



YOUR BPD News



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Leaders in any profession almost always *under-communicate* with their employees. Our profession and organization are no different. The operational pace of the Baltimore Police Department does not always afford us the opportunity to have the necessary interactions with each other that create a healthier work environment. As a result, rumors play a larger role than they should and our individual and collective performances suffer. This first *Your BPD News* newsletter will hopefully serve to create a monthly conversation within our organization that focuses on facts, current events, and profiles of our most valuable assets: the sworn and professional staff of the Baltimore Police Department.

This is but one of several initiatives we will introduce in the coming months to address the morale and *esprit de corps* of the BPD as we continue to fight through a very challenging time in the history of our City. I am honored to serve as your 38th Police Commissioner, and promise to make decisions that are in the best interest of our rank-and-file and our community. We can, and must, embrace our crime fighting and community ambassador roles and responsibilities. They are not mutually exclusive endeavors. I am excited to see what we will accomplish *together* that will serve as a model to our nation's 18,000 police departments.

The BPD uniform is the most recognizable police uniform in the nation right now. Our actions over the next several months during anticipated court proceedings will define our reputation for years to come. Our training and equipment are only as effective as our ability to exercise discretion and demonstrate grace under pressure. Our very best is required.

In the meantime, I am asking each one of you to make a pledge to talk to 10 folks in our community each day (...or even say hello) that are outside of the traditional scope of



your normal duties. You'd be surprised at the impact your kind words or casual conversations have on the perception of our great organization. Thank you!

Baltimore Police Museum

The Baltimore Police Department has a long and rich history since its founding in 1784. While the traditions of the Department reside in the collective memories of the men and women who have had the honor and privilege of wearing the uniform and badge, police officers have also preserved the Department's culture and heritage by collecting memorabilia and sharing it with future generations.

One of the ways to honor the men and women who have served the Department is through a museum.



To that end, the Department has reached an agreement with Retired Detective Kenny Driscoll, President of the Baltimore Police Historical Society, to re-establish the Baltimore Police Museum, which has been closed since the late 1990's. The new museum will be housed on the ground floor of the Bishop Robinson Police Administration Building (in the "old building").



The Baltimore Police Museum will be dedicated to preserving the Department's history. It will serve as an educational institution and a memorial. Through its exhibitions, collections, and educational programming, the museum will illustrate how the Baltimore Police Department, and the law enforcement profession in general, have evolved

over time to meet society's changing needs and expectations.

Planning is currently underway to collect artifacts and memorabilia, raise funds, develop educational programming, and customize the space. If anyone would like to donate time, money, or collections to the museum, please contact Retired Detective Kenny Driscoll at Kenny@BaltimoreCityPoliceHistory.com.

Body Worn Cameras

The BPD launched a Body-Worn Camera (BWC) pilot program on October 26, joining many other progressive law enforcement

agencies across the United States who have opened their doors to transparency. Use of BWC in other jurisdictions has been correlated with improved public confidence in the police, additional evidence for evaluating charges and prosecuting cases, enhanced officer



Panasonic Arbitrator



Taser Axon

safety, and decreased citizen complaints against officers. The pilot program, which will last for 54 days, will equip 155 officers/detectives with BWC from the Central, Eastern, and Western Districts, Special Enforcement Unit, and

Special Operations Section/
LPR Unit.

Based on responses to the City's request for proposals, an internal evaluation committee selected three different BWC models (Panasonic Arbitrator BWC, VieVu-LE4, and Taser Axon Body) to test during the pilot program. BPD will



VieVu LE4

solicit feedback from officers on each of these three models. Officers will evaluate each BWC for reliability, functionality, and ease-of-use. This feedback will serve as the basis for the selection of a BWC vendor for the full implementation of a BWC program.

The City is expected to select one of the three vendors and make a contract award for full implementation on February 24, 2016. After contract award, BPD will phase-in additional BWC over a two-year period until a total of 2,500 BWC are deployed. When fully implemented, every officer assigned to patrol or a role that regularly interfaces with the public will be equipped with a BWC.

War Room

The “War Room” was activated on July 14, 2015 in response to a citywide surge in violent crime that occurred in the wake of civil unrest in April and May. The “War Room” has brought together local, state, and federal law enforcement agencies to coordinate strategies and build cases for prosecution against individuals connected to violent crime. The FBI, ATF, U.S. Marshals Service, U.S. Secret Service, DEA, Parole and Probation, State’s Attorney’s Office, Attorney General’s Office, and U.S. Attorney’s Office all participate in the “War Room.” Together, they continuously analyze and evaluate trends, patterns, and other intelligence in order to make informed deployment, investigative, and enforcement decisions to disrupt homicides and non-fatal shootings.

