



# YOUR BPD News



Volume 2, Issue 1

January 2016

## INSIDE

Commissioner's Message .....	1
Unity Bowl .....	2
Northeast District Breakfast with Santa .....	2
Crime Lab Corner .....	3
I Am My Sister's Keeper .....	4
Law Enforcement Overdose Response Program .....	5
Employee Affairs .....	5
Project Pneuma .....	6
Sworn Spotlight .....	6
Professional Staff Spotlight .....	7
Where Are They Now? .....	7
CRC President .....	7
Bridge Program .....	8
Spotlight on Cops .....	9
Farewell .....	11
Baltimore Police Ring .....	15



First and foremost, a **Thank You** is in order for the way we've kicked off 2016! Our crime fighting strategies mean absolutely nothing without the collective and individual resolve of our sworn and professional staff to find a better way forward for the BPD and our community. We will continue to focus the crime fight on those who carry guns, violent repeat offenders, and those who break into homes and businesses. Our return to patrol posts has afforded us the capacity to engage in a more meaningful way with our communities, and our inspection component ensures we are focusing our valuable time on those whom our residents fear most.

The entire agency will soon receive a document that summarizes our 2016 action plan. **BMORE** highlights the initiatives and behaviors of

Better Policing, Mission Focused, Open & Transparent, Respect, and Everyone that demonstrate the values of our organization. I encourage you to read through it more than once, and refer to it throughout the year as inevitable challenges emerge in our dynamic profession. **BMORE** will guide our responses and decisions throughout the year, but will only be as effective as our willingness to embrace and execute it.

I am learning a great deal from the focus group meetings that will continue throughout 2016. Unfiltered meetings with professional staff, officers, sergeants, lieutenants, and District Commanders provide great insight to me as I serve **WITH** the men and women of the BPD. Our new weekly **CommunityStat** meetings bring community, business, and faith leaders "into the huddle" as the District Commanders discuss those relationships and collaborative problem-solving opportunities that can't be found in traditional crime statistics. While arguably impossible to measure, the presence or absence of such relationships is easily detected.

Finally, our next academy class graduates on February 26, 2016. As a team, they will spend their first 90





working days on **Community Foot Patrol** in designated communities throughout the City. Their careers, and our City, will benefit from the relationships soon to be established in our neighborhoods. Stay safe, and please continue to treat each other and our residents with respect.

## Unity Bowl

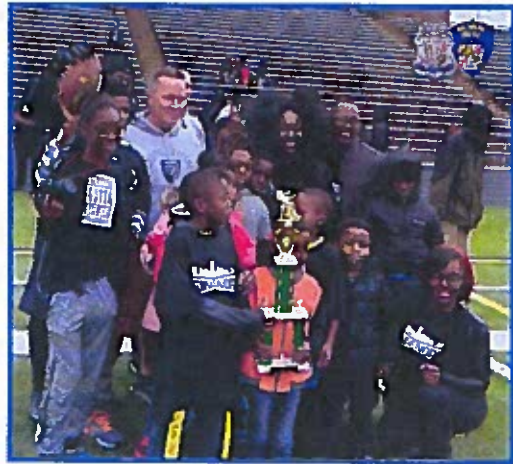
By Lt. Jeffrey Shorter, Community Collaboration Division

In the ongoing pursuit of relational equity between the community and the BPD, Commissioner Kevin Davis and Lt. Colonel Melvin Russell forged a partnership with two respected leaders in the neighborhood of Sandtown-Winchester. The men, known to the vast majority of the community as "Nell" and "Shadow," inspired some and corralled others to focus their energy on the positive rather than the



negative. From the streets of Sandtown-Winchester, the request came in these words: "We want to see police officers as humans and not hammers. We want and need our police. Can we play a game of football so both sides can vent, build a relationship and move forward together?" In turn, the Community Collaboration Division tapped into its resources and leaned on its strong community relationships to create the Unity Bowl. Through the relation-building of a flag football game grew respect, trust, and a sense of loyalty.

On



November 29, 2015, the 1<sup>st</sup> Unity Bowl was held at historic Fredrick Douglass High School in the Western District. The teams were comprised of "Nell" and "Shadow's" select members, playing under the banner of "Penn-North," and the BPD's own flag football team. The battle was long, the conditions weren't pristine, laughter was had, and in the end everyone was a winner. At the conclusion of the game both sides broke bread together, passed out hugs, "high fives," and smiles. Commissioner Davis presented the youth of the community with a trophy. He asked them to safeguard it, and challenged them to work together for a stronger tomorrow. Both teams look forward to a rematch as additional games between BPD and Sandtown-Winchester are being planned.

## Breakfast with Santa

On Saturday, December 5, 2015, the Northeast District held its first annual Breakfast with Santa event at the stationhouse. Several patrol officers and supervisors came in on their days off to co-host the event with the Community Collaboration



Major Worley and CRC President Ulysses Miller with BPD personnel and children at Breakfast with Santa.

Division. They cooked breakfast for the children and their families and joined them in games and activities. Officers, Santa and City Council members distributed gloves and hats to over 50 children who live in the Northeast District.

**By Director Steve O'Dell, Forensic Services Division**

Now that you understand the difference, can you place Questioned Documents (QD) in one of these categories? If you thought comparative science, you're right! Don't know what QD is? To put it simply, it's a discipline in forensic science that examines or verifies the authenticity, authorship, or creation date of documents that may be used as evidence in a court of law or to aid investigations.



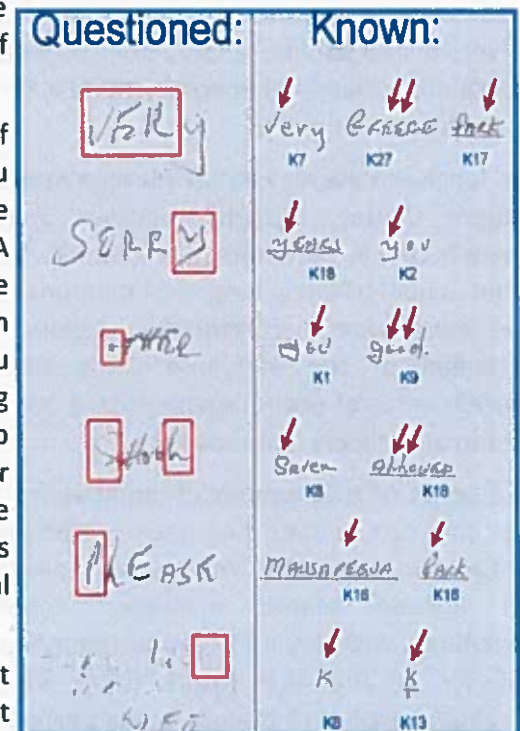
### Side by Side Tire Comparison

**Footwear Comparison**



## Footwear Comparison

To find out more about what's possible, contact Robert Verderamo at 410-396-2337 or the Forensic Services Division Director Steve O'Dell at 410-396-2291. These services are among the most underutilized in the laboratory, and we think that's because no one is quite sure what we can do. Please don't hesitate to ask if we can help and next time you're on scene, consider bringing in a tire mark, note, or footwear impression that might aid your investigation!



### Handwriting Comparison



# I Am My Sister's Keeper

By Capt. Ronda McCoy and Kim Stevenson, DOJ  
Compliance & External Affairs Division

**T**he room was a sea of blue with as many as forty female officers in attendance for the kickoff luncheon of the Women in Law Enforcement Program (WiLEP) and the Youth Mentoring Program for Girls (YMPG).

These two programs are designed to offer emotional, social and practical support to not only other female officers, but also to young ladies in their personal and professional pursuits. While there are many wonderful officers who are dedicated to serving our community every day, more can be done to give female officers a voice within the Department while offering an opportunity for them to serve as a guiding force in the lives of young women.

In WiLEP, female officers receive emotional and tangible peer support. The YMPG provides growth and learning opportunities for both mentors and mentees, resulting in a "double impact" that is appealing to schools and districts attempting to support students with limited financial and community resources. The Department is currently partnering with Morgan State University and Baltimore City Public Schools to pilot the program in Waverly Elementary-Middle School, located in Northeast Baltimore.

The luncheon event, held at Morgan State University's Student Center, brought together many partners: Mayor's Office, Baltimore City Council, Baltimore City Public Schools, Family League of Baltimore City, and the law enforcement community. Colonel Janeen L. Birkhead of the Maryland Army National Guard offered words of encouragement that inspired many of the female officers in attendance.

As a result of the number of inquiries for the peer-to-peer program, a date has been tentatively scheduled for February 16th. The "You Are Me: Love Yourself Day" will include seated massages, blood pressure screenings, wellness information regarding cancer and diabetes. In the near future there will also be an afternoon session to discuss issues pertinent to female officers.

Officers interested in the mentoring program will have a scheduled orientation and trauma informed care training in preparation for being matched with a female

student.

*Anyone interested in participating in either program should e-mail Captain Ronda McCoy at [Rhonda.McCoy@baltimorepolice.org](mailto:Rhonda.McCoy@baltimorepolice.org) and Kim Stevenson at [Kim.Stevenson@baltimorepolice.org](mailto:Kim.Stevenson@baltimorepolice.org).*



*"As a husband and a father, I want girls and women to have a voice in all the decisions that effect their lives." - Commissioner Kevin Davis*



*"It is important that we as women continue to make strides in mentoring our peers and other young ladies to be the best they can be." - Colonel Janeen L. Birkhead*

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# Law Enforcement Overdose Response Program

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By Sgt. Donald Slimmer, III, Professional Development & Training Academy

**R**educing the time between opioid overdose symptoms and effective intervention is literally a matter of life and death. Tragically, many victims do not receive timely medical attention. In many cases, witnesses delay calling for help because they do not recognize opioid overdose symptoms or are concerned about getting in trouble with the law. In other cases, emergency medical response may take too long to arrive or the victim may not be discovered until it is too late. Thus, law enforcement overdose response programs are designed to provide officers with the knowledge and tools to reverse overdoses in the field so as to reduce the time between the discovery of opioid overdose victims and lifesaving assistance.



Sergeant Frank Armstrong

In 2014, there were 303 confirmed overdose deaths in Baltimore City. As a result, the Maryland Department of Health, Baltimore City Health Department (BCHD), and Behavioral Health Systems Baltimore (BHSB) collaborated with the BPD to implement an overdose response program in late August 2015. The program teaches officers to recognize the signs of opioid overdose and to properly handle and administer the medication, Naloxone, for the treatment of the overdose. The most common administration method for Naloxone for law enforcement is intranasally (IN). During this mode of administration, a liquid form of Naloxone is sprayed into the victim's nostrils. Many first responders prefer IN delivery because it does not involve needles, thus eliminating the risk of an accidental needle stick.

By the start of 2016, approximately 253 BPD officers had completed the overdose response program and are currently certified to administer Naloxone. The goal is to have a total of 500 officers certified by July 2016. Since the program's implementation, Naloxone has been administered to 16 suspected overdose victims across the city (WD- 6, NWD- 3, SD- 3, CD- 2, ED- 2), resulting in 15 lives saved (94% success rate). Western District Sgt. Frank Armstrong is credited for saving three lives through the administration of Naloxone.

The overdose response program is just one of the trainings the BPD is rolling out to better arm officers with life-saving first responder skills. By the end of 2016, all officers will be certified in first aid and CPR.

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## Fire & Police Pension Benefit Payroll Change

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By Detective Derreck Sargent, Employee/Retiree Affairs Unit

**A**s we look forward to 2016, the Employee/Retiree Affairs Unit would like to make everyone aware of how the Fire and Police Pension will be paying out retiree and widows' pension benefits.

The Baltimore City Council passed Council Bill No. 15-0514 in June 2015, which permitted the Fire & Police Pension to convert from a bi-weekly payroll to monthly payroll effective January 2016. As a result, retirees and beneficiaries will receive their benefit payments on the 15<sup>th</sup> of each month instead of 26 bi-weekly payments throughout the year. Friday, January 15, 2016 marked the first monthly benefit payment. Beneficiaries cannot opt out of the monthly benefit payment; bi-weekly benefit payments will no longer exist. If the 15<sup>th</sup> is on a weekend or a holiday, the benefit payment will still be sent to your financial institution on the 15<sup>th</sup>.

The monthly benefit payment does not decrease your annual benefit and it does not change your tax liability. A monthly benefit also allows the F&P to change the start dates for death and survivorship benefits to the first of the month following death, which entitles members and their families to the full monthly benefit payment for the month during which the member dies.

The bi-weekly benefit payment is handled by Automatic Data Processing, Inc. (ADP), and costs the F&P



approximately \$544,375. This includes the cost of checks and Form 1099-R's. This money comes directly out of the F&P and is going to increase each year. In contrast, the annual cost of a monthly payroll will be approximately \$115, 829, an approximate savings of \$428,546.

For a complete list of the Monthly Benefit Frequently Asked Questions, please visit the Fire & Pension website at [www.bcfpers.org](http://www.bcfpers.org) and click on "Payroll Change" in the slideshow.

If you have any questions concerning monthly benefit payments, please contact the F&P at 410-497-7929, Option 8.

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## Project Pneuma

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By Police Officer Ed Gillespie,  
Professional Development & Training Academy

As I responded for my first day of mentoring and assistance with Project Pneuma, I was struck by the irony of the situation. The halls of the BPD Academy are no stranger to sonorous voices and frenetic motion. They are neither stranger to uniforms nor to regimented exercise. However, it is rare that the voices are those of children and that the uniforms are those of the Baltimore City Public School System. Upon entering our gym and shaking hands with Damion Cooper, Director of Neighborhood Relations for Baltimore's City Council – Office of the President, I was ushered into the world of Project Pneuma. I was now taking part in an academy within the Academy, where the goal was the same: to make Baltimore a better place.

The term *pneuma* is related to wind, breath, or air. The concept of this group – a collection of elementary and middle school boys pulled together to be challenged physically and mentally – was to breathe new life into young men facing some of Baltimore's most daunting challenges. Under the guidance of Damion Cooper, and with trainees and staff from the BPD Professional Development & Training Academy, the young men are put through paces that range from martial arts to discussion sessions.

They are challenged to demonstrate physical discipline and to be introspective. They are challenged to discuss goals and to recognize the pitfalls that hobble so many young men in Charm City. They are challenged to listen to uniformed BPD officers and trainees as we discuss

law enforcement, family, self-respect, and other topics on the boys' minds. Ultimately, on that first day and for over a year since, our role has been to facilitate contact between the young men of our city and the guardians of our city.

As Project Pneuma continues to mature and grow, we have continued to contribute space, time, and energy to its mission. Young men have moved on, new ones have come in, but consistency in the message and the mission have remained. As we continue to make contact and inroads with each young man, one can't help but harken back to Sir Robert Peel's central concept: *The police are the public and the public are the police.*

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## Sworn Spotlight

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Lieutenant Marjorie German has served the BPD and Baltimore City's residents for 19—and—a-half years, earning numerous awards and recognition for her outstanding work. She joined the Department in August 1996 and was assigned to patrol in the

NWD upon graduation from the academy. At the NWD, she immediately stood out as an exceptional officer and drew the attention of many specialized unit supervisors.

Lt. German's self-initiative, relentless attention to duty, and interest in narcotics enforcement led to her transfer to the NWD Drug Unit, where she was tasked with street level narcotics enforcement, crime suppression in problematic areas, and resolving community concerns. Due to Lt. German's hard work and many talents, she was transferred to the Organized Crime Division and then to the Drug Enforcement Administration's (DEA) Heroin Task Force, where she investigated high-level drug traffickers.

Upon her promotion to sergeant in August 2007, Lt. German returned to the NWD. After just three months in patrol, she assumed supervision of the NWD Drug Unit. From there, she was assigned to the Violent Crime Impact Division and then to the Special

Enforcement Section/Violent Repeat Offender Unit. Since her promotion to the rank of lieutenant in 2014, she has served in the SWD as the Operations Unit commander and is now assigned to the Operational Investigation Section.

Lt. German's most memorable career moment is when she was struck by a vehicle during a narcotics takedown in 2009. Her injuries required three surgeries to her arm, hip, and wrist. Faced with the possibility of a medical retirement, Lt. German overcame her injuries and returned to her unit in 2010. Her return to duty was an inspiration to all who were aware of the severity of her injuries.

Lt. German has been married for 3 years to Jennifer Cernik and has two beautiful sons who keep her busy when she's not fighting crime.

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## Professional Staff Spotlight

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**M**s. Joyce Carter has been a dispatcher with the Baltimore Police Department for 39 years. She began her career in 1977 as a Call Clerk, before the inception of 911. At the time, city residents dialed 222-3333 for police service.

During her distinguished career, former Police Commissioner Thomas Frazier presented Ms. Carter with a letter of commendation in 1998 for her quick response and radio professionalism that helped keep officers calm and focused when responding to the fatal accident of Police Officer Harold Carey. As her tenure approaches four decades, Ms. Carter often reflects on the highs and lows of the job and attributes her longevity to the people she has worked with, many of whom have become more like family than just friends or colleagues.

Ms. Carter does not have any plans of retiring. However, when the time comes, Ms. Carter says she will continue to serve by volunteering for a community outreach program fighting illiteracy. She says she will also dedicate more of her time as a deaconess at the Metropolitan Baptist Church located, in the Madison Park neighborhood of the Central District.

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## Where Are They Now?

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Commissioner Woods wearing the ball cap given to him by Commissioner Leonard Hamm.

**R**etired Police Commissioner Edward Woods – better known as “Eddie” – joined the Baltimore Police Department in October 1959. He had served 30 years when former Mayor Kurt Schmoke appointed him Police Commissioner in July 1989, a role he assumed until his retirement in November 1993.

Commissioner Woods recalls that when he first joined the Department, only a small percentage of officers were African-American and that they were not afforded the same treatment as white officers. In fact, at the time, African-American officers were only permitted to walk foot patrol in African-American communities.

Commissioner Woods briefly resigned from the Department but rejoined when Police Commissioner Donald Pomerleau asked officers who had left the agency to come back. Commissioner Woods returned because he felt like he had let down his community and let down his race. He also says he missed serving the community.

Commissioner Woods has always believed that police officers must reflect the community they serve, and that the only way to address crime is through a partnership between the Department and the community. The desire to



build a partnership between the police and the community was evident during his tenure. Commissioner Woods created the position of community relations sergeant in each district in order to bridge the gap between police and community organizations, and he focused on recruiting a workforce that is reflective of Baltimore's diversity.

Upon his retirement from the BPD, after 34 years of dedicated service, Commissioner Woods took a year off. He slowly made his way out of retirement, briefly selling cars for Frankel Cadillac, and then worked for the Maryland Parole Commission for eight-and-a-half years. Parole Commissioner was a much different role for Woods, where he served at the opposite end of the criminal justice system to which he had grown accustomed with the BPD. This added perspective served him well as an instructor at Coppin State University, where for two years he taught an introduction to criminal justice course.

After his many years of public service, Commissioner Woods now serves on the Board of Directors of the Baltimore Municipal Golf Corporation and golfs twice a week during golf season. He also participates in the Baltimore Regional Male Chorus.

Due to the demands of the profession, Commissioner Woods considers the spouses of all law enforcement officers to be unsung heroes. Commissioner Woods is married to his wife of 56 years, Alice, and has two daughters, four grandchildren, and two great-grandchildren.

## CRC Profile



Joyce Green has been a resident of Baltimore City for over 50 years and is one of four co-founders of the Upton-West Community Association. In 2003, retired

Deputy Police Commissioner John Skinner – then the Central District commander – appointed Joyce as President of the Central District Police Community Relations Council (CRC). Her vision for the Central

District CRC is for all residents to come together across community boundaries to reduce crime throughout the district.

In addition to her duties on the CRC, Joyce is also a member of the Baltimore City Civilian Review Board (CRB). Indeed, her commitment to improving public safety in Baltimore is deep, as evidenced by her decision to learn more about policing by returning to college and graduating *magna cum laude* in 2007 with a degree in criminal justice.

## Bridge Program Collaborative

The BPD "Bridge Program Collaborative" was launched on October 5, 2015 and is overseen by Lt. Colonel Osborne Robinson and facilitated by Sergeant Philip Dixon, Northern

District, and Sergeant Mike Jones, Southern District.

Each school day from 3 p.m. to 7 p.m., 25 middle school-aged students from Baltimore City Public Schools in the Western District participate in the program that focuses



on character development, academic enrichment, healthy living, and cultural awareness.

The first six weeks of the course focused on character education. A team sport was then integrated into the



curriculum with an emphasis on leadership and teamwork to support character development. Each day the students complete their school work

and then participate in character education and reflection. The "Bridge Program" has also assisted the Baltimore Ravens with their annual Winter Coat Give-Away, visited Boston Market for Thanksgiving, and played at Rock'N Jump.



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# Spotlight on Cops

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Good Morning,

I went out of my house in the Armistead Gardens community to head to work. I stopped at 7-11 and got a drink for work. I came out to notice my tire flat. I took it over to their air machine and after inserting I realized it had been stabbed with some object. I called to report it to you guys. I was sick over it. The officers responded quickly and I showed them.

