

ANNUAL REPORT

UNIVERSITY PARK POLICE

January – December 2020



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MESSAGE FROM THE CHIEF

The 2020 Annual Report is a summary of the hard work and dedication of the men and women of the University Park Police Department. We are comprised of a group of experienced law enforcement professionals who strive to provide proactive, fair, and impartial constitutional police service.

This past year, we experienced significant changes due to COVID-19, social unrest and calls for police reform. The University Park Police worked most of the year on a modified patrol schedule with reduced traffic enforcement to limit officer in-person contact. The issuing of parking tickets was suspended by Executive Order by the Mayor. Due to personnel turnover, we were not fully staffed for 4 months of the year. However, we adapted to the challenges and remained flexible and continued to provide professional police services. We embraced innovation in several key areas of the department to include technology upgrades, policy development and on-line learning.

During 2020, we demonstrated a continued commitment to employee engagement by hosting virtual all-staff meetings and one on one meetings via Zoom.

We also researched and recommended the approval of an Automated Speed Enforcement Program to enhance traffic safety on the roadways that surround the Town. We also worked with our law enforcement partners to improve traffic safety on these roadways as well. We also created a page on the Town's website where residents can easily report traffic issues in Town allowing us to quickly respond to residents and identify problem areas.

We also made a concerted effort to incorporate the pillars of the Presidential Report on 21st Century Policing into every significant decision made during the year.

As you review the 2020 Annual Report, you will see a summary of the functions of the police department which include organizational structure/administration, patrol operations, community outreach, training, and code compliance. Each of these areas will help you better understand the functions of the University Park Police.

I invite you to review the report and get a better understanding of the operations of the University Park Police.

As always, I remain humble to serve.

Harvey Baker
Chief of Police

ORGANIZATIONAL STRUCTURE

The University Park Police Administration is responsible for establishing the strategic vision of the department. It is staffed by the Chief of Police, a Lieutenant, and an Administrative Assistant. The remaining sworn personnel are assigned to Patrol Operations. The University Park Police strategic vision includes recruitment/retention, hiring, employee discipline, community involvement, employee engagement, and administration of the red-light camera program, assignment of residential house checks, processing of rental applications and licenses, and the release of impounded vehicles.

During 2020, the administration continues to concentrate on modernizing departmental practices through adoption of new technology and reviewing and updating departmental policies and ensuring employee wellness during the COVID-19 pandemic. This year public safety was challenged to meet the demand for change in the policing profession while providing professional law enforcement service during a dual pandemic of COVID-19 and social unrest. The “8 Can’t Wait” campaign was a significant driver of police reform both nationally and locally. Many of our departmental policies either met or exceeded the mandates of this campaign. We still focused on improving our service to the community through coaching, training and policy development and revisions. Although most of public safety training was shut down due to the pandemic, we continued to pursue our goal of becoming a learning organization. Employee engagement continues to be an essential element of the department. We were able to do so by hosting staff meetings via Zoom. We also developed and/or updated the following police general orders:

- Anti-idling
- Duty to Intervene
- Police Benevolent Fund
- Use of Force
- Rules of Conduct
- Specialty Certification Pay Bonus
- Operations of Police Vehicles

We ended the departments involvement with the Federal 1033 Program and returned all borrowed weapons and started a departmentally issued patrol rifle program. We also trained and issued each officer a Taser 7, a less lethal force option which works in conjunction with the body worn cameras that were also issued in 2020.

The department also saw several changes regarding personnel.

Table 1. 2020 Personnel Changes

Promotion to Corporal – Pfc. John Morris	04/11/2020
Accepted resignation - Sgt. Chad Sunday	09/02/2020
Appointed to Acting Sergeant – Cpl. Graddy	09/11/2020
Retirement of Lt. Dan Enig	11/02/2020
Accepted resignation - Cpl. Greg Fuoco	12/23/2020

The significant turnover in personnel required a team approach and task sharing to continue to maintain our level of professional police service. In October 2020, an aggressive recruitment and hiring campaign were initiated to fill all current vacancies. Our goal was to hire officers who embraced diversity, had some college and were eligible for rehire with their most recent employer. The police hiring process consisted of screening applications, convening an Oral Board that comprised of two sworn police officers and a community member. Candidates were scored and rated after responding to questions from each oral board member. This resulted in an eligibility list of five candidates for possible hire. Three of the top five candidates had thorough background investigations completed and one of the candidates was hired and is scheduled to begin work in January 2021. One declined an offer of employment for personal reasons, and another accepted a job with a larger police agency.