The “War Room” is a structured intelligence hub that operationalizes current investigative data into a proactive enforcement strategy. This systematic approach accelerates the Department’s ability to gather investigative intelligence and provides a mechanism for solving and preventing violent crime. Due to co-location and partnerships with multiple law enforcement agencies, crime analyses that used to take weeks are now completed within days or even hours. More than ever before, detectives prioritize their investigations based upon the individuals, groups, and geographic locations that are disproportionately associated with violent crime. As a result, the Department is able to forecast potential acts of violence, identify the individuals who are most likely to retaliate, and formulate preventative operational strategies to remove violent perpetrators before an act of violence is committed. For example, a “Trigger Puller” list, comprised of 238 violent offenders who are believed to be connected to a majority of the City’s homicides and shootings, is one of many intelligence-driven products to emerge from the “War Room.” The “War Room’s” contribution to a reinvigorated citywide focus on violent crime has resulted in a 46% increase in gun arrests between July 13 and October 24 as compared to 2014.

Guns Recovered 7/13/2015 - 10/24/2015		
2015	2014	Percent Change
678	543	25%

Gun Arrests 7/13/2015 - 10/24/2015		
2015	2014	Percent Change
505	347	46%

Preparedness, Training, & Equipment

In the wake of civil unrest in April and May, Commissioner Davis tasked Major Gordon Schluderberg, Commander of the Special Operations Section (SOS), with developing a comprehensive program of training, equipment acquisition, and mutual aid support to prepare the Department to respond to any future acts of civil disturbance. Accordingly, the Professional Development and Training Academy has provided over 1,700 departmental personnel with an eight-hour course on civil disturbance and crowd control tactics. Additionally, SOS has teamed with the Montgomery County Police Department, Prince George’s County Police Department, Maryland Transportation Authority Police Department, and Maryland State Police to provide two, three-day Mobile Field Force (MFF) classes to 157 BPD personnel. Ultimately, the goal is to train 225 officers in MFF.

Command staff assigned as field commanders have also attended MFF training, and Incident Command System section chiefs have received Incident Management Team training in operations, planning, logistics, and finance.

In addition to providing training, the Department has ordered personal protection equipment for every sworn member. Most of this equipment, which will prevent the kinds of injuries many officers sustained in the spring, has been issued. However, because some officers are missing pieces of equipment and others require different sizes, the Quartermaster has conducted an inventory of needs and ordered additional gear. Commands will be notified when it arrives.

Other equipment on order includes gas masks, gas mask filters, a fit-test machine, helmets, shields, batons, fire extinguishers, less-lethal chemical munitions and launchers, and MFF extraction equipment. The Emergency Services Unit truck is also being converted for immediate response in the event of unlawful acts of civil disturbance.

These events have built a foundation for trust and positive interaction between police officers and the community. While community members have seen the humanity and selflessness of Baltimore police officers, officers have learned firsthand how much the community appreciates their service.



ED Community Outreach

In May 2015, the Eastern District met with community leaders to discuss creative ways to break down barriers between police officers and community members. During this meeting, a community slogan was developed, “We are all in this together, let’s make a difference as one.” This meeting led to weekly “Good Neighbor Walks” between Eastern District officers and community leaders. These walks endeavor to engage all Eastern District stakeholders by passing out informational pamphlets explaining available resources such as Maryland identification cards, utility bill assistance, and violence prevention contact information.

Other programs include “Kids’ Fun Days,” where a neighborhood street is blocked off to open a fire hydrant and attach a sprinkler for kids to play; the Parks and Recreation “Fun Wagon,” which allows children to play basketball, football, or hula hoop in a safe environment; and Community Movie Night, a free event where a movie is shown on a portable screen while officers cook hot dogs and hamburgers, make popcorn, and pass out drinks.



Academy in the Church

By Lieutenant Colonel Mel Russell

What if we fellowshiped on the other ship? In essence, that's what Commissioner Davis asked by having an academy class attend a Sunday morning worship service in the city. What a stellar idea! I can't think of a better way to help our recruits develop into relational police officers than to immerse them in an environment of relational people.