They offered to help and changed the tire to the donut so I could proceed on to work. It was a very nice thing! 5 years ago I lost my husband. At the time it was my 3 year old and then 15. It has been a hard struggle and I have to say sometimes the days just all run together working nights. Life is hard.... It's a struggle ...kindness goes a long long way for a person --- a soul. I was pissed thinking who could do this knowing how hard life is, but with you guys helping me like you did.... it made it easier to swallow, deal, and even have a pleasant thought.

My pleasant thought was how thankful and blessed I was last night. I appreciate what you three did. God Bless you.... (naturally I shared on my facebook as well... :)

Sandy



Good Afternoon:

I wanted to send an e-mail to you and I hope you can pass it along to everyone involved, especially the Northern District. Last night one of our MD SPCA staff stopped at the bottom of our hill to close and lock the gate. They left their car running to jump out and close it and someone jumped in the car and took off. My coworker called 911 and the police department responded [Police Officer Shawn Emeigh] so fast and were just awesome. The car was found by the police department a few hours later. I really want to thank everyone involved especially the Northern District for their fast response and support during this super scary situation. I had the pleasure of meeting the officers from the Northern District this week during training and I was impressed then but am super impressed now.

Thank you again for helping us!!!

Katie Flory  
Community Affairs Director  
Maryland SPCA



# Spotlight on Cops



**Baltimore Police Department**

January 24 at 2:23pm

Deputy Police Commissioner DeSousa, Lieutenant Pool, and Officer Jackson rescue a man during the blizzard

Listen to the story here: <https://katchme/Baltimore/6b4610e1fd2c-3879-a411-d7655871b524>



Like Comment Share



**Baltimore Police Department**

January 14 at 1:50pm

Eastern District Officers hosted a hot chocolate with a cop event this morning. Thanks to everyone who joined us.



**Baltimore Police Department**

January 24 at 3:30pm

Officers helping a stranded motorist in the 2700 block of Foster Street #BaltSnow #OneBaltimore



Like Comment Share



Baltimore Police Retweeted



**Kevin Davis** @CriminologyDavis Jan 21

Baltimore Police constat w/ dets who just closed 2016 and 1982 sex crimes & cops who lead city in gun arrests



Like Comment Share



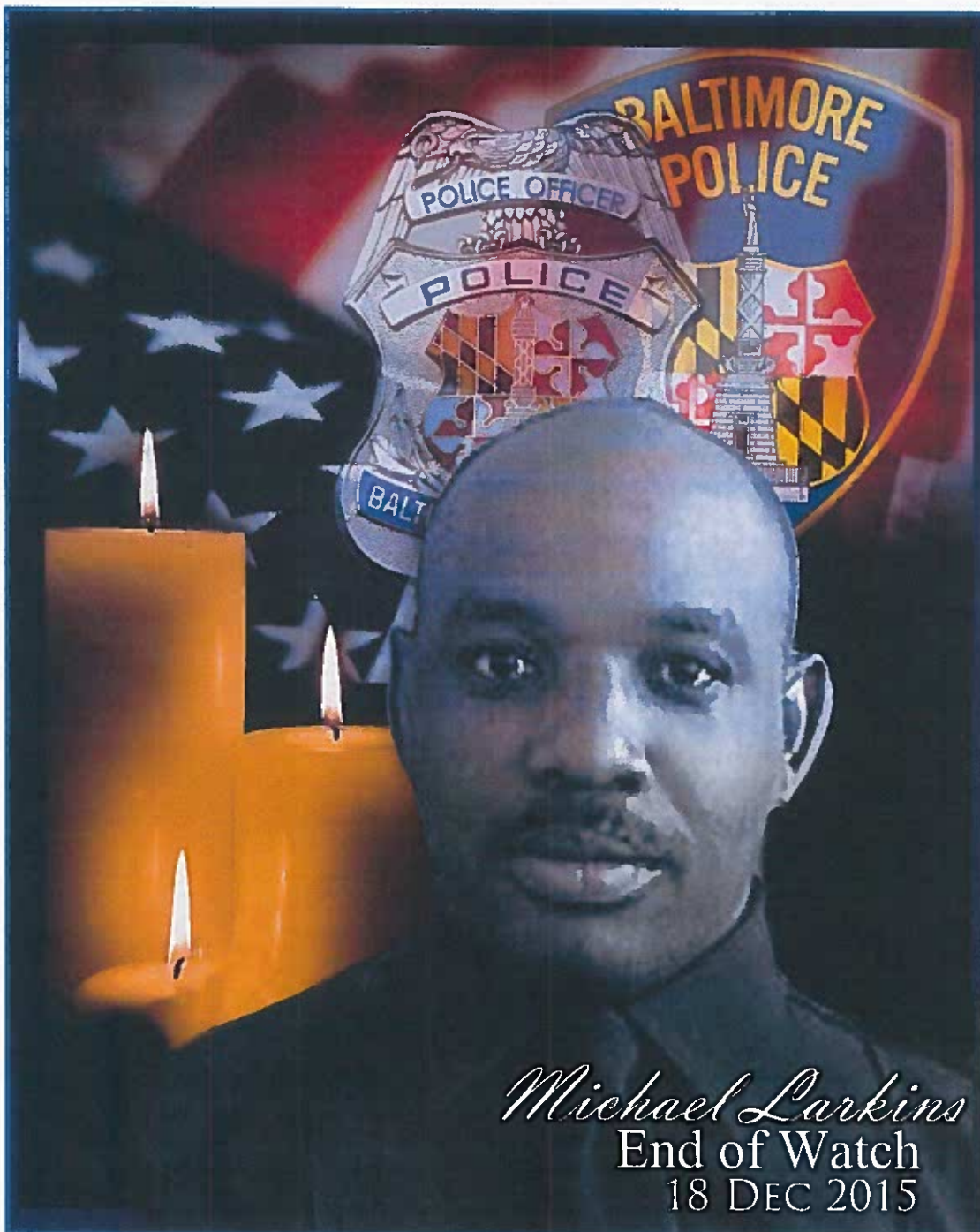
**Baltimore Police** @BaltimorePolice Jan 15

Our first #OutwardBound Police & Youth Challenge! Changing perceptions through challenge! [OutwardBoundBCB](#)

Like Comment Share



# Farewell



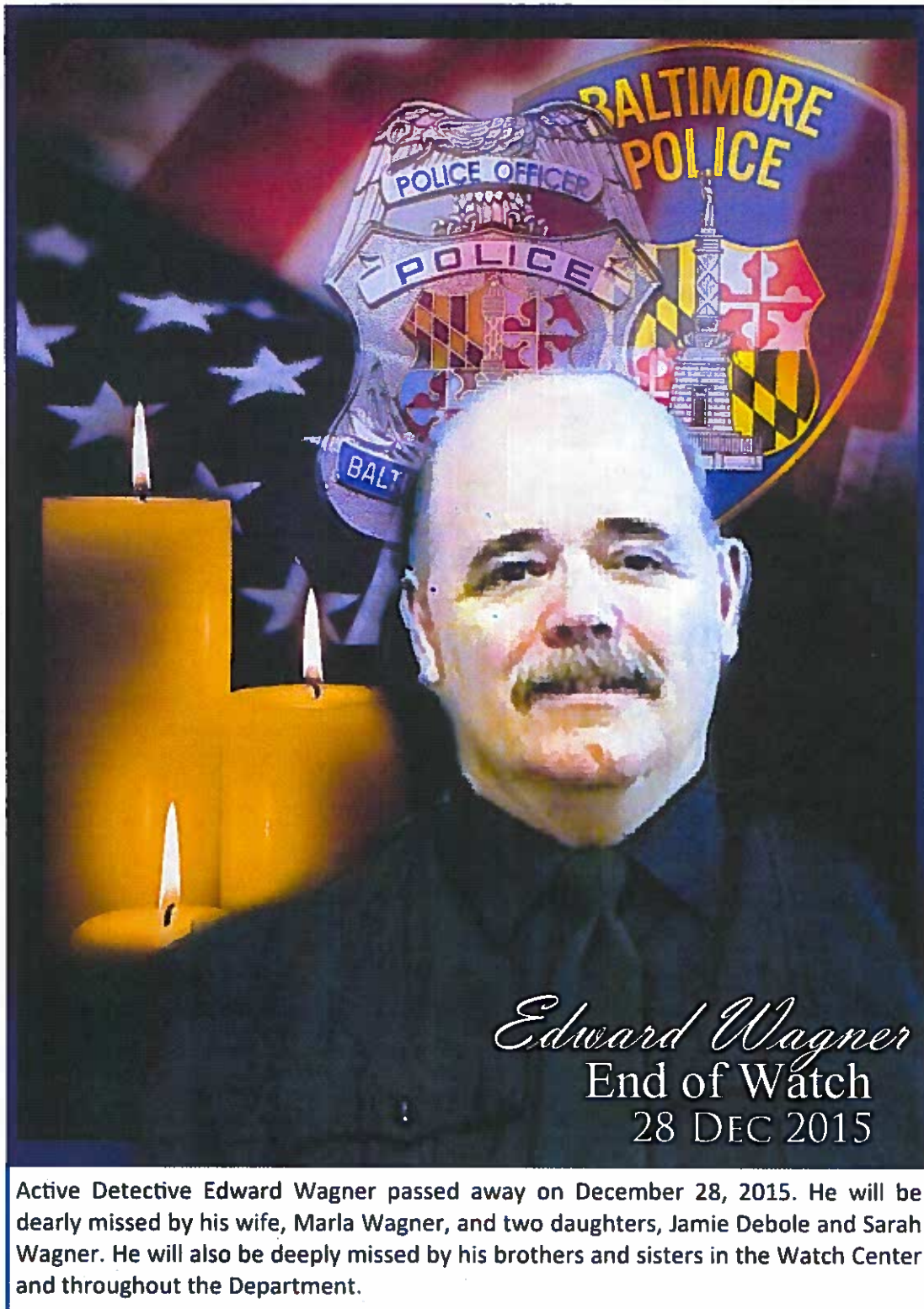
*Michael Larkins*  
End of Watch  
18 DEC 2015

Active Detective Michael Larkins passed away suddenly on December 18, 2015. He will be dearly missed by his wife, Ayesha Muhammad, daughter, Saniyah Zain, and son, Mikal Khalid. He will also be deeply missed by those in the Sex Offender Registry Unit and throughout the Department.

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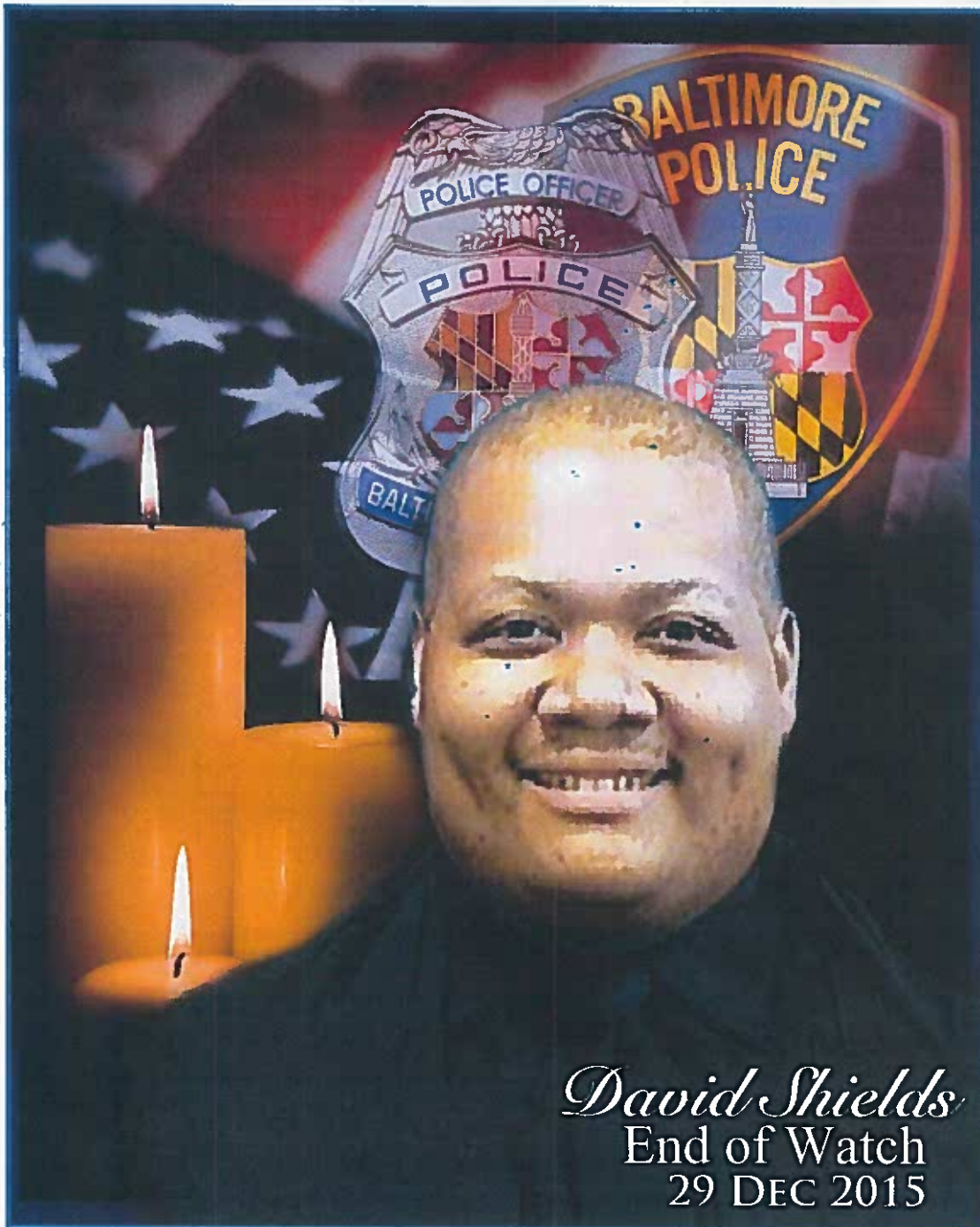
# Farewell

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# Farewell



*David Shields*  
End of Watch  
29 DEC 2015

Active Police Officer David Shields passed away suddenly on December 29, 2015. He will be dearly missed by his wife, Jackie, his three daughters, Jahnessah, Maartinah, Maariah, and two sons, Delorian and JonMichael. He will also be deeply missed by his brothers and sisters from the Western District and throughout the Department

# Farewell



Retiree Police Officer Bernard Thomas Sporney passed on December 22, 2015. At the age of 90, he was a devoted husband to the late Mary Sporney and a wonderful father to Bernard Thomas Sporney, Jr. and Karen Bauer. He will be greatly missed everyone who knew and loved him.



Retired Police Officer Octavio Coruzzi passed away on December 18, 2015. He will be dearly missed by his wife, Lorraine, three children, seven grandchildren and 12 great grandchildren.

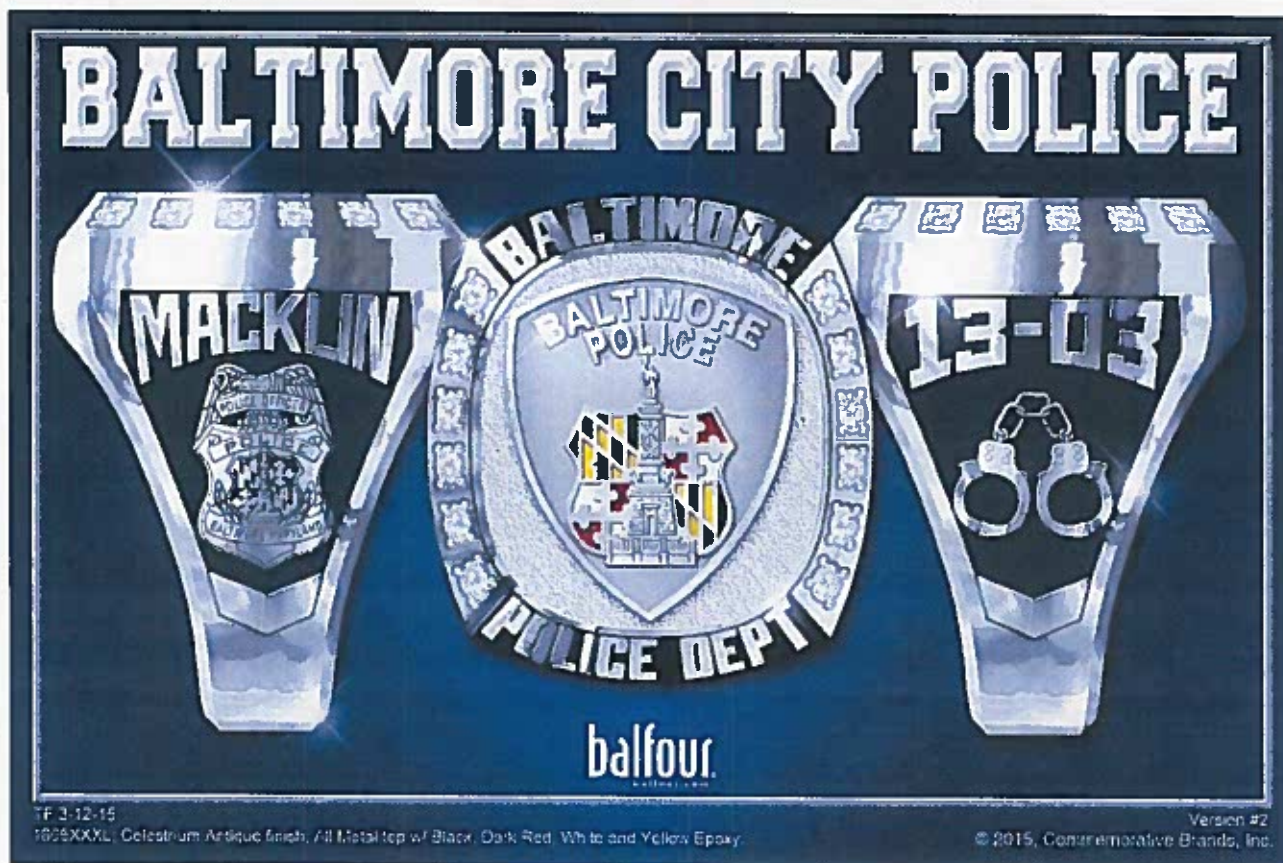


Retired Police Officer James McGuire passed away on December 15, 2015. He will be dearly missed by his son, Michael, and family, as well as his fellow Korean War veterans .



Retired Police Officer Harry L. Allender passed away on December 29, 2015. He will be dearly missed by his children, Derrick Allender and Nicole Bierman, and their families, as well as many other family members and friends.





## BALTIMORE CITY POLICE RING

Balfour designed a Baltimore Police ring that can be individualized for anyone interested in purchasing a ring. A sample of the ring is available at Balfour in Towson, MD located at 32 West Rd Suite 110.

	<u>Men</u>	<u>Ladies</u>
Silver Alloy	\$299.00	\$299.00
Goldtone Alloy	\$359.00	\$359.00
Silver w/ Platinum	\$449.00	\$419.00
10K Gold (yellow or white)	\$1,250.00	\$950.00

\*\$60.00 Deposit required to place order. Balance due upon delivery. CASH, CHECK or CREDIT CARD accepted. Make checks payable to: BALFOUR

Name \_\_\_\_\_ M \_\_\_\_\_ F \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
 Phone \_\_\_\_\_ E-Mail \_\_\_\_\_  
 Finger Size \_\_\_\_\_ Metal Choice \_\_\_\_\_ Badge # \_\_\_\_\_  
 Credit Card # \_\_\_\_\_ Exp Date \_\_\_\_\_  
 Signature \_\_\_\_\_ Cash \_\_\_\_\_ Check # \_\_\_\_\_

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# YOUR BPD News



Volume 2, Issue 2

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## INSIDE

Commissioner's Message .....	1
Polar Bear Plunge .....	2
JHU — Baltimore Collaborative for Violence Prevention .....	2
Community Comstat .....	3
Crime Lab Corner .....	3
COP Manual .....	4
B.E.S.T. Program .....	5
Black History Month .....	5
Outward Bound .....	6
Officers Sell Hot Dogs for Youth .....	6
Sworn Spotlight .....	7
Professional Staff Spotlight .....	8
Where Are They Now? .....	8
CRC President .....	8
Light City .....	9
BPD Making Case Law .....	9
Honor .....	10
Community Collaboration in the Southern District .....	11
Challenge Coins .....	12
Class 15 – 02 Graduation .....	12
Spotlight on Cops .....	13
Farewell .....	15



A career as a police officer on the Baltimore Police Department can take many different paths. Large agencies like ours offer a variety of opportunities to those called to serve, and before we know it we find ourselves in groups of similarly situated peers. We enjoy similar experiences, talents, and preferences that serve to form groups within our larger police family. Naturally, those within these many different groups take great pride in their specialty of choice. That necessary pride makes us good at what we do, but can also unintentionally create an atmosphere of unhealthy isolationism if left unchecked.

The policing disciplines of operations, investigations, and administration are as diverse as those who wear our uniform. Trying to rank their importance is ill-advised, as each is vital to the

success of any police organization. Each ultimately exists to support the responsibilities of the uniformed patrol officer pushing a marked cruiser in our neighborhoods. Organizational and community expectations of uniformed cops are higher than ever, and our commitment to support their role in 21<sup>st</sup> century America is something we should all pause to reflect upon.

