birth of their first child, Matija Marie, on July 28th. She weighed 7 lbs. 3 ozs.

EASTERN DISTRICT — Congratulations to Officer Bernard Hartlove and his wife Mary Ann who became the proud parents of a 8 lb. 11 oz. baby girl, Dawn Marie, on August 12th.

NORTHWESTERN DISTRICT — Captain John C. Barnold and family are visiting his parents in Denver . . . A belated congratulations to Officer Martin Ries who became the proud grandfather of a baby boy . . . Patrolman Louis C. Witte, Jr., is recovering from an auto accident, and we hope to have him back to work soon . . . At long last, the time has come for Clerk Emily Reddish to vacation in Germany. She has been planning this

(Continued on Page 3)



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 19

Baltimore, Maryland

September 10, 1969

Six Police Agents Designated

MOVE HAS SIGNIFICANCE FOR LAW ENFORCEMENT ON NATIONAL BASIS

"What we are doing here today has significance for Law Enforcement on a national basis."

With these words, Commissioner Pomerleau accented the importance of the Department's Police Agent Program that came alive last Thursday when six patrolmen were designated to that position.

The time was 4:21 p.m. The day was Thursday, September 3, 1969. Those designated were: Patrolmen John J. MacGillivray, Godwin Delillye Jr., Charles R. Walas, Edward S. Feeney, James B. Dixon and Loren L. Goldman Jr.

As Police Agents, the officers, all of whom have college degrees, with one possessing a Masters Degree in Public Administration, will be assigned to the most complicated, sensitive, and demanding police tasks. The position carries an annual flat salary of \$10,044.

An interesting set of statistics bearing on the Department's increased attractiveness to young men with college backgrounds, were revealed to those present at the designating ceremony. It was disclosed that prior to 1967 there were twelve patrolmen with a baccalaureate degree in the Department. In 1967, six were appointed; nine entered in 1968; and so far, this year, thirty-five patrolmen with college degrees have joined the Department.

"We feel that this is most significant," Commissioner Pomerleau declared.

The Commissioner recalled for those attending the ceremony, which included Mayor Thomas D'Alesandro III, how the International Association of Chiefs of Police attempted to develop guidelines for a Master Patrolman Program



The new Police Agents, pictured above with Commissioner Pomerleau, are: (l. to r.) John J. MacGillivray; Godwin Delillye Jr.; Charles R. Walas; the Commissioner; Edward S. Feeney; James B. Dixon and Loren L. Goldman Jr.

— a program with prerequisites that would enable the officer to function more extensively during his career.

This concept was projected to city officials shortly after Commissioner Pomerleau took office, and Mayor D'Alesandro who was then President of the City Council, gave it his wholehearted endorsement. Mr. D'Alesandro's enthusiastic backing eventually led to the needed fiscal support.

When the President's Commission on Law Enforcement and Administration of Justice issued its Task Force Report on Police in 1967, it recommended the creation of the position of Police Agent.

The report contained the following statement: "A critical need exists in Law Enforcement, (1) to identify the tasks that require the highest degree of judgement, intelligence, education, in-

itiative, and understanding of a community and of human behavior; (2) to assign these tasks to the most competent personnel, and (3) to accord proper status to the officers who perform these tasks."

It is believed that our Department is the first in the nation to have a fully developed Police Agent Program.

The qualifications of the Police Agent are contained in a General Order issued last week by Commissioner Pomerleau. It states: "Personnel aspiring to the position of Police Agent must be males who meet the entrance level requirements for the position of Patrolman and hold a Baccalaureate degree from an accredited college or university. Additionally, personnel shall serve at least one (1) year in the Patrol Division

(Continued Page 2, Column 3)



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

EDITOR-IN-CHIEF

Commissioner D. D. Pomerleau

EDITOR

Director W. R. Morrissey

STAFF

Officer Bob Ross

Liz DiGregorio

Carol Louk

Printed by the Baltimore Police Department's Printing Unit every two weeks and distributed to all members of the Department and other selected law enforcement agencies.

PYRAMID OF LIFE

This is the twelfth in the continuing series of biographical sketches of command personnel.

MAJOR duBOIS PROJECTS REALISTIC VIEW OF INSPECTION PROCESS

Major Maurice D. duBois, Director of the Inspectional Services Division, projects a realistic view of the inspection process — *"everyone recognizes the need for inspection, but no one wants to be inspected,"* he says matter of factly.



"Yet, unless we inspect our own systems to insure that they are functioning properly, we run the risk of compounding deficiencies which, if detected by others, might lead to public criticisms."

The Major, who was appointed to his present position on June 22, 1967, brought with him the experience of twenty-seven years as a Special Agent with the Federal Bureau of Investigation.

His experience in intelligence work and inspections, during his career with the Bureau, has provided him with the expertise necessary to direct the activities of the Inspectional Services Division. I.S.D. is charged with conducting systems inspections, collecting and evaluating intelligence information for the Police Commissioner.

Born in St. Mary's County in 1907, he came to Baltimore with his parents in 1913, when his father became owner and principal of the Berlitz School of Languages.

Following graduation from City College in 1925, he and his parents went to France, but the business climate was *"a little shaky"* and he returned to Baltimore within a few months and began working for a cable company. He was eventually named Plant Superintendent.

His extra-curricular activities during his fourteen years (1926-1940) with the firm included serving as the Honorary Consul of Venezuela in Baltimore for seven years (1930 to 1937); attendance at the University of Baltimore from which he received an LLB Degree in 1937, followed by three years at the Johns Hopkins University where he majored in business, economics and accounting.

He was president of his law school class every year and was elected treasurer and chancellor of the intercollegiate law fraternity, Sigma Delta Kappa, during his junior and senior years.

In June 1940, he was appointed as a Special Agent in the Federal Bureau of Investigation, and after brief assignments in Tennessee and Virginia was transferred to the Baltimore Office in April 1941, where he remained until his retirement in June 1967.

"Agent duBois" was commended by the Honorable Director J. Edgar Hoover for originating a lottery investigation in Baltimore that led to the ultimate arrests of 211 persons operating in the Chicago area.

Major duBois believes the basic difference between federal and municipal Law Enforcement is in the funding — *"inadequate fiscal support retards the ability of municipal Law Enforcement to function at top efficiency."*

A firm believer in the precept that guilty persons should be punished, Major duBois takes issue with the recent apparent leniency of our courts.

"Whereas I believe in protecting the rights of all our citizens, I do not believe that rights should be stretched to the point where obviously guilty persons are allowed to go free on technicalities," he said. He cites these *"technical acquittals"* as contributing to the basic problem of all Law Enforcement in that they permit persons with anti-social criminal behavior to remain on our streets.

Major duBois and his wife, Esther, reside in the Lutherville section of Baltimore County.

POLICE AGENTS DESIGNATED

(Continued from Page 1)

after completion of entrance level training and be selected by an oral interview board comprised of senior officers of the Department. The selection process will include an oral interview, a physical examination, psychological testing, and a review of the officer's past performance. Oral Interview Board recommendations will be subject to approval by the Commissioner."

The new Order also lists various assignments that might be given to such officers. They are:

(1) Serve as a uniformed patrol officer in special duty type assignments requiring exceptional ability and little or no supervision.

(2) Investigate major crimes and assist in difficult arrests.

(3) Fulfill plainclothes duties on a need basis as assigned.

(4) Develop solutions for police-community problems.

(5) Investigate crimes in which juveniles are involved.

(6) Serve as enforcement officers in vice cases.

(7) Work as intelligence officers in the area of organized crime.

(8) Work with citizens of the community in an effort to ascertain potential signs of strife.

(9) Serve as instructors in the Education and Training Division.

(10) Develop policy and plans in the Planning and Research Division.

Commissioner Pomerleau said each Police Agent must perform the duties appropriately assigned to such a position and will be rated regularly. Any members appointed as a Police Agent whom the Police Commissioner determines as not satisfactorily performing his duties can be returned to the rank of Patrolman without a Disciplinary Board Hearing by action of the Police Commissioner.

The Commissioner stressed that no insignia of rank nor supervisory authority accompanies the appointment of a Police Agent. Such members, along with all other Patrolmen, only have supervisory authority when designated as Officer-in-Charge.

We in the Department feel that the Police Agent Program is an important facet of the reorganization that began in 1966. Our Department is moving ever forward.

PROFESSIONAL O SCRIPTS T

The following letter was received last week from a recent visitor to our city and is quoted herewith in part:

"I had the opportunity of talking to two policemen in your city recently and even before I had identified myself, they were extremely courteous to me. Based on this experience, I have the impression that your Department has very courteous and kind personnel.

"Thank you again for your assistance."

Respectfully yours,
Antonio F. Grandos
Director of Transportation
Commonwealth of Puerto Rico
Police Department

New Salaries

The new Pay Schedule is posted below:

ATROLMEN

Entrance	1st Year	2nd Year
\$7,452	\$7,824	\$8,220
3rd Year	4th Year	5th Year
\$8,640	\$9,084	\$9,552

POLICE AGENTS

Flat Salary — \$10,044

SERGEANTS

Entrance	1st Year	2nd Year
\$10,560	\$11,000	\$11,664

LIEUTENANTS

Entrance	1st Year	2nd Year
\$12,240	\$12,840	\$13,440

CAPTAINS

Entrance	1st Year	2nd Year
\$14,160	\$14,880	\$15,620

MAJORS — DIRECTORS

Flat Salary — \$18,129

LIEUTENANT COLONELS

Flat Salary — \$19,750

DEPUTY COMMISSIONERS

Flat Salary — \$22,900

POLICE COMMISSIONER

Flat Salary — \$25,000

Additionally, as recently announced, time and one half pay for overtime was effective July 10th.

This was not an easy task, and was only finalized at a conference between the Police Commissioner, the Mayor and other public officials in early July.

NEWS in BRIEF

(Continued from page 4)

CRIMINAL INVESTIGATION DIV. —

Lieutenant Colonel Edwin E. Taylor, C.I.D. Chief, is now recovering at Saint Joseph's Hospital from an operation which he underwent on August 27th. . . . Detective Harry Stevens, of the Homicide Squad, is now recovering at home after undergoing a knee operation at Maryland General Hospital on August 15th. . . . Congratulations to the former Barbara McGinnis, Clerk I, now Mrs. William Pheil. Barbara was married August 30th at Wesley Memorial Methodist Church, and is now honeymooning in Puerto Rico. Best of luck "Barbie"!

TACTICAL SECTION — Congratulations to Patrolman Joseph Dunn and his wife Linda who became the proud parents of a 7 lb. 11½ oz. baby girl, Michele Lynn, August 15th.

NORTHERN DISTRICT — Congratulations and best wishes to Officer Edward Pazdan who was married to the former June L. Lockner on August

IN MEMORIAM

FUNK, ROSE, mother of Patrolman Joseph Funk, Northeastern District, died August 25th.

LUTHARDT, FREDERICK V., father of Officer Fred J. Luthardt, Tactical Section, died August 28th.

SAVAGE, WILLIAM RAY, father of Officer Delmar Savage, Western District, died September 4th.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

15th. . . . Officer John Harbin, Operations Unit, brought his wife, Joyce, home from the hospital after a recent leg operation. To help brighten her days, the men of the operations Unit sent Mrs. Harbin a very lovely "planter." . . . Best wishes for a Speedy Recovery to Officer Walter Price, who is back in the hospital again.

TRAFFIC DIVISION — Cadet and Mrs. James Roy became the proud parents of a daughter, Sandra Lynn, on September 4th. She weighed 7 lbs. 9 oz.

Southeastern Officers Attend Refresher Course

Officers in the Southeastern District planning to take the Sergeant's Examination on the fourth of October, are attending a refresher course arranged by their commanding officer, Captain Robert L. Larkin.

Captain Larkin said he initiated the twenty hour training course because the workload of the Education and Training Division prohibits that staff of instructors from conducting such a course.

So far, twenty-six officers are attend-

ing the Tuesday and Thursday morning and afternoon sessions.

The instructors include Major Donald T. Shanahan, Captain Larkin, Sergeant Robert Auld, and Lieutenant John Padgett.

The course, which includes training in administration, supervision, law, and the Rules and Regulations of the Department, is geared to help the officers better prepare themselves for the forthcoming test.



Southeastern District officers attending refresher course for Sergeants examination.

HERE IS THE SCOOP . . .

By Officer Richard Concannon

On June 27, 1969 the Baltimore Police Department's Computer based telecommunications system started to operate twenty one and a half hours daily.

The 1050 terminals, located in each District and certain Divisions, allows the operator to communicate with all Districts and Division or to send messages to selected terminals.

During the period between June 27 and September 3, 1969 the 1050 telecommunications system handled 5,786 messages.

The communications ability of the 1050 system will be expanded gradually to include the Maryland State Police, The Law Enforcement Teletypewriter System and the National Crime Information Center.

NEWS IN BRIEF

ADMINISTRATIVE BUREAU AND PROPERTY DIVISION — Bon Voyage and Erin Go Bragh to Clare Cusack and Kathleen Heckrotte who left for the *Old Sod* on September 2nd. A fond farewell party attended by both units and held at the Charcoal Hearth started the "vacation to remember." Is it just a coincidence that peace returned to Ireland on their arrival?

CENTRAL RECORDS DIVISION — Congratulations to Patrolman Sidney Hyatt who was married August 24th to Miss Elaine Plaut of Wilmington, Delaware . . . also, congratulations to Patrolman and Mrs. Henry Edwards who celebrated their 25th wedding anniversary September 4th.

SPECIAL INVESTIGATION SECTION — After more than 28 years of service, Captain Robert J. Hewes, Commanding Officer, retired on August 21st. The members of your section wish for you a long, happy, profitable, and extremely enjoyable retirement.

YOUTH DIVISION — Congratulations to Sergeant Philip C. Farace and his wife on the birth of a son, David Joseph, on August 9th. Sergeant Farace, hospitalized when the happy event occurred, has now joined his new off-spring at home where he is recuperating.

—Current Events Corner—

17 RECRUITS TAKE PART IN STOLEN CAR SEARCH

Finding a stolen car in a junk car lot that sprawls over several acres can present a tremendous problem even to a large metropolitan police department in that it necessitates a detailed search of thousands of wrecked automobiles.

THEY SEARCHED HIGH



This problem was overcome on August 29th and 30th through the initiative of investigators in the Eastern District who enlisted seventeen recruits from the Education and Training Division to assist in the search. The success of this effort is reflected in the fact that forty-three automobiles were positively identified as stolen from Baltimore City, Baltimore County, Anne Arundel County and New York City.

Identification was made by submitting serial numbers and registration plates of over four hundred vehicles to the National Crime Information Center in Washington, D. C.

SOUTHEASTERN DISTRICT — Officer Irving Miller and his wife Linda have announced the birth of their first child, Irving Jr., born on August 13th at St. Agnes Hospital. The baby weighed 6 lbs. 6 ozs.

EDUCATION AND TRAINING DIV. — Officer and Mrs. William R. Taylor became the proud parents of a 5 lb. 8 oz. baby girl, Denise Carol, on August 16th.

CENTRAL DISTRICT — On August 28th, Officer Melvin A. Barron completed 28 years of service with the De-

partment. All of these years were spent in the Central District where he is presently a desk aide. All members of this District would like to take this occasion to wish you many more years of service in the Department and extend our most heartfelt congratulations and the best of health.

PERSONNEL DIVISION — Cadet and Mrs. Harry E. Harper returned from their honeymoon in Canada on September 8th. Good luck to the newly-weds.

There is a great possibility that the investigation, which is still continuing, will result in the recovery of additional evidence.

All members who combined to make this successful are to be complimented.

. . . AND LOW



(Continued on Page 3)



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 20

Baltimore, Maryland

September 24, 1969

Teamwork

HOLD-UP SUSPECT CAUGHT WITHIN MINUTES

When the Family Finance Company at 416 North Howard Street was held up at 2:35 p.m. on September 15th, it started a series of well-organized procedural steps that required the efforts of four major Divisions of this Department. The Mounted Section of the Traffic Division, the Communications Division, the Tactical Section of Patrol and the Criminal Investigation Division united to solve nine cases of armed robbery in which a total of \$15,607 was taken.

Just 30 seconds after the hold-up call was broadcast, Officer Ronald Teuffer of the Mounted Section, patrolling on his horse "Lucky", was alerted by a Baltimore Transit bus driver, that a man carrying a sawed-off shotgun ran from the Family Finance Company and fled in a Checker Cab. Officer Teuffer immediately relayed the information over his walkie-talkie to the dispatcher in our Communications Control Center.