While there are many faith-based organizations committed to fostering the spirit of community collaboration in our young officers, the Zion Baptist Church and Pastor Marshall Prentice, located in the Eastern District, have a strong record of caring for their community and police, and a demonstrated ability to shut down open air drug markets, feed the poor, find employment for the jobless, and honor officers all in a spirit of love.



On September 13, Academy Class 15-01 arrived at the Zion Baptist Church for the 11 a.m. service. While initially there were looks of uncertainty on the trainees' faces – perhaps due to worshipping in an unfamiliar environment, worshipping with each other or a combination of both – the congregation's handshakes, hugs, smiles, and uplifting words showered the recruits with warmth and acceptance. Commissioner Davis gave great words of inspiration to the congregation and trainees, letting everyone know we are better together than apart.

Pastor Prentice spoke directly to Class 15-01, encouraging them and all of us to work together in the spirit of cooperation and love. By the end of the service, the trainees were clearly comfortable and uplifted as they handed out their own hugs and smiles to the parishioners. Trainee Jared Heuser was the most notable as he moved out of the pew and up the aisle, greeting as many people as possible while wearing a huge smile of appreciation.



"Fellowshipping on the other ship" was wildly successful and something we will hope to see more of in the future. I can think of no better testament to this aspiration than the words of the trainees. According to Trainee Jamel Grant, he feels "that all

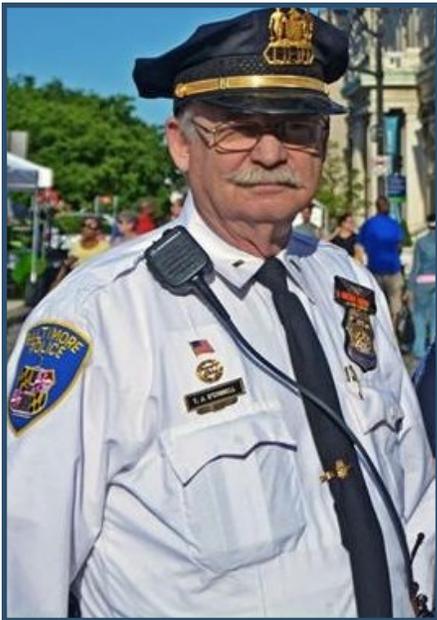
classes should attend a church service throughout their time in the academy. It's another way to make a positive impact and connection with the community." Trainee Kelly Philbin echoed these sentiments: "I really enjoyed my time at the Zion Church; it was different for me by experiencing an African-American church for the first time. It was so exciting for me... Going forward I will participate in community churches and build a good bond with residents in Baltimore City." Lastly, Trainee Chambers said, "My experience was very positive... I found the people there to be very friendly and ready to accept outsiders. I was pleasantly surprised about that. I'd recommend offering similar opportunities to future classes. It pulled me out of my comfort zone."



Centralizing Shooting Investigations

This year's increase in homicides and non-fatal shootings has required the Department to make several adjustments to operational deployments and personnel assignments. One of these adjustments is the temporary centralization of all non-fatal shooting detectives. This move is being made to balance detectives' caseloads due to the disproportionate number of non-fatal shootings in the Eastern, Western, and Southwestern Districts, which account for 54% of non-fatal shootings citywide. When possible, detectives will be assigned as primary investigators to non-fatal shootings that occur in the districts from which they originate. This temporary centralization applies only to non-fatal shooting detectives. All other District Detective Unit investigators will remain physically located in the districts.

Sworn Spotlight



Lt. Timothy O'Connell has served the Baltimore

Police Department and the residents of Baltimore for over 45 years, a history that spans the Baltimore police strike in 1974 to the most recent unrest in April and May. Lt. O'Connell joined the BPD in April 1970 after earning a degree in Personnel

Administration from the University of Baltimore and serving in the U.S. Navy. During his naval service, he attended Officer Candidate School in Pensacola, FL and fought in the Vietnam War, including a six-month tour at sea in South Vietnam.