How we otherwise describe, discuss, and interact with sworn and professional staff who contribute to the agency differently than we do says a lot about our desire to see the Baltimore Police Department succeed. Recognizing, by word and deed, the many different contributions member of our police family make to better our agency and community is a solemn responsibility. It requires a level of maturity usually developed with experience, and is only contagious once it's an observed behavior by those in leadership positions.

We all contribute differently to our success. Those contributions are energized when cops from different disciplines recognize one another for their unique and necessary role in our mission.

Thank someone today. Be safe.

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## Polar Bear Plunge

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By Colonel Melissa Hyatt, Chief of Patrol

On January 29th, 2016, the Baltimore Police Department participated in the 20th Annual Maryland State Police Polar Bear Plunge at Sandy Point State Park. This event was the pinnacle of several months of fundraising and recruiting for the most successful BPD team ever!

Although it was a blustery day with wind gusts and snow flurries, the team was in high spirits. The Baltimore Police Department team consisted of professional staff, sworn members, and a strong representation from Class 15-03. We made our presence known on the beach with BPD flags waving in the wind and our teammates dressed proudly in BPD t-shirts.

The team joined our peers in law enforcement across the state and jumped into the chilly 37 degree waters of the Chesapeake Bay. Our team consisted of approximately 100



Major Richard Gibson, ND Commander

members and raised a grand total of \$23,251.41. These efforts won the BPD award for the highest fundraising law enforcement team in the state. The money raised benefits Special Olympics of Maryland and the thousands of athletes with intellectual disabilities they serve.

Next year's goal is to double the size of our team and to increase fundraising significantly. Information will be sent out in the fall announcing the formation of the 2017 team.

The next event to benefit Special Olympics of Maryland will be the Law Enforcement Torch Run in June. Please consider supporting this event by purchasing a T-shirt or joining us for a 3- mile run with local Special Olympics athletes and the Flame of Hope.

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## JHU — Baltimore Collaborative for Violence Prevention

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By Director T.J. Smith, Media Relations

On February 22, Johns Hopkins University and the Baltimore Police Department announced the creation of the Collaborative for Violence Prevention to promote, develop and evaluate interventions directed at reducing violence. Principles that will guide the Collaborative's work include:

- Reliance upon the best available research evidence to inform decisions.
- Fidelity to evidence-based interventions and leading management and operational practices.
- Innovation driven by synthesizing research evidence with the insights of those who are closest to the problem of violence.
- Buy-in to the methods of violence reduction from the individuals and communities most impacted by violence.
- Charting a course for transformative solutions yet grounded in practical realities relevant to resource constraints and the challenges inherent in changing social institutions.
- Building upon current and past successes by the police, community, neighborhood organizations, and other stakeholders.



In partnership with Police Commissioner Kevin Davis, the Collaborative will be led by Professor Daniel Webster of the Johns Hopkins Bloomberg School of Public Health and Professor Sheldon Greenberg of the Johns Hopkins School of Education. Professor Webster has worked for 23 years in Baltimore and across the nation on issues of violence prevention and is a leading expert on strategies to reduce gun violence. Professor Greenberg is a former police officer who has trained hundreds of individuals in police leadership. He co-chairs the Forum on Global Violence Prevention of the National Academy of Sciences.

Violence researcher Cassandra Crifasi will serve as deputy director for the Collaborative. The Collaborative will involve students, staff, and faculty across Johns Hopkins University, including many with direct expertise in key challenges facing Baltimore.

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## Community Comstat

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By Lt. Colonel Osborne Robinson, Eastside Area Commander/Patrol Division

**P**olice Commissioner Davis launched Community Comstat on February 2, 2016 to share the Department's efforts of fostering trust, legitimacy, and transparency with the City's residents, business community, neighborhood organizations, faith-based leaders, and other partners in each district.

The Central, Southeast, and Eastern Districts were the first districts to participate in Community Comstat. Sessions are now held on Thursdays at noon in the Headquarters Atrium, prior to the regularly scheduled Comstat meeting at 1 p.m., with one district participating each week.

During each session, district commanders introduce their Community Relations Council President or other community leader, as well as a faith-based representative, police chaplain, Community Collaboration Division sergeant, post officer in a problematic area, and an officer, sergeant, or lieutenant who demonstrates the *Guardian Mindset* – a philosophy of community partnership and service that seeks to de-escalate tensions and promote trust, legitimacy, and transparency.

Community Comstat affords stakeholders the opportunity to voice their concerns and to share their ideas for improvement with the district commander in the presence of the Police Commissioner and executive team. This process of engagement breaks down barriers, strengthens relationships, and creates an environment of cooperative problem-solving and mutual accountability between the BPD and its many stakeholders.

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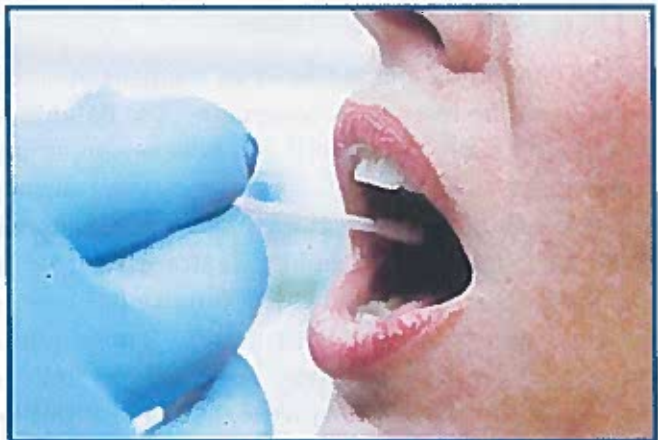
## Crime Lab Corner

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By Director Steven O'Dell, Forensic Services Division

We Need Those "Standards"

**F**orensic science by its very nature is a comparative science. Is "this thing" like "that thing"? Does this person match that evidence? This might involve comparing ridge lines from one latent print to another, striations on a cartridge casing to other casings or the pattern of peaks on a DNA electropherogram. In all of these examples, we are performing a comparison of something questioned (the evidence) to something known (the "standard"). By this fact and the very nature of scientific inquiry, in order to make a conclusion about an item you must have something against which you can evaluate it. You may have been asked to get a "standard" by one of the forensic scientists in the lab and wondered: Why? You think, "Doesn't the lab have a bunch of databases? Can't they just put it in there to get the



DNA Swabs

answer? The short answer is no, we can't just use the databases.

We are lucky to have powerful database systems such as AFIS, IBIS, or CODIS in the BPD Forensic Services Division. These databases are great for their potential to provide investigative aid, but they don't eliminate the need for standards. In one scenario, if there's nothing in the database that matches your evidence, you will get nothing in return. In another scenario, if there IS something in the database that matches your evidence, you can't get a report with a match identification unless you get the standard. Those are the rules of the game. Either way, we need comparison standards in all cases, where possible.

Here's a really great example of why it's so important: The statistical weight of a match very much depends on the standards submitted. Without the standard(s), the weight of the evidence could be zero. This is especially true in forensic biology. The forensic biology lab is one of only FOUR crime laboratories in the United States, and one of only SIX in the world, to have deployed a cutting edge probability modeling system called probabilistic genotyping. That doesn't likely mean much to you, but it's huge in our industry. What it does mean for investigations is that we are making more conclusions on complex mixtures that have never before been possible. But this modeling can only do so much without a "standard." Think of it like drinking a nice wine – it's good on its own, but when someone tells you it was fermented in an oak barrel – suddenly you can taste the smoky wood flavor. That's what the standard does for the model. It might be fine on first glance, but the extra important information makes it more clear and conclusive. Now you can say "Yes!" where before you might have been able to say "I guess."

We NEED standards and we need as many as you can get that might be relevant to your case. The databases will not help us, or you, even if you believe something of importance is in the database (which isn't always true). We need something to compare your evidence to in all disciplines. The little bit of extra work it takes to get them for us can mean the difference between a conclusion and a report that reads "not enough information." The collection and submission of standards will improve your investigations in terms of forensic outcomes.

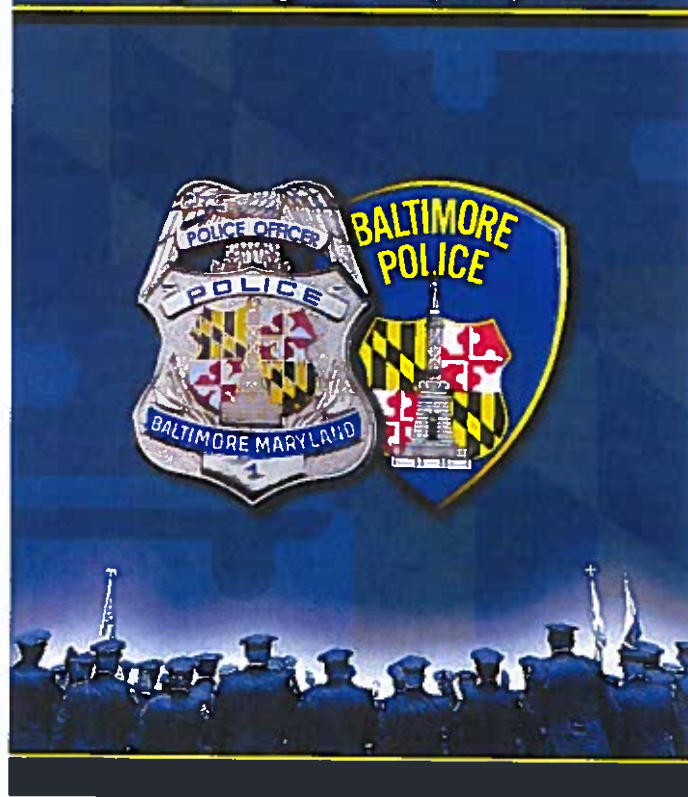
## COP Manual

By Director Jason Johnson, Strategic Development

**I**n the coming months, the BPD will begin issuing each member a Core Operating Policies (COP) Manual. The COP Manual will be a collection of 26 key policies in a single binder. All officers in operational roles will keep their issued COP Manual readily available during their tours of duty. This will ensure all officers have immediate access to BPD policy covering the most critical areas of their profession. Officers will be able to refer to it for guidance, as needed in situations on the street, and will have a convenient way to become more familiar with these policies before a specific need arises.

The COP Manual will also serve of the basis for regular, bi-weekly roll-call training. After the roll-out is complete and basic training is provided on the content and use of the manual, a "Policy of the Period" will be identified for each of the 26 annual pay periods. During each two-week period, sergeants and lieutenants will be tasked with providing roll-call training on a specific policy. This way, documented, uniform training on each of these 26 policies will become a part of routine

### Core Operating Policies (COP) Manual





business operations.

The COP Manual is being developed by the newly-constituted Best Practices Unit, formerly known as the Written Directives Unit. The Best Practices Unit's mission is to research, develop, and maintain policy documents that are progressive and consistent with best professional practices.

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## The B.E.S.T. Program: What It Is and What It Can Do For You

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By Elizabeth Wexler, Behavioral Health System Baltimore (BHSB)

**T**he Behavioral Emergency Services Team (BEST) training is a certification course based on the national Crisis Intervention Team (CIT) model, which equips police officers with methods to safely and effectively interact in a mutually beneficial manner with individuals who have behavioral and/or mental health disorders. The goals of the program include reduced injuries to both officers and citizens, and jail diversion for those in need of treatment. The training is 40 hours over 5 days, and includes expert presentations, experiential learning, speakers, site visits, and role play scenarios. BEST began as a course for experienced officers in 2004 and was integrated into the Academy curriculum in 2009. In 2014, a full-time coordinator, stationed at the Academy, was hired to expand the program.

Beyond just training, the program's overall goal is to build stronger partnerships between law enforcement and the behavioral health system in order to improve the linkages of individuals with behavioral health disorders to the appropriate services they need to recover and reduce their use of police time and resources. Some of the steps taken to work toward this goal are the creation of resource cards for officers, as well as cards that can be distributed to citizens with information about how to access behavioral health services. Training has also been provided to Parole and Probation employees and School Police Officers. There are several new initiatives in development, including enhanced training and tools for 911 operators and police dispatchers, and a mental health professional/police officer team (CIT Unit) to respond to behavioral health emergencies as they occur. For more information, contact Elizabeth Wexler, LCSW-C at 410-868-4081 ([elizabeth.wexler@bhsbaltimore.org](mailto:elizabeth.wexler@bhsbaltimore.org)).

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## Black History Month

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By Detective Chawntay Willie, Equal Opportunity and Diversity Section

**B**lack History Month, or National African American History Month, is an annual celebration of achievements by African Americans and a time for recognizing the central role of African Americans in U.S. history. The event grew out of "Negro History Week," the brainchild of noted historian Carter G. Woodson and other prominent African Americans. Since 1976, every U.S. president has officially designated the month of February as Black History Month.

In 1937, Violet Hill Whyte was the first African American to be appointed to the Baltimore Police Department. When Police Commissioner William P. Lawson appointed her, she was assigned to Pennsylvania Avenue and Dolphin Street, in what was then the Northwestern District, and given only a police-box key and a badge. She quickly became known as "Lady Law" by her fellow police officers and the West Baltimore residents who came to her for help.

Whyte's police work included homicide, narcotics, assault, sexual abuse, and robbery investigations. As is true with many public servants, she went beyond her official role by giving aid to the poor and counseling to the young. She collected clothing for prison inmates, made holiday baskets for the needy, and counseled delinquent children and their families. In 1955, she was promoted to the rank of "sergeant of policewomen" and transferred to the newly created Western District. Whyte was promoted to lieutenant two months before her retirement in 1967. She died in 1980 at the age of 82.



## Outward Bound

By Sergeant Sharon Talley, Professional Development & Training Academy

Since 2009, Baltimore Chesapeake Bay Outward Bound School (BCBOBS) has had a partnership with the Baltimore Police Department to explore the effects of team building courses on perceptions and attitudes between youth and police. In 2011, The Johns Hopkins School of Public Health became involved to study these changes through scientific research. Over 350 students and police trainees have come through the program since then.

Initially, Baltimore City Public Schools students and police officer trainees participated in a one day "Insight Program" at BCBOBS.



This year, the BPD has expanded the program by involving 24 to 30 police officers in the experience during their week of in-service training. Officers leave their uniforms, badges, weapons, and rank at the door. Students call them by their first names. The first half of the day is spent building trust with activities designed to open communication and teamwork among the

officers and students. Officers and students carry out tasks that require critical thinking, communication, and trust. For the second half of the day, groups participate in a high ropes challenge where they must become each other's support and cheerleader.

To date, approximately 100 officers throughout the Department have attended the experience at the 33<sup>rd</sup> St. YMCA. The transformation that takes place from the morning to the afternoon is amazing. The relationships that are fostered during this one day experience are the catalyst we need to repair our city. This proven curriculum, refined over fifty years' experience, takes participants from adversary to team. Activities are designed to breakdown stereotypes, open lines of communication, foster empathy, and build trust.

Windsor Hills teacher, Kathryn Meath described her experience by stating, "Our students had an amazing time working with one another and the BPD. The instructors were amazing, and everyone had a great time. I was so proud of them! [It was] probably one of the most powerful days of my career as an educator."

## Officers Sell Hot Dogs for Youth

By Vickie Oliver-Lawson  
Examiner.com

Baltimore has been on the front lines of national attention since April of last year. The city is currently moving toward engaging its residents, especially the youth, for a brighter future. To that end, each district of the Baltimore Police Department must play its part in re-establishing and building community relationships.

The Northwestern District Community Collaboration Unit (CCU) is committed to the city's youth. To demonstrate their commitment, the officers in the district sold hot dogs at an event called, "Hot Diggity Dog." The event was held on Saturday, February 13, 2016 at the Shoprite Supermarket, located at 4601 Liberty Heights Avenue in the Howard Park community.

According to Officer



**DON'T FORGET YA  
HOT DIGGITY DOG!**  
**FEBRUARY 13<sup>TH</sup>**  
**11 AM TO 1 PM** 4601 LIBERTY HEIGHTS

PLEASE COME OUT TO  
HOT DIGGITY DOG! A  
FUNDRAISER FOR  
NORTHWEST DISTRICT  
COMMUNITY  
COLLABORATIVE UNIT  
TO RAISE MONEY FOR  
COMMUNITY PROJECTS  
AND FOR THE  
EXPLORER'S PROGRAM  
WE LOOK FORWARD TO  
SEEING YOU THERE!

**THANK YOU!!!**

**FUNDRAISER FOR THE EXPLORER'S  
PROGRAM & NORTHWEST  
COMMUNITY COLLABORATIONS**

**\$1.50 ---BIG DOG**  
**\$1.00 ---LIL DOG**



Latasha McBride, "Funds will go toward better efforts in helping with small projects in the community and towards the Explorers Program."

The Baltimore Police Explorer Scouts is a program built to introduce young people ages 14 to 20 to various phases of law enforcement. It is sponsored by the Baltimore Police Department and local business and charitable organizations such as Buddies, Inc.

Participants in the program are introduced to careers in law enforcement by serving with officers in community relations efforts, volunteer activities and ride-a-longs. Every two years, Explorers compete at the National Law Enforcement Explorer Conference (NLEEC). The NLEEC brings together youth from across the continental United States, Hawaii and as far away as Great Britain".

For further information, contact Officer Latasha McBride at 410-396-2464.

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## Sworn Profile

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By Detective Lieutenant Terrence McLarney, Homicide Section



The arrival of Detective Albert "MAD DOG" Marcus at a crime scene is always heralded by the hat — a dark fedora in winter, the white Panama in summer. Italian suits, silk ties, custom made shirts and Ferragamo shoes complete the ensemble. The colors can be loud, but beneath the flamboyance lives a dedicated cop who personifies the person-to-person rapport that proponents of modern community policing can only dream of. To observe Detective Marcus canvass sometimes tense neighborhoods is to watch a sort of theatre. His high energy and gregarious personality can slice through the hostility to forge relationships. As he ends his 41- year career he counts friends from all walks of life and all segments of the criminal justice system.

Born and raised in Harrisburg, Pennsylvania, Al joined the BPD in February of 1975 after graduating from Virginia Commonwealth University in Richmond. He earned the "MAD DOG" moniker while in Northwest District Patrol, where he was known to growl during

foot chases, prompting one citizen to exclaim, "Man, you're like a mad dog!" He spent time in the Northeast District Drug Enforcement Unit before landing in Homicide in 1993.

He growled less but the dogged tenacity remained. He solved many murders, including the Cherry Hill double stabbing of a mother and her six-year-old son. The child survived and was frequently visited at the hospital by Al, who entertained the boy with spinning karate kicks. Another notable case was the Fleet Street arson murders of two young girls where Al's tireless work resulted in the lengthy prison sentence handed to their mother.

As generous as he is flashy, Marcus routinely donates Thanksgiving turkeys and his old suits to homeless shelters. He helps many, and one cannot find a more loyal friend than Albert Marcus.

"MAD DOG" has over a dozen commendations, including three bronze stars and four unit citations. He is a four-decade member of the Honor Guard, appearing at countless funerals, Dulaney Valley Memorial Gardens for Fallen Heroes, and at the National Law Enforcement Officer's Memorial in Washington, D.C. He is also a 25-year member of the Jewish Officer's Association.

Al has a son in Pennsylvania, a daughter in Arizona, and four granddaughters. He plans to split his time between Baltimore and Phoenix, Arizona. He is taking his hats with him.

## Professional Staff Spotlight

By Major Richard Worley, Commander/Northeast District



**M**s. Isabel Williams grew up in Baltimore and is in her 32nd year as a City employee, including 30 years with the BPD where she is in her 15th year as the NED Office Supervisor. She has

been married to Anthony Williams, also a city employee, for over 32 years, and is the mother of two young men, one of whom works for Verizon and the other who works for the Maryland Transportation Authority Police.

Ms. Williams is a tireless and dedicated worker, especially to the members of the NED. She spent numerous hours in her office during the unrest making sure that every OT slip was entered and the officers received their pay on time. She usually works with only one other civilian employee to get everything done on a daily basis – a very challenging task that she takes great pride in accomplishing. She is also called upon frequently to train other employees because of her tremendous knowledge.

Simply stated, the NED could not function as smoothly without Ms. Williams. We are very lucky to have her!!!

## Where Are They Now?



**R**etired Deputy Major Andre Bonaparte joined the Baltimore Police Department in October 1987. He joined because he thought law enforcement was a noble and honorable profession where he could make a difference in people's lives, and because it was a career that provided an opportunity

for him to support his young family.

When Deputy Major Bonaparte joined the Department, it was at the height of the community policing movement that sprang to life in the 1980s. His first assignment out of the academy was the Northeast District, where he began his career on foot patrol. Foot patrol enabled Deputy Major Bonaparte to develop relationships with the community and businesses on his post. Looking back, he knows that foot patrol allowed him to be more accessible to the public than if he had been assigned to motorized patrol.