As a result of the quick description over the city-wide channel of the police radio, departmental units established a search pattern in the periphery, and located the cab only eight blocks from the scene of the hold-up.

Tactical Officers Franklin Blizzard and John Reintzell arrested the man and recovered a sawed-off shotgun, \$290 in cash, and bank notes from the Family Finance Company.

When the suspect was taken to Central District Station, the arresting officers were met by Detective William Horn and Detective Sergeant Stephen Plowman, of the Criminal Investigation Division, who assisted in the interrogation of the arrested man.

(Continued Page 4, Column 1)

ANOTHER KIND OF POLICE ACTION



A BOY AND HIS FRIEND

Sunpaper's photographer, William Hotz, "captured" Patrolman Robert Wheatly, Tactical Section, when he gave a youngster a big lift so that he could get a better look at the recent I Am An American Day Parade. The parade featured floats and marching bands.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

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PYRAMID OF LIFE

This is the thirteenth in the continuing series of biographical sketches of command personnel.

LAW ENFORCEMENT
PERSONAL CHALLENGE
TO DIRECTOR ASHBURN

"If you are going to make a contribution, you have to get out into the grass roots of Law Enforcement." With these words, Dr. Franklin Glendon Ashburn explained his decision to accept

the position as Director of the Planning and Research Division of the Baltimore Police Department on July 20, 1967.



Leaving his role as a college professor at Florida State University, Dr. Ashburn felt that he would have the opportunity to

"put theory into practice" and face a challenge in his home town of Baltimore.

Dr. Ashburn grew up in northeast Baltimore and attended local public schools, graduating from the Baltimore Polytechnic Institute in 1949.

Former Case Worker

He attended Western Maryland College graduating with a BA Degree in Sociology and Psychology in 1953 and began his professional career as a case worker in the Children's Division of the Department of Public Welfare in Baltimore City.

He resigned from the Department of Welfare in 1954 and spent the next two years in the United States Army. He

served as Assistant Adjutant at the Army Security Agency Training Center in Fort Devens, Massachusetts until his discharge as a First Lieutenant in 1956.

From 1957 to 1959 Dr. Ashburn worked as a Research Assistant for the University of North Carolina during which time he taught psychology to pilots of the 2nd Marine Air Wing at Cherry Point, North Carolina.

After receiving his Master's Degree in Industrial Psychology, he became a member of the Mitre Corporation of Lexington, Massachusetts and worked on the development and testing of the Bomarc Missile Project for the Air Defense Command in Montgomery, Alabama, where he also served as an educational consultant to the warden of Kilby Prison, the maximum security prison for Alabama.

Becomes Consultant

With a general interest in the entire spectrum of the administration of justice, he began concentrating in the area of Law Enforcement. By 1962, Dr. Ashburn was working with the Florida Sheriff's Bureau and the Florida Highway Patrol in a consulting capacity while instructing in the Law Enforcement program at the Florida State University.

Dr. Ashburn began his doctoral dissertation on the Baltimore Police Department in 1964, a project which was interrupted when he received a Fulbright Grant to the Philippines where he assisted in the complete reorganization of the Manila Police Department. The Manila Department subsequently became the subject of his dissertation.

He returned to Florida State University in 1965 and became Assistant Professor in Criminology and Corrections and continued to serve as a consultant to the Florida Sheriff's Bureau and the Florida Highway Patrol.

Personal Rewards

"One of the things I have experienced in this position," he says, "is that there is a constant demand on my time and such talents as I have to perform at even a minimally acceptable level."

"It is a much more active life than being in the academic setting, but the motivation to assist in improving the professional services to citizens in my hometown is a kind of driving force that keeps me constantly involved."

"It is personally rewarding to witness the chain reaction that is beginning to

take place throughout the administration of justice in the metropolitan area as a result of the efforts initiated in this Department to improve police services.

"This job of Law Enforcement, to a great extent, is a matter of attitude and personal philosophy and part of my philosophy is that a job well-done is a reward and challenge in and of itself - this I find in the Baltimore Police Department today."

Dr. Ashburn is the author of several articles in professional journals and is in constant demand as a speaker at professional conferences and seminars.

He and his wife, the former Marie Croom of Raleigh, North Carolina, and their two daughters, Linda Marie, 5, and Kimberly Ann, 3, reside in what he terms the "Hideout", in Finksburg, Maryland.

EDUCATIONAL LEVEL
GIVEN BOOST BY
COLLEGE CREDITS

When Entrance Level Class 69-10 began on September 8, 1969 at the Education and Training Division, the forty-five member class had an educational average of 12.74 years of school. After the fourteen week training course, which carries nine (9) college credits from the American University, the educational level of this class will be 13.04 upon their graduation.

UNIVERSITY OF
MARYLAND ANNOUNCES
DEGREE PROGRAM

As interest increases in the area of college education within the Department, the University of Maryland has announced its nearly completed four-year law enforcement degree program.

"University College will offer two degrees, namely an Associate of Arts Degree upon completion of 61 hours of credit making up the first two years of the four-year course. They will award a Bachelor of Arts in General Studies at the completion of the four-year program. For full information concerning the courses at University College, inquiries should be directed to University College at College Park or to Mr. Edward F. Cooper, Director of University College, Baltimore Campuses, 520 West Lombard Street, Baltimore, Md. 21201. Mr. Cooper's telephone number is 955-7430."

PROFESSIONAL O SCRIPTS T

Officer Edward Malecki, of the Eastern District, dropped a note of thanks to Major Norman E. Pomrenke and the staff of the Education and Training Division. Reprinted below, it speaks for itself.

"Sir:

I respectfully report that about 4:05 a.m., August 29th, I had an opportunity to assist in the delivery of a child birth, at which time the umbilical cord was wrapped around the baby's neck choking him. I managed to free same and gave mouth-to-mouth resuscitation, after which time all went well.

This is not an effort to obtain self-praise but rather to thank you and especially Officer Elmer Thomas and the staff of the In-Service Training Course for the training I received that enabled me to do this almost automatically, as I did it every day and this was my

first time. I feel that a great deal of credit should go to these instructors for the professional interest they showed in teaching this course.

Too many times the words 'Job Well Done' are misplaced.

Please thank them for me for a 'Job Well Done.' "

"Kindly accept the thanks and gratitude of the Imperial Council of the A.E.A.O.N.M.S. and of Jerusalem Temple No. 4 for all of the fine aid given our organization. The results of which were the largest and grandest of our recent conventions.

"The hospitality of the people of Baltimore and the courtesies accorded us will long be remembered by our nobility.

"Please be aware that without your part played, the void could have been felt greatly.

"Wishing the best that 'Allah' can bestow upon you."

Mr. Charles W. Downes
Illustrious Potentate
Jerusalem Temple No. 4

NEWS IN BRIEF

YOUTH DIVISION — Congratulations to Officer and Mrs. Bingham Hunt upon the arrival of their first grandchild, Michael Shawn Nierwienski, a bouncing baby boy of 8 lbs. 14 ozs. born on September 3rd to their daughter Robyn and her husband, Martin, now stationed in South Viet Nam with Uncle Sam's Army.

NORTHEASTERN DISTRICT — Officer Clarence J. Burger and his wife are the proud parents of an adopted baby boy, Charles Joseph Burger, 22 months old.

TACTICAL SECTION — Patrolman Alvin Winkler and his wife Patricia are the proud parents of a 7 lb. 2 oz. baby boy, Alan, born August 29th . . . Chief Clerk Robert Strubin and his wife Rebecca became the proud parents of a 7 lb. 5 oz. baby girl, Judith Anne, born August 8th . . . Congratulations to Officer Robert S. Nelson, Jr. and the former Miss Debra Lee Meushaw who were married September 6th. The ceremony was held at St. Timothy's Episcopal Church.

CENTRAL DISTRICT — Congratulations to Officer Robert Mazzuca and his wife Judy upon becoming the proud parents of twin girls, 7 lbs. 6 ozs. and 6 lbs. 4 ozs., on August 31th at St. Agnes Hospital.

EDUCATION AND TRAINING:- Congratulations and "Bon Voyage" to Officer and Mrs. Maurice Weisberg who will celebrate their 26th wedding anniversary in Mexico City and Acaapulco for two weeks. They will depart from Friendship Airport on September 28th.

SOUTHEASTERN DISTRICT:- Officers of this Division extend their sympathy to Sergeant John Auld on the death of his father, September 9th.

MOTOR TRAFFIC — Congratulations to Patrolman Alfinito and his wife Dorothy on becoming the proud parents of an 8 lb. 4 oz. baby boy, Charles Vincent, Jr., on August 4th.

PLEASE REMEMBER IT TAKES
72 MUSCLES TO FROWN
but only
14 MUSCLES TO SMILE
So if you don't want wrinkles
KEEP SMILING

IN MEMORIAM

GREMPER, CLARENCE A., father of Sergeant John Grempler, Central District, died September 13th.

AULD, PHILLIP FREDERICK SR., father of Sergeant John Auld, South-eastern District, died September 9th.

KLEIN, MARY, mother of Patrolman Raymond Klein, Personnel Division, died September 5th.

Final Roll Call

HERRMANN, CLARENCE LEE, formerly of the Northern District, died on September 13th.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.



When Sergeants Daniel Will (top) and Charles Alexander (bottom) retired recently from the Department, they took sixty-two years of Law Enforcement experience with them. They are both pictured above during their retirement parties given by members of the Traffic Division.

HERE IS THE SCOOP . . .

BY Officer Richard Concannon

The men of the Baltimore Police Department have been using the facilities of the National Crime Information Center to their advantage.

Since May 1, 1969 the following HITS have been made on N.C.I.C.:

27 Stolen guns have been recovered

48 Wanted persons have been apprehended

96 Stolen vehicles have been recovered

47 Stolen articles have been found

Take advantage of this tool during your working hours and especially when making an investigation. It has to be used to be effective.

Keep up the Good Work.

TEAMWORK

(Continued from Page 1)

As a result of information gained by the investigating officers, a line-up was held and the suspect was charged with the Family Finance hold-up and the following offenses:

1. the 12/17/68 armed robbery of Loyola Federal Savings in the 300 block N. Howard Street.

2. the 8/25/69 armed robbery of the Golden Pen Bar in the 2100 block of Pennsylvania Avenue.

3. the 8/26/69 armed robbery of Central Savings Bank in the 400 block W. Baltimore Street, in which an excess of \$4,000 was obtained.

4. the 9/1/69 armed robbery of the Golden Pen Bar.

5. the 9/3/69 armed robbery of Union Federal Savings in the unit block N. Howard Street, in which almost \$5,300 was taken.

6. the 9/12/69 armed robbery of the GAC Finance Company in the 100 block N. Howard Street.

7. the 9/13/69 armed robbery of the National Car Rental Company in the 300 block W. Lombard Street.

8. the 9/13/69 armed robbery of the Road Runner Dress Shop in the 2800 block of Greenmount Avenue.

The Municipal Court Judge set a bail of \$90,000 on the defendant, pending further court action.

It is through this type of cooperation between major divisions of the Department, that we are able to accomplish our basic task, that is to protect the lives and property of our citizens.

—Current Events Corner—



Pictured Above

The Right Reverend Edgar A. Love, a retired Methodist Bishop, and Dr. Lillie M. Jackson congratulate Lieutenant Colonel Frank J. Battaglia.



Pictured to the Left

Sergeant William Jackson, Northern District, is commended by Mrs. Juanita Jackson Mitchell during the presentation.

AWARDS CEREMONY

On Tuesday, September 16th, Lieutenant Colonel Frank J. Battaglia, Chief of Patrol, and Sergeant William Jackson, of the Northern District, received the Baltimore Branch of the N.A.A.C.P. Merit Awards "For Enforcement Of The Law With Justice."

Dr. Lillie M. Jackson, President of the organization, cited the efforts of Lieutenant Colonel Battaglia in his strenuous endeavors directed at proving the innocence of a young man after a probe ordered by Chief Battaglia developed proof of the youth's innocence,

thereby obtaining his relief from custody.

Sergeant Jackson merited his award for his diligent investigation and integrity in reporting of a case in the Northern District, which resulted in the proper administration of justice.

Mrs. Juanita Jackson Mitchell commended the Baltimore Police for their performance in accordance with the highest tradition of Police Service.

The Awards were presented at the annual N.A.A.C.P. Membership Meeting which was attended by several hundred guests.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 21

Baltimore, Maryland

October 8, 1969

The Honorable Stephen H. Sachs, United States Attorney for the District of Maryland, is a dynamic individual who has initiated probes and vigorously prosecuted individuals involved in all levels of organized crime and racketeering since his appointment in 1967.

Mr. Sachs took time from his busy schedule to address the Graduating Class 69 - 7 during ceremonies in the War Memorial last Friday. His enlightened remarks, which reflect his acute sensitivity to the daily problems confronting municipal Law Enforcement today, are reprinted below.

GRADUATES TOLD OF LAWLESSNESS IN OTHER PROFESSIONS

I am grateful for the opportunity to address this latest graduating class of the Baltimore City Police Academy. Obviously, the warmest congratulations to the graduates and their families are in order. I tender those congratulations with sincerity and with admiration for your achievement. As something of a "rookie" myself I share your hopes and aspirations in our common calling.

A more cynical man than I might temper the congratulations with con-

dolences. You have undoubtedly embarked on the toughest, most demanding profession in our society today. And I underscore the word today. Law enforcement has always been a tough job but today as never before demands of crushing proportions are being made on law enforcement officials. The relentless wave of statistics tells part of the story.

Serious crime in the United States up 9% during the first six months of 1969.

Violent crime up 13%.

But you face more — much more — than an increase in crime. You face a new role in your community. In the inner-city, in the black ghetto, you are the symbols as never before of all of organized society — of all that is right and all that is wrong with it. You have been called "*The most important Americans of the decade*" because how you discharge your duties will probably determine whether or not time will run out on this nation's efforts to do social justice in her great cities. The policeman on the beat today must make decisions which may mean the difference between life and death not only for a man, but for a neighborhood, even for an entire city. You may make the difference between a city at peace and a city burning and embittered. You did not seek this role but it is yours and you cannot escape it.

And the public mood which envelopes you as you inherit these new dimensions to your profession is one of fear and anger and frustration.

Fear of unsafe streets and unprotected homes.

Anger at the boldness of the thief who seems to rob groceries, gas stations and banks with impunity.

Anger, too, at the arrogance of those "men with a mission" who believe their cause so just, and their course so right, that they can, in the name of "protest", decide for themselves which of society's laws they shall obey and which they shall defy.

Frustration in the face of the headlines and statistics which lead many to believe that law enforcement is in retreat.

Unfortunately this growing public distemper has sometimes prompted the cry for the easy answer and the quick solution which loses sight of many of the complexities of the problem itself. And that kind of panic only makes your job harder.

Most of the public outrage at lawlessness has understandably focused on crime in the streets, the crimes of violence and the robberies which make the daily headlines and which, during recent civil disorders, have almost paralyzed our major cities. What I want first to discuss with you this morning, however, is a different kind of lawlessness — a lawlessness we in federal prosecution see too much of — a lawlessness which, in my judgement, makes its own special and sinister contribution to the disintegration of our citizens' respect for law. I'm talking about the businessman who pads his expense account, the physician or attorney who pockets cash fees and cheats on his income tax.

I'm talking about the lawyer who tells his client that the fee for handling his case is high because half of it is for the prosecutor or the judge.

I'm talking about the lawyer who pays his runners — cash on the barrelhead — for bringing his cases and warns the



United States Attorney Stephen Sachs joins Deputy Commissioner Thomas Keyes in congratulating graduates during War Memorial ceremony.

(Continued on pages 2 & 3)



NEWSLETTER

EDITOR-IN-CHIEF

Commissioner Donald D. Pomerleau

EDITOR

Director W. R. Morrissey

STAFF

Officer James Wells

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Liz DiGregorio

Carol Louk

Printed by the Baltimore Police Department's Printing Unit every two weeks and distributed to all members of the Department and other selected law enforcement agencies.

PYRAMID OF LIFE

This is the fourteenth in the continuing series of biographical sketches of command personnel.

INFORMATION FLOW WILL DEVELOP PUBLIC CONFIDENCE

Public information — the honest projection of facts pertaining to the operation of any governmental agency — is an absolute necessity for good public relations, according to William R.



Morrissey, Director of the Public Information Division.

"I am Convinced that this is particularly true concerning the operation of a police department, since the performance of its members is continually being judged by the citizens

of the community that it serves.

The one constant factor that must be present at all times is truth, if society is to develop confidence in its police officers. Anything less than this, breeds suspicion and causes the integrity of every member of the Department to be questioned, and is, therefore, detrimental to the entire operation"

His strong belief in the public's right to know the truth about the individual performance and ability of the Department to function, stems from Director Morrissey's former career as a newspaper man.