Lt. O'Connell's first assignment following academy graduation was in Northeastern District patrol, where he worked for Retired Sergeant Melvin McQuay. As with many officers of his generation, Lt. O'Connell used the modern-day Google Maps – an *Arrow Street Guide*

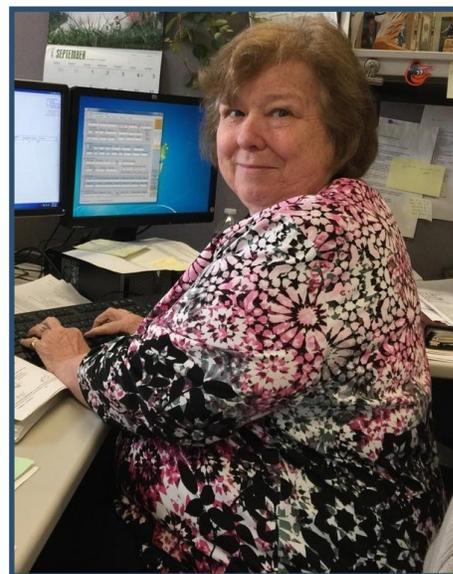
to navigate the streets, and patrolled those streets with a six-shot revolver, night stick, slide cartridge (with six additional cartridges), handcuffs, mace, and 12 additional cartridges.

Lt. O'Connell was promoted to the rank of sergeant in March of 1974 following a brief assignment in CID Property Crimes. Upon his promotion to sergeant in 1975, Lt. O'Connell began a 13-year assignment in the NWD where he supervised foot, patrol, and operations squads. In 1988, Lt. O'Connell was detailed to the Chief of Patrol's Office to help implement the Computer Aided Dispatch (CAD) system, and in 1990, he returned to the Northeastern District, where he supervised the son of his first sergeant, Melvin McQuay.

Since Lt. O'Connell's promotion to the rank of lieutenant in 1992, he has served as the Central District and Southeast administrative lieutenant; shift commander in the NWD; commander of the Aviation Unit, which Lt. O'Connell describes as "the most fun [he's] had in the agency"; and a commander in Facilities Management. As a lieutenant for 23 years, he has held the rank longer than any other active member of the Department.

Lt. O'Connell has been married for 33 years and has a son and a daughter.

Professional Staff Spotlight



Office Supervisor Joyce Dixon has served the Baltimore Police Department for 50 years, more than any other active employee, sworn or civilian. The son of the late Lieutenant Maurice Klunk, Ms. Dixon began her career with the BPD on January 28,

1965, and was immediately assigned to the Central Records Unit. Since then, she has been witness to many changes throughout the Department and law enforcement profession. When Ms. Dixon first started her career, officers called Central Records from call

boxes on the street. Blue lights mounted on the wall in Central Records turned on when an officer called to conduct a wanted check. The lights received priority over everything else in Central Records.

Another change seen in Ms. Dixon's career is how the Department maintains arrest records. Central Records used to keep arrest histories on 3" x 5" index cards. Each card represented one arrest, so a person with multiple arrests had multiple index cards. Central Records also used to prepare record checks for court. Each morning, officers picked up from Central Records the criminal histories of defendants scheduled for trial and brought those records to court. And while we have all grown accustomed to looking up a report on the computer and printing copies, this was not possible in the early years of Ms. Dixon's career. Central Records used to print copies of reports from a mimeograph machine – in essence, a printing press – that worked by forcing ink onto paper as a wheel rolled out copies of reports.

Ms. Dixon talks about her career with a tremendous amount of humility, and her colleagues describe her as a very committed employee and a great friend. She has a son and daughter, two grandchildren, and one grandson. Her son-in-law, Sgt. Brian Atwood, is currently assigned to the K-9 Unit.

Where Are They Now?



Oscar Requer, better known as “The Bunk,” remains a revered BPD Homicide detective eight years after his retirement. In addition to his reputation within the Department, “The Bunk” became well-known beyond the BPD after David Simon featured him in his non-fiction best-seller, *Homicide: A Year on the Killing Streets*. Later, Simon modeled the role of William “The Bunk” Moreland after Requer in the HBO series *The Wire*.

“The Bunk” joined the Department in 1964 after serving four years in the U.S. Marine Corps. Following the academy, he was assigned to patrol duties. At that time, all officers wore overcoats, the length of which distinguished whether an officer worked a patrol car or a foot post. Foot officers wore longer overcoats, whereas officers in patrol cars wore shorter overcoats. After wearing the shorter overcoat for roughly 18 months, “The Bunk” went “downtown” and was initially assigned to a gambling and prostitution unit. For 23 years, “The Bunk” was assigned to the Homicide Section; he was transferred out of the unit under a mandatory rotation policy in the late 1990’s. “The Bunk” finished his career in the Employee Affairs Unit, retiring in 2007. In addition to his unit

assignments, “The Bunk” served as an Executive Board member of FOP Lodge 3, both while as active duty and as a retiree.