In October, a sergeant promotional exam was also organized and scheduled for January 2021. The desire for a higher level of professionalism, awareness of the principles of the report on 21st Century Policing and openness to inclusiveness and diversity necessitated the request to upgrade the Lieutenant position to Captain. The Captain job description was also upgraded. The Mayor and Council approved both upgrades, and the Captain position was advertised regionally. Interviews to fill the Captain vacancy are projected to be conducted in February 2021.

During 2020, the department had 6 administrative cases involving allegations of misconduct.

Table 2. 2020 Administration Investigation

Rude/Inappropriate Comment	Unfounded
Threat to citizen	Unfounded – witness failed to cooperate.
Loss of professional demeanor	Written Counseling
Inattentive to duty	Informal Counseling
Conduct unbecoming	Sustained
Failure to back up another officer	Administratively Closed

In addition to those administrative activities, the following actions were taken in support of the department’s strategic vision:

Table 3. 2020 Department Activities

Action	Number Completed
Citizen Inquiries	600
Approved Red Light Citations	231
Residential House Checks Assigned	42
University Park Parking Citations	17
Parking Violations Warning	19
Traffic Violation Warning (Non-electronic)	0
Towed Vehicle Releases	19
University Park Paid or Court Resolved Parking Citations	43
VR 119 Flag Releases	5
Vehicles Scrapped	4
Red Light Citations Paid	150

PATROL OPERATIONS

Uniformed patrol provides 24-hour-a-day patrols within the corporate limits of University Park to ensure a safe and enjoyable community for all citizens and visitors. In July 2020, GPS units were installed in all vehicles to ensure the safety of the officer and track the number of proactive patrols conducted for each ward. From July-December 2020, there were 3,499 total patrols of the wards. During the entire year, University Park Police was dispatched to 643 calls for service of which 7 required written reports.

There were 73 different categories of dispatched/self-initiated calls for service in 2020. The most common dispatched calls for service included:

Table 4. 2020 Most Common Dispatched Calls for Service

Purpose for Call	Number Completed
Premise Check	46
911 Hang-Up/Disconnect	45
Traffic Complaints	32
Accidents (All Categories)	82
Residential Alarm	30
Miscellaneous Calls for Service	33
Disorderly	25
Suspicious and Unoccupied	13
Suspicious and Occupied	15
Hit and Run	16
Fraud	11
Animal Complaints	13
Domestic/Family Disputes	10
Vandalism	22
Property Damage	2
Noise Complaints/Loud Music	1
School Alarm	4
Other Alarms	1

Figure 1. 2020 Patrol Ward checks



The 2020 Uniform Crime Report (UCR) provides tracking and analysis for certain categories of crimes within the department’s jurisdiction.