For fifteen years prior to his appoint-

ment in June, 1967, to his present position, he worked as a reporter for the Baltimore Sunpapers.

Since his primary assignment was the coverage of the Department, he followed closely the present reorganization as a result of the 1965 survey by the International Association of Chiefs of Police. A native of Baltimore, the thirty-nine year old Director attended St. Paul's Parochial School and the Baltimore Polytechnic Institute.

He enlisted in the Navy in 1947 and, at the time of his discharge in 1951, was a supervisor in the Control Tower at the Patuxent Naval Air Station in Southern Maryland.

Following his discharge he attended Loyola College, where he majored in Political Science, and while there, became a member of the staff of the Baltimore Sun in 1952.

He was initially attracted to covering not just police departments, but all agencies in the administration of justice, and several of his articles resulted in either Grand Jury probes or administrative investigations.

Director Morrissey began his career as a reporter with the Morning Sun, where he covered both hard news and wrote interpretive articles on police agencies, the lower court system, and municipal and state penal institutions. In June, 1963, he transferred to the Evening Sun and was assigned to cover county governments in the metropolitan area, before being reassigned to Police Headquarters in December, 1964.

"For years, I covered the Department, and knew of the daily frustrations that seemed to be part of a career in Law Enforcement.

"When the reorganization began, I detected a "new enthusiasm" by most members of the Department to improve their product. I guess I was chaffing at the bit to become a part of it"

As a member of the Police Commissioner's staff, his primary function is the preparation and dissemination of all news information and releases to the media and the public in general. He also serves as Editor of the Department's bi-weekly NEWSLETTER.

Director Morrissey resides in the Catonsville area with his lovely wife, Celine, and their twelve year old son, Barry.

GRADUATES ADDRESSED

(Continued from page 1)

runner to say, should anyone ask, that he does "investigative" work for the lawyer.

I'm talking about the company executives who meet secretly with their competitors and fix prices or rig bids.

I'm talking about the landlord who bribes the building inspector.

I'm talking about the labor racketeer who makes sweetheart contracts with employees and puts the kickback in his pocket.

I'm talking about the public official who makes private profit from his inside information.

I'm talking about the outwardly respectable man of affluence and position who puts shylock money — "juice" — on the street and hires goons to collect.

I'm talking about fraud artists who deliver soddy goods and services to consumers at inflated prices and rob housewives and property owners as surely as if they had snatched a purse or broke a window.

And, yes, I'm even talking about the law enforcement officer who takes his weekly slice and lets the bookie, the pimp or the dope peddler operate in open view for the neighborhood to watch.

In short, I'm talking about the crimes the "nice" people commit, sophisticated lawlessness, "establishment crime," if you will.

What I'm trying to say is that lawlessness is not the special preserve of the poor, the disadvantaged, the alienated or the sick. What I'm trying to say, for perspective's sake, is that there's plenty of it inside "The System."

And who would deny that at least one cause for the cynicism and disrespect for law we find prevalent today among those who have too little, is the disrespect for law that is too prevalent among those who have so much. The street corner hoodlum who watches "Mr. Big" flout the law and prosper is bound to want a piece of the action for himself. Might it not well be true that society gets the kind of criminal it deserves.

But we in law enforcement must deal with crime where we find it. To do the

job we need effective tools and, for too long, we have been without them.

We spend as a nation 13.7 billions of dollars each year for liquor and 8.8 billions of dollars for tobacco. But we spend 2.8 billions annually for all of our police — state, local and federal — and only 4.2 billions annually for all the costs of criminal justice — police, prosecution, courts and correction — federal, state and local.

Underpaid, understaffed and under-trained police are asked to do too much. The delays in our courts prevent swift justice. Our jails are still graduate schools in crime. This nation has simply not yet made the commitment to law enforcement that the present crisis in confidence demands.

But we have now taken a strong first step with tremendous and historic implications for the future of law enforcement in this country. Although the primary role in law enforcement has always been local and state — over 93% of all law enforcement officers are state or local — the Congress, by its recent passage of the Safe Streets Act, has finally acknowledged the enormous federal interest in law enforcement throughout the land.

For the first time federal money will be available for a number of vital purposes:

- to enable states to create planning agencies to survey their law enforcement needs and prepare state-wide plans for improvement; including police, courts, corrections, probation, and parole;
- to make action grants to help provide better pay, better training, better staffing and better equipment for state and local agencies;
- to give special emphasis to state and local programs designed to control riots and organized crime;
- to pay tuition and make student loans to help further the education of law enforcement personnel and students preparing for law enforcement careers;
- to encourage research and development into new law enforcement equipment, techniques and procedures.

As of January 27, 1969 federal aid grants totalling 19 million dollars had gone to all of the fifty states. Maryland is to be congratulated for having submitted a plan which has become a model for her sister states. We have received almost \$350,000 for fiscal 1969 and I am pleased that this city and this department has already developed wise programs for use of the funds.

What all of this can mean, if used wisely, is that police will finally have the tools, the training and the community support to make the streets of this country safe for all its citizens.

What all of this can mean, if used wisely, is a new era of professionalism of police.

In a very real sense the Baltimore City Police Department, with the reforms initiated by Commissioner Pomerleau — a real pro — has made a head start.

PROFESSIONAL O SCRIPTS T

"I want to take this opportunity to thank the members of the Baltimore Police Department for the gracious reception, outstanding hospitality, and pleasant courtesies extended to the officials of my Department during their visit to the Baltimore Police Department on September 11, 1969.

"I have been informed by those privileged to attend, that the tour, in addition to being extremely pleasant, was highly interesting, definitely informative, and obviously well planned.

"An invitation is extended to members of your Department to visit the Metropolitan Police Department and review our operation."

Verly truly yours,
Jerry V. Wilson
Chief of Police
Metropolitan Police Department
Washington, D.C.

"The Members of Boumi Temple were very elated with the excellent cooperation and understanding way in which members of your Department conducted themselves during the Mid-Atlantic

IN MEMORIAM

DEEMS, CATHERINE, mother of Mrs. Margaret McDonnell, Administrative Assistant, Personnel Division, died September 29th.

WRIGHT, ALPHONSO SR., father of Patrolman William Wright, Traffic Division, died September 19th.

TAYLOR, CECILIA, wife of retired Inspector William Taylor, died September 25th.

Final Roll Call

KILCHENSTEIN, EDWARD B., formerly of the Property Division, died September 26th.

BUSICK, GEORGE W. SR., formerly of the Northeast District, died July 11th.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

Shrine Association Meeting of September 11, 12, and 13th.

"Our visitors to Baltimore had only praise for the kindness shown to them by the police and the public relations effect was outstanding.

"Our deepest thanks for everything, particularly the fine attitude of your men."

Mr. George E. Rogers
Director General
Boumi Temple
Mid-Atlantic Shrine Association

"Recently, my 67 year-old Father was going home on the Jones Falls Expressway and he had a flat tire. He was able to pull to the side of the road, out of the traffic lane.

"Within minutes, an unidentified officer came along in a patrol car. Upon learning of my father's problem, the officer was kind enough to change the tire himself and then directed my father's car back onto the highway, so he could proceed safely.

"My father did not obtain the officer's name, but we both want to thank the Department and this Officer for the courteous service received."

Sincerely Yours,
Henry Friedlander
C/O Jacobs Uniform Co.

HIT THE SCOOP . . .

At about 2:00 a.m., September 24th, Officer Ronald Clark, Eastern District, observed a suspicious automobile in the 1200 block of Eden Street. Officer Clark stopped the vehicle for a routine automobile investigation, at which time the operator of the vehicle produced an expired operator's permit.

Officer Clark made an inquiry through the NCIC computer and learned that the man was wanted on a Federal Warrant for "*Unlawful Flight to Avoid Prosecution*" and on a California warrant for burglary.

The man, identified as John Leonard Clark, 30 years old, of Los Angeles, California, was arrested. He was tried for traffic charges on September 24th and received a suspended fine.

John Clark was released to the custody of the F.B.I. for extradition proceedings.

NEWS IN BRIEF

EASTERN DISTRICT — Congratulations to Officer Joseph Schaeck and his wife Joanne on the birth of a son, John, September 10th at Sinai Hospital. The baby weighed 7 lbs. 1 $\frac{3}{4}$ ozs. . . . On September 23rd Officer John Zartman and his wife Connie became the proud parents of their 3rd son, Glenn Allan, who weighed in at 8 lbs. Congratulations to the Zartmans from the men in the Eastern District shift #3.

SOUTHWESTERN DISTRICT — Congratulations to Captain James DiPino on his recent promotion and welcome to the Southwest . . . Also, congratulations to Sergeant Windsor Kessler on his recent promotion. Sorry to see you go "Kess." Good luck at "Central." . . . Officer Raymond Meyers and his wife became the proud parents of a 6 lb. 8 oz. baby girl, Raena Fredericka. This was a double pleasure for the Meyer family as little Raena is the first girl in three generations . . . Congratulations to Officer and Mrs. Lonnie Bennet who became the proud parents of their first child, a baby boy, Gary Steven, who weighed in at 8 lbs. 9 $\frac{1}{2}$ ozs. . . . Officer and Mrs. Luby Cade became the proud parents of a

UNITED FUND IS CONDUCTING ANNUAL DRIVE

The United Fund of Central Maryland is conducting its current campaign, September 25th thru October 31st. There are now eighty-eight charitable agencies and services, including Catholic and Jewish charities, which conduct a single annual drive.

In 1968 we contributed \$9,861.40 through payroll deduction and by means of group contributions through the fifteen Personnel Funds. However, members of the Personnel Funds voted to eliminate group contributions to CICA and the United Fund earlier this year. Accordingly, our members are afforded an opportunity to assist this worthwhile charitable endeavor by means of individual contributions and payroll de-

duction pledge cards. baby girl, Donna Ann, who weighed 6 lbs. 1 $\frac{1}{2}$ oz. . . . Our Lieutenant, Donald Einolf, caught a 24 lb. rock fish at the Bay Bridge while on a fishing trip September 13th and this one "*DID NOT GET AWAY.*" On September 16th this catch was devoured at a fish fry held at the home of Lieutenant Einolf.

YOUTH DIVISION — Airman William S. Fox, son of Policewoman Joan T. Fox of the Youth Division, is among the personnel from Keesler Air Force Base, Miss., who have joined the massive effort to help nearby communities recover from the devastation of Hurricane Camille by aiding Civil Defense Teams and city crews in distribution of food, clothing, medicine and clearing debris. Congratulations to Policewoman Fox for such a civic minded son and also to Airman Fox for his efforts.

TACTICAL SECTION — Patrolman Lawrence Malat and his wife Anne are the proud parents of an 8 lb. 4 oz. baby boy, Lawrence, born September 24th.

FOOT TRAFFIC — Officer Lawrence Grabowski and his wife Mary celebrated their 25th wedding anniversary October 7th and his brother, Walter, and his wife Jean will celebrate their 21st wedding anniversary October 9th.

—Current Events Corner—

duction pledge cards.

Charity is an individual responsibility and voluntary contributions in any amount are earnestly solicited.

Pledge cards from the United Fund of Central Maryland will be disseminated to all members of the department in the near future. These cards should be returned, in a group, to the Director of Fiscal Affairs by October 20th.

M.L.E.O.A. AWARD

The Maryland Law Enforcement Officers Association has reminded our Department of their policy of presenting an award to law enforcement members for "*outstanding police service.*" This is a highly coveted award.

The merits of performance are carefully weighed by a competent group of law enforcement officials. This group conducts their own investigation and are not motivated by the news media's accounts.

Nominations for this award are to be submitted, through channels, by Commanding Officers. The cases considered worthy of such nomination should be outlined in detail.



Lieutenant James H. Watkins, Inspectional Services Division, receives the NAACP Merit Award for "Superior Public Service" from an NAACP official. Dr. Lillie M. Jackson, President of the Baltimore Chapter, is also seen in the picture.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 22

Baltimore, Maryland

October 22, 1969

Safe Driving Techniques Are Vital To Department And Public

The Baltimore Police Department's Fleet Accident Frequency continues to rise above that of the National Police Fleet Average. The statistics for the month of September 1969 clearly indicate poor driving habits. Eleven police vehicles collided with parked vehicles—this does not include the two police cars struck by other police cars. Five of our officers collided with fixed objects, and six civilian vehicles traveling in a lane of traffic were struck by police vehicles. If the Department is to continue the improvement of its professional image and quality of performance, it must demonstrate unequivocally its ability to properly use and care for our physical resources.

Must Improve Driver Attitude

The majority of accidents in which we are involved occur during routine patrol and not when responding to a call for service. Unquestionably many of our accidents occur from poor driver attitude as well as disregard for the Motor Vehicle Code, and poor driving skills. Our new safety program is underway to combat the high accident frequency rate. Safety subjects will shortly be included as a part of roll call training on a regular and continuing basis.

Since January 1, 1969, officers of the Department have lost a combined total of 757 days due to injuries suffered in traffic accidents involving police vehicles.

In 1968 there were over 900 motor vehicle accidents involving our motor vehicle fleet, of which more than 50% were determined 'preventable'. Our 1969 accident frequency ratio of occurrence is at least the equal of last year. Their involvement signals the commencement

of a vicious cycle which in effect reduces in a large measure the capacity of this department in response for requests of service, to render our professional skills in an efficient manner to which citizens of this community are entitled.

Increase In Downtime

These traffic accidents require adherence to procedure for repairing our vehicles which is dictated by City Charter provisions in that multiple bids must be secured for the repair job before same can be awarded, all of which tends to lengthen the downtime period in the overall repair time-table. And while these cars are being repaired, or if they have been declared a total wreck, their replacements are obtained from the Motor Pool, which decreases their ability to proportionately furnish cars on a need basis for the various units and divisions of this department.

Higher Rental Rates

We are also paying an exorbitant mileage rate for the rental of our motor vehicle equipment which to a large extent can be attributed to the abnormal insurance premiums that are required because of our horrendous driving record. This money could well be spent in a far more advantageous manner in our other areas.

I urge each of you to earnestly consider: 1) the potential danger to your lives, 2) the safety and welfare of the citizens we serve, 3) the wanton dissipation of our property - and, 4) all of the sorrow and impact that traffic accident involvement can bring to our daily lives.

DONALD D. POMERLEAU
Commissioner

FIRST POLICEWOMAN HONORED BY CRIMINAL JUSTICE COMMISSION

On October 17th, Policewoman Mercedes Rankin, of the Community Relations Division, received the Criminal Justice Commission's "Policeman of the Month" citation.

The presentation was made by Mr. Richard G. Sullivan, Managing Director of the Commission, and Herbert Myerberg, President of the Commission, during ceremonies in the Board Room at Police Headquarters.

Mr. Myerberg noted that outstanding police services not directly related to the apprehension of criminals are frequently unpublicized, and that Policewoman Rankin merited this award for imaginative and dedicated performance of duty in her assignment with the Community Relations Division.

She is the first policewoman to receive this award.

Policewoman Rankin, who was appointed to the Department in December, 1960, organized the "Block Home Program" to obtain volunteer Block Mothers residing in school areas to give adult assistance to school children. She has also implemented a self-defense program for women which has been presented to fifty-eight civic and social groups since this past January.



Commissioner Pomerleau, Policewoman Rankin, and Criminal Justice Commission President Herbert Myerberg.



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PYRAMID OF LIFE

This is the fifteenth in the continuing series of biographical sketches of command personnel.

VACANCY PROBLEMS WERE A CHALLENGE TO MAJOR ROWLETT

In February 1967, when asked, *"Why did you decide to give up your Assistant Professorship in Government at San Antonio College in Texas and come to Baltimore as the Director, Personnel Division?"* — Major Rowlett replied, *"the challenge"*. Most police chief executives agreed then and continue to feel today, that *"the selection and retention of personnel"* are some of the most important and difficult administrative tasks facing them. *"With this in mind, the 400 Patrolman vacancies in the Baltimore Police Department presented a challenge to say the least — the magnitude of which I was to fully realize after assuming my position on February 2, 1967."*



Opportunity To Contribute

"Many times during the 30 months of long days and sometimes nights required to fill the vacancies, the question of 'Why does an individual leave the quiet and comfortable atmosphere of academia to become involved in an almost impossible task?' — the answer still has to be 'there was a challenge and an opportunity to make a contribution to the improvement of law enforcement — in my judgement, one of the most important facets of our society today.'"