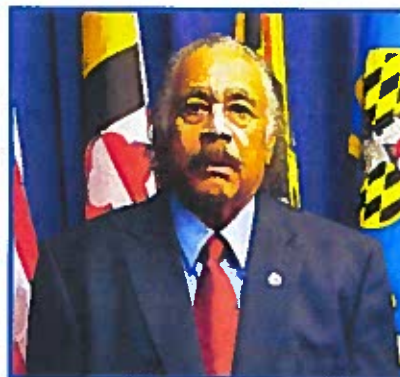
Deputy Major Bonaparte credits his advancement and professional development to strong frontline supervisors and experienced commanders who mentored and coached him throughout his career. He was assigned to narcotics, Homicide, Internal Affairs, Aviation, Community Relations, and Executive Protection. He served as an area commander for the District Detective Unit and, after 21 years with the Department, retired in September 2008 as the Executive Officer of the Eastern District.

After retiring from the agency, Deputy Major Bonaparte became the Senior Director for Public Safety for East Baltimore Development, Inc. (EBDI), an 88-acre foot print by Johns Hopkins Hospital. In 2015, he started his own business, Frontline Management Services, serving the EBDI area. Frontline Management Services employs 20 full-time and contractual workers "specializing in clean and safe property maintenance." Deputy Major Bonaparte strives to hire local residents from the community in which the company operates.

Deputy Major Bonaparte is married with five children (all boys) and five grandchildren, with another grandchild on the way.

## CRC President

By Major Richard Worley, Commander/Northeast District



**M**r. Ulysses Miller was raised in West Baltimore and has been a City resident for the past 45 years. Mr. Miller graduated from Catonsville Community College with a degree in



Occupational Safety and Health and retired from Armco Steel Corporation where he worked as an Occupational Safety and Health Coordinator. Mr. Miller has been the President of the NED CRC for 18 years. In addition, he has served as the President of the New Northwood Community Association for 13 years and another 13 years as the President of the Greater Northwood Covenant. He has been married for 46 years and has two children.

Ulysses is very active around the NED station and always asks what he can do to help improve working conditions for the officers. Recently, he purchased (but won't admit) and donated more comfortable chairs for the officers to use in the roll call room. Any time we sponsor an event, he is there to give his time.

As the CRC President, he ensures the monthly meetings have a special guest speaker to address different issues. He is a big help to me personally in getting my message of TEAMWORK out to the community. Indeed, the NED is a much better place due to the hard work of Mr. Miller.

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## LIGHT CITY

LIGHT MUSIC INNOVATION

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In 1816, Baltimore was the first American city to illuminate its streets with gas lanterns, revolutionizing the urban landscape forever by transforming the city with light. This spring, Baltimore will proudly host the first large-scale, international light festival in the United States. Scheduled for March 28<sup>th</sup> through April 3<sup>rd</sup>, the main attraction of *Light City Baltimore* is the 1.5-mile BGE Light Art Walk, with 50 illuminated experiences and art installations, musical performances, street theater and concerts – all free and open to the public.

The inaugural event kicks off with the Light City Lantern Parade on March 28th. During the daytime, Light City U will be the site of four innovation conferences: Social Innovation, Health Innovation, Sustainability Innovation, and Creative Innovation. Commissioner Davis will participate in a conversation at Light City U with Joe Jones, Founder of the Center for Urban Families in West Baltimore. The conversation will be moderated by Wes Moore.

Local artists will extend the reach of *Light City* by displaying temporary public art projects in five communities: Coldstream Homestead Montebello, Greater Mondawmin, Hampden, Little Italy, and Station North Arts & Entertainment District. The Baltimore Police Department has been instrumental in developing the public safety plan for the event and will have a strong presence throughout.

For more information on *Light City*, visit <http://lightcity.org>.

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## BPD Making Case Law

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By Officer Joshua Rosenblatt, Professional Development & Training Academy

The Law is more than a stack of legislation. Every case handed down by the Supreme Court of the United States related to rights granted by the US Constitution, and every case handed down in Annapolis by the Court of Appeals (CoA) or Court of Special Appeals (CoSA), adds to what we consider "the law" here in Maryland.

These cases frequently emerge based on the actions and decisions that Baltimore police officers make every day. Some of these cases even end up in the Supreme Court (like Det. Al Marcus' search warrant in *Maryland v. Garrison* <https://www.law.cornell.edu/supremecourt/text/480/79>), and even more are resolved in Maryland's appellate courts.

To remind us of this, below is a partial list of BPD officers (past and present) named in reported 2015 opinions along with a brief description of how their actions changed or helped define the law (all information – names, ranks, facts, etc. – comes from the courts' opinions and is drawn from the original trial).

Detective Robert Elkner (Sex Offense) – Detective Elkner testified generally regarding how evidence was collected from the crime scene and processed, and testified that no usable fingerprints were recovered. When the defense attacked the state's failure to address a specific piece of evidence, Det. Elkner's testimony was held by the CoSA to be sufficient to support the prosecutor's argument that it was submitted and no fingerprints were found on it.

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<http://www.mdcourts.gov/opinions/cosa/2015/2254s13.pdf>

Sergeant Jai Etwaroo (NED) – Then-Police Officer Etwaroo's affidavit in support of a search and seizure warrant was bolstered by a K-9 hit outside of the suspect's apartment door. The CoSA upheld the search warrant and the K-9 hit as the suspect had no reasonable expectation of privacy in the common hallway outside of his apartment. <http://www.mdcourts.gov/opinions/cosa/2015/0146s15.pdf>

Police Officer Shawn Johnson (formerly of the WD) – In 2012, 13 years after arresting a suspect for felony CDS, Deputy Johnson (by 2012, Johnson was a sheriff's deputy in Harford County) testified (reasonably) that he did not recall the 1999 arrest beyond what was recorded in his incident report. The CoA held that because the defendant waited so long to file his motion, the state was unfairly prejudiced and no new trial should be ordered. <http://www.mdcourts.gov/opinions/coa/2015/16a15.pdf>

Detective Michael Moran (Homicide) – When the defense claimed that a witness placed in protective housing received a “benefit” and requested a jury instruction that this witness's testimony should therefore be considered “with caution,” the CoA relied in part on Det. Moran's explanation regarding the situation to show that protective housing was not a “benefit” that would sway a witness's testimony in the state's favor. <http://www.mdcourts.gov/opinions/coa/2015/80a14.pdf>

Detetective Eric Ragland (Homicide), Detective John Jendrek (ATT), Detective Kevin Allen (Computer Crimes) – Det. Ragland's testimony that the suspect initially refused to comply with the court order for DNA, Det. Jendrek's expertise and testimony regarding cell site information linking the suspect to the crime (no special hearing was needed to justify the technique), and Det. Allen's expertise were all upheld by the CoSA. Lack of a college degree in a subject-area doesn't mean that you aren't an expert. <http://www.mdcourts.gov/opinions/cosa/2015/2018s13.pdf>

Police Officer Jacob Reed (SED) and Detective Frank Miller (Homicide) – Officer and victim testimony supported the state's case that the victim ran when approached by the suspect. The suspect shot the victim, attempted to rob the victim after the victim fell, and then shot the victim again. This led to two separate convictions for use of a handgun in a crime of violence

(in addition to attempted murder and attempted armed robbery). Even though the defendant used the same handgun against the same victim in the course of the same criminal event, the CoA upheld both convictions (defendant also convicted of attempted armed robbery and attempted murder) because use of the handgun in each separate crime of violence was a separate crime. <http://www.mdcourts.gov/opinions/coa/2015/41a14.pdf>

Lieutenant Colonel Melvin Russell (Community Collaboration Division) – In 1992, then-Detective Russell testified that the defendant fired at officers conducting a search and seizure warrant and was taken into custody after his weapon jammed. The defendant was convicted of several counts, the most serious being assault with intent to murder. When the defendant's conviction for assault with intent to murder conviction was vacated in 2012 (based on improper charging), the defendant requested that all of his other sentences be reduced since they were affected by that conviction. The CoSA relied on Det. Russell's testimony, in combination with surrounding facts, in upholding the defendant's remaining sentences. <http://www.mdcourts.gov/opinions/cosa/2015/0425s14.pdf>

Police Officer Tyrone Thomas (SWD) and Police Officer Christopher Wesolowski (SWD) – The defendant was found intoxicated at the scene of a single-vehicle accident, but no witness called to testify actually observed him driving. The CoSA held that officer testimony that the vehicle was still running with smoke and radiator fluid emitting from it supported by firefighter testimony that the defendant was asleep at the wheel when he responded to the accident was sufficient circumstantial evidence that the defendant was driving to support convictions for DUI, driving suspended, and failure to take a breath test. <http://www.mdcourts.gov/opinions/cosa/2015/1715s14.pdf>

## Honor

By Detective Derreck Sargent, Employee/Retiree Affairs Unit

**H**ONOR. Merriam-Webster's dictionary defines honor as the “respect that is given to someone who is admired.” The year 2015 demanded for a great call to honor as we laid to rest eight Baltimore Police Department members we admired. Craig Chandler is honored as our line of duty death, paying the highest cost in the performance of his duty. Edith Pugh is honored as our



civilian employee who served our sworn members for 27 years. Detective Amy Robertson, Officer Prashanth Davis, Officer Joseph Tracy, Detective Michael Larkins, Detective Edward Wagner, and Officer David Shields are honored as our fellow side partners who served this City until they passed.... much too soon. In just the first two months of 2016, we have laid to rest Officer William Molick and Sonia Herned.

As we carry on in 2016, we will continue to honor our colleagues by remembering the good times we had together. Big and small things will trigger fond memories. We'll continue to stay in touch with their families and be available to help where we can.... because of honor.

In addition to helping the families of those who have gone before us, the Employee/Retiree Affairs Unit asks that 2016 be the year you honor your family by preparing well for the future. Very few of us think of our own deaths and what it will mean for the loved ones we leave behind. In the wake of a death and the range of emotions it brings, a list of details and decisions confronts those left to handle our affairs.

Start with a *will*. Schlachman, Belsky and Weiner offer free *will* preparation for FOP members as well as *power of attorney* and *advance directive* preparation. There are also attorneys of your choosing or web-based resources available. Please don't let the State of Maryland make the decisions on what will happen to your children, spouses, cars, and houses. Give thought to, and plan, for who will inherit your assets and prized possessions. Write down your wishes for funeral arrangements (i.e., songs to be played, burial in uniform, where it should take place). Then, make sure several people close to you have it or know where it is.

Contact and review your beneficiaries and update your contact information at the following institutions: Fire and Police Pension (410-497-7929), F.O.P. Lodge #3 (410-243-9141), Empower Deferred Compensation (410-332-0809), City of Baltimore Life Insurance (410-396-5830, #1, #3) and any other policies you may have purchased.

Keep your command's personal history/contact data sheet up to date and notify the Human Resources Section at 410-396-2530 with any changes in your address, phone number, and other contact information. Without this information accurately recorded and updated, it is very difficult for the Employee/Retiree Affairs Unit to know who to contact and how to contact them. The Employee/Retiree Affairs Unit hopes you will honor these few requests as we seek to honor you and your family in difficult times.

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## Community Collaboration in the Southern District

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**T**he Southern District's Community Collaboration Unit has developed a partnership with the Light Street and Brooklyn branches of the Enoch Pratt Free Library. Once a month, officers read to children for 30 minutes to connect with them in their earliest years.

"Dunkin' Read" was held on February 5<sup>th</sup> at the W. Patapsco Avenue Dunkin Donuts store. With support from the Enoch Pratt Free Library, Science Sisters of the Maryland Science Center, Fire Department, and BPD Motors and Mounted Units, children participated in science experiments, donut decorations, and reading. Beyond this event, Ms. Phyllis Norris, Dunkin' Donuts general manager, brings two dozen donuts and boxes of coffee each Monday morning to the Southern District as a show of support and appreciation for the officers.



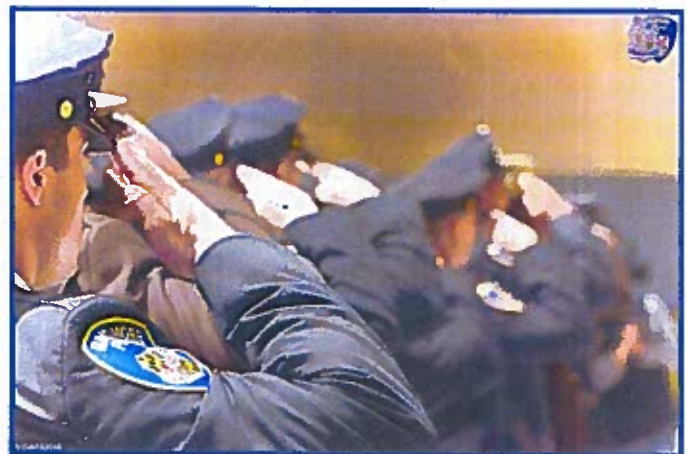


## Challenge Coin

Sergeant Donald Slimmer has designed two challenge coins to honor the lives and service of Police Officers Craig Chandler and Forrest "Dino" Taylor. The challenge coins cost \$15 and all proceeds go to the families of the fallen officers. For more information, please contact Sgt. Slimmer at [Donald.Slimmer@baltimorepolice.org](mailto:Donald.Slimmer@baltimorepolice.org) or 443-934-7068.



## Congratulations Class 15 - 02 — February 26, 2016





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# Spotlight on Cops

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I was visiting your city a few weekends ago for my daughter's cheer competition and noticed that at some point, my animal control badge went missing. It's clipped inside my bag and I suspect someone may have taken it as it's securely placed and not noticeable. Apparently, a homeless man found it and presented it to Detective Gene Molinaro who kindly mailed it back to my place of business.

I very much appreciate his assistance in getting my badge returned. Please thank him for me.

Sincerely,

Niki Dawson, Shelter Director  
Montclair Township Animal Shelter  
NJ ACO/ACI #991

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Hello! I hope you are well. I don't know if you know Officer Harker, badge number 2094, but if you do, please extend deep gratitude from the Websters. He responded to the burglary at our home today and, while I'm out of town, we communicated via FaceTime--he exemplified the best practices of BCPD. My neighbors indicated that the whole team was terrific. Positive feedback is always appreciated so if you know of his supervisor, I'd love to provide the feedback!

Jane

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I didn't know where to post this but your officers were so professional & helpful in a matter that most people would think unimportant. Someone left their dog in a hot car & I appreciate they treated me with kindness & great response. That tells me you are a wonderful department, no matter how small the problem is.

Thank you for your service & love each & everyone of you.

Deborah Young

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This is a follow up to my call. My mother, who resides at 1802 North Broadway in the Eastern District, is 90 years old. Because of the impending snowstorm she left her home on Thursday, January 21 to stay with me. When we returned to her home on January 30, we realized that someone had broken into the home, ransacked several rooms and stolen some items. Officers Steven Frazier and Derrick Barstow responded to my 911 call. The service they rendered to me and my family was exemplary to the point where I am compelled to write about it.

The officers were professional, kind, compassionate, and very respectful to me and my family. As I mentioned, my mother is 90 years old. She has resided on Broadway since 1949. Needless to say the incident was very upsetting to her. The calm and the patience exhibited by the officers helped to make a bad situation as pleasant as possible. I really cannot say enough about their character and their compassion.

Linda Beckham



# Spotlight on Cops



**Baltimore Police Department** added 30 new photos to the album: BPD Officers helping to serve breakfast in Baltimore — at [Our Daily Bread](#)  
February 11 at 9 22am · 🌐

BPD Officers helping to serve breakfast in Baltimore



**Nora Rich** Thank you, officers, for taking the time to volunteer. I did not attend this event myself ;( I was homeless a number of years ago), though from time to time, I still stop in to eat there It is a good community outreach.

Like Reply 🍀 1 February 11 at 9 45am



**Baltimore Police** @BaltimorePolice · Feb 19  
BPD Members Celebrate Black History [facebook.com/permalink.php?...](#)



👍 23 6 🍀 10 ...



**Baltimore Police** Retweeted



**ReadingPartnersBMore** @RPBaltimore · Feb 19  
Thank you, @BaltimorePolice for dedicating your time to tutor struggling readers at #ArundelEMS today! #PoliceDay



👍 23 11 🍀 27 ...



**Baltimore Police Department** added 22 new photos to the album: BPD, Outward Bound at YMCA — at [Ymca@33rd st.](#)  
February 4 at 4 38pm · 🌐

BPD, Outward Bound at YMCA

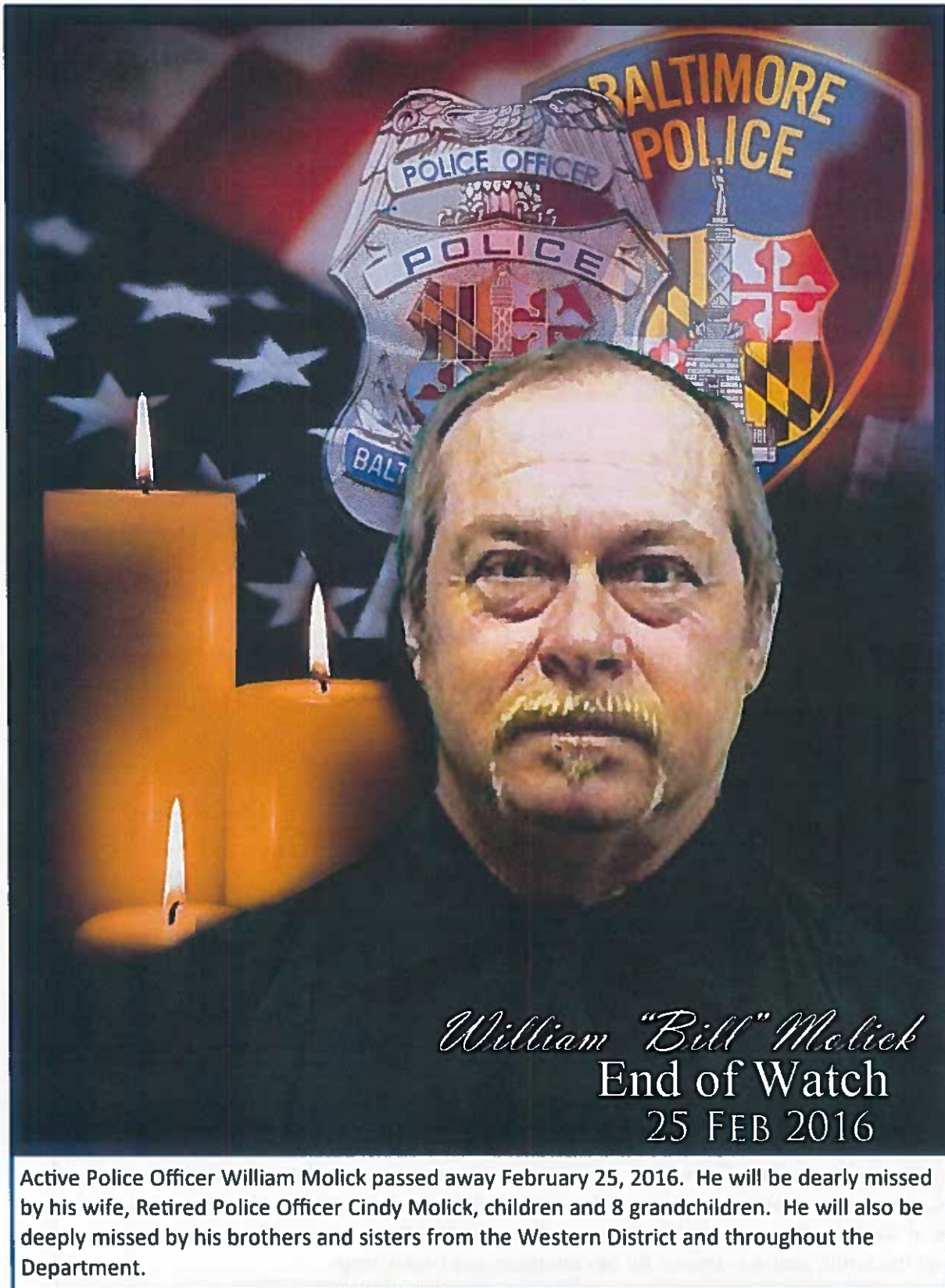




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# Farewell

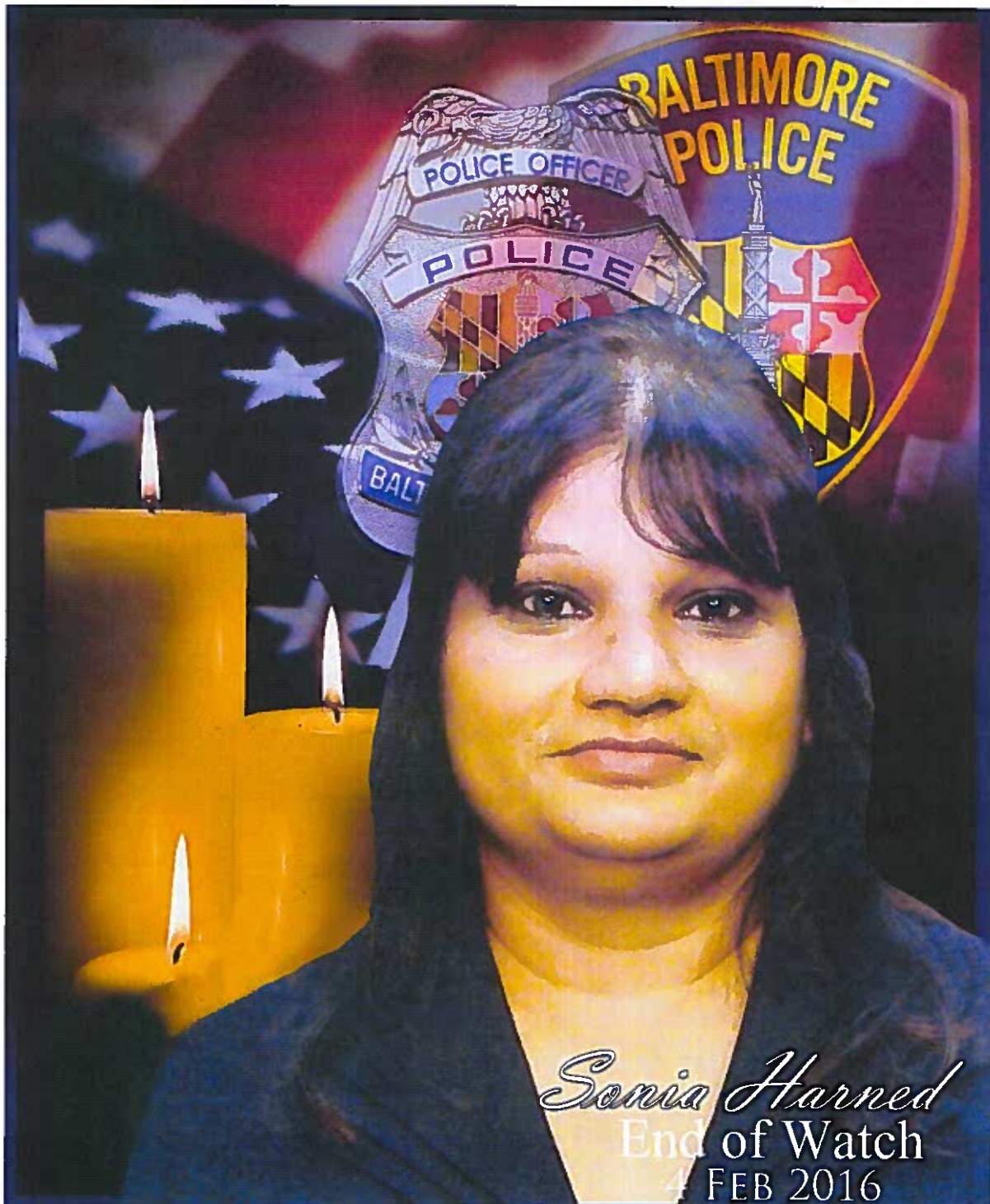
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# Farewell

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Active Police Information Technician Sonia Harned passed away unexpectedly on February 4, 2016. She will be dearly missed by her husband, William, children Alex and Terra, and a large circle of family and friends. In only five months at the Hot Desk, Sonia had quickly become a part of the family and was known for her kindness and friendliness.