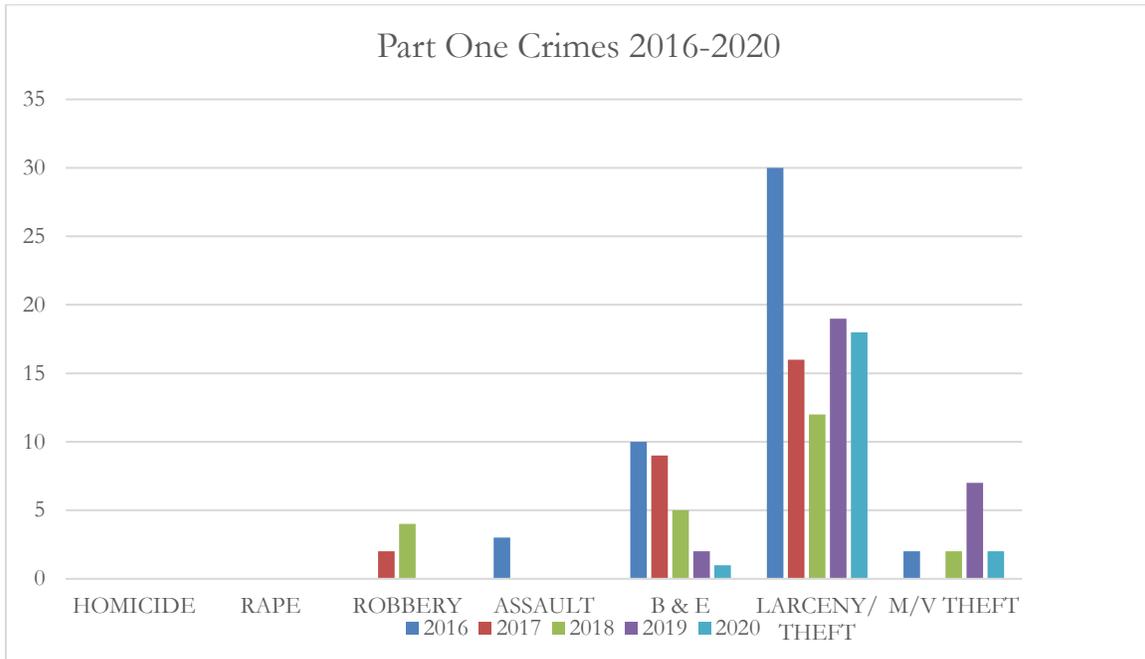
Table 5. 2020 UCR Statistics

Crime	Number
Larceny/Theft	18
Motor Vehicle Theft	2
Breaking & Entering	1
Homicide	0
Rape	0
Robbery	0
Assault	0
Total Incidents	21

In comparison to the previous two years, the UCR noted reductions in the following categories: motor vehicle theft, thefts, assaults, robberies and breaking and entering. While crime has increased locally and nationally, it has decreased in University Park. There have not been any robberies or assaults in the past two years.

Figure 2. 2018-2020 UCR Comparison

	2016	2017	2018	2019	2020
HOMICIDE	0	0	0	0	0
RAPE	0	0	0	0	0
ROBBERY	0	2	4	0	0
ASSAULT	3	0	0	0	0
B & E	10	9	5	2	1
LARCENY/ THEFT	30	16	12	19	18
M/V THEFT	2	0	2	7	2



Enhancing traffic safety is a significant part of the department’s day-to-day responsibilities within the University Park Community. Officers have been assigned to conduct one hour of traffic enforcement per shift. However due to COVID-19, we implemented a modified patrol strategy which limited traffic enforcement to emergency only. This was done to keep the officers safe.

Table 6. 2020 Traffic Report

Traffic Stops	80
State Citations Issued	0
State Warnings Issued	74
Safety Equipment Repair Orders Issued	205
Driving Under the Influence	1
Total Violations	279

Figure 3 shows the total number of traffic accidents from 2018 to 2020.

Figure 3. Traffic Accident 2018-2020

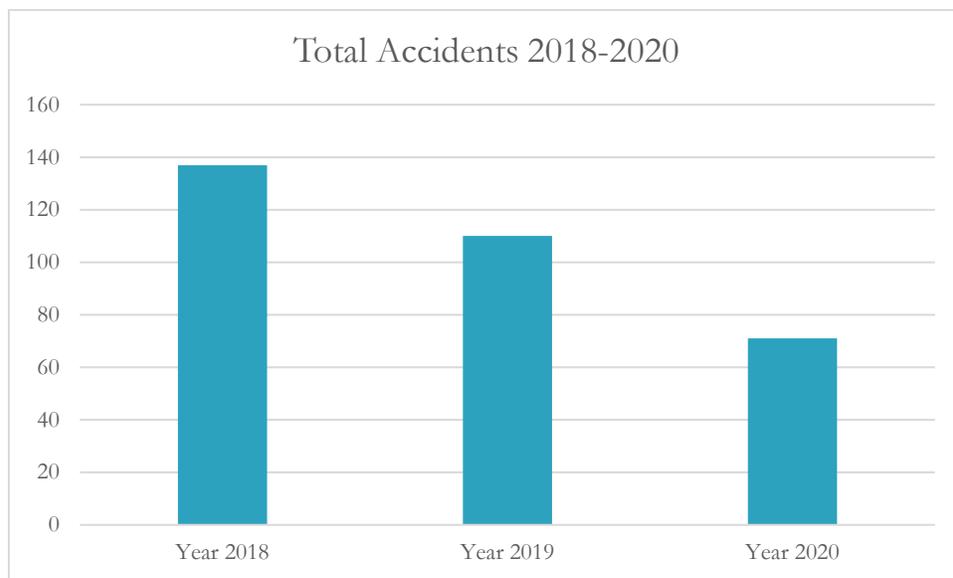