"Now that the vacancies are filled and a waiting list for the position of Patrolman has been established, we are evaluating methods, procedures, and the results of our recruitment programs. There is still a challenge to evaluate and validate entrance level requirements based upon street performance after completion of entrance level training. Also, we are working on position classifications and a Personnel Skills Bank, which will indicate certain job skills of members of the Department through electronic data processing — additionally, we must fill vacancies created from time to time by normal attrition."

It was no coincidence that the vacancies of the Department were filled when one examines Director Rowlett's pyramid of life, beginning with his enlistment in the Marine Corps as a Private, at the age of 21, in the year of 1937. After Boot Camp and Sea School in September of 1937, he sailed with the Sixth Marines to Shanghai, China, for a tour of duty where the regiment participated in the Defense of the International Settlement and assisted the civilian police force in maintaining order in the settlement. *"This makes me an ole China hand,"* Major Rowlett exclaims. He served in the Pacific Theatre of operations during World War II, again in China immediately after World War II, and was in Korea in 1950-51. Except for one other tour out of the Fleet Marine Force at Maine Barracks, Great Lakes, Illinois, it is interesting to note that Director Rowlett was on three different occasions during his Marine Corps Service involved in recruiting -- once prior to World War II in Oklahoma City, Oklahoma; in Houston, Texas, from 1947 to 1949; and from 1954 to 1957 in the Officer Procurement Branch, Headquarters Marine Corps, Washington, D.C., where he left active duty in June of 1957. In addition to his background in recruiting, the Director acquired additional administrative experience while serving as a regimental and wing Sergeant Major, also as an Adjutant and Personnel Officer. Major Rowlett is retired as a Captain with over 20 years active duty.

Oldest Freshman

After a couple of years on a small family farm, Director Rowlett, at the age of 43 in the summer of 1960, enrolled as the *"oldest"* Freshman at North Texas State University in Denton, Texas -- his home-town. Three years later, he received his Master of Arts Degree in Government with a minor in Eco-

nomics -- *"it was tough and go for awhile, but it was worth it!"*

Director Rowlett accepted a position as Instructor at San Antonio College in the Fall of 1963 where he taught Government until coming to Baltimore in February 1967 at the invitation of Commissioner Pomerleau. The Director first met the Commissioner in 1947 when he reported to the Marine Corps Recruiting Station in Houston as District Sergeant Major. The Commissioner was at that time the Commanding Officer of the Houston Recruiting District.

Major Rowlett resides at 1547 Burnwood Road with his wife of 22 years, the former Dorothy Gerland of Houston, Texas; his son, Lonnie, age 21, and daughter, Mary, age 16. The other son, John, age 18, is following in his father's footsteps at North Texas State University, having enrolled there this Fall after completion of Northern High School last Spring. Major Rowlett and his wife are golfers, enjoy fishing, gardening, and other out-door activities.

When Major Rowlett was asked about how he liked the area, he replied, *"We like Baltimore, it is home to us -- we are always glad to get back after being away -- the job continues to be challenging and stimulating — We Marines thrive on this"*.

SLIDE PROGRAM TO BE INSTITUTED

The Community Relations Division, in cooperation with the Baltimore City Public Schools Social Studies Department, has developed a slide presentation titled *"Police — Better Prepared for Duty."* This program is primarily for the eighth grade social studies classes of our schools, but can be shown to students above eighth grade and to adult groups.

This program contains seventy-nine slides in color and a taped commentary which was assembled by Mr. Howard Wise, of the Department of Education, and Sergeant Donald Dull, of the Community Relations Division, under the supervision of Mr. Edward Biller, Supervisor of Social Studies in the Baltimore City Public Schools.

The purpose of this slide presentation is to give a brief resume of education and training as a continuous process within the Baltimore Police Department.

Any person interested in viewing this slide presentation should contact the Community Relations Division for further information.

PROFESSIONAL O SCRIPTS T

On behalf of the Salvation Army and the Salvation Army Women's Auxiliary, I wish to convey our many thanks to your Department for the wonderful protection given us at the Salvation Army Antiques Exposition held at the Fifth Regiment Armory during the week of October 6th.

Yours truly,
May G. Schwinger for
The Salvation Army
Women's Auxiliary

As President of a sizeable business in the troubled area of Greenmount Avenue and Monument Street, I was most pleased with the fine work by Officer C.

M. Blow, Badge 291, of Southeastern District in the early hours of Saturday, September 27, 1969.

After assisting in the apprehension of one of the three men who were caught stealing copper tubing from our supply house, he awakened me at 3:00 a.m. and met me at Southeastern for identification of the stolen goods. He then assisted me in loading the tubing in my station wagon and followed me back to my place of business as he was returning to his post so that I could check out the premises and return the tubing to the yard. Officer Blow suggested several ways to better illuminate the yard at night and was most helpful.

I tried to give him ten dollars to take his wife out to dinner as a gift for his excellent assistance but he remarked that even though it was very kind, he was well paid and this was part of his job.

This kind of police work makes the business community feel that our police force is improving and under your leadership we may be able to exist in an area such as ours.

Sincerely yours,
Russell F. Schumacher
President

"I would like to compliment the officers that covered the peace program in Baltimore on October 15th. Not only were they well organized but in addition, perfectly restrained and above all, gentlemen. It is this sensitivity to people that makes a policeman so valuable to any community.

"If it is possible, let those men on duty this date know that there were those of us who deeply appreciate their presence and good judgment."

Sincerely,
Jack O. Forster
c/o The Statler Hilton

TWENTY-FOUR PROMOTED BY COMMISSIONER

Commissioner Pomerleau promoted twenty-four members of the Department recently during ceremonies in the Traffic Roll Call Room at Police Headquarters. These promotions included the naming of three Captains, six Lieutenants and fifteen Sergeants. This is the largest group to be promoted since the Commissioner was appointed to office. The families of those promoted were on hand to witness this proud moment.

The newly promoted Captains and their assignments are: Captain John J. Cunningham, Criminal Investigation Division; Captain Walter T. Jasper, Southern District; and Captain James S. M. DiPino, Southwestern District.

Promoted to Lieutenant were: Sergeants Ronald J. Mullen, Planning and Research Division; Francis M. Hutson, Northern District; Harry C. Allender, Southern District; Henry P. Roth, remain in Planning and Research Division; Norbert R. Gebhardt, Tactical Section and Stephen M. Plowman, Western District.

Those promoted to Sergeant were: Patrolmen John E. Grams, remain in Planning and Research Division; Melvin C. McQuay, Northeastern District; Robert A. Christy, Tactical Section; Windsor W. Kessler, Central District; George



Commissioner Pomerleau addresses the families of those recently promoted during ceremonies at Headquarters.

L. Christian, Southeastern District; George M. Montgomery, Tactical Section; Frederick W. Entz Jr., Tactical Section; Anthony J. Sarro Jr., Southwestern District; Joseph E. Skiba Jr., Southern District; Charles J. Sorrentino remain in Education and Training Division; John W. Laufert, Tactical Section; Robert W. Plaine, remain in Traffic Division; Michael J. Pucci, remain in Northern District; Arthur E. Westveer Jr., Southern District and Robert V. Kues, Tactical Section.

The Department extends its congratulations to these twenty-four members and to their families.

A NEWSLETTER THANK YOU!

This edition of the Newsletter was made possible by the valuable assistance of Major Lon F. Rowlett and members of the Property Division during the absence of Director William R. Morrissey.

NEWS IN BRIEF

NORTHWESTERN DISTRICT — Congratulations to Captain William F. Rochford on his recent promotion and the N.W.D. welcomed him aboard with a beautiful flower arrangement and we wish him much luck in his new assignment . . . Good Luck to Captain John C. Barnold, Lieutenant Horace M. Lowman, and Lieutenant Kenneth L. Crispens, who were recently transferred to other assignments. . . . Welcome to Lieutenant Andrew Furletti and Lieutenant Rudolph Wilkins to N.W.D. . . . A welcome goes to Mrs. Anita McGuire and we hope your stay will be a happy one.

NARCOTIC UNIT — Congratulations to Captain Walter T. Jasper on your recent promotion and good luck to you at Southern District. . . . Congratulations to Sergeant Fred W. Entz, Jr. and Sergeant Arthur E. Westveer, Jr., on your recent promotions. Good luck to each of you on your new assignments. . . . Also, we would like to welcome Lieutenant D. Einolf to the Unit. . . . Detective and Mrs. August W. Buchheit are the proud parents of a 5 lb. 7 oz. baby girl born on October 1st.

SOUTHWESTERN DISTRICT — Officer and Mrs. Wilbur Wittler will be married 35 years on October 20th.

NORTHEASTERN DISTRICT — A Certificate of Appreciation was awarded to Sergeant Ellis S. Baldwin in recognition of his civic contribution to Scouting. This award was presented to him by the St. Agnes Boy Scouting Troup 336 on September 26th. . . . The Officers and personnel from the Northeastern District wish a speedy recovery for Sandra Brandenberger, 7 years old, who recently underwent an operation for a kidney ailment. Sandra is the daughter of Officer Robert Brandenberger.

EASTERN DISTRICT — Mrs. Virginia Douglas, wife of Officer Charles Douglas, gave birth to twin boys on October 4th. Blaine Allen weighed 5 lbs. 6½ oz. and Wayne David weighed 5 lbs. 9 oz.

CENTRAL RECORDS DIV. — Congratulations to Cadet Owen E. Sweeney and the former Elaine F. Dzierwinski who were married October 5th at Sacred Heart of Mary Church. The couple took a honeymoon trip to Bermuda.

—Current Events Corner—

THREE CAPTAINS RETIRE AFTER EIGHTY-ONE YEARS OF SERVICE

Three Captains retired recently taking with them a total of eighty-one years of law enforcement experience.

Captain Robert J. Hewes Sr., headed the Special Investigation Section of the Criminal Investigation Division since June, 1968. The fifty-nine year old career officer joined the Department in November, 1941.

The fifty-four year old Commanding Officer of the Southern District, Captain George D. Lauer, headed that district since April, 1967. He joined the Department in October, 1942 and is the recipient of the Department's Bronze Star.

Captain Michael B. Gillese, Jr., a fifty-four year old veteran of the force, headed the Foot Traffic Section of the Traffic Division since his promotion to Captain in July of 1964. Captain Gillese joined the Department in October, 1940.



Captain Robert J. Hewes, Sr., is congratulated by Commissioner Pomerleau during a Retirement Dinner honoring Captain Hewes.



Lieutenant Colonel William Armstrong, Chief of the Traffic Division, joins Captain Michael B. Gillese, Jr. during his Retirement Party.



Captain George D. Lauer is pictured with Lieutenants Louis Rehak, Edward McCarron and Captain James Cadden during Retirement Party at Southern Dist.

NORTHERN DISTRICT — Congratulations to Officer Joseph Weber and his wife Lucy on the birth of a 6 lb. 6 oz. baby boy, James William, on October 2nd.

INSPECTIONAL SERVICES DIV. — On October 6th, Mrs. Geraldine Rawlings, wife of Lieutenant William L. Rawlings, was hospitalized as a result of a back injury. A speedy recovery is wished for Gerry, who is a patient at St. Agnes Hospital, Room 322.

SOUTHEASTERN DISTRICT — Patrolman Cleo Hord and his wife have welcomed home their son, Corporal Jack Hord, U. S. Marine Corps, after 13 months in Viet Nam.

PUBLIC INFORMATION DIVISION — Best wishes for a speedy recovery to Director Morrissey who is on Medical.

TRAFFIC DIV. — Congratulations to Officer Joseph Longo and his wife Mary who celebrated their 21st wedding anniversary on October 10th. . . . Officer Herbert Norfolk and his wife are the proud parents of a 5 lb. baby boy born October 7th . . . Welcome home to Officer and Mrs. Thomas Marlowe after 2 weeks in Hawaii. . . . Congratulations to Mr. and Mrs. William C. Merrett on the arrival of a grandson, Calvert Merrett Channing, weighing 7 lbs. 1 oz. He was born on October 11th to William and Nancy Channing.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 23

Baltimore, Maryland

November 5, 1969

All Officers Will Attend In-Service Class - Phase II

Phase I of the Annual In-Service Training Program began on 4 November 1968 and concluded on 30 October 1969. A total of 2,749 members of the Department participated in this program. This included every position from parolman through the rank of Captain. Only those probationary officers who graduated from the Education and Training Division after January 1, 1969, did not participate.

Structuring of the curriculum of Phase II of the In-Service Training Program has now been completed by the staff of the Education and Training Division, and this comprehensive training process will begin in January of 1970. The course, which is a continuing part of our educational program, will be attended by all officers through the rank of Captain.

In addition to Phase II of the In-Service Training process, plans are under way to develop supervisory training for Sergeants and Lieutenants, a comprehensive in-service training for Captains, and a management training concept for exempt personnel. In addition to the in-service training listed, other specialized In-Service Training programs will commence in 1970.

Training develops new understanding in human behavior

In-Service Training began with a new philosophy in terms of comprehensive education and training. The Baltimore Police Department under the direction of Commissioner Pomerleau has real-

ized that a new understanding had to be reached in terms of human behavior and motivation, and that there must be a professional concern for the preservation of the basic human freedoms as outlined by the United States Constitution.

It was also realized that the public had begun to expect the police organization to have sufficient depth and background to cooperate effectively with other organizations in the governmental structure of contemporary society.

Comprehensive training is geared to meet demands on police

These comprehensive changes in education and training philosophy mean that the demands made upon the police officers in terms of the problems with which he must deal are greater today than ever before in our history.

As the Baltimore Police Department develops towards a plateau of professionalization, the need for effective functional performance becomes ever critical not only to achieve increased organizational efficiency and effectiveness, but also to achieve higher levels of self satisfaction for the individual police officer.

Of the total attendance, 2538 members of the police department passed all of the academic requirements. Those that did not pass the academic requirements were recycled and all but seven of these successfully completed the course on the second opportunity.

Initially, thirty members failed to qualify with firearms on their first at-

tempt, but all qualified after being given a second opportunity. Less than 3/10 of one percent of those taking the training failed to meet academic standards and every one attending Phase I of the In-Service Program qualified on the firing range.

The curriculum for Phase I of In-Service Training included 24 hours of classroom instruction on the subjects of law, patrol procedures, accident handling techniques, human relations, report writing, departmental reorganizational progress, communications, internal investigation, and the professional police image. Sixteen hours were devoted to the range in order to develop a new concept in terms of firearms procedure for a progressive metropolitan police organization.

Only five officers received a perfect score on their academic examination. These officers are certainly to be congratulated for their score. The officers receiving 100% were:

Sgt. Wallace Ritter	C.I.D.
Off. Nelson Herrman	S.W.D.
Off. Frederick Conjour	S.W.D.
Off. Joseph Pugh	C.D.
Off. Tyrone Creek	C.D.

Department's philosophy — progressive and professional education

One does not need to speculate as to the true philosophy of the administration of the Baltimore Police Department, for this philosophy is certainly one of progressive and professional education and training in order for the police officer of the 20th century to cope with the problems he faces in the position he fulfills.

The staff of the Education and Training Division is to be commended relative to the monumental task of in-service training.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

EDITOR-IN-CHIEF

Commissioner Donald D. Pomerleau

EDITOR

Director W. R. Morrissey

STAFF

Officer James Wells

Officer Bob Ross

Liz DiGregorio

Printed by the Baltimore Police Department's Printing Unit every two weeks and distributed to all members of the Department and other selected law enforcement agencies.

PYRAMID OF LIFE

This is the sixteenth in the continuing series of biographical sketches of command personnel.

EDUCATIONAL GOALS ENHANCED BY MAJOR POMRENKE'S CAREER

On October 16th, Major Norman E. Pomrenke celebrated his second year as Director of the Education and Training Division.

The need for the services of a Director with Major Pomrenke's qualifications was acknowledged in the Commissioner's statement on October 16, 1967. "There is a great deal of work that must be done, and with his assistance, I feel certain we will be able to continue the uphill climb to professionalism in the Department."



Major Pomrenke feels that this "uphill climb" is progressing very satisfactorily. "Through my experience in the Law Enforcement field, I am able to compare the progress of this Department with other police departments and I feel that the Baltimore Police Department is moving faster, with a more positive change, than any other major police department."

Former Police Officer

A graduate of Michigan State University with a Bachelor of Science Degree in Police Administration, Major Pomrenke began his experience in Law Enforcement as a police officer with the Oakland Police Department, Oakland, California.

In 1962, Major Pomrenke joined the staff of Florida State University where he headed the Law Enforcement Program and where he continued his education, earning a Master of Science Degree in Criminology.

In 1965, he accepted the position of Assistant Director of the Institute of Government at the University of North Carolina, teaching Police Administration, where he remained until his appointment to the Baltimore Police Department.