# Farewell



Retired Detective Sergeant Lewis Edward Taylor passed on January 31, 2016. He will be greatly missed by his wife, retired Police Communication 911 Operator Aloma V. Taylor, his loved ones and friends.



Retired Police Officer Joseph John Trapani Sr. passed on February 18, 2016. He will be greatly missed by his loving children Joseph Jr., Teresa, and Mary Jo, and his extended family.

Retired Lieutenant Joseph Patrick Sullivan passed on February 11, 2016. He will be greatly missed by his children: Michele, Patrick, Michael and Mary Sullivan. He also will be missed by all his former co-workers, friends and extended family.



Retired Sergeant Edmund Herman Solinsky passed on February 27, 2016. He will be greatly missed by his wife of 58 years, Mrs. Stacia Solinsky, his children Victoria, Joseph, and Edmund, and his 6 grandchildren.







# YOUR BPD News



Volume 2, Issue 3

April 2016

## INSIDE

Commissioner's Message .....	1
SED—Bigs in Blue .....	2
Fiscal Resources .....	2
Women's History Month .....	3
Crime Lab Corner .....	3
Bowl for Kids' Sake .....	4
Dog Handling Training Course .....	4
Recruitment & Hiring .....	5
Sworn Profile .....	6
Professional Staff Profile .....	6
Where Are They Now? .....	6
CRC President .....	7
This Month in Maryland Law .....	8
Spotlight on Cops .....	9
Farewell .....	11



Light City 2016

It has been brought to my attention on more than one occasion recently that **productivity** is defined differently throughout our police department. I've been told a culture of counting arrests, traffic stops, and field interviews exists at the expense of quality, meaningful interactions with bad guys, good guys, and everyone else in between. My emphasis on purposeful policing, so it seems, hasn't consistently made its way to the rank and file.

The truth of the matter is productivity will always have a large degree of subjectivity attached to it. Is it important to interact with citizens, merchants, and each other in ways that can never be counted or tallied? Of course. Is it also virtually impossible to go through an entire

tour of duty and not observe suspicious behavior or unlawful activity that should warrant some level of police intervention? Indeed, it is.

There will be days and nights when police officers run from call to call, back each other up, handle crime scenes, and console grieving victims and families that may not result in a single measurable statistic. There will also be days and nights that afford ample opportunities to conduct foot patrol, identify and confront criminals, converse with persons behaving suspiciously, look for wanted persons, and stop impaired and irresponsible drivers that can and should be quantified.

The key to our effectiveness is recognizing that all of these scenarios afford us opportunities to be **productive**. As always, your safety is paramount. We can't serve our residents if we don't first take care of ourselves and each other. Thank you.



## Southeast District—Bigs in Blue

By Captain George Clinedinst, Southeast District

In October 2015, the Southeast District was presented with an opportunity to participate in a mentoring program through Big Brothers Big Sisters of the Greater Chesapeake (BBBSGC). Designed to pair BPD officers with students from Highlandtown Elementary School, SED shift commanders selected several officers who they felt would be best suited for the program. These officers went through an extensive screening process conducted by BBBSGC to carefully match each officer with a child.

Under the leadership of Major Deron Garrity and Captain George Clinedinst, Highlandtown Elementary School Principal Denise Ashley, and BBBSGC Program

Specialist Shakiyla Shockley, a kick-off event was held on March 9, with a collective desire to make the event memorable for both the children and officers. At the event, the "Bigs" were introduced to the "Littles" they will be mentoring. The group was then treated to a surprise display put on by the Special Operations Section, with representation from the Aviation, K-9, and Motors units. The "Littles" enjoyed talking with the officers, sitting in the police vehicles, and petting K-9 Ryn.



Expression when seeing Foxtrot



## Fiscal Resources

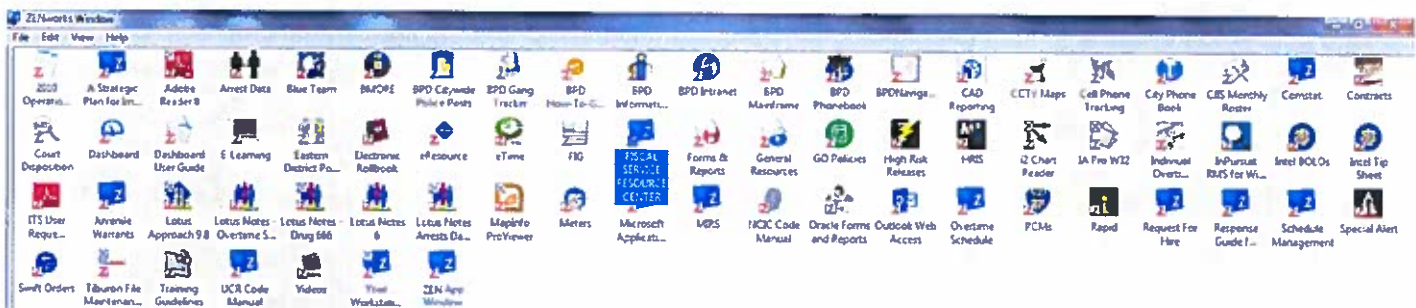
By Lieutenant Frederick Stewart, Fiscal Services Section

In an ongoing effort to bring exemplary customer service to our members, the Fiscal Services Section's mission is to provide financial oversight and management of the Department. Part of that mission is tackling "historical edits." After years of a growing increase in historical edits (mostly related to overtime hours worked), a plan was developed by the Fiscal Services Section to manage the existing backlog of over 7,900 adjustments. In the past two months alone, historical edits have been reduced by processing a backlog of over 6,000 entries. The remaining backlog should be eliminated by the end of April.

Another priority of the Fiscal Services Section is helping members understand the policies and procedures that govern the Department's fiscal actions. Many of you may have fiscal questions but may not know who, or even what, to ask. In an effort to help you find the answers you are looking for, the Fiscal Services Section now has an application located within the ZENworks window labeled **FISCAL SERVICES RESOURCE CENTER**.

The application is a quick reference guide to most of your fiscal questions. It is broken down into four sections:

**(1) PAYROLL (2) PROCUREMENT (3) TRAVEL (4) RENTAL/LEASE VEHICLES & TAKE-HOME VEHICLES**





The Fiscal Services Section has also implemented a new office policy that allows us to be more efficient in performing our payroll duties and in serving you:

- 1) Call before visiting the office to discuss your payroll matter and to schedule an appointment, if necessary.
- 2) Telephone calls are taken Monday through Friday, 8:30 a.m. – 12:00 p.m. and 2:00 p.m. – 3:00 p.m.
- 3) Place all mail and other materials in the mailbox located next to the front door of the Fiscal Services Section.
- 4) Use the payroll email address for questions:  
[email.payroll@baltimorepolice.org](mailto:email.payroll@baltimorepolice.org)

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## Diversity Corner—Women's History Month

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By Director Jan Bryant, Equal Opportunity & Diversity Section



Since 1988, presidents of the United States have issued proclamations declaring March as Women's History Month to acknowledge and honor achievements made by women. In recognition of this

year's Women's History Month theme – "Working to Form a More Perfect Union: Honoring Women in Public Service and Government" – the Equal Opportunity and Diversity Section (EODS) honors and celebrates the achievements of Colonel Melissa Hyatt, Chief of Patrol.

Colonel Hyatt is currently the highest ranking sworn woman in the BPD. Having grown up in a family where her father served 31 years in the Department before retiring as a major, Colonel Hyatt always knew she wanted to be a BPD officer and dedicate her professional life to public service. An early career goal of Colonel Hyatt was to become a SWAT team member. Through hard work and dedication, she achieved that goal. Although challenging, being a SWAT team member taught Colonel Hyatt her strengths, how to problem solve, and how to work smarter.

Working in a supervisory capacity was not one of Colonel Hyatt's early career goals. However, with the encouragement of her father, and recognizing that being a part of the solution to problems means taking on formal leadership roles, Colonel Hyatt became a sergeant after seven years on the force. She rose through the ranks quickly and attained the rank of Colonel in August 2015.

Colonel Hyatt recognizes there are challenges for women who choose a career in law enforcement. Her advice to other women in the profession is to set goals and hold fast to them. Don't let others discourage you. Work hard in the beginning of your career because your hard work will speak for itself. Let your interests be known and find mentors, regardless of gender, to guide you.

Colonel Hyatt also believes it is important to have a support system outside of the BPD to help handle the rigors and stresses of the job. Colonel Hyatt manages stress by running, practicing yoga, and taking boot camp classes. But her greatest support is her family. Colonel Hyatt loves working for the BPD and wants other women to be successful and to remember what her mother once told her: Anything is possible!

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## Crime Lab Corner

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By Director Steve O'Dell, Forensic Services Division



We are in the midst of another audit in the Forensic Services Division – actually, four audits, to be exact. It made me think, what do you know about the Forensic Services Division? Did you know it's not just one single laboratory but 11 labs

with one of the largest testing scopes under ISO (International Organization of Standardization) accreditation in the US? The BPD is accredited to ISO/IEC (International Electrotechnical Commission) 17025:2005 and ISO/IEC 17020:2012 standards, and we maintain FBI Quality Assurance Standards certification for DNA testing. These are international standards with over 1,000 requirements we must maintain at all times!

What is "ISO/IEC," you may be thinking? It is the highest level of accreditation, internationally recognized and standardized, that can be achieved by a forensic testing facility. To maintain these high standards takes lots and lots of effort! Specifically, it takes a lot of policies and procedure, a lot of training, A LOT of documentation, a lot of patience, and A LOT of audits. Your Forensic Services Division goes through at least 9 audits of various sorts per year.



Don't these audits slow us down? They can, at times, especially with limited staffing, but accreditation is one of the most important features of any crime lab system as it speaks to the credibility and reliability of testing results and procedures that aid in thousands of investigations every year and many, many, court proceedings. However, "slow" is also a relative term. We consistently out-produce per FTE (full-time employee), in some cases greater than 300%, in comparison to national benchmarking. We are also in the lower 25<sup>th</sup> percentile of all laboratories in terms of cost per case in

our categories of testing. That is a lot of bang for the buck! Call the Forensic Services Division today at 410-396-2666 to see what we can do to help your investigation.

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### Bowl for Kids' Sake

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**B**ig Brothers and Big Sisters of the Greater Chesapeake (BBBSGC) held their Bowl for Kids' Sake event at the AMF Pikesville Lanes on March 18<sup>th</sup> and 19<sup>th</sup>. The BPD raised \$1,470 to support BBBSGC in connecting kids with adult mentors and providing ongoing support for the children, children's families, and volunteer mentors. The night was filled with friendly competition along with many strikes and spares, a few gutter balls, and most importantly support for a worthy cause.



Commissioner Davis' team, comprised of Deputy Commissioner Dean Palmere, Deputy Commissioner Darryl DeSousa, Chief Ganesha Martin, Captain Martin Bartness, Sergeant Derek Loeffler, and Detective Maria Velez, took the event's trophy for high team score. Media Relations also fielded a team comprised of Director TJ Smith, Lieutenant Jarron Jackson, Officer Nikki Fennoy, Officer Nicole Monroe, Officer Jeremy Silbert, and Officer Vernon Davis.

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### Dog Handling Training Course

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**T**he Baltimore City Mayor's Anti-Animal Abuse Advisory Commission is partnering with the BPD to provide patrol officers with training on encountering dogs. Katie Flory, the Mayor's Anti-Abuse Advisory Commission chair and community affairs director for the Maryland SPCA, began offering the weekly training course to patrol officers in December 2015. She will continue to provide training to officers through April 2016 when she is expected to have trained 950 patrol officers.

According to Flory, "It is very important to provide police officers the tools necessary to safely and humanely contain and handle a dog without increasing the risk of injury to themselves or the community, or to use unnecessary force on the dog."

The ASPCA reports that one in three homes has a dog residing in it. Police officers come in contact with dogs on a regular basis, from responding to calls by residents who own dogs to responding to a report of a loose dog roaming



Ofc. Acord with Grayson



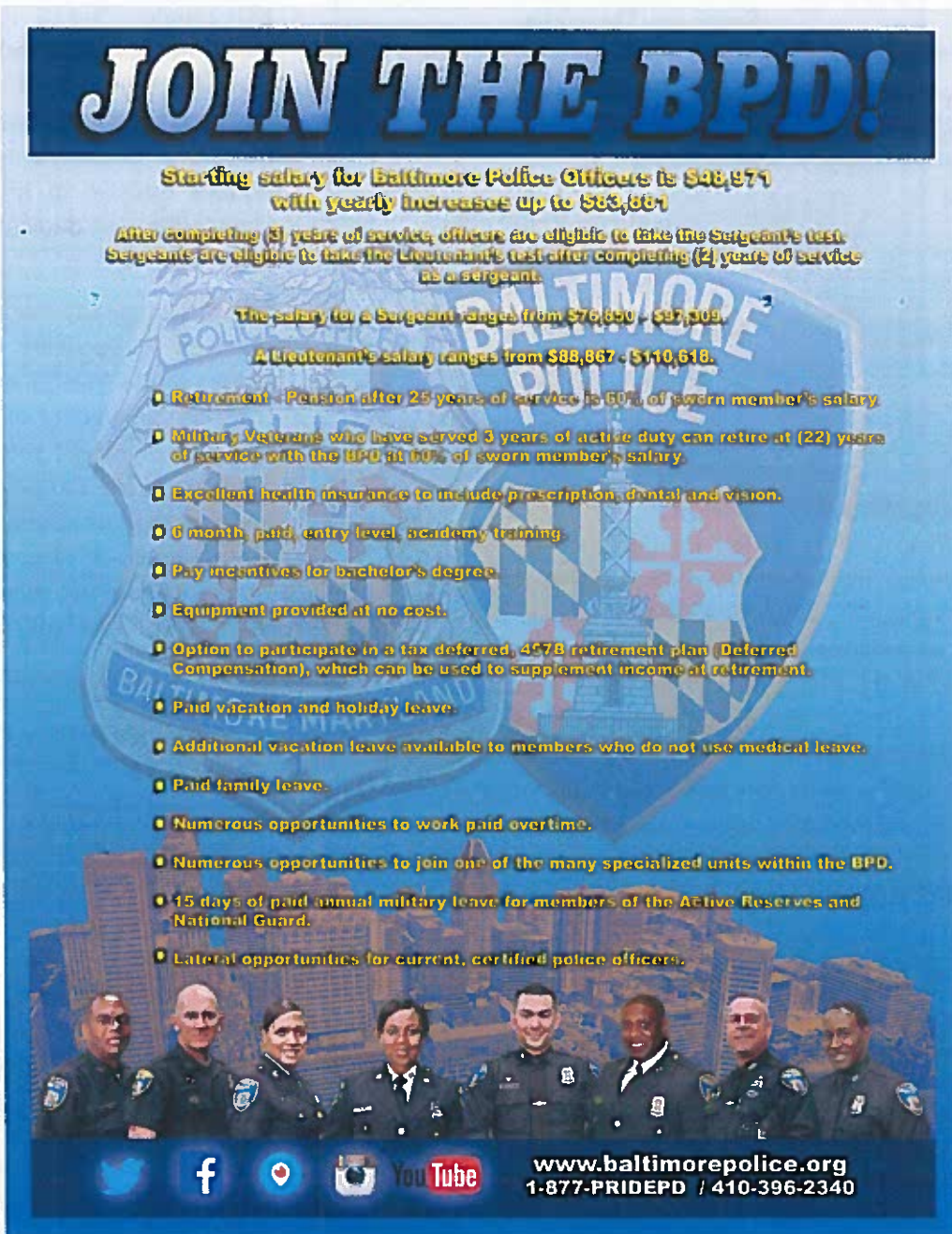
the neighborhood. The dog handling training course provides resources and training to help police officers assess the situation and environment for dogs, learn to read canine body language, use their own body language and tools to contain a dog safely, and enable police officers to better recognize and respond to hazardous situations associated with dangerous or potentially dangerous dogs.

## Recruitment & Hiring

By Major James Handley, Recruitment and Background Investigation Section

The Recruitment Unit continues its commitment to recruiting and hiring a diverse group of highly qualified and ethical individuals to become Police Officer Trainees. It remains focused on ensuring that the hiring process for each applicant is conducted in a manner that is valid, reliable, fair and based upon best practices. The recruiting and hiring processes have been evaluated and improved to ensure that the most qualified applicants are hired in an efficient and timely manner.

- The selection process has been streamlined and aligns with state regulations and standards for hiring entrance level police officers.
- Three Community Colleges in Maryland, Prince George's County, Anne Arundel County and Hagerstown, offer recruit training programs to individuals who are MPCTC certified upon their graduation. The Recruitment Unit is actively recruiting at each of the colleges and on May 2nd, 2016, the Civil Service Test was administered to all of the recruits who are currently enrolled in the program in Prince George's County. These efforts are being expanded to include the other colleges to include administering the physical agility test at their campuses.
- Efforts have been refocused on recruiting and hiring members of the military and veterans.
- The Recruitment Unit is collaborating with the Center for Urban Families to recruit and hire residents of Baltimore City.
- Johns Hopkins University is providing training to the



**JOIN THE BPD!**


**Starting salary for Baltimore Police Officers is \$48,971 with yearly increases up to \$63,861**


**After completing (3) years of service, officers are eligible to take the Sergeant's test. Sergeants are eligible to take the Lieutenant's test after completing (2) years of service as a sergeant.**

**The salary for a Sergeant ranges from \$76,690 - \$97,309.**

**A Lieutenant's salary ranges from \$88,867 - \$110,618.**

- Retirement - Pension after 25 years of service is 60% of sworn member's salary.
- Military Veterans who have served 3 years of active duty can retire at (22) years of service with the BPD at 60% of sworn member's salary.
- Excellent health insurance to include prescription, dental and vision.
- 6 month, paid, entry level academy training.
- Pay incentives for bachelor's degree.
- Equipment provided at no cost.
- Option to participate in a tax deferred, 457B retirement plan (Deferred Compensation), which can be used to supplement income at retirement.
- Paid vacation and holiday leave.
- Additional vacation leave available to members who do not use medical leave.
- Paid family leave.
- Numerous opportunities to work paid overtime.
- Numerous opportunities to join one of the many specialized units within the BPD.
- 15 days of paid annual military leave for members of the Active Reserves and National Guard.
- Lateral opportunities for current, certified police officers.





**www.baltimorepolice.org**  
**1-877-PRIDEPD / 410-396-2340**



Recruitment Unit about best practices that have been developed throughout the nation.