“The Bunk” was known for his exceptional interviewing skills, dedication to the job, work with the community, investigative knowledge, and wearing slippers on the midnight shift, according to Lt. Terrence McLarney, Commander of the Homicide Section’s Cold Case Unit. Homicide detectives routinely bounced their cases off him for investigative ideas, and he was the investigator everyone went to for advice on their cases. The one thing most people say about “The Bunk” is that he was hilarious – a man who could lighten the mood in an environment where death is all too common.

“The Bunk” remains busy in his retirement from the BPD. During the football season, he serves as one of two Baltimore-based security representatives for the NFL. One of his responsibilities with the NFL is to investigate rules violations by players and staff, which recently included an investigation of the New England Patriots’ “Deflategate” scandal. During the baseball season, “The Bunk” can be found at Orioles’ baseball games where he works in the stadium’s money room for Delaware North Sportservice.

Spotlight on Cops



Baltimore Police Department

September 26 at 4:37pm · 🌐

A flat bike tire created a great friendship #OneBaltimore



👍 Like 💬 Comment ➦ Share



Baltimore Police Department

Page Liked · September 26 · 🌐

The #BPDCD has done some amazing community outreach this weekend #OneBaltimore

Like · Comment · Share

👍 378 people like this.

Most Relevant ▾

➦ 16 shares



Carmella Brown Oh yes! I personally know this blessed officer of the bcpcd! And he is greatly blessed to serve our community with utmost pride!

Like · Reply · 👍 4 · September 26 at 9:35pm



Joyce Green Officer Horne is a hard act to follow.

Like · Reply · 👍 3 · September 26 at 8:43pm



Claude Melcher Ofc horne is a friend of mind , He's all so is Muslim . I'm proud to call him my friend

Like · Reply · 👍 2 · September 26 at 10:00pm



Fele Abzo Thank you!!

Like · Reply · September 27 at 5:57pm



Melinda Carvin Well done!

Like · Reply · September 27 at 4:53am



Sheila Dorsey Thank you 😊

Like · Reply · September 26 at 8:58pm



Baltimore Police Department

September 4 at 9:37am · 🌐

#NoMoreViolence Today members of the #BPDSWD patrol units stopped an individual in the 4100 block of Frederick Avenue who was carrying the below listed weapon.

.380 CAL Kurz Pistol with magazine
6 live .380 rounds... See More



Spotlight on Cops



Baltimore Police @BaltimorePolice · Sep 19

Today is Thank a Police Officer Day. Thanks for all the nice messages.



← ↻ 35 ★ 68 ⋮



Baltimore Police @BaltimorePolice · Sep 24

Officer talks to citizens in the Park Heights community.
[facebook.com/permalink.php?...](https://www.facebook.com/permalink.php?...)