Major Pomrenke's administrative experience includes serving as a consultant to the President's Crime Commission Report and to the U. S. Department of Justice, in the Office of the Law Enforcement Assistance Administration. He is also the author of numerous publications, the latest of which is the 1969 State Plan Analysis of Grant Programs for the U. S. Department of Justice, Law Enforcement Assistance Administration.

Intriguing Concept

With his appointment as the Director of Education and Training in our Department, Major Pomrenke felt that he had "the opportunity to try new concepts in training, as I would not be saddled with 'status-quoism'. I had been familiar with the IACP Survey of the Baltimore Police Department and the concept of being involved in the major reorganizational change was intriguing.

"Since my appointment, I have observed that these reorganizational changes have been highly effective due to the basic talent that is available in the Baltimore Police Department."

The concept of a professional police officer being developed through educational training at the entrance level has occasioned Major Pomrenke to recently re-evaluate the fourteen week training program.

He explains that "the policeman must be able to adjust to a variety of situations. He makes decisions of the greatest consequence without time for lengthy deliberation or consultation and he must exercise sound judgement in making such decisions. He must perform his tasks in the most sophisticated, articulate, and advanced society known to man, and must be trained in the rational exercise of police powers.

"Upon successful completion of the

five hundred and forty-five (545) hour Entrance Level Training Program, with a minimum grade of seventy (70), the graduated probationary patrolman will possess the required knowledge and skills essential to the efficient professional operation and progressive development of the Baltimore Police Department."

IACP Section Chairman

Besides Major Pomrenke's work with the Department's Education and Training Division, he has recently been elected as the National Chairman of the Education and Training Section of the International Association of Chiefs of Police (IACP).

Despite the great amount of time that is necessary for him to satisfy all the demands of his Law Enforcement career, Major Pomrenke is still able to enjoy his special personal interests about the Baltimore area, "the members of the Department with whom I am associated, steamed crabs, and major league sports."

PANEL OF DELEGATES DISCUSS PROGRESS OF DEPARTMENT

Director Lon F. Rowlett, Personnel Division, attended the International Conference on Public Personnel Administration sponsored by the Public Personnel Association in Detroit during the weeks of October 19 - 23, 1969, where more than 800 delegates of public agencies assembled to discuss personnel problems and exchange ideas.

Major Rowlett stated that there was more than the usual interest manifested in police personnel problems, especially in the area of procurement. While at the Conference, Director Rowlett served as a discussant on a Panel chaired by Mr. A. F. Brandstatter, Professor and Director of the School of Police Science, Michigan State University. Also on the Panel were Colonel John Bucher, Personnel Director of the Chicago Police Department and Lieutenant Richard Caretti of the Personnel Division, Detroit Police Department, who delivered a paper on the subject of Police Recruiting.

Lieutenant Carretti stated that a recent survey conducted by the Detroit Police Department indicated that among the major departments, only Baltimore, St. Louis and Chicago are up to full sworn strength. Major Rowlett said that

there was also a keen interest in the Baltimore Police Agent Program, which explained in detail to the panel audience. Other Police Departments represented at this Conference were the Metropolitan Department of Washington, D. C., and St. Louis, Mo.

THREE MEMBERS OF TACTICAL COMMENDED

Recently, Deputy Commissioner Wade H. Poole commended Sergeant Frank Reitterer, Officer Weston Bousman and Officer Lawrence Gross, all of the Tactical Section, for their efforts that resulted in effecting arrests leading to the clearance of two homicides and numerous crimes.



On October 21st, a retirement party was held for Lt. John "Jack" Goodrich (right) at Bo Brooks on Belair Road. Forty-five of his friends, including his wife, Mary Jane, and Deputy Commissioner Wade H. Poole, (both pictured above) were on hand to wish "The Best to the Best."

PROFESSIONAL O SCRIPTS T

"I am writing to convey my deep appreciation to you and to the entire Police Department of Baltimore for the high degree of preparedness and the outstanding performance of duty during the October 15th Vietnam Moratorium.

"Please convey my appreciation and thanks to all of the members of the Department for the fine service rendered on October 15th.

"The fact that the Vietnam Moratorium passed without serious incidence and disruption to the everyday life of the City, in many ways, can be directly attributed to the congenial manner in which the Police Department handled crowds assembled for the speeches during the day.

"With kindest personal regards."

Sincerely,

Thomas J. D'Alesandro
Mayor

regularly. I thought you might like to know that, without exception, I have been told we are being covered in a most satisfactory manner. In some of the branches, the officers came in while I was there and I made it a point to introduce myself to them and to tell them of our appreciation for the coverage we are receiving.

"The purpose of this letter is to express our thanks to you and to all the men of the Baltimore Police Department for the splendid cooperation which we receive.

"Warmest personal regards."

Sincerely,

Perry S. Clark
Vice-President and Security
Manager, Union Trust Com-
pany of Maryland

"On behalf of the members of the Retail Merchants Association of Baltimore, Inc., we are writing to express our commendation to the Baltimore City Police Department for the outstanding professional manner in which the men of every rank carried out their responsibilities on October 15th of this year. We were extremely proud of the performance of the Police Department on that day."

Very truly yours,

Jack B. Wasserman
President
Edward J. McNeal
Executive Vice-President

IN MEMORIAM

LUCAS, JOHN E., father-in-law of Sergeant Leon N. Tomlin, of the Narcotics Unit, died October 16th.

BANDEL, AGNES, wife of retired Machinist William Bandel, formerly assigned to the Old Police Garage, died October 27th.

DIETZ, JAMES CARL, foster-father of Officer William Wiitala, of the Southeastern District, died October 25th.

LLOYD, CHARLES, father of Officer Carrol Lloyd, Western District and Officer John H. Lloyd, Central District, died October 27th.

HUMBERSON, JERRY E., brother of Detective Sergeant Joseph E. Humbersen, Jr., Criminal Investigation Division, died October 26th.

SCHOPPERT, WILLIAM, father of Patrolman William Schoppert, Jr. assigned to the Communications Division, died October 18th.

SHARPLEY, SR., PAUL, father of Officer Paul Sharpley, Jr., of the Western District, died October 21st.

DENSMITH, GEORGE L., father of Officer Ralph Clements, assigned to the Southeastern District, died October 21st.

KRAMER, MADELINE, mother of Patrolman Joseph Kramer, Central District, died October 22nd.

COLLERAN, ALYN, wife of Detective Patrolman Martin T. Colleran, assigned to the Criminal Investigation Division, died October 20th.

PREISS, JOHN, father of Officer John Preiss, Traffic Division, died October 27th.

DEEMS, CATHERINE, mother of Mrs. Margaret McDonnell, Administrative Assistant, Personnel Division, died September 29th.

Final Roll Call

FREDERICK, LIEUTENANT GEORGE formerly of the Southeastern District, died on October 18th.

ITZEL, JOSEPH, former Chief Inspector, died October 20th.

FINK, G. RAYMOND, retired secretary to the Police Commissioner, died October 27th.

O'KEEFE, JOHN T., retired Patrolman, formerly of the Eastern District, died October 28th.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

"In keeping with the security program of our bank, I am making the second survey of this year, which means that I am calling personally at each of our offices. One of the questions I ask is whether or not the police are calling

NEWS IN BRIEF

EASTERN DISTRICT — Congratulations to Officer Anthony Collini on his recent marriage to the former Sharon Anne Silver. Sharon is the daughter of Officer Marvin Silver of the Medical Bureau. The couple honeymooned in the Pocono Mountains.

TRAFFIC DIVISION — Congratulations to Mr. and Mrs. William C. Merritt, Sr. on the arrival of a grandson, Channing Calvert Merritt, on October 11th. Channing weighed 7 lbs. 1 oz. and is the son of William and Nancy Merritt, Jr.

NORTHEASTERN DISTRICT — Members of the district wish a speedy recovery to Mrs. Marion Akonom, wife of Lt. Frank Akonom who recently underwent an operation. . . Also to Mrs. Ellen Durkin, District Clerk, who underwent an operation. . . John Quinn, son of Sgt. Clarence Quinn, has been appointed as a Cadet to the Baltimore County Police Department. He is presently assigned to the Wilken's Station.

TRAFFIC INVESTIGATION SECT. — Best wishes for a speedy recovery to Captain Edwin E. Lawrence who is presently in Mercy Hospital.

INSPECTIONAL SERVICES DIV. — Kathleen McNamara, daughter of Sgt. James M. McNamara, was recently promoted as Lieutenant, j. g. at the Newport, R. I. Naval Base. Kathleen is 22 years old and has been a nurse for one year with the U. S. Navy. . . Best wishes for a speedy recovery to Clerk Henrietta Meyers who is recuperating from a recent operation.

FOURTH ANNUAL CHRISTMAS PARTY IS PLANNED

The Department's fourth annual Christmas Party will be held at North Point Gardens, 2317 North Point Road, on Friday, December 19th, from 8 p.m. until midnight.

There will be dancing, an open bar, and a buffet dinner. Tickets are \$5.75 each and are available at the Traffic Investigation Section.

—Current Events Corner—

COMMUNITY SERVICE AWARDS PRESENTED TO TWO MEMBERS OF SOUTHWESTERN DISTRICT



Sgt. Albert Lobos, Mill Hill Improvement Association President Mrs. Pearl Scheuffle, and another Association Member are pictured during awards ceremony.

Sergeant Albert Lobos, Southwest District Community Relations, was recently presented with a community service award by the Mill Hill Improvement Association. Mrs. Pearl Scheuffle, President of the Association made the presentation on October 8th at the Holy Cross Episcopal Church Hall, Ashton Street and Millington Lane. Sergeant Lobos was surprised with the award for "Outstanding Work in the Community" and was presented with a table radio and pen holder.



Officer Raymond McGuirk and his wife, Marie, are shown above after Officer McGuirk was honored by Morrell Park American Legion.

On October 14th, Officer Raymond McGuirk, Southwestern District, received an award for "Outstanding Service to the Community" from the Morrell Park American Legion Post.

The presentation was made during the regular meeting at the American Legion Hall, Desoto and Georgetown Roads. Officer McGuirk's wife, Marie, was present to observe the awards ceremony.

County Police Administrator Position Open In Delaware

New Castle County, Delaware is currently looking for an administrator to command its rapidly expanding police force, ambulance service and emergency communications center.

The one-hundred and fifty employee department has a current budget of 1.5 million dollars.

Listed among the needed qualifications: background in police administration; command experience (level of captain); solid judgement; leadership; thorough knowledge of police procedures, crime detection and communications.

According to the New Castle County Personnel Director the new Director of Police will be responsible for developing and organizing a modern, efficient police force.

The salary is open.

HIT THE SCOOP . . .

Another entry was made on the Patrol Division's list of apprehensions on October 24th, when Officers Henry Sorrell and John Street, of the Northwest District, arrested a homicide fugitive.

At 9:20 p.m., these officers arrested Sammy Snead (not of golfing fame), who resides in the 2100 block of Brookfield Avenue, for violation of an alcohol ordinance in the 3500 block of Dolfield Avenue.

An inquiry into the NCIC computer resulted in a "HIT" when it was learned that Sammy Snead was wanted by the State of Georgia on a Homicide Warrent.

Snead is currently awaiting extradition proceedings.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 24

Baltimore, Maryland

November 19, 1969



Photo — Officer Bob Ross,
Public Information

ASCENT TO THE FUTURE

A construction worker is pictured climbing the steel girders of the new Headquarters building which is scheduled for completion in the summer of 1971. Our present Headquarters is seen in the background. (Inset) Artist's conception of new Headquarters complex.



NEWSLETTER

EDITOR-IN-CHIEF

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PYRAMID OF LIFE

This is the seventeenth in the continuing series of biographical sketches of command personnel.

INVOLVEMENT IN COMMUNITY URGED BY MAJOR HARRIS

Solution of community social problems has always been the goal of Major William A. Harris. Combined with the desire to be involved in the Law Enforcement field, the dedication to the solution of these problems resulted in his appointment as Director of the Department's Community Relations Division.



Major Harris feels that since his appointment in July, 1966, the Community Relations Division

has "met the challenge of improving police and community relations. Our Community Relations Program, under the direction of Commissioner Pomerleau, is one of the most respected programs in the country."

However, this improvement has been the result of the overall cooperation between members of this Department and the community it serves. Major Harris explains, "The effectiveness of Law Enforcement is, in part, determined by the public cooperation and support it receives. If the Police Department cannot gain and maintain the confidence of the citizens in the community, its effectiveness will be curtailed and its integrity and ability questioned. Public trust and support can be obtained when the citi-

zens are confident that members of the Department demonstrate that they are interested and actively engaged in promoting the public peace, safety and welfare of its citizens."

He is proud of the progress that members of the Department have made in the community and feels a personal responsibility in his position.

Major Harris is specifically proud of the attitude that has been assumed by the supervisors within the Department. "This attitude of proper police-community relations is passed on from the superior officers to the lower echelon people and is a major reason that our programs have been successful. In other words, every member of the Department is involved in community relations."

Several of the ideas for programs developed by the Community Relations Division have been borrowed from other departments and then improved upon by our Department. One of these ideas is the store-front program which was originated by the St. Louis Police Department but "our Department has implemented this program without the assistance of Federal funds, as our locations have been donated either by realtors or the City of Baltimore."

Involvement has been the key to Major Harris's career. He was born in Baltimore and later attended Stover High School in Harpers Ferry, West Virginia. In 1949, he graduated from Morgan State College with an AB Degree in Sociology and a Minor in Psychology.

Former Recreation Leader

He has worked as a recreation leader for the Department of Recreation and as a caseworker for the Department of Public Welfare.

He has served a total of five years of active military duty; three years in World War II with the Army, after which he entered the National Guard, and then he served two years of active duty in Korea.

He spent four years as a state parole and probation officer and was the first black man to hold that position.

He was also the first black Deputy U.S. Marshal for the United States Department of Justice, where he served for nine years. During that time, he had the opportunity to work with the people in Cambridge, Maryland and saw that there was a need for someone to coordinate community activities for that city.

In 1965, he got the chance to fill that need when he returned to Cambridge as a Program Development Officer with the Maryland Office of Economic Opportunity.

Major Harris is a member of a large number of civic groups and fraternal organizations which include the NAA-CP, Knights of Columbus, Maryland Law Enforcement Officers, and the Health and Welfare Council.

Earned Numerous Awards

He has also received numerous awards including a certificate from the Governor of Maryland for "Distinguished Citizenship" and a certificate from the Royal Arch Masons of Baltimore for "Master of Goodwill."

He presently holds the rank of Major as a reserve officer in the Maryland National Guard.

Major Harris frequently makes speeches and guest appearances at national conferences and meetings of local community groups.

At the conclusion of a speech, Major Harris often reveals his philosophy of involvement when he says "I'm not asking you to love me, but respect me for the job you hired me to do."

Deserves Respect

He has certainly earned the respect of the Department and the members of the community because of the job he has done and continues to do.

Major Harris is married and proudly recalls the fact that his wife, Ivy, was the first woman manager of housing in the City of Baltimore. The couple have two daughters, Barbara, 16 years, and Donna, 14 years. The Major and his family reside in the 3400 block of Cerdale Road in Baltimore.

VOLUNTEER DRIVERS ARE REQUESTED

The Heart Association of Maryland at 415 North Charles Street, has expressed a need for volunteer drivers to assist in the transportation of "disabled people to their necessary therapy."

Any member interested in this endeavor, who would be willing to donate "a morning or afternoon a week to assist" by providing drivers for this organization, should submit their names through channels to the Director of Personnel.

Dr. Harry Bard Emphasizes Importance of Education

On October 31st, forty-seven probationary patrolmen graduated from the Education and Training Division. During the ceremonies held in the War Memorial Building, Dr. Harry Bard, President of the Community College of Baltimore, addressed the assembled members of the Department, the families and friends of the graduates, and thirty-five citizens who were honored by the Department.

Dr. Bard spoke about the various problems faced by today's police officer.

"Crime is not a simple phenomenon that is easily analyzed. Its practitioners and its victims are people of all ages, incomes and backgrounds. Its trends are difficult to discern and its causes are many; while its cures are highly speculative."

"Crime is a many-faceted problem. The skid-row drunk, the rapist, the embezzler, the burglar, the arsonist, the drug addict and the rebellious rioter are but a small portion of the matrix of crime. And those who block justice because they do not report an offense, or do not take simple precautions to avoid crime, or shirk duty as a juror, or are disrespectful to an officer, or refuse to aid the ex-convict rehabilitate himself, or turn down needed reforms that cost funds, or let long lingering underlying causes of crime become festered because of poor housing and poverty -- all of them, too, contribute to the increase in crime."