Police Officers currently employed in the State of Maryland and throughout the United States are actively being recruited to lateral to the Baltimore Police Department.

These are just a few of the processes that the Recruitment Unit has put in place in recent months. Many members of the Department continue to refer and recruit outstanding candidates for hire as Police Officer Trainees and your efforts are greatly appreciated!"

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## Sworn Profile

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By Captain Milton Corbett, Special Operations Section



Officer KC Zellars joined the Baltimore Police Department in 2009 and, upon graduation, was assigned to the Community Stabilization Unit, where she assisted in various initiatives citywide before being permanently assigned to the Southern District in the fall of 2010.

Officer Zellars joined the Special Operation Section's Special Events Unit in the spring of 2013. In this assignment, Officer Zellars has played an integral role in logistical planning for a range of events such as the Baltimore Marathon, presidential visits, Star Spangled Spectacular, and countless foot races and parades. When asked what she thinks is the best part of being an officer with the Baltimore Police Department, she said, "Coordinat[ing] a safety plan for events and see [ing] it all come together by engaging with event-goers from all over as they enjoy the festivities."

In her free time, Officer Zellars enjoys volunteering with Reading Partners, playing softball, and riding her motorcycle.

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## Professional Staff Profile

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Sarah Gaylord is a Research Analyst Supervisor in the Crime Analysis Unit who has been with the BPD for over five years. Her career began in 2011,



starting as a research analyst, and was promoted in 2014. She has challenged the Department to work smarter, expanded its understanding of how an effective Crime Analysis Unit ought to function, and focused her unit's attention on producing analyses that inform operational decision-

making. Her commitment and intelligence have earned the respect of both the professional staff and her sworn colleagues. According to Sergeant William Macdonald, "Sarah is an excellent co-worker who constantly displays dedication, loyalty, and pride in her job. She is an inspiration to her colleagues and always has the time and patience to assist them with any questions or problems." Lieutenant John Paradise is equally effusive in his praise: "Sarah represents the work ethic and dedication that we all seek, but rarely find."

Sarah is originally from Toronto, Ontario, Canada. She received a Bachelor of Science degree in Criminal Justice and a Master of Science in Intelligence Analysis from the University of Detroit Mercy. She played four years of Division I softball while in college and was a member of the Canadian Junior National Softball team. She can still occasionally be seen hobbling around the ninth floor of the headquarters building after a weekend warrior event gone bad. Sarah has been married for two years and has a eighteen-month-old son.

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## Where Are They Now?

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Retired Lieutenant Leslie Bank took her first steps in a "career of firsts" when she joined the BPD in 1985. After graduating from the academy in January 1986, she was assigned to the Western District, where she walked foot patrol in

the Penn-North Community. Walking foot was not what a rookie police officer wanted to do but former Police Commissioner Bishop Robinson required all



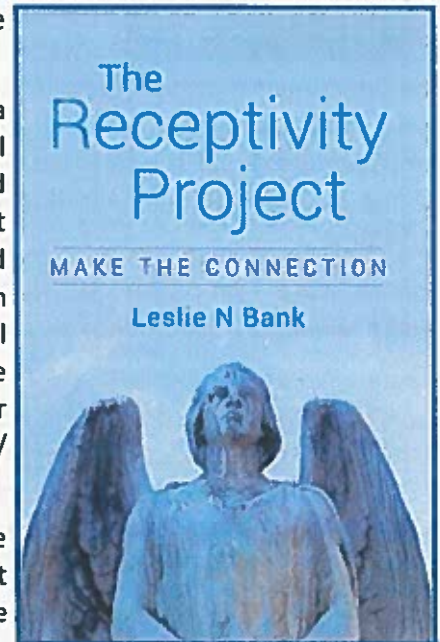
officers graduating from the academy to walk foot patrol for their first six months on the street. Like many other young officers have grown to learn, Lt. Bank found the assignment very beneficial to her development as a police officer. To be an effective foot officer, and to stay warm during the winter months, Lt. Bank visited the businesses in the community, speaking with the employees and connecting with the neighborhood's residents.

Lt. Bank was assigned to the Western District for four years before transferring to SWAT. She was the first woman in the Department to make an entry as a member of the SWAT team, and she later became the first female lieutenant to command the Traffic Section.

Lt. Bank was promoted to sergeant in 1995 and assigned to bike patrol in the Northwest District. She then spent two years in the Motors Unit before being assigned to former Police Commissioner Thomas Frazier's office. Lt. Bank was promoted to lieutenant in 2000 and was again transferred to the Western District. She was later assigned to the Mobile Enforcement Team (similar to the current Operational Investigation Section); the District Detective Unit; and the Traffic Section, where she served from 2003 until her retirement in 2010.

In her professional career after the BPD, Lt. Bank worked for four years as a subject matter expert on law enforcement at Science Applications International Corporation, headquartered in Tysons Corner, Virginia. She also briefly worked for the State of Maryland. Now, Lt. Bank is working for ADC Limited, based out of New Mexico, doing background investigations. In April 2015, she published her first book, *The Receptivity Project: Make the Connection*, and is currently on a promotional tour. The book "invites you to reconnect with your spiritual intuition. Learn to manage your intuitive energy, decipher the advice we receive every day from spiritual sources, and help your body open a channel for messages from the spirit world" ([www.amazon.com/gp/product/B00WROLJRK/ref=dp-kindle-redirect?ie=UTF8&btkr=1](http://www.amazon.com/gp/product/B00WROLJRK/ref=dp-kindle-redirect?ie=UTF8&btkr=1)).

Lt. Bank's heart will always be with the BPD and her brothers and sisters on the Department. In the private sector, she misses the camaraderie and bond that are formed in our profession. She has a 10-year-old son and is engaged to be married in October.



## CRC President



Inez Robb was raised in the Oliver Community in East Baltimore, graduated from Eastern High School, and attended Community College of Baltimore. Inez moved to West Baltimore and bought a condominium in the Sandtown-Winchester Community 30 years ago, where she has since served as the president of her condo board for the past 25 years, President of the Fulton Community Association, and for the past 10 years the President of the Western District CRC.

Inez is a member of the Watershed 263 stakeholders' advisory council. The Watershed 263 is a 930-acre storm drain area in west and southwest Baltimore. The project focuses on revitalizing urban communities by improving water quality and promoting urban forestry projects. Inez is also a member of the Johns Hopkins Community Research Advisory Council (C-RAC), a board member of the Community Law Center (CLC) and Green and Healthy Homes Initiative (GHHI), a Baltimore Energy Captain, and a member of the

Baltimore Sustainability Commission.

## This Month in Maryland Law

By Officer Joshua Rosenblatt, J.D., Professional Development & Training Academy



Two notable cases affecting law enforcement officers in Maryland are worthy of note this month. The Maryland Court of Special Appeals held that the odor of marijuana continues to provide probable cause to search a vehicle, and the Supreme Court of the United States reversed a homicide conviction from 1998 where police officers' notes from the case were not turned over to the defendant.

**JOSHUA PAUL BOWLING v. STATE OF MARYLAND**, Court of Special Appeals, CDS — Odor of Marijuana —The decriminalization of under 10g of marijuana “does not change the established precedent that a drug dog’s alert to the odor of marijuana, without more, provides the police with probable cause to authorize a search of a vehicle.”

The Court held that marijuana is “contraband” because it is illegal to possess in any quantity. Because of this, the Court held, the **Carroll Doctrine** applies and allows the warrantless search of a vehicle with probable cause that contraband may be found there. To support this claim, the Court cited language in the **CDS Statute**, specifically stating that the decriminalization provision “may not be construed to affect the laws relating to... seizure and forfeiture.”

*Practice Note – An officer's ability to detect the odor of marijuana would also provide the same probable cause to search so long as the officer was able to demonstrate sufficient expertise to make the identification.*

*Practice Note – As with all “odor” cases, be sure to articulate how you could tell the source of the odor (it wasn't coming from somewhere else). Moreover, consider whether (under the circumstances) observation of less than 10g of marijuana provides reason to believe that a greater quantity is also located within the vehicle. If relevant, include evidence related to Driving While Impaired by CDS, as this provides an additional avenue of investigation distinct from the possession charge. Of course, if there's probable cause for DUI/DWI, take other appropriate action as well.*

**MICHAEL WEARRY v. BURL CAIN, WARDEN**, Supreme Court of the United States

In a weak case, the prosecution’s failure to turn over notes made by police officers with regard to two different witnesses cast sufficient doubt on the verdict as to “undermine confidence” and require a new trial.

Michael Wearry was on death row in Louisiana, having been convicted of murder in 1998 based primarily on the “eyewitness account” of someone who initially told police that Wearry confessed to shooting the victim in one location but changed his story four times and by the time of trial claimed that he was actually there when the victim was kidnapped, beaten, and ran over by Wearry in a completely different location. There was no physical evidence presented in the case, but several circumstantial witnesses were presented.

The Court held that in a case this weak built on a “house of cards,” the State’s failure to turn over even marginally exculpatory police records such as inmate claims that the eyewitness had motive to lie was sufficient to require a new trial.

*Practice Note – Be sure to keep a complete case file that can be turned over to the State's Attorney when the case is charged (or before, for serious cases). As you update your case file, make sure to get the State's Attorney a copy as well so that it can be turned over to the defense and avoid issues like this one. If that seems like a lot of work, imagine having to re-try a homicide 14 years after the last trial or having to explain to the victim's family the reason for the re-trial.*





*Practice Note - The State's burden to disclose potentially exculpatory information to the defense includes information that casts doubt on the credibility of key witnesses. For more, take a look at [Giglio v. US, 405 US 105 \(1972\)](#) or [State v. Williams, 392 Md. 194 \(2006\)](#)*

## Spotlight on Cops

I'm writing to commend two officers – Police Officers McCall and Cruz. The Southwestern District received a call from the Baltimore Veterans Crisis Center, and Officers McCall and Cruz were sent to the home of an elderly gentleman to ensure that he was safe.

We were in the midst of dealing with deadlines when a Baltimore City police cruiser pulled to the front door. Located in southwest Baltimore City, we first thought there was trouble and it was coming our way.

Instead, when Officers McCall and Cruz stepped inside they told us, "We have an older man we are working with who lives in the neighborhood, and he needs help. Can you help him?"

Officers McCall and Cruz were sent by their dispatcher to check on someone who called the Baltimore Crisis Center saying he was "just about done living." Having lost his wife five years ago he lived alone – his children had lives of their own. He didn't want to bother them. He had little hope that life would be better going forward; he was very lonely.



Ofc. Markkeder McCall

We gave the officers a packet of information to show him, wrote our phone number on the folder and asked the officers to have him call us.

A few minutes later Mr. W. called. We could hear the officers in the background. Mr. W. told us he didn't have much money other than his social security. He told us his daughter usually took care of things for him, but he didn't want to bother her. We talked with him for a while, obtained his permission to call his daughter and he gave us her number.



Ofc. Jorge Cruz

The next day, Mr. W. and his daughter came to visit Caritas House, toured the building, looked at a room, and we assessed Mr. W. to determine if our program could meet his needs. Mr. W. "loved the place." His daughter was a bit overwhelmed about the very real possibility that her father's situation might be resolved in a positive manner – that we were willing and able to help.

Mercy can surprise you. It can come unexpectedly and transform people and their lives in loving ways. Officers McCall and Cruz would have done their job if they had stopped at the man's home and called his daughter to check on him. Instead, they followed their hearts and searched for help. Our staff would have done their jobs if they simply handed the officers some information or a phone number for them or the elderly man to call. The elderly gentleman could have refused the help offered him. The daughter could have told her father she was unable to take him out to visit. Instead, Mercy stepped in and we have all been changed.

Your officers are to be commended for their compassion, gentleness, and assistance to someone who was near the end of his rope, not wanting to worry his family but also in need of help.

We appreciate the work that all of your officers do in their line of duty and we are grateful to have Officers McCall and Cruz serving in our community.

Sincerely,

Ruth R. Rich  
Director, Caritas House  
Catholic Charities in Action

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## Spotlight on Cops

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I am writing to commend Officer Jeff Stafford for his excellence and exemplary professionalism.

As a physician, I occasionally have to complete a Petition for Emergency Evaluation. On February 10, 2016, I had to complete such a petition for one of my patients who was not eating and drinking as a result of her mental illness. I was at her home when Officer Stafford and his colleagues arrived.

Having completed several Petitions of Emergency Evaluation over the course of my career, I have observed a wide range of behavior and attitudes toward people with mental illness from the police officers who respond to such situations. Unfortunately, not all those response were ideal.

Officer Stafford's response, in contrast, was nothing short of exemplary! Without ever deviating from his duty requirements, he treated my patient with dignity and respect, and was kind and gentle with her. The smallest gestures made a significant difference. He managed a perfect balance of being patient while maintaining control of the situation. I do not know if he received Behavioral Emergencies Services Team (BEST) training, but his behavior and attitude is exactly what the mental health community hopes from officers who respond to such situations.

It is also important to recognize the context for this situation. Recall that February 10, 2016 was the day that two Harford County Deputies were tragically shot and killed. At the time that Officer Stafford responded to the call for a Petition for Emergency Evaluation, the news for that event was on the television as he and his colleagues entered my patient's home. It would have been very easy for Officer Stafford to be preoccupied. Perhaps he was, but you never would have known that based on his behavior and focus on the situation at hand. It was yet another indication of his unflappable professionalism.

As a physician and longtime resident of the city, I personally thanked and lauded Officer Stafford for his efforts. I also thought that you should know that Officer Stafford and his colleagues represented the Baltimore Police Department in a remarkably positive light that make the Department and the citizens of Baltimore proud.

Sincerely,

Christopher M. Wilk, M.D.



Ofc. Greffrey Stafford



Ofc. Ronnie Waters, Jr.

A brief note to appreciate your officers who pulled me over on Saturday morning on Exeter Hall Road, after I rolled through a stop sign. I knew immediately when I saw their observation post that the stop was likely. They were completely polite and professional in pointing out to me the error of my ways. I'd like to commend Officer Waters on his actions.

Sincerely,

Adrian Bishop





# Spotlight on Cops



**Baltimore Police Department** added a new photo  
March 27 at 9:45pm



Southeast District Foot Patrol Officers



**Kevin Davis** @CommishKDavis Mar 24

We recognize top notch crime fighters b4 Comstat each week  
Here, Sgts. Himes & Sullivan from @BaltimorePolice SWD



6

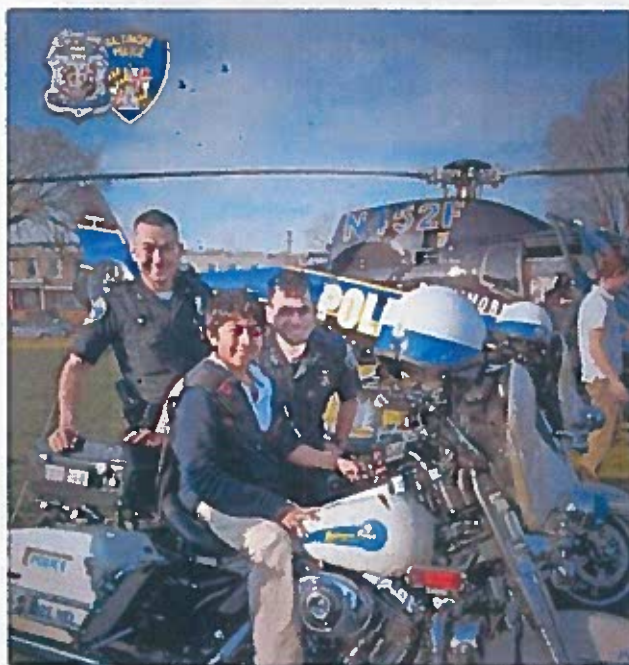


20



**Baltimore Police** @BaltimorePolice Mar 9

Earlier today we teamed up with Big Brothers Big Sisters at  
Highlandtown Elementary School & met some great students



**Baltimore Police Department** was live

March 2

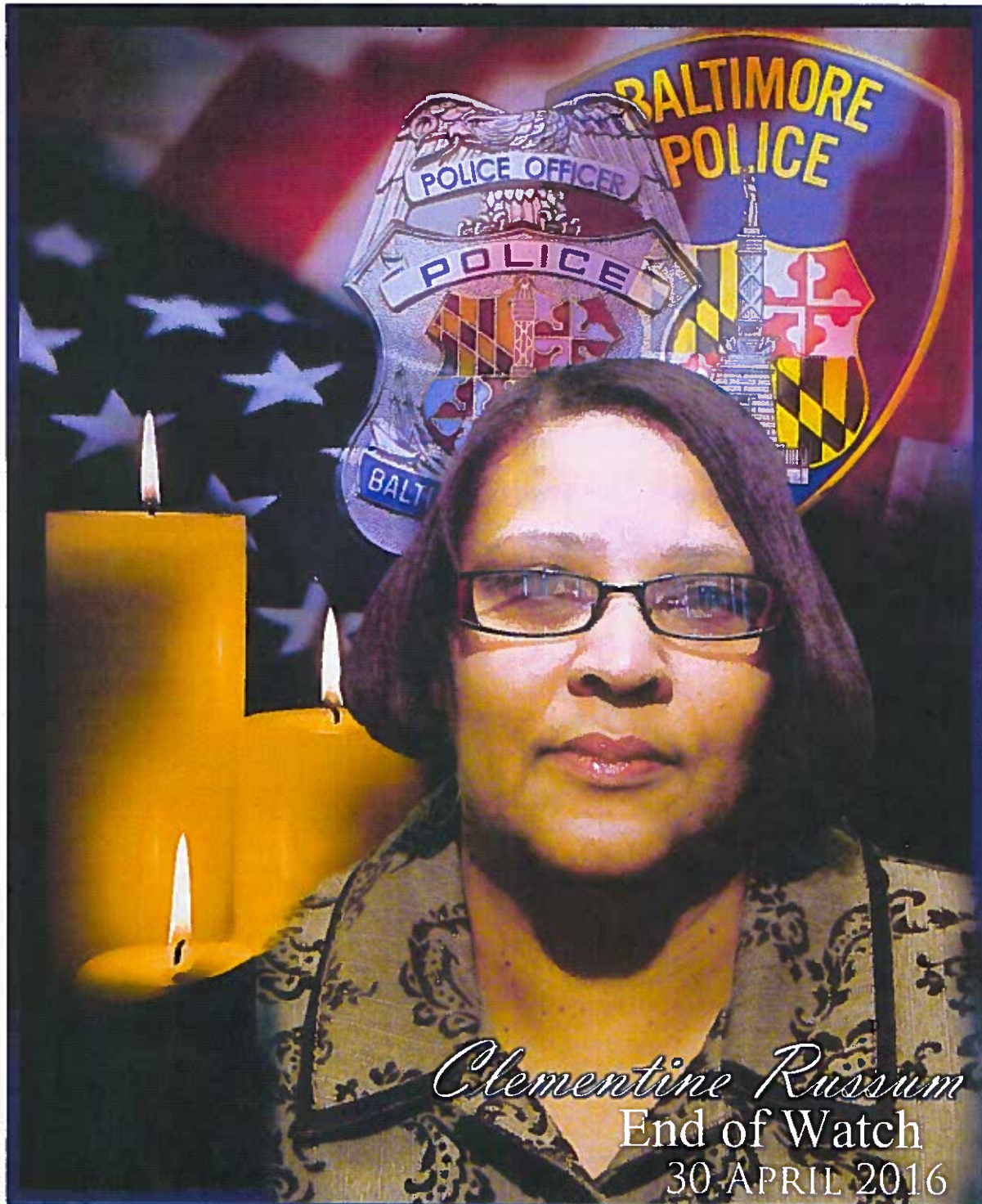
It's Dr. Seuss Day at Arlington Elementary School



4.9K Views



# Farewell



Retired Police Officer and current Contract Services Specialist I Clementine (Tina) Russum passed away on March 11, 2016. Officer Russum retired in 2007 and has been working in Human Resources since she returned to the BPD in 2010. She will be deeply missed by her daughters, Mecah Washington and Micah Washington, and by her grandchildren, family and friends.



# Farewell

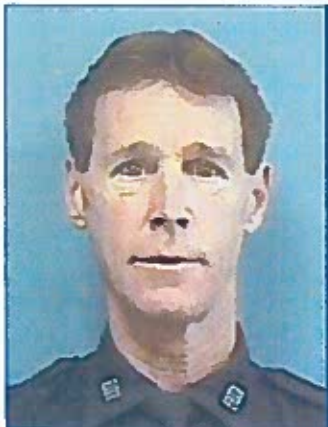


Retired Sergeant Dennis Raftery, Jr. passed away on March 25, 2016. He will greatly missed by his wife, Carinda, and his children, Dennis, Carinda and laian, along with his extended family and friends.



Retired Police Officer John L. Shriver passed away on March 18, 2016. He will be dearly missed by his wife, Carol, children, 8 grandchildren and 10 great grandchildren.

Retired Sergeant Earl L. Morris passed away on March 1, 2016. He will be dearly missed by his wife, Marie, and his children Renee, Tony, James, Bob, and Carol, as well as his extended family.



Retired Sergeant Charles Snitzel passed away on April 25, 2016. He will be dearly missed by his wife, Barbara, 3 daughters, along with his extended family and friends!