← ↻ 5 ★ 5 ⋮



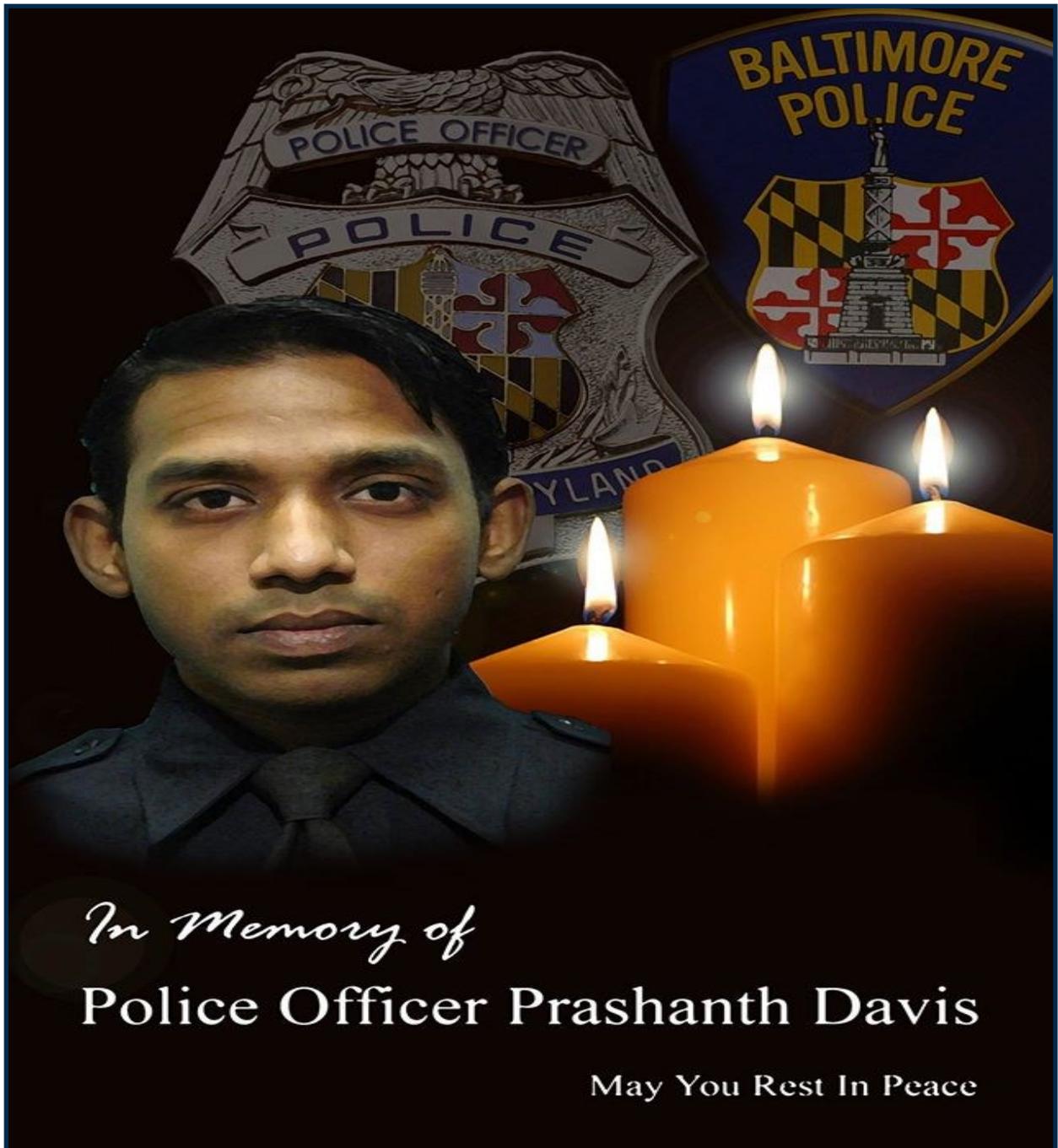
Baltimore Police @BaltimorePolice · Sep 30

Our Aviation Unit stopped by Gilmer Elementary School to visit.
[#Foxtrot](https://twitter.com/BaltimorePolice)



← ↻ 9 ★ 21 ⋮

Farewell



Active Police Officer Prashanth Davis passed away from a tragic accident on September 15, 2015. He will be greatly missed by his father and mother, Pastor David and Naomi Davis, brother Praneel Davis, and extended family. He will be no less missed by his brothers and sisters from BPD Class 09-01, Central District Midnight Shift, Watch Center, Northern District and Juvenile Booking. Prashanth also had a large Marine Corps family and a more recent family at the Harborview Marina.

Farewell



Retired Sergeant Kenneth Stockwell passed away unexpectedly on September 3, 2015. He will be greatly missed by his wife, Anne, and their large family.

Retired Police Officer Salvatore "Sam" Scardina passed away on September 7, 2015. He will be dearly missed by his wife, Joyce, and his loving family.

Retired Sergeant Joseph Funk passed away unexpectedly on September 7, 2015. He will be greatly missed by his wife, Jean, and extended family.



Retired Sergeant Charles Barclay passed away peacefully in his home on September 6, 2015. He will be dearly missed by his wife, Martha, two children and six grandchildren

Retired Police Officer Richard W. Hayes passed away on September 29, 2015. He will be dearly missed by his wife, Clara, and son, Jesse.



Retired Sergeant Albert Taylor passed away on September 8, 2015. He will be dearly missed by his wife, Carolyn, his son, Baltimore Police Lt. Dion Hatchett and family.

Retired Police Officer Paul Denver passed away on September 11, 2015. He will be dearly missed by his wife, Linda, 2 children, 8 grandchildren and 2 great grandchildren.



Retired Police Officer Edward Shenk passed away on September 16, 2015. He will be dearly missed by his family.



Retired Police Officer Morris Walter passed away on September 14, 2015. He will be dearly missed by his wife, Helen, and extensive family.