"Because your work is so complex and because your success depends upon so many factors you must be a generalist -- an interpreter of modern society; and a specialist, a professional law enforcement officer. For this very rea-

son you as policemen are condemned for the faults of society itself -- often the first to be blamed for events outside your own jurisdiction. And on the other hand, the first to be called when serious trouble occurs. Yours is indeed not an envious job. It is a difficult one -- and perhaps the most sensitive and most important task in big cities today."

"In the ghettos where policemen are needed the most, often there is the greatest distrust of law enforcement officers. Much of this is directed toward policemen because they represent the law and in much of the past the law was not protective of the ghetto dweller, and, indeed, the law was often an antagonist of black and white citizens who lived in inner cities. Thus the policeman and his badge represented all the failures and frustrations caused by inconsiderate laws. Police Community relations councils have done much to ameliorate these conditions -- but they still exist in part. Moreover, in the past, the ghettos received poor quality policing. This is no longer true -- capable policemen are sent to the inner city and they see these assignments as challenging and rewarding."

"What are the answers: On one hand the answer is to remove poverty and the underlying causes of crime. On the other hand, the answer is to train highly professionalized law enforcement officers, I see your field as becoming increasingly professionalized."

"Here is where community colleges all over America have taken the lead in promoting law enforcement curriculums. Two year colleges all over the land recognized that your field had become so demanding and rigorous in its educa-

(Continued on Page 4, Column 2)

IN MEMORIAM

LUTZ, J. IRVIN, brother of Officer Howard Lutz, Traffic Division, died on November 5th.

PENNEWELL, AMOS F., father of Officer Pennewell, Traffic Division, died on November 5th.

BREEN, KATHERINE, mother of School Crossing Guard Helen Krolus, Southwestern District, died on November 3rd.

KUNKOSKI, ETHEL, mother of Patrolman Frank Kunkoski, Southern District, died on November 3rd.

LINGENFELDER, CATHERINE, Mother of Officer Charles Lingenfelder, Northern District, died on November 1st.

CAPONE, ROSE ANN, sister of Patrolman Valentina M. Capone, of the Communications Division, died on November 8th.

KEYS, MILDRED, sister of Sergeant Joseph C. Long, Property Crimes Section of the Criminal Investigation Division, died on November 10th.

WAGNER, JOHN, father of Detective John Wagner, Homicide Squad of the Criminal Investigation Division, died on November 11th.

HODGES, DOROTHY, sister of Officer Carl Miller, of the Communications Division, died on November 9th.

DODA, ANNA, mother of Sergeant Albert J. Doda, Internal Investigation Division, died on October 8th.

HUGHLETT, CORDELIA, mother of Vernon Hughlett, of Building Maintenance for Tactical Section, died on November 3rd.

Final Roll Call

SHAFFER, CHARLES E., retired Chief Clerk of the Southern District, died on November 2nd.

GREBNER, WILLIAM, formerly assigned to the Traffic Division, died on November 7th.

DUBBS, JOHN L., retired Sergeant of the Eastern District, died on November 11th.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.



Dr. Harry Bard, President of the Community College of Baltimore, is pictured above as he addressed the recent gathering of graduating policemen, their families and friends, and the policemen and civilians who were honored.

NEWS IN BRIEF

TRAFFIC INVESTIGATION SECTION — Congratulations to Officer Charles Gallagher on his recent marriage to the former Miss Delores Cerutti. The couple honeymooned at Niagara Falls and Quebec, Canada.

COMMUNICATIONS DIVISION — The Communications Division takes exception with the reporter from the Inspectional Services Division. In the last edition of this journal, an item appeared announcing the promotion of Lt. j.g. of Kathleen McNamara of that division. Shame, shame on your reporter ISD. Are you not aware that it takes two to tango? The newly promoted lieutenant is also the daughter of the ever efficient, always smiling and constantly charming Clerk Virginia McNamara of this division.

CENTRAL DISTRICT — Congratulations to Officer Andy Roughtvedt and his wife, Ruth, who became the proud parents of a 6lb. 3 oz. boy, Eric, on October 27th. This is the Roughtvedt's first child.

SOUTHERN DISTRICT — Patrolman John J. Gavin and his lovely bride, the former Miss Germaine Dinunzio, have returned from their honeymoon, which was in Bermuda. Their marital vows were exchanged on October 25th. Congratulations to the happy couple! . . . Mrs. Thekla J. Smith, Clerk, is presently recuperating from an operation - Get Well Quick, "Smit-ty"! . . . Sergeant Louis J. Mitchell retired on November 7th and Patrolman George W. Bowen retired on November 15th, taking with them a total of 52 years of law enforcement experience. Members of the District wish both "civilians" the best of luck . . . Deepest sympathy is expressed to the Kunkoski and Shaffer families on their recent bereavements.

EASTERN DISTRICT — Sergeant Raymond A. Holden is confined at the Maryland General Hospital, Room 618, recovering from an operation . . . Officer Benjamin Railh is currently at home recuperating from a recent heart attack. All their friends in the District wish them the best of luck and a speedy recovery.

CRIME LABORATORY — Officer John Feuler and his wife, Marie, celebrated their 29th Wedding Anniversary on October 26th.

—Current Events Corner—



When his mother works and the babysitter is sick, 2 year-old Paul Phelps is able to go to Municipal Court with his father, Officer William Phelps of the K-9 Unit, and make sure everything proceeds properly.



Major Donald T. Shanahan presents a departmental trophy to Lieutenant James Hartnett who accepted same in behalf of Captain Henry Deasel and the Northeastern District for Excellence in Report Writing. This trophy will be presented to Districts who achieve Excellence in Report Writing. However, the Northeastern District personnel feel that when it comes to report writing, this trophy has found a home.

Graduates Addressed By Dr. Harry Bard

(Continued from Page 3)

tional and physical requirements that law enforcement officers ought to be given professional training. This is why law enforcement curriculums include studies in sociology, english writing, political science, literature, psychology, public speaking, criminology, criminal law, humanities and police administration. You will note that general education as well as specialized training make up the required program. Of course, the Community College work is integrated with studies at the police academies which are largely field and clinical in nature.

"At any rate, the policeman as a student is good for the college -- and good for himself. Good for the college because his practical views can mix with the often overdrawn idealism of the very young student -- and both can profit from the quiet confrontation of the classroom. Certainly the college is better because of this mix.

"As for the good it does the policeman: the well educated policeman -- informed in general subjects and trained in law enforcement -- is better equipped to cope with the complex matrix of requirements necessary to combat crime.

"Finally, it is society that profits mainly by the policeman's higher train-

ing and education. As he understands the nature of the intricate urban society -- we call Baltimore -- and as he comprehends the problems of poverty and other underlying causes of crime -- and most important of all as he fathoms the nature of man himself -- he then becomes a better officer. The real benefactor is society, especially the City of Baltimore."

DEPARTMENT PRAISED ON RESPONSE TO UNITED FUND DRIVE

Commissioner Pomerleau has expressed his extreme satisfaction and appreciation to the personnel of the Department for their overwhelming response to the 1970 United Fund Campaign. Nearly 90 private agencies and services in Central Maryland will be better able to provide assistance in child care, character building, and community services.

Noting his belief that charity is an individual responsibility, the Police Commissioner said he was proud to announce that total donations and pledges amounted to \$22,549.10 at the close of the 1970 campaign. By comparison, last year's campaign netted \$9,861.40. This is an incredible increase of 129% (per cent) and a tremendous tribute to personnel of the Baltimore Police Department.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 25

Baltimore, Maryland

December 3, 1969

Additional Leave In 1970

January 1, 1970 will be an historic date for members of the Department as we reach another plateau in improved working conditions. The New Year signals extended vacation days based on years of service and thirteen guaranteed holidays. Part time employees, and civilian employees on the rolls December 31, 1969 whose service remains continuous, will keep their present leave year, vacation and holiday benefits.

VACATION SCHEDULE

SERVICE	VACATION
1st thru 5th Year	10 Days
6th thru 14th Year	15 Days
15th thru 19th Year	18 Days
20th Year and Over	20 Days

13 HOLIDAYS

New Year's Day	Labor Day
Lincoln's Birthday	Defender's Day
Washington's Birthday	Columbus Day
Maryland Day	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	

In his memorandum describing details of the new leave plan, the Police Commissioner stated:

— Commissioner's Statement —

"It is with a great deal of pleasure that I publish this memorandum. We have come a long way in three years. The 'old-timers,' in the Department know this and, no doubt, many of the newer men are also aware of the over-all program. Many of you will recall goals that were announced in late 1966; a five-day workweek, lunch period, increased salaries, reduced pension contributions, time and one-half for overtime, holidays and graduated vacation schedules -- these and other benefits have become a reality. This is so primarily because of your dedication and attention to duty.

Our level of service to the community is vastly superior to what it once was. We will continue to provide the resources of the profession, and I am confident that the force will continue to be ever productive, constantly refining our total endeavor."

Pending Goals

The extraordinary nature of police work requires certain accommodations and inconveniences. We deserve equal benefits. Yet when public safety determines some modification of working conditions enjoyed generally among public employees, we balance this with other prerogatives. Commensurate salary scales, better retirement benefits with less employee contribution, college courses without cost in law enforcement programs, and medical leave on a non-

accrual basis are four examples of compensating benefits which offset conditions imposed by our profession. In this spirit, the Police Commissioner has advocated certain other improvements during the past several years. These are among our pending goals:

1. 200 additional police officers to allow better deployment of manpower to the mutual advantage of public and employees.
2. A pension for spouses of deceased officers who die while in retirement status.
3. Full pay and attendant medical expenses for officers totally incapacitated by loss of sight or limbs in line of duty.
4. Reduction of probationary period for police officers to one year following completion of entrance level training.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

EDITOR-IN-CHIEF

Commissioner Donald D. Pomerleau

EDITOR

Director W. R. Morrissey

STAFF

Officer James Wells
Officer Bob Ross
Liz Foxwell

Printed by the Baltimore Police Department's Printing Unit every two weeks and distributed to all members of the Department and other selected law enforcement agencies.

PYRAMID OF LIFE

This is the eighteenth in the continuing series of biographical sketches of command personnel.

EDUCATION, INTEGRITY ARE ESSENTIAL TO L. E. PROFESSION

Educational preparation and professional integrity, reflected by his experience with the F.B.I., have certainly influenced Major Bernard F. Norton's career and were instrumental in his appointment as Director of the Department's Internal Investigation Division on July 17, 1968.



Major Norton takes pride in the development of the I.I.D., but states that, "The story of I.I.D. is the story of Commissioner Pomerleau. Under his direction, as defined by Deputy Commissioner Murdy, we have come a long way to successfully achieve the objectives of I.I.D. Our Internal Investigation Division is only one of five in the nation; the other cities being Los Angeles, New York, Philadelphia and Chicago. For this reason, we are frequently called upon to answer inquiries from other departments. Our I.I.D. personnel are among the finest I have ever worked with during my career."

Major Norton was born in Philadelphia, Pennsylvania, and attended the parochial schools of that city. He began his college education at the Wharton School of Finance at the University of Pennsylvania.

Career In Law Enforcement

"It was here that FBI speakers first interested me in the Law Enforcement field. Their agents were representative of the fight against the glorification of crime and the criminal. Typical of this was the aura surrounding John Dillinger. When newsmen questioned Mr. Hoover's thoughts about the death of Dillinger, I proudly recall his clipped reply, 'There is no romance in a dead rat!'"

In November, 1939, he was accepted as a clerk for the FBI and attended the School of Foreign Service of Georgetown University in Washington, D.C. He was later able to continue his schooling at St. Joseph's College in Philadelphia and earned a Bachelor of Science degree in Business Administration.

In 1943, he enlisted in the U.S. Navy and attended the midshipman's school at Northwestern University in Evanston, Illinois. After spending three years in amphibious operations in the South Pacific, for which he was decorated, he was discharged from the Navy with the rank of full Lieutenant in 1946.

Special Agent Of FBI

He became a Special Agent of the FBI in 1946 and worked in the Indianapolis and Kansas City offices before transferring to Baltimore in 1950 to eventually work in the Domestic Intelligence Squad for security protection. He retired in 1968.

Major Norton presently teaches Introduction to Law Enforcement at Essex Community College, is the Vice-Chairman in Baltimore of the Former Special Agents of the FBI Association, and is a member of the IACP.

He competes in club badminton and has been a State finalist in a number of matches, and enjoys swimming.

Major Norton has been married for 24 years to the former Eileen Marie Kane, who had been the receptionist in the Philadelphia FBI office. Major and Mrs. Norton have five children who have absorbed the educational philosophy of their father. His 22 year old daughter, Maureen, is a college graduate and two of his sons are presently attending college.

The Norton family lives on Glenkirk Road in the Glendale section of Baltimore County and join Major Norton in his feeling of pride as a sworn member of the command personnel within the Baltimore Police Department.

Members Of Department Are Commended For Guest Appearances

Members of the Department are frequently called upon to speak to various community groups and students of the area schools. Many times, the work that is involved in the preparation and delivery of these speeches is overlooked by other "non-involved" members of the Department.

In an attempt to make the overall appreciation of this work known, the following example of response to the appearance of a member of the Department is provided. The Beechfield Optimist's Bulletin #2, dated October 15th, commended a recent speaker at their meeting:

"His discussion of the nefarious narcotics traffic and other criminal activities in our city, and what the Police Department is doing to combat this evil, gave us all a better understanding of the policeman's role in Law Enforcement. No matter what one knows about this subject, he is a much better informed individual after listening to a real pro tell us how it really is."

Lieutenant Graduates From University Of Louisville Course

Lieutenant Bishop L. Robinson, of the Education and Training Division, graduated from the University of Louisville's Southern Police Institute on November 14th.

The forty-two year old Lieutenant is a seventeen year veteran of the force and was promoted to his present rank in April of this year. Prior to his promotion, Lieutenant Robinson was a member of the Narcotics Unit for twelve and one-half years.

He attended the Institute's long term which lasts 12 weeks, and received 330 hours of classroom instruction in police administration; police personnel management; constitutional law, evidence and criminal procedure; and psychology for law enforcement personnel.

Commissioner Replies To Patrolman's Observation About Supervision

I recently received a letter which I feel you should be made aware of. It is quoted herewith in its entirety:

Patrolman's Observation

Dear Commissioner Pomerleau:

With all due respect to your superior methods of improving our Police Department, both in our public image and in the efficiency of our men, I feel that I have a matter that should be brought to your attention.

I have become very disappointed in the negative attitude of several sector supervisors. On many occasions, when I have asked for advice or assistance, when I have been in doubt as to the method of handling various situations, I have been rebuffed by my supervisors, and informed that I should know what to do since I am a graduate of the Police Academy.

As you know, there are many incidents encountered in actual policing that cannot be taught in the Academy. I have even been told that if I would "turn my head more often", I would not have to ask so many questions. One of the shift commanders went so far as to say in a burglary case, "It wasn't your establishment that was burglarized, or your property that was being stolen, why didn't you let them go, they would, sooner or later, be apprehended in another offense".

I want to emphasize that it is not lack of supervision, but lack of interest that is lowering the morale of the men, many of them leaving the force for that reason. You must agree, sir, that if the supervisor doesn't stand behind his men, how can he expect them to do their job efficiently and effectively.

I have been a member of the force for several years, and have great pride and dedication in my career as a police officer.

You will understand, of course, why I prefer to remain . . .

Anonymous

Commissioner's Reply

Sergeants/Sector Supervisors are the backbone of this department. There is little that cannot be accomplished in a professional manner so long as they ful-

fill their responsibilities to their subordinates. This of course will be accomplished by differing methods because of differing personalities. The vast majority of our supervisors counsel, evaluate, improve, guide, direct and lead their men in an outstanding manner. They are never too busy, too tired, or too distressed to listen --- to respond to requests for guidance and enlightenment --- and to accept responsibility. This is why we have supervisory personnel.

There may be some few among us who fail their personnel. One should never be too busy or preoccupied to manifest the necessary leadership characteristics so that we will indeed have an enlightened and willing force which genuinely exemplifies the "team effort". Anything short of this reflects directly to the discredit of all in command and supervisory positions -- we too have then failed in our leadership roles.

Each member of this department by his or her very presence has accepted awesome responsibilities. If we are to fulfill our obligations to the citizens we serve, each must do his part willingly and without reservation. Anything less than this fragments the organization, which rebounds to the disadvantage of not only the citizens we have sworn to serve and protect, but to each member of the department, sworn and civilian alike.