Retired Police Sergeant William Beran passed away on March 16, 2016. He will be dearly missed by his sister, Anita Cheswick.







# YOUR BPD News



Volume 2, Issue 4

June 2016

## INSIDE

Commissioner's Message .....	1
NFL Play 60 .....	2
Public Safety Initiative .....	3
This Month in Maryland Law .....	3
Connections: Guiding the Leaders of Tomorrow...Today .....	4
Easing Reentry for the Newly Freed .....	4
Senator Mikulski .....	5
Building Relationships with the Community .....	6
Crime Lab Corner .....	6
40th Anniversary Memorial Service .....	7
Professional Staff Profile .....	8
Sworn Profile .....	8
Where Are They Now? .....	8
CRC President .....	9
Telecommunicators Week .....	9
Team of the Year Award .....	10
Asian American and Pacific Islander Heritage Month .....	10
Community Thanks! .....	11
Spotlight on Cops .....	13
Farewell .....	14



KIPP Academy

Rumors and anxieties are natural when organizational change takes place. These changes are to make us even better than we already are. Too few people have had too much responsibility, and that creates significant communication and investigative challenges.

Our patrol, investigative, operational, community, training, accountability, and administrative responsibilities must all matter equally if we are to take this great police department to the next level and emerge as a 21<sup>st</sup> century leader in our profession.

The BPD has been too "tall" at times, and information hasn't always made its way to the top of the organization in a timely and complete manner. We have

flattened the command structure by eliminating the sworn ranks of Lieutenant Colonel and Colonel. In doing so, the opportunity for upward mobility remains the same as command positions have not been eliminated.

The rank of Chief will now be occupied by sworn and civilian leaders between the ranks of Major and Deputy Police Commissioner. The Chiefs will be afforded streamlined responsibilities and a reduced span of control. More focused leadership allows Chiefs, Majors, and Captains an opportunity to problem-solve with fewer distractions.

I am also proud to announce Deputy Commissioner Darryl DeSousa has been commissioned a one-year visiting fellowship with the International Association of Chiefs of Police (IACP). Deputy Commissioner DeSousa is the first BPD commander to ever receive this prized fellowship, wherein he will immerse himself in major police and justice policy efforts to gain a broad understanding of policing and justice theory and practice across the world, and then bring best practices back to Baltimore. I am extremely grateful to IACP Executive Director Vincent



Talucci for his partnership in this endeavor.

Please join me in congratulating our promotees. The Baltimore Police Department will undoubtedly thrive under their leadership, and a new round of Lieutenants and Sergeants will be promoted next week to further invigorate the organization.

Thank you all for choosing to be part of the most challenging and rewarding profession on earth. Please be safe, and continue to do great things.

## NFL Play 60

By Captain Milton Snead, Homicide Section

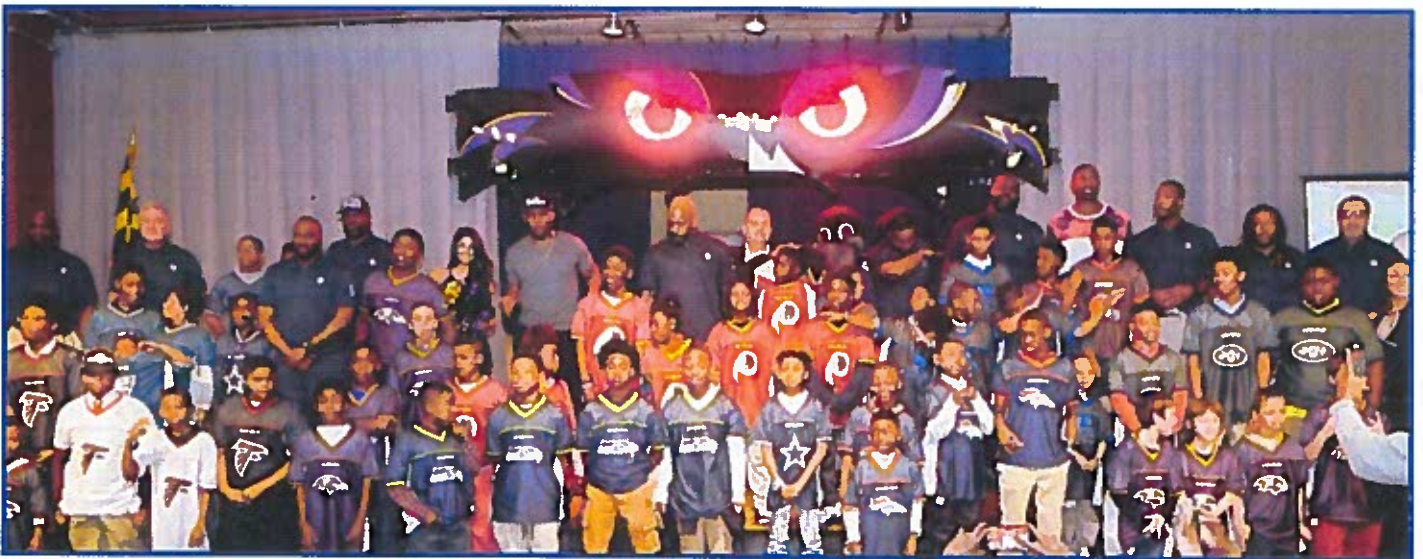
The Joel Gamble Foundation Flag Football League, in partnership with NFL PLAY 60 and the Baltimore Police Department, serves as an opportunity for youth in Baltimore to participate in a coed sports league that is fun and promotes healthy living. The coaching staff consists of BPD and Baltimore City Public Schools police officers, former football players of different levels, and youth league coaches. This cross-section of volunteers serves to bridge the gap between community and police and helps advance the Joel Gamble Foundation's mission of building strong, lasting relationships between youth, community members, and police officers.



Captain Milton Snead, Ericka Alston and kids from Penn-North Safe Zone.

The Joel Gamble Foundation Flag Football League involves 10 teams of middle school and elementary school children, ages 8-14. All of the games are played at Easterwood Recreational Center Field in the Western District.

The concept behind having Baltimore police assist as coaches is to allow citizens and kids the opportunity to see officers as human beings and equals. It also allows the police officers to interact with and better understand the



day-to-day lives of the citizens and children they protect and serve.

Captain Milton Snead is the head coach and Officer Jordan Distance is the assistant coach of a team of kids from the Penn-North Safe Zone. The Penn-North Safe Zone is a youth center where kids can go after school to receive food, recreation, and interaction with positive adult role models. When the kids see Captain Snead and Officer Jordan, they don't just see cops – they see Coach Milton and Coach Jordan, who also happen to be police officers.



Other BPD coaches who have done an outstanding job are Lieutenant Regis Flynn, Officer Rashad Hammond, Officer Raymond Queen, and Officer Jude Yearwood.

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## Baltimore Consortium of Universities and Colleges - Public Safety Initiative

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By Lee James, Executive Director for Campus Safety & Security, Johns Hopkins University

The Baltimore Consortium of Universities and Colleges - Public Safety Initiative, is a project of the nine member institutions founded on the principle of sharing resources and information for creating safer environments on and around the city's institutions of higher education. The members are Johns Hopkins University, Coppin State University, University of Baltimore, Morgan State University, Maryland Institute College of Art (MICA), Loyola University, Notre Dame of Maryland University, University of Maryland Baltimore, and Baltimore City Community College.

A key component of the consortium is a proactive partnership between the member institutions and the Baltimore Police Department to leverage common public safety interests around crime prevention and community policing within the city. The Consortium's goals are:

- To create a proactive partnership between the member institutions to share crime prevention and crime reduction information, as well as the best practices in the campus safety and security field nationwide.
- To engage campus safety resources in a collaborative manner to improve training and education for all campus public safety personnel within the city.
- To engage the expertise and experience of the Baltimore Police Department in conducting joint training and exercises designed to prepare member institutions to respond and mitigate emergency incidents on their respective campuses.
- To assist the Baltimore Police Department in developing and maintaining a Campus Safety web-link on the Department's website highlighting Campus Safety in higher education across the city.
- To serve as a conduit for access to research, analysis, and solutions for key public safety issues confronting the City of Baltimore.

Any questions about the Consortium can be directed to Director Lee James at [ljames10@jhu.edu](mailto:ljames10@jhu.edu).

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## This Month in Maryland Law

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By Officer Joshua Rosenblatt, J.D., Professional Development & Training Academy



Being able to pinpoint the exact moment a suspect has been "seized" is critical to improving the strength of any case in which evidence is collected, a statement is obtained, or an identification is made as a result of that seizure. Similarly, if a stop did not occur, knowing the factors involved in a "seizure" can help determine the facts the court will be looking for in any incident reports.

A suspect is "seized" for fourth amendment purposes when:

- 1) an officer uses force or a show of authority (including verbal commands and/or gestures),
- 2) a reasonable person believes that he/she is not free to leave, and
- 3) the person is physically stopped by police or submits to the show of authority (they stop/comply).

Because a stop is not judged by intent, it is important that you be aware of the impact your words and actions have on others. If your words and actions, taken together, would make a reasonable person believe that they were being stopped, then you have seized them even if you thought you were merely questioning them.

What would make a "reasonable person" feel like they were not free to leave? The courts tend to look at factors such as: 1) the presence of several officers; 2) the display of a weapon by an officer; 3) physical touching of the person; 4) the use of language or tone of voice indicating that compliance with the officer's request might be compelled; 5) approaching the citizen in a non-public place; and 6) blocking the citizen's path.

By paying attention to these factors, you should be able to identify when the courts will consider a stop to have occurred, and ensure you have sufficiently articulated the reasons in your report or explained that a stop did not occur.

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### Connections: Guiding the Leaders of Tomorrow...Today

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By Kim Stevenson, DOJ Compliance & External Affairs Division

The Youth Mentoring Program for Girls' (YMPG) First Encounter event was held on Wednesday, April 13<sup>th</sup> at Waverly Elementary-Middle School. School administrators, parents, students, and female officers from both the Baltimore Police Department and Baltimore City School Police officially met for the first time.

YMPG is a year-long effort in which a female law enforcement officer is paired with a young lady, 13 to 17 years old, to offer guidance, accountability and support. Now more than ever, a culture that is driven equally by a commitment to excellence and service to others is vital.

Officers meet with their mentees for an hour every other Wednesday afternoon to maintain a constant dialog. The program provides positive influences to help young women thrive despite their circumstances.



It is also an opportunity to positively influence the perception of how youth see police officers. Detective Monica Veney explained, "I want these girls to know that we are more than our uniforms. I am a mother and a wife, as well as an officer, who cares about our community."

Ice breaker exercises were the first order of business. Ganesha Martin, Chief of the DOJ Compliance & External Affairs Division, and YMPG's creator, asked, "What is your favorite song?" Many referenced gospel songs that help motivate them throughout the day, while others simply picked such upbeat songs as "Happy." As parents looked on, there seemed to be an expectation that the program would have a positive impact on their daughters.

We are looking to expand the program to another school in 2017. Female officers of all ranks are encouraged to send an inquiry to the Program Coordinator, Kim Stevenson, at [Kim.Stevenson@baltimorepolice.org](mailto:Kim.Stevenson@baltimorepolice.org).

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### Easing Reentry for the Newly Freed

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By Tiffany C. Ginyard, Special to the AFRO  
(with permission by *The AFRO*)

Shryce Hall was an active participant in the unrest that erupted in Baltimore's streets last April. Why?

"Just to go against the police," she said, revealing a photo of her screaming at a patiently poised officer and waving a wad of cash in the camera. The death of Freddie Gray brought back memories of Hall's own negative experiences with police officers.

Why the cash? She was prepared to be arrested, because she knew what she was doing was wrong. But her ill feelings toward the police defeated her conscience.

"It was my bail money," the 51-year-old mother of two told the AFRO.

Looking back, Hall is not proud of her behavior that day. She then believed that the police only came around to make arrests. Today, she has a different perspective, especially since she now calls a policeman her friend.

"I had no respect for the police until I met Officer Horne," said Hall. The two crossed paths at the Baltimore City Detention Center (BCDC), where she was a detainee, preparing to transition back into the



community. Officer Robert Horne was there to help her. As reentry coordinator for the BPD's Reentry Program, his job is to assist returning citizens with accessing the resources they need to meet with success on the outside.

The Reentry program is one of four community outreach initiatives established by the Community Collaboration Division (CCD). The purpose of the program is for the BPD to collaborate with community and faith-based organizations to deliver evidence-based transitional services behind the wall as well as accountability and services beyond prison walls.

One of the services provided is ELEVATION, a 12-week life skills training program that "teaches men and women detainees to set personal goals and be accountable for life choices." Officer Horne is among four officers assigned to facilitate group sessions in collaboration with workers of Baltimore's Safe and Sound Campaign, a movement launched in 1996 to improve the lives of children, youth, and families. Classes address anger management, drug education, parenting, relationships, and spiritual growth. The spiritual aspect of rehabilitation is critical to transition, said Horne, who has volunteered with the Department of Corrections as chaplain for the Muslim population for 18 years.

CCD has also established partnerships with the Center for Urban Youth and Families' STRIVE program to provide workforce readiness and retention services, and Baltimore Cares, an organization that provides treatment for mental illness and substance abuse disorders.

When Hall was released two months ago, a team of reentry officers showed up to assist with the transition. She had no food, no money, and an overdue electric bill. These are among some of the barriers people face when reentering the community following incarceration. Unaddressed and exacerbated mental health issues, housing, and unemployment are others. But because of her participation in the reentry program, most of those barriers were removed.

"I heard about what they do while I was in the detention center, but I actually experienced it once I got home," said Hall. "I was dazed and confused; I called them as soon as I was released and they were there. I was taken care of. I don't know what would have happened if I didn't have their support."

Success stories have created a buzz among inmates at



Shyrce Hall (left); Lynn Twyman, Program Administrator for the Baltimore Police Community Collaboration's reentry and youth programs; and Officer Robert Horne, Coordinator for the Baltimore Police Community Collaborative Division's Reentry Program, gave a presentation on community policing to Retired Col. Edward Jackson's criminology class at Baltimore City Community College.

other correctional facilities and are advocating for the expansion of the program. Out in the community, however, tensions are high and trust is low between the police and the people.

Horne said he believes the media continues to fuel the public's fear and mistrust of law enforcement. "There's more to policing than writing tickets and locking people up. Unfortunately, people get their information from the te'l'ie'vision... There are many of us out here working to win the heart of the community. It makes our job easier and reduces recidivism," he said.

### Senator Mikulski

Commissioner Davis met with Senator Mikulski at BPD Headquarters in June to discuss federal grant opportunities. The Commissioner and Senator Mikulski discussed BPD's technology needs, and the Senator



provided guidance on the federal grant cycle. As the former chair and current ranking minority member of the Senate

Appropriations Committee, no one knows the federal grant process better than she does.

Earlier this year, Senator Mikulski announced her retirement from the Senate after 30 years of exemplary service. Senator Mikulski is the first

woman U.S. Senator from Maryland and the longest serving woman in the history of the U.S. Senate. She served in the House of Representatives from 1977 to 1987, and before that as a member of the Baltimore City Council.

Born in Baltimore and raised in Highlandtown, Senator Mikulski has always understood and had an appreciation for the BPD and its officers. Throughout her career in public service, Senator Mikulski has been a true friend of the Department. She has fought to secure federal funding, protected and strengthened Baltimore neighborhoods, and ensured effective partnerships with our federal agencies. She made time in her busy schedule in May 2015 to visit the BPD command center and thank our officers and allied agencies for their service during the riots.

Her leadership will be truly missed. On behalf of the BPD, Commissioner Davis sincerely thanks Senator Barbara Mikulski for her tremendous service to the City of Baltimore and State of Maryland.

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## Building Relationships with the Community

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By Sergeant Jeffrey Featherstone, Community Collaboration Division – Southeast District

The SED Community Collaboration Unit (CCU) held its 1<sup>st</sup> Annual BPD vs. Patterson High School seniors and staff basketball game on March 23rd. The event was held in honor of Detective William Torbit and Officer Joseph Tracy, both of whom had a profoundly positive effect on the students and faculty at Patterson High School. The gym was packed with spectators and fans, and everyone had a great time. Officer Ronald Cromer was the driving force behind the event's huge success.



BPD vs Patterson High School

The SED CCU has also formed a strong relationship with the staff and youth at the Virginia S. Baker Recreation Center, located at 2601 E. Baltimore St in Patterson Park. Led by Ms. Cassandra

Brown, the center's director, and Officer Bryant Austin, the recreation center hosts a police-youth workshop every Wednesday afternoon. The workshop involves youth mentorship, games, crafts, sports, and eating a hot meal.

This relationship led to the 1<sup>st</sup> Annual McElderry Park Youth Association and BPD 3-on-3 Basketball Tournament on April 8th. This event, designed by children from McElderry Park, marked the close of Youth Violence Prevention Week. Teams were comprised of both officers and kids, which led to better communication and open dialogue in the workshops that followed the tournament. The games were intense, the food was fantastic, and the interactive workshop won't soon be forgotten.

The command staff, officers, civilian supporters, and local businesses kind enough to donate time and resources to these events is truly the lifeblood of our youth outreach.

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## Crime Lab Corner

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By Director Steven O'Dell, Forensic Services Division



The Forensic Services Division (FSD) is excited to announce the release of its own Facebook page! We have only been active for a very short period of time, but in that time we have over 1000 page likes, making us the 2nd largest forensic laboratory page for any agency on Facebook. While that is not a lot of "likes" for a police agency page, in terms of forensics it is already one of the top pages. In fact, when evaluating the metrics for engagement and content released, we are, by far, the number one page in the United States for forensic laboratories.

The page is designed to introduce the audience to forensic science, technology, and analysis of forensics. It therefore includes forensics news from around the country. Of





**Baltimore Police Department- Forensic Services Division** added 3 new photos

Yesterday at 12:37pm

Some people have asked how we get our exemplars (i.e., known samples) for #firearms analysis comparison to projectiles recovered at crime scenes or from the victim. Our primary mechanism is water tank recovery



particular interest and usefulness to BPD personnel is information about the capabilities of the Division and the services it can offer to aid your investigations. This might be especially useful if you have never been to the Crime Lab. It might prompt you to ask a question that opens a dialogue where the answer is useful, now or in the future, to an activity you or your team is pursuing. You can also meet some of the excellent staff of FSD via the Facebook page.

Please like the FSD Facebook page, but most importantly, engage with the content and share the page with your friends and colleagues. You can find us at: <https://www.facebook.com/BaltimoreForensics/>

## 40th Anniversary Memorial Service

By Detective Derreck Sargent, Employee/Retiree Affairs Unit

On Good Friday, April 16, 1976, 17-year-old John Earl Williams began shooting at civilians and police officers from a third floor window of his family's rowhome at 1303 Lombard Street. Mr. Williams was high on PCP and attempting to impress his girlfriend.

He had called 911 earlier in the day and said he was planning to kill police. The Quick Response Team (QRT) – BPD's predecessor to SWAT – had just been formed, and was deployed in the area due to Williams' threat.

At 6:59 p.m., an officer announced to Communications, "We have shots fired." Officer Jimmy Halcomb, one of the first officers to respond, was shot and killed almost immediately upon arrival. Jimmy was an eight-year veteran of the Department and a former U.S. Marine. He left behind his wife, Angie, who was pregnant at the time with their third daughter. Angie has remained a close friend of the BPD since that horrific day and is a cornerstone of the Department's survivor community.

In honor of Jimmy, a memorial service marking the 40<sup>th</sup> anniversary of his line-of-duty death was held at Perry Hall Baptist Church on April 16<sup>th</sup>. F.O.P. Chaplain Don Helms opened the service in prayer, and Angie welcomed everyone. Retired Officers Doug Bryson and Allan Small, who were on-scene that day with Jimmy, shared how the incident had changed their lives. Retired Detective-Lieutenant Steve Tabeling of the Homicide Unit, and Retired Lieutenant Joe Key of the Firearms Unit, talked about the day and the lessons learned. Sgt. Fred Gilbert, training supervisor of the SWAT Unit, closed out the ceremony by acknowledging how the events at Carey and Lombard played a key role in developing SWAT into the unit it is today.

John Earl Williams was sentenced to life plus sixty years. More can be learned about the events of April 16, 1976, on the Baltimore Police History website (see "39 Minutes of Terror").



Right; Ret. Ofc. Doug Bryson; across the aisle, Angie Halcomb and family

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## Professional Staff Profile—Cinese Caldwell

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By Director Steven O'Dell, Forensic Services Division



Cinese Caldwell is a Crime Laboratory Technician Supervisor in the highly regarded Forensic Services Division's Crime Scene Sciences Section. Ms. Caldwell began her career with the BPD in February 2000 and was promoted to supervisor in February 2012. Ms. Caldwell has worked thousands of crime scenes, including hundreds of homicide investigations. She has visited an equal number of Baltimore residents in their homes, under some of the most stressful circumstances, and is regarded as a consummate professional in these challenging environments.

Crime scene work is often recognized as the hardest job in forensic science; it is certainly the most mentally stressful discipline. The average length of an employee's career in Crime Scene Sciences is estimated between five to seven years, which is one of the many reasons Ms. Caldwell stands out for her 16 years of dedicated service. Ms. Caldwell has earned a Bachelor of Science in Biology degree from Howard University, a Master of Science in Women's Studies from Towson University, and is in the final dissertation phase for her Doctorate in Public Health at Morgan State University.