Would the great majority then interest those few contemporaries to improve who do not meet your high standards.

OFFICER COMMENDED BY AMERICAN LEGION

Parkville Post #183 of the American Legion presented Officer John P. Matthews, Southern District, with a "Certificate of Commendation" on November 12th. The presentation was made at the Parkville Post American Legion Hall.

Officer Matthews was commended for "Outstanding service to his community through carrying out his duties as a police officer in a manner which reflects credit upon all Law Enforcement officers and for dedication to his profession above and beyond the call of duty."

IN MEMORIAM

LABARRE, NAOMI, mother of School Crossing Guard Margaret Schiedt, died on November 16th.

MONAHAN, ROBERT SHAWN, brother of Patrolman Hugh P. Monahan, Tactical Section, died November 18th.

CHANCE, MORGAN, brother of Officer Sterling Chance, Northern District, died on November 18th.

BALLANTINE, ROBERT H., brother of Detective Milton D. Ballantine, Criminal Investigation Division, died on November 26th.

CHASE, CARRIE, mother of Officer Herbert Chase, Western District, died on October 19th.

MARSTON, EDWARD, L. SR., father of Officer Edward L. Marston, Jr., Western District, died on October 19th.

CHAMBLISS, ROBERT I., SR., father of Clerk Robert Chambliss, Western District, died on October 24th.

SMITH, EDWIN H., father of Officer Edwin J. Smith, Traffic Division, died on November 24th.

HARRIS, RUTH P., mother of Officer Frederick Harris, Northwestern District, died on November 23rd.

Final Roll Call

HORAN, CHESTER H., retired Patrolman, formerly assigned to the Northeastern District, died on November 25th.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

STOP THAT RUMOR

The rumor that has been circulating recently claiming that next year's promotional examination for the rank of Sergeant will carry the additional requirement of at least 15 college credits has been declared as totally unfounded by Commissioner Pomerleau.

However, considerable emphasis is being placed upon the importance of additional educational preparation so that a member of the Department who aspires to a position of supervisor is better equipped in the profession of Law Enforcement.

NEWS IN BRIEF

PUBLIC INFORMATION DIVISION

— Members of this Division extend congratulations to our clerk, Liz, who was married to Mr. Russell Foxwell on November 22nd. The couple honeymooned in the mountains of West Virginia.

SOUTHEASTERN DISTRICT — Congratulations to Patrolman Joel Clements on his recent marriage to the former Joyce France. The couple honeymooned in Palm Beach, Florida. . . Also, congratulations to Patrolman James Mather and the former Linda Lee Komorowski on their marriage which took place on November 9th. The couple honeymooned in Luray, Virginia.

CRIMINAL INVESTIGATION DIVISION — Detective Edmund Huppman, of the Check and Fraud Unit, has received his diploma from the United States Secret Service Questioned Document School, Washington, D.C., which he attended from October 20th to November 7th. Nice going Ed! . . . Members of the Special Investigation Section wish a speedy recovery to Lieutenant Elvin Smedberg and Detective William Delahanty, who are presently recuperating at their respective homes.

PLANNING AND RESEARCH DIVISION — Members of the division wish a very speedy recovery to Officer Richard Burke, who recently underwent a serious operation. Officer Burke is recuperating presently in Sinai Hospital, Room 205.

NORTHWESTERN DISTRICT — Welcome back to Patrolman James Possidents, after a few weeks of recuperating from an accident. . . Members of the District extend sincere sympathy to Patrolman Frederick Harris, whose mother, Mrs. Ruth P. Harris, passed away on November 23rd. . . Congratulations to Patrolman and Mrs. John Erdman, who are the proud parents of a 7 lb. 8 oz boy. . . Catherine Strickland, custodian of the District, is currently in Sinai Hospital, convalescing from surgery. Hurry back "Chatty Catty". . . Members of the District are proud of the announcement that Patrolman Alfio P. DeFlavis will be presented the Criminal Justice Commission's award as "*Patrolman of the Month*". He is also

OFFICER AND CIVILIAN AWARDED FOR ARRESTS

The Howard Park Civic Association recently commended Patrolman Grover B. Yox, Jr., Northwestern District, and Mr. Robert L. Davis, 3600 Marmon Avenue, for the capture of two armed robbers who had shot a delivery man. Mr. Davis observed the hold-up from his home and, unarmed, pursued the men, even though he was fired upon. Patrolman Yox, responding to the call, observed Mr. Davis in pursuit and, together, they effected the arrests.

The commendation awards were presented on November 20th, by Mr. Steward Smith, President of the Association, at their monthly meeting.



Patrolman Grover B. Yox, Jr., Northwestern District, and Mr. Robert L. Davis are shown above as they are presented with commendation by Mr. Steward Smith, President of the Howard Park Civic Association.

going to be the recipient of a Bronze Star on December 12th.

COMMUNITY RELATIONS DIV. — Retired Patrolman Joe Aquilla, father-in-law of Officer Jim McGuire, is currently in St. Agnes Hospital, room 436, recuperating from surgery.

LABORATORY DIVISION — Congratulations to Officer and Mrs. John McClellan on the recent birth of a bouncy 6 lb. 7 oz. baby girl, Janis Suzanne. This is the McClellan's first child after twelve years of marriage. . . Officer Chuck Adams is going to enter the hospital for a knee operation. Best of luck for a quick recovery because we miss his expert photography.

YOUTH DIVISION — Lieutenant Harry E. Linton was tendered fond "Good-Byes" on the occasion of his retirement on November 6th. Lieutenant

LIEUT. STOFFREGEN RETIRES AFTER 35 YEARS SERVICE

On November 11th, Captain Simon J. Avara and members of the Tactical Section gave a Retirement Luncheon for Lieutenant John J. Stoffregen at the Tactical Headquarters. Captain Avara presented Lieutenant Stoffregen with a gold watch and commended the Lieutenant for his thirty-five years of loyal service to the Department and further stated that the Lieutenant would definitely be missed by members of the Section.



Lieutenant John J. Stoffregen is pictured above during a luncheon honoring his retirement. He is being congratulated by Captain Simon J. Avara, Tactical Section.

Linton joined the Department in 1935 and has been in the Division since 1956. He anticipates indulging in his hobby of "gardening" and spending more time with his two grandchildren. The Lieutenant will be missed, and our Best Wishes Go With Him For A Long And Happy Retirement!

NORTHEASTERN DISTRICT — Wishes for a speedy recovery to Mrs. Helen Deasel, wife of Captain Henry Deasel, who recently underwent an operation. . . Also the Operations Unit wishes Officer Gerald Heid a speedy recovery from his recent operation.

WESTERN DISTRICT — Congratulations to Clerk I Frances T. Evans, who celebrated her 10th anniversary in the Department and this district on November 5th. . . Also, congratulations to Officer John F. Rybarczyk, who married the former Miss Patricia Ann Treece on October 18th.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

©

Vol. 3 No. 26

Baltimore, Maryland

December 17, 1969

Major Crimes Decrease In City

The citizens of Baltimore read last week that reported incidents of major crimes in our City have decreased during the first eleven months of this year. This is particularly significant when one considers that cities in our population group experienced an increase in major crimes.

These heartening figures are made possible by your tremendous devotion to duty. It is the team effort of our many fine officers coupled with the professionalism of our first-line supervisors in every unit, district and division that provides the momentum necessary to successfully achieve our goal — the reduction of crime.

I congratulate all members of the force on your superior efforts. While we have made significant advances toward the reduction of crime in our community, I solicit your continued cooperation and devotion to duty in order that this trend will be improved upon.

Because the team effort permitted us the opportunity to release such an encouraging report to the citizens, I believe it is important that each member of the Department be aware of the information that was furnished. The release in part is reproduced below:

Commissioner Donald D. Pomerleau

Commissioner D. D. Pomerleau has announced a decrease of 20.7% in reported major crimes in Baltimore for the month of November, 1969 when compared to the same period during 1968. The cumulative decrease for the first eleven months of 1969 in major crimes was 6.2%.

Major crimes as used in Police Department statistics comprise the seven serious crimes identified as Index Crimes in Uniform Crime Reports. These are murder, forcible rape, robbery, aggravated assault, burglary, larceny of \$50 and over, and auto theft.

Uniform Crime Reports for all cities in Baltimore's population group released through the FBI for the first nine months of this year show a cumulative increase of 15% in the Crime Index. This compares with a decrease of 3.9% in Baltimore for the same period. Commissioner Pomerleau stated that he was pleased to note this improvement and was particularly gratified to observe that the downward trend had continued dur-

In comparing the National Crime Index statistics for all cities having a population of 500,000 to 1,000,000 with the Baltimore rates, the Commissioner released the following tabulation:

Type of Crime	1st 9 Months of 1969	1st 9 Months of 1969	1st 11 Months of 1969
	National Trend	Baltimore	Baltimore
Murder	16% Increase	2% Increase	4% Decrease
Forcible Rape	39% Increase	9% Increase	5% Increase
Robbery	22% Increase	6% Increase	2% Increase
Aggravated Assault	22% Increase	19% Increase	15% Increase
Burglary	10% Increase	22% Decrease	23% Decrease
Larceny \$50 and Over	19% Increase	14% Increase	11% Increase
Auto Theft	15% Increase	8% Decrease	11% Decrease

ing October and November so that the overall Crime Index for the first eleven months of 1969 was a 6.2% decrease in Baltimore.

In summary, Commissioner Pomerleau noted that the comparison of reported serious crime in Baltimore for the first nine months of 1969 showed

a decrease of almost 4% whereas cities in our same population group throughout the United States had an increase of 15%. He concluded, "In view of the continuing downward trend in reported major crime in Baltimore, there is every indication that Baltimore in 1969 will buck the crime trend in the United States."



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PYRAMID OF LIFE

This is the nineteenth in the continuing series of biographical sketches of command personnel.

Fiscal Affairs Means Financial Responsibility Through Planning

December is a month in which the attention of many people is attracted either directly or indirectly to matters of finance and budgets. This may result from preparation for and anticipation of an expansive Holiday Season, or on a less cheerful note, consideration of the impact of forthcoming income tax returns. "Budget" matters, however, are the constant concern of C. Jared Glauser, Director of the Fiscal Affairs Division. As a matter of fact, Mr. Glauser states, "officially, 'budget' preparation and execution is my primary personal responsibility."

"Although not reflected in the title of my position," say Director Glauser, "my most important functions in the Department are those of planning and coordination in the area of resource requirements determination, and resource allocation and utilization. Perhaps an additional function should be included herein, namely that of evaluating resource utilization, an area that we are just getting into, but one which has not

received a great deal of attention in the past."

Director Glauser is a retired Navy Commander of 23 years active service. He is an aviator who has accumulated 3300 pilot hours in carrier based, night attack aircraft. Throughout his military service, Mr. Glauser has been interested in the formal body of knowledge related to the field of professional management. "Actually I began taking courses in accounting after reporting to my first ship and being assigned collateral duties as treasurer of the Officers' Mess," and this interest continued throughout his career until he had earned a Master of Science degree in Management from the U.S. Naval Postgraduate School, Monterey, California. Mr. Glauser spent the last eight years of his military service in management position in connection with the highest priority research and development programs of the Nation; the development of the Fleet Ballistics Missile Systems Program in the Special Projects Office of the Navy, and as the project officer for recovery of astronauts in the Pacific Command for NASA's project Mercury. The two years just prior to coming to Baltimore, Mr. Glauser was the Chairman of the Management/Leadership Committee at the U.S. Naval Academy with responsibility for developing and establishing a new management curriculum in that institution.

"Many of the problems of police management, in my judgement, are the same as within other organizations in which I've served. Once an individual gets above the bottom rung of the ladder and acquires some responsibility for performance or guidance of another person or activity, he must start thinking in terms of what must be done, who is going to do it, and what is required to get it done. He also learns that he generally never has quite enough people, or equipment, or time, or money, or something. And this is really what our "budget" process is all about. Defining and articulating a plan of action stated in terms of goals, objectives, desired achievements and results, and further expressed in requirements of men, materials, services, and money. This activity is an important function of management and is absolutely essential to successful operations."

"We must convince command personnel to recognize the need for involve-

ment in the fiscal aspect of their command responsibility. There is still a great deal of truth in the old political adage, 'He who has his thumb on the purse has the power.'"

When Mr. Glauser left active Naval Service, he decided to enter into a second professional career of City Management. In the working toward this goal, Mr. Glauser spent a year as a Senior Management Analyst in the Department of Finance of the City, and was appointed as Director, Fiscal Affairs Division of the Police Department on October 30, 1967.

Law Enforcement Day Observed For Boy Scouts

A Boy Scout Law Enforcement Day was observed by the Department on November 29th. The program involved tours of the War Memorial Building, People's Courthouse, the State and Federal Court Buildings, and Police Headquarters.

Members of the Education and Training Division, Planning and Research Division, Tactical Section, Community Relations Division, and Traffic Division contributed to this observance by demonstrating various phases of police work and leading tours.

Speeches and mock arrests took place, followed by mock trails.

Additionally, members of the Baltimore County Police Department and Maryland State Police presented fingerprinting, photographic, and underwater rescue displays.

The total program was very well received by the 1500 visitors who participated.

Officer Elmer Thomas Retires After 28 Years

Officer Elmer Thomas retired on December 2, after 28 years of service. "Ol' Tom" is a graduate of the FBI Firearms Instructors Course and taught firearms training at E. & T. with vivid examples of realism from his 24 years in Central, Traffic, and Western. He was assigned to E. & T. in '66. Good Luck from All to a Straight Shooter!

PROFESSIONAL O SCRIPTS T

"I want to express my thanks to you, and through you, to each and every one of the Officers who were stationed at the Fifth Regiment Armory during the past Circus week.

"The protection and cooperation was excellent; in fact, it was the best we, as Ticket Sellers, have ever enjoyed during this annual affair.

"Once again, Thanks, for a job well done."

*Richard M. Disney
Chairman, Ticket Sellers Committee
Shrine Circus*

ARMED SERVICES SUPPLY GRAD WANTED

The Department requires the services of a Sergeant or Patrolman who completed an Army Services Supply School and served in such a capacity during his military career. Those interested are requested to submit 95s through channels to the Director of Personnel.

Profili Lodge Awards

On November 30th, the Claude Profili Lodge, Sons of Italy, honored Governor Marvin Mandel, Mayor Thomas D'Alesandro III, and Commissioner D. D. Pomerleau for their "Contribution to the professional development of the Baltimore City Police Department." The presentation was made during a dinner-dance sponsored by the Lodge.

IN MEMORIAM

LANGLETTIG, EMMA, mother of retired Sergeant Edwin Langlettig, formerly assigned to the Central Records Division, died on November 28th.

FREEBURGER, MARK P., son of Patrolman Martin Freeburger, assigned to the Central Records Division, died on December 3rd.

BARNES, CECIL F., father of Officer Michael Barnes, assigned to the Education and Training Division, died on December 7th.

RICHTER, RONALD W., brother of Officer Charles Richter, Eastern District, died December 12th.

GOSNELL, JOHN, Step-father of Sergeant Robert Kuhn, Southeastern District, died December 12th.

LIPKA, CASIMAR, Father of Officer Phillip Lipka, Eastern District, died December 10th.

13 Members Recently Promoted

On December 11th, promotional ceremonies were held in the Traffic Roll Call Room on the 2nd floor of the Headquarters building and Commissioner Pomerleau promoted thirteen members of the Department from the top of the existing promotional register.

Promotions to Lieutenant and their new assignments are: John W. Brawnner, Jr., Youth Division; Joseph E. Siegmund, Jr., Central District; and James M. Gorsuch, Tactical Section.

Promotions to Sergeant and their new assignments are: George T. Owens, Tactical Section; Claude Lawson, Jr., Southern District; David L.

Bryant, Tactical Section; Wilbur C. Robinson, Southern District; William T. Clark, Northwestern District; John L. Sipes, Tactical Section; Joseph C. DePaola, Western District; Cleo C. Hord, Eastern District; John W. Madigan, Tactical Section; and Harry A. Stevens, Central District.

In the spirit of the holiday season, Commissioner Pomerleau addressed the gathered families and friends of those officers promoted and, smiling to the groups, stated that he hoped they would view the promotions "as an early Christmas present".



Commissioner Pomerleau is pictured above as he distributes the Certificates of Promotion to several of the new Sergeants. He is assisted by Lieutenant James Stromberg and Major Lon Rowlett.

Final Roll Call

RAIHL, OFFICER BENJAMIN, Casualty Section, formerly of the Eastern District, died on November 29th.

BOYLE, JOHN C., formerly of the Western District, and father of Sergeant Boyle, Eastern District, died on November 28th.