Ms. Caldwell is one of the strongest leaders in the Forensic Services Division. She takes great pride in public service, and is particularly proud of her service to Baltimore. She enjoys attending community events where she can proudly support the BPD and Forensic Services Division and expose young Baltimoreans to opportunities for growth and development. She is also committed to mentoring future leaders in the Crime Scene Unit. We are lucky to have her leadership and dedication to service!

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## Sworn Profile—Ofc. Kenneth Hurst

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Officer Kenneth Hurst joined the BPD in February 2008 upon his retirement from the Army after 20 years of service. His first assignment upon graduation from the Academy was motorized patrol in the Southwest District. He is now the foot patrol officer in the Irvington Community, which includes the very busy Frederick Avenue corridor. Residents and business owners often say how much they appreciate Officer Hurst's dedication to Irvington, which has helped reduce loitering and improved the community's quality of life.

Officer Hurst has not only built relationships with businesses and residents in the area, he is also working to improve police relations with the community's youth. In April, Officer Hurst began holding a weekly community basketball game at the Beechfield Elementary School Recreation Center. Every Tuesday at 6:30 p.m., youth from the neighborhood play against members of the police department, including SWD Commander Major Byron Conaway, who has been seen hobbling with muscle aches after a game. All are welcome to participate.

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## Where Are They Now? - Retired Deputy Commissioner Bert Shirey

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Retired Deputy Commissioner Bert Shirey joined the Baltimore Police Department in April 1966. Throughout his nearly 36 years of service, Deputy Shirey held every rank in the Department, including acting police commissioner.





Deputy Shirey began his career by walking a foot beat for two years at North and Greenmount Avenues, which he credits with preparing him for the remainder of his career. Walking a foot

post taught Deputy Shirey how to communicate with people, solve problems, and take responsibility for the crime that occurred in his assigned area. Deputy Shirey says he came to know everyone on his post, and attributes the close relationships he developed with being able to effectively address crime.

Although Deputy Shirey joined the BPD without completing high school, he believed in the value of education and eventually obtained a Bachelor's degree in criminal justice from the University of Baltimore. He also graduated from the 105<sup>th</sup> Session of the prestigious FBI National Academy.

Deputy Shirey steadily rose through the ranks. When the rank of captain was still a civil service position, Deputy Shirey served for two years as a captain in the office of former Police Commissioner Donald Pomerleau. Deputy Shirey says this role taught him how to manage people by building a strong, competent chain of command that encourages sergeants and lieutenants to be decision makers. Deputy Shirey found this management style to engender trust, build competency throughout the ranks, and help young leaders grow in their profession.

Deputy Shirey held many command positions during his career, including Commander of the Northeast District, Inspectional Services Division, and Special Operations Division. As a colonel, he served as Chief of the Field Operations Bureau, and as deputy commissioner he oversaw both the Administrative and Operations Bureaus.

Since his retirement in 2002, Deputy Shirey has traveled extensively and pursued his passion for writing, completing several short stories and two novels. The BPD will never be far from Deputy Shirey's heart. To this day, he continues to carry his call box key and handcuff key.

## CRC President—Marty Howe



Marty Howe has been a resident of Baltimore City for all 59 years of his life. He moved to the SWD in 1982 and takes great pride in his entire community. Marty began his public service after a neighbor approached

him while he was cleaning the street with an old broom. The neighbor noticed the condition of his broom and delivered him a new one, along with garbage bags and a shovel.

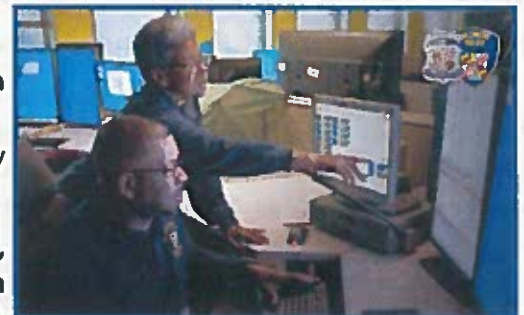
Marty became the Millhill Community Association's president in 1990. In 1992, he was elected as the SWD CRC president by working on the "Beautification Project" in the Ashton-Bentalou-Catherine (ABC) park. Today, "ABC Park" is known to many of the community's youth as a safe place to play sports and meet new friends.

Marty's leadership, pride, and sacrifice affords him the ability to bridge relationship gaps between law enforcement and citizens to make the Southwest District a pleasurable place for thousands of Baltimore City residents to live and work.

## Telecommunicators Week

National Public Safety Telecommunicators week is held annually during the second week of April to honor telecommunications personnel in public safety. This year, Commissioner Davis and command staff visited Emergency Communications personnel to recognize them for their dedication, professionalism, and important role in providing public safety to Baltimore.

On April 12<sup>th</sup>, Fox 45 aired a Cover story: A day in the life



Glenda Dixon and Ed Lesane



of a Baltimore City police dispatcher. The story highlights two BPD Dispatchers, Ms. Angie King and Mr. Ronnie Anderson. The full story can be found at <http://foxbaltimore.com/news/cover-story/a-day-in-the-life-of-a-baltimore-city-police-dispatcher>.

Thank you to all telecommunications personnel for all that you do and the lifeline you provide to officers in the field!

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## Team of the Year

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The Association of Public-Safety Communications Officials (APCO) International awarded Baltimore City Emergency Communications as the "Team of the Year." Baltimore City Emergency Communications will be recognized during APCO's Annual Conference and Expo in Orlando, Florida, August 14 – 16.



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## Diversity Corner – Asian American and Pacific Islander Heritage Month

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By Director Jan Bryant, Equal Opportunity & Diversity Section

Asian-Pacific Heritage Month originated in a congressional bill in 1977. On October 5, 1978, President Jimmy Carter signed a Joint Resolution designating the annual celebration. Twelve years later, President George H.W. Bush signed an extension making the week-long celebration into a month-long celebration, and in 1992, the official designation of May as Asian-Pacific American Heritage Month was signed into law.

There are 17.9 million Asian Americans and Pacific Islanders that live in the United States today. Combined, they speak over 1,500 distinct languages and dialects.

Chinese Americans are the oldest and largest ethnic group of Asian descent in the United States. Chinese immigrants



provided contract labor, working on plantations and in the mining and railroad industries. The current trend in the Chinese-American community is entrepreneurship. Chinese-American owned businesses have grown by 286% and now make up 9% of the total minority owned business enterprises in the United States.

In the beginning of the 20th century, the majority of South Asians, including Indians, Bangladeshis, and Pakistanis, worked in the lumber industry, building railroads, or cultivating agricultural lands. Indian immigrants account for almost two million of the American population. The majority of Bangladeshi-Americans resides and works in the restaurant or transportation industries in New York. Pakistani immigrants arrived in the U.S. in the early 1900s. Most Pakistani-Americans came to America as students during the 1950s and 1960s.

The Japanese-American immigration size is fairly small, relative to other Asian American groups. Over 60% of Japanese Americans live in California or Hawaii.

In 1898 the Filipino American population began to grow after the Philippines became a United States territory. Filipino immigrants came to work in agriculture, the service industry, or as students. This ethnic group makes up approximately one percent of the nation's population.

Pacific Islanders in America include Hawaiian groups, so depending on what ethnic groups are considered, population numbers can vary. This group typically includes Guamanian, Polynesian, Micronesian, Melanesian, and Samoan groups. This group has a median income that is higher than the overall U.S. median income, mostly because Pacific Islander families tend to be larger with more workers per household.

As of May 2016, 2% of the Baltimore Police Department's workforce was of Asian-American/ Pacific-Islander descent.

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## Community Thanks!

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**O**n April 6<sup>th</sup> our son, Casey Coes, was hit and killed by a train. The accident was in Baltimore County and he lived in the city. It was only through the efforts of Officer Hastings that we were able to find this out, locate his body, and obtain his personal belongings.

To explain, we did not find out that our son was missing until his boss phoned us to say that Case had not been to work since April 6<sup>th</sup>. At that time, we began calling the police and the hospitals in both Baltimore and Washington (where he worked). We made no progress until we were lucky enough to make a phone call which was answered by Officer Hastings. Baltimore police had performed a previous "wellness" check on Saturday. Casey was not found at home, nothing looked unusual in his apartment, but no further investigation was undertaken. After receiving our call, Officer Kirstin Hastings coordinated another "wellness" check which also proved inconclusive. However, she then made inquiries similar to those we had been unsuccessful in making and was able to get some answers.

Ultimately, on Tuesday the 12th, Officer Hastings was able to confirm that our son had been killed by the train and that his body was at the Medical Examiner's office. That was not the end of her efforts. Even after hearing the news, we were unable to get Casey's personal effects. Again, we sought Officer Hastings' assistance and her help allowed us to make the necessary connection with Baltimore County police.

Living in New Hampshire and watching the news, we know that the Baltimore police have been taking a beating over the past two years. Despite our terrible loss, my wife and I appreciate exceptional effort when we see it. In our opinion, Officer Hastings exhibited all the behaviors that members of the public could possibly want from their police officers. As long as your department continues to recruit and groom police officers of her caliber and caring, I feel that Baltimore's fortunes will rise again.

Sincerely yours,  
Steven H. Coes



Ofc. Kirstin Hastings-  
Hamilton



I would like to commend the professional and thoughtful help I received this morning from two officers, Officer Adam Tondeur and Officer Rodney James. There is a methadone clinic run by the University of Maryland a short distance from my house. One of their clients, someone who appears to be mentally challenged, was setting up a fort made up of a shopping cart and trash on my corner, partially in the street. When I spoke to him about it, he scared me with his response. Your officers talked to security at the clinic and the homeless man's case worker. Working together, they got him to move his stuff to a less conspicuous and dangerous spot and they got an agreement that the clinic's security would ensure that he moved it by the end of the day or they promised they would dispose of it. They resolved the problem to my satisfaction, while dealing with a fellow citizen who clearly has challenges that complicate all dealings with him. Please let them know how much I appreciated their help and the skill they showed in handling this and pass on my appreciation of a job well done.

Deb O'Neill



Ofc. Rodney James



Ofc. Adam Tondeur



Torch Run 2017



# Spotlight on Cops

Baltimore Police Retweeted  
 Kevin Davis @CommsH4Davis May 16  
 @JohnsHopkins honored 4 @BaltimorePolice patrol officers today for their great service to our community!



Left to Right: Ofc. Steven Fraser, Ofc. Michael Nolan-Anderson, Ofc. Maria Perez, Ofc. David Jones

Baltimore Police Department added 3 new photos  
 May 7

On May 5, 2016, the Highlandtown Business Association along with officers from our Southeast District hosted a community event. Our Police Explorers, CRC Presidents, and members of the community attended the event.



Captain George Clinedinst and Officer Ron Cromer

Baltimore Police Department  
 May 12 at 3:26pm

BPD Mounted Unit Awarded a Certificate of Appreciation  
 On May 11, 2016 the Montgomery County Police Department presented the Baltimore Police Department's Mounted Unit with a certificate of appreciation for training with the Montgomery County Police Mounted unit. This training was to better enable officers to respond to and handle civil disturbances while on horse back. The Montgomery County Police Department wants to continue such training with the Baltimore Police Department's Mounted Unit



Like Comment Share

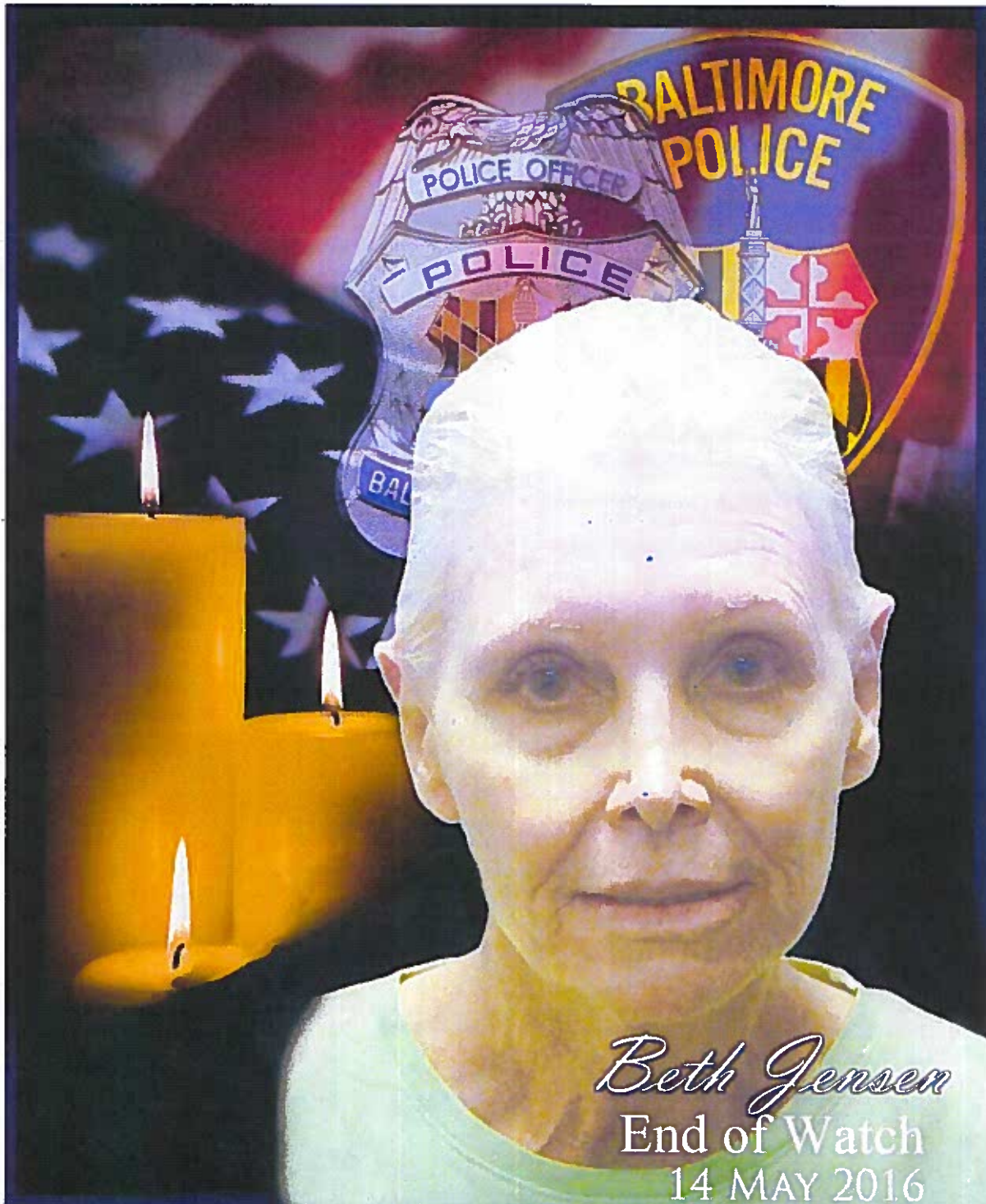
Captain Milton Corbett, Corporal Sebeke Jefferson, Lieutenant Kenneth Bulter, and Officer Janine Gilley

Baltimore Police Retweeted  
 Kevin Davis @CommsH4Davis May 19  
 Patrol Officer McCullough recognized for being a GUARDIAN in the Eastern. Ten year vet known in the community!



Officer Nathaniel McCullough and Captain Desmond Carter-Bey

# Farewell

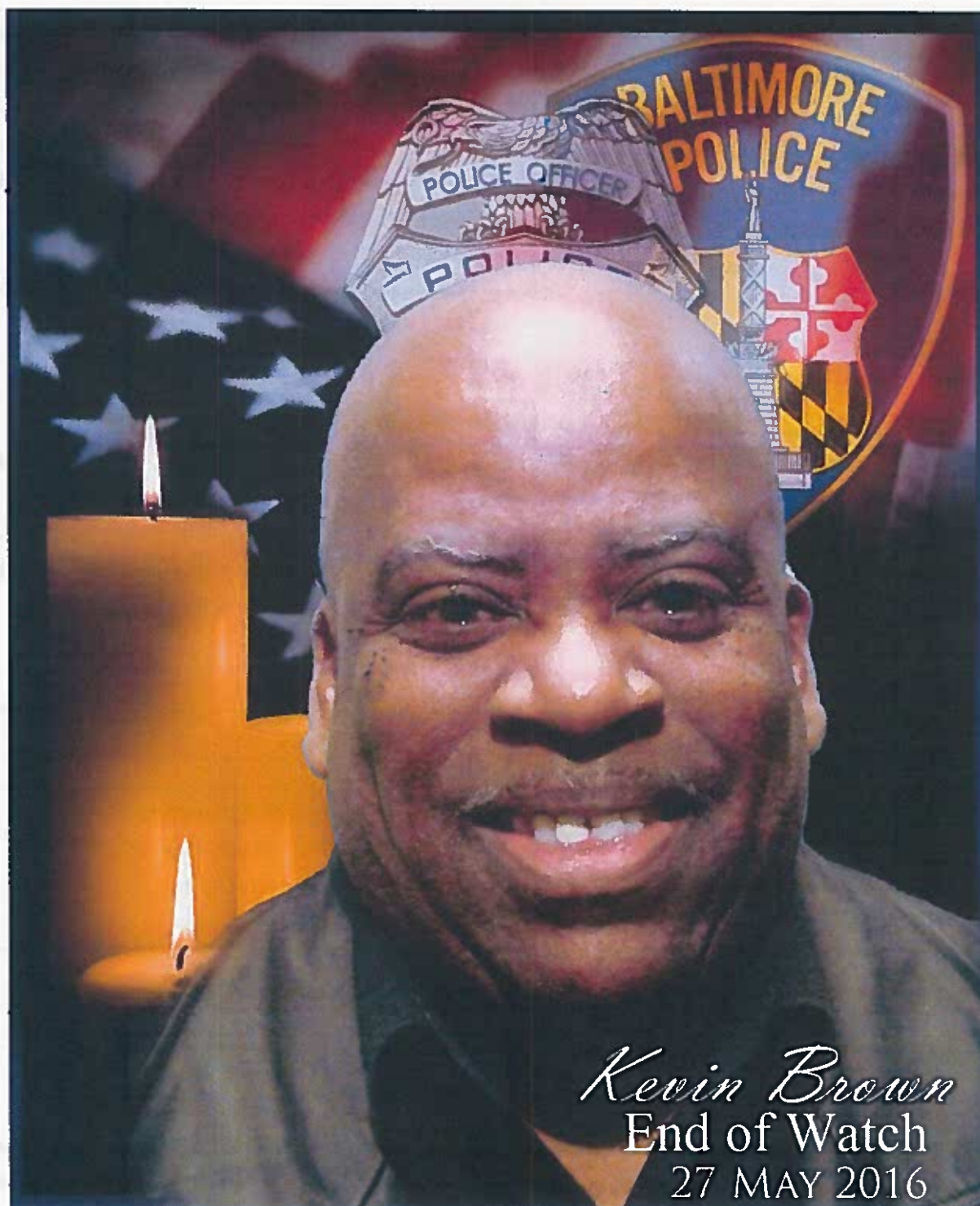


*Beth Jensen*  
End of Watch  
14 MAY 2016

Office Supervisor Beth Jensen passed away on May 14, 2016. Beth served the Department since 2001, most recently in the Family Crimes Unit. She will be dearly missed by her daughter, Beth Workman, family, and friends.



# Farewell



*Kevin Brown*  
**End of Watch**  
27 MAY 2016

Retired Police Officer and current Contractual Services Specialist Kevin M. Brown passed away on May 27, 2016 after an extended illness. Kevin served the Department since 1990, most recently in Human Resources. He will be dearly missed by his children, Antonio and Tiffany, family, and friends.

# Farewell

Retired Police Officer Duane Gamble passed away on May 6, 2016. He will be dearly missed by his wife, Anna Marie, six children and 15 grandchildren.

Retired Detective Steve H. Williams passed away on May 2, 2016. Det. Williams is the father of Detective Joanne Jimmerson of the Human Resources Section and father-in-law of Detective Delford Jimmerson of the Special Enforcement Section. He will be dearly missed by his ex-wife, Helen Rawlings, children, family and friends.

Retired Police Officer Lawrence Hogsett, Jr. passed away on April 30, 2016. He will be dearly missed by his wife, Dorothy, family and friends.



Retired Police Officer John Howe passed away on June 4, 2016. Officer Howe is the uncle of Major Mark Howe. He will be dearly missed by his children, 14 grandchildren and nine great-grandchildren, family, and friends.

Retired Police Lieutenant Edward Eben passed away on June 11, 2016. He will be dearly missed by his wife, Shirley, children, grandchildren, family, and friends.

Retired Police Sergeant Craig Mahoney passed away on June 6, 2016. He will be dearly missed by his wife, Angela, children, family, and friends.



Retired Police Officer Kenneth Mellott passed away on June 16, 2016. He will be dearly missed by his wife, Debbie, daughter, grandchildren, great grandchildren, and friends.



Retired Police Officer and Contract Services Specialist Juanita DeBellotte passed away on June 30, 2016. She will be dearly missed by her family, and friends.