TRACEY, DETECTIVE PATROLMAN WALTER H., formerly assigned to Rackets Division, and uncle of Patrolman George Kingery, Northern District, died on November 30th.

EMERSON, CAPTAIN ALEXANDER, formerly assigned to the Vice Squad, died on December 3rd.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

Recruitment Incentive Remains In Effect

The \$50.00 recruitment incentive award to members of the Department for the referral of qualified patrolman applicants as outlined in General Order 66-18 remains in effect.

While the Department is at full strength, 25-30 new patrolmen are required each month to take care of normal attrition caused by retirements, promotions, and other separations.

HERE'S THE SCOOP . . .

The Baltimore Police Department is now able to get Operator License information and the name and address of vehicle owners *faster* because the Department's computer is connected to the Maryland State Police's Computer. The Maryland State Police System is called "MILES" (Maryland Inter-Agency Law Enforcement System). MILES is connected to the Department of Motor Vehicles computer located in Glen Burnie which furnishes the operator information and the names and addresses of vehicle owners.

This is the first phase of a statewide police information system which will give the officer on the street faster and more accurate police information.

NEWS IN BRIEF

SOUTHEASTERN DISTRICT — Patrolman Thomas Fischer and his wife, Lynne, announced the birth of a baby girl on November 11th. The baby weighed 6lb. 10 oz. and was named Michele Elizabeth.

SOUTHWESTERN DISTRICT — Officer Robert Dean and his wife became the proud parents of a baby daughter, Amy Sue, on November 24th. Amy weighed 5lb. 15 oz. and is the Dean's first baby.

NORTHEASTERN DISTRICT — The 3rd Annual Christmas Party for the children and personnel of the District will be held on the 20th of December. Santa will be at the District to greet the parents and children at 10 a.m. Refreshments will be served and this is one time of the year that the wives and children get to meet one another . . . Congratulations are in order for Officer and Mrs. Edward Racey, who became the proud grandparents of Michael A. Racey, born on December 3rd, weighing 7lbs. 12 oz. and last but not least to the proud parents, Vivian and Edward Racey . . . On December 20th, Dan A. Lioi, son of Officer Paul Lioi, will celebrate his first birthday. Happy Birthday Dan!

TRAFFIC DIVISION — Congratulations to Officer Francis Reed who passed the High School Equivalence Test and received his diploma recently.

—Current Events Corner— Southeastern District Officers Rewarded



Following a thorough investigation resulting in the recovery of more than \$26,000 in stolen jewelry and the apprehension of two 16 year olds and two juvenile offenders, Patrolmen William Jordon, Jr., Michael Gray, Ronald Wright and Daniel Boniarski are shown receiving watches from Mr. Anthony Bolesta, manager of the S & N Katz Eastern Ave. The store was burglarized November 1st.

NORTHWESTERN DISTRICT — Congratulations to Patrolman Claude Stith and his wife, Dollie, who celebrated their 30th wedding anniversary on December 15th . . . Clerk Etta Goldstein and her husband will celebrate their twenty-fifth wedding anniversary on December 23rd. They plan to have a renewal of their vows. . . District personnel wish everyone a very Merry Christmas and a healthy and prosperous New Year.

TRAFFIC DIVISION — Congratulations to Officer Fred Weidner of Foot Traffic who became the grandfather of a 7 lb. 6 oz. baby girl on December 10th. The little girl's parents are Mr. and Mrs. John Weidner.

YOUTH DIVISION — David Zeunges, son of Sergeant Charles Zeunges, was named to the "1969 All Maryland Scholastic Association Soccer Team." He was selected to the position of Full-back on the first team. In addition, he

was named to the All Maryland Scholastic Association Team of the "A" Conference. David is a senior at Polytechnic Institute and has been on the Varsity Soccer Team for the past four years.

Northeastern District Wins Report Writing Trophy For Second Time

On the 8th of December, the Northeastern District was again presented the trophy for "Excellence in Report Writing". Major Donald T. Shanahan presented the award to Captain Henry J. Deasel, District Commander. Captain Deasel was very pleased with this achievement and is looking forward to retaining the trophy. He urged his personnel to continue their good work.



BALTIMORE POLICE DEPARTMENT

NEWSLETTER

Vol. 3 No. 27

Baltimore, Maryland

December 31, 1969

ORGANIZED CRIME:

The November edition of the F.B.I. Law Enforcement Bulletin contains the following message from the Honorable J. Edgar Hoover and is reprinted herewith for the information of all members of the Department.

It goes without saying that the observations of the leading law enforcement spokesman in the United States should be studied carefully by each member of the profession. Director Hoover's remarks have a special meaning for all.

Commissioner Donald D. Pomerleau

IT HAS BEEN aptly stated that we should beware of judging men by their outward appearance. This warning takes on added significance when applied to the criminal hierarchy of our country.

Prosperous hoodlums are neither the "pillars of society" that they pretend to be nor the "friendly neighborhood bookmakers" of traditional fiction. Despite their zeal for a cloak of respectability and their preference for expensive clothing, wealthy neighborhoods, and famous friends, there is nothing respectable or glamorous about them. Most of them are brutal, ruthless killers, possessing little human compassion and no social conscience.

One national Cosa Nostra leader, noted for his contacts in the entertainment field, was the leading suspect in three murders before he was old enough to vote. Another major hoodlum—arrested by the FBI and convicted of interfering with interstate commerce—is alleged by his underworld associates to have participated in more than 20 gangland slayings over the years.

La Cosa Nostra means, literally, "our thing" or "our business," and the mob's business is violence. Violence is used in subduing rebellious union members, fighting competition in legiti-

mate industry, eliminating witnesses and informants, collecting on gambling and loan-sharking debts, seizing control of certain forms of business, removing rival mobsters, and enforcing discipline within its own ranks.

If anyone thinks of gamblers and racketeers in the Hollywood fashion of gruff, but warmhearted, bumbler who wear loud ties and possess funny nicknames, let him dismiss that idea right now.

What is warmhearted about a loan-shark victim handcuffed to a basement pipe and beaten savagely because of a delinquent debt; or a suspected informant impaled on a meathook and tortured to death; or two rival mobsters chopped to death with a hatchet and a third thrown alive into a flaming furnace; or a young husband strangled and mutilated because he would not surrender his wife to a racket boss smitten with her?

Or what is funny about an 11-year-old boy blown to death, and his 12-year-old brother seriously injured, by a bomb intended for their father, who incidentally was killed in the same explosion?

A former beauty contestant impressed by the free-spending, glamorous company of one hood-

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NEWSLETTER

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PYRAMID OF LIFE

This is the twentieth in the continuing series of biographical sketches of command personnel.

The Lifeline and Hub of Modern Policing

The life line of a police department is its communications system, and the man responsible for the effective function of that life line in the Baltimore Police Department is Major Robert E. Norton.



The fifty-five year old Major is a veteran of twenty-eight years of service, 18 of which have been served in the Communications Division. "My permanent assignment to the Com-

munications Bureau was the result of serving as a relief radio dispatcher in the Division while I was assigned to the Central District. Though patrol duty had been my ambition, I sensed that Communications would be the hub of the Department and I requested a transfer to that Division."

And the "hub" it has become. The current responsibility of Major Norton encompasses the Communications Control Center and the Radio Maintenance Section, which maintains 930 radio-equipped vehicles and 334 portable hand units. The Maintenance Section is also charged with the care of all electronic equipment including base stations and satellite receivers.

Transitional Change

However, this line has undergone a great deal of transition under the guid-

ance of Major Norton. "In 1959, I was selected by the Commanding Officer of the Communications Division to assist in the planning of the then proposed construction of six new police stations and the renovation of the Northern and Southern Districts. These plans necessitated the reapportionment of the City from seven to nine police Districts. During my tenure, I have seen the Communications Division expand from a two-position complaint answering and dispatching console operation to its present physical layout of twelve dispatching and twelve complaint answering positions. This change has been due to the ever increasing demands for service."

The first real test of the present Communications system was during the 1968 Civil Disturbance, when it was vitally important that the lines from the Communications Division to Patrol be maintained without the slightest bit of interruption. Major Norton proudly recalls that, "The Communications Division passed this test with flying colors and played a vital role in the restoration of Law and Order to the City."

Space Age Program

Despite the advancements made in our communications system, Major Norton reports that the systems are being constantly evaluated for possible updating. "Many technological advances in a communicative field can be attributed to this Nation's Space Program, particularly in the field of electronics, which are steadily being applied to functions of police departments. These advances are primarily considered to expedite service to citizens telephoning emergencies into our Department. One of these improvements was recently completed when an 'automatic call distributing system' was installed. This highly sophisticated system, as outlined in the NEWSLETTER dated August 27, 1969 was designed to meet the present and projected future requirements of the Department. Since that time, no complaint about a delay in the answering of an in-coming call has been received."

Major Norton has been married for twenty-nine years to the former Concetta M. Liberto. The couple have two sons and a daughter, with their oldest son, Bob, a graduate of Loyola College and a former U. S. Navy Lieutenant, now attending the University of Notre Dame Law School.

Major Norton's pride in his family is only surpassed by the pride that his

family takes in his career of Law Enforcement and the fact that he was one of the first two lieutenants to be appointed to the position of Major in the Department.

A Goal In View

"Just as the goals of my family are being realized, so are the goals of the Baltimore Police Department being met, with the ultimate goal of the Communications Division to have the optimum system in the Command and Control Center for our new Headquarters Building and to be second to none in the Nation."

Walkie-Talkie Proves Handy

On December 15, a little after 4:00 P.M., Officer Tom Pavis of the Central District fell down the "Back Elevator" shaft in the Headquarters Building. For several minutes he lay helpless in the bottom of the dark pit calling for help. No one answered.

Every member of the Department who has carried the Walkie/Talkie has unquestionably directed some questionable language toward this tool for communication. It is bulky, heavy, and when worn with the coat it all but denies access to inside coat or shirt pockets. Most likely, Tom Pavis, too, has cursed the Walkie/Talkie and he'll probably curse it again in the future. But probably not the near future.

Lying injured and badly shaken at the bottom of the shaft, Officer Pavis realized his voice wasn't carrying enough to be heard. With unusual presence of mind in his circumstances, Officer Pavis finally used Walkie/Talkie #165 to notify Communications of what had happened and where he was. Twenty minutes later a rescue team had forced the garage level elevator doors and Officer Pavis was on his way to Mercy Hospital.

Consider this incident the next time you want to curse "The Gray Albatross".

Patrolman Ryan Named Policeman Of Year

Patrolman John O. Ryan, Northeastern District, was presented the Policeman of the Year Award by the Frankford Improvement Association recently. Officer Ryan was selected for the award for being instrumental in breaking up an auto theft ring which had been operating in the area of Sinclair Lane, Moravia Road and Frankford Avenue.

Lt. Col. Taylor Retires As Chief Of C.I.D.

Lieutenant Colonel Edwin Taylor, Chief of the Criminal Investigation Division, retired on Christmas Eve. Prior to his last assignment he served as Director of the Youth Division and before that as Director of Personnel.

Colonel Taylor is retiring for conditions of health following a knee injury sustained in an automobile accident on 24 January 1965. Colonel Taylor has more than 25 years of service and is a member of the Maryland Bar.

Commissioner Pomerleau said of the Colonel's retirement, *"I am sorry that medical reasons force the retirement of Lieutenant Colonel Taylor because he has been a loyal, dedicated participant in the reorganization of the Baltimore Police Department during my administration. Because of his ability and integrity I chose him to head the Criminal Investigation Division in 1968, and I feel that he has worked at great personal sacrifice to serve the city and the Department in that capacity."* The Department wishes him success in his future endeavors.

SUNPAPERS AWARD

Commanding Officers are reminded to submit their recommendations, together with complete resumes, for any



Commissioner Pomerleau recently appointed Major Maurice duBois (center) to the position of Lieutenant Colonel and named him Chief of the Criminal Investigation Division, Major Bernard Norton, (right) Director of the Internal Investigation Division, was reassigned to Lieut. Colonel duBois' former position as Director of the Inspectional Services Division. The appointment and assignments were effective Christmas Day following Lt. Col. Edwin E. Taylor's retirement as Chief of C.I.D.

nominations they have for the Sunpapers' Award for Policeman of the Year for 1969.

Members of the Department who have distinguished themselves in their performance of and devotion to duty will be recommended, as will those who have performed outstanding civic and community services, in addition to heroic deeds.

All reports must be forwarded to the Operations Bureau before January 5, 1970.

IN MEMORIAM

PARKS, ANNA MARIE, mother of Officer Alfred L. Parks, Central Records Division, died on December 15th.

WHIPP, MARVIN C., father of Officer James M. Whipp, Northern District, died on December 17th.

BONSALL, CHARLES F. SR., father-in-law of Detective Vernon F. Crispens and retired Detective Frank H. Crispens, died on December 18th.

RUBY, PAUL, brother of Officer Edward C. Ruby, Southeastern District, died on December 21st.

HARDGROVE, LYLE W., father of Officer Bud Hardgrove, Western District, died on December 19th.

Final Roll Call

KNICKMAN, JOHN L., formerly of the Detective Bureau and the Southern District, died on December 15th.

DIX, JAMES, formerly of the Central District, and father of Sergeant Edward Dix, Central Records Division and father-in-law of Officer Leslie Collins, Traffic Division, died on December 17th.

The department extends its deepest sympathy to the family and loved ones of those recently laid to rest.

PROJECT FRIENDSHIP



"Project Friendship" was formally launched by the Menorah Lodge #1771 of the B'nai B'rith this past week. Mr. David Goldberg, 1st Vice President of the Lodge; Commissioner Pomerleau; Mr. Bernard Potts; Mr. Herbert Levy, Co-Chairmen of the project; and Lt. Col. Frank Battaglia are pictured above as plans were being finalized for volunteers of the Lodge to replace members of the Department in non-hazardous duty for Christmas Eve and Christmas Day.



Rosemary's Day — Clerk I Rosemary Reisig of the Laboratory Division is pictured above after she was named by Radio Station WCBM as their "Secretary Of The Day". Rosemary was nominated by members of that division. She received a beautiful orchid, a letter opener, two tickets to the Tower Theater, and two dinner tickets to Miller Brothers.

Organized Crime:

(Continued From Page 1)

lum was brutally murdered along with him by La Cosa Nostra gunmen who riddled their car with gunfire. The father of four children was shot down in cold blood because of an unfortunate set of circumstances that made him an accidental witness to one of some 60 gangland slayings which have occurred in one east coast metropolitan area during the past 5 years.

Fortunately, organized crime and the greedy crime lords who prey on the American public are receiving more and more exposure. This is good. It helps to dispel some of the myth that has grown up about mob life in the past. But we still have a long way to go.

Peaceful, respectable citizens see the tentacles of vice and corruption crushing the very life out of their community and then ask, "So how does all this affect me?" Possibly, if they stopped to consider the answer, they would not be so complacent.

Let us examine some trends. Continuous, flagrant flouting of our laws can only lead to chaos and moral decay that may well prove to be irreparable. Labor racketeering undermines our whole financial structure by bleeding our working

forces, raising consumer prices, and increasing the costs of production, distribution, and insurance. Bribery of civic officials deprives citizens of the legislative, judicial, and police protection that civilization itself demands. And narcotics can destroy the vital fiber of the future—our current generation of high school and college students.

Although Federal, State, and local law enforcement agencies throughout our country are engaged in an unending struggle against the underworld, little headway will be made without the full cooperation of a dedicated and alert populace. And that populace will never be dedicated or alert as long as it thinks of organized crime in terms of a "harmless, streetcorner book-maker" and the 25-cent numbers bet.

The outward appearance of organized crime is a facade of deceit. In the future, whenever we think of hoodlums and racketeers, let us picture in our minds the furnace, the hatchet, the bomb, the meathook, the dead woman, the mutilated husband, and the bleeding youngster. Then, and only then, will we have organized crime in a proper perspective and the campaign against it can proceed apace, with everyone united in a determination to clean up this evil as rapidly and as effectively as possible.



The Fourth Annual Departmental Christmas Party which was held at the Northpoint Gardens on December 19th was a huge success as witnessed by the picture above. The Community Relations Division table and many more of the 600 people at the affair were "caught" by the camera's eye during the festivities. The party featured dancing, a buffet dinner, and an open bar.



Captain Mello and Sgt. Hellams of the Western District are shown above helping Santa prepare gifts for distribution at the Annual Western District Christmas Party, as a capacity crowd of 400 area youngsters and 50 adult supervisors were on hand to enjoy the party held this year aboard the "Port Welcome" on December 20th.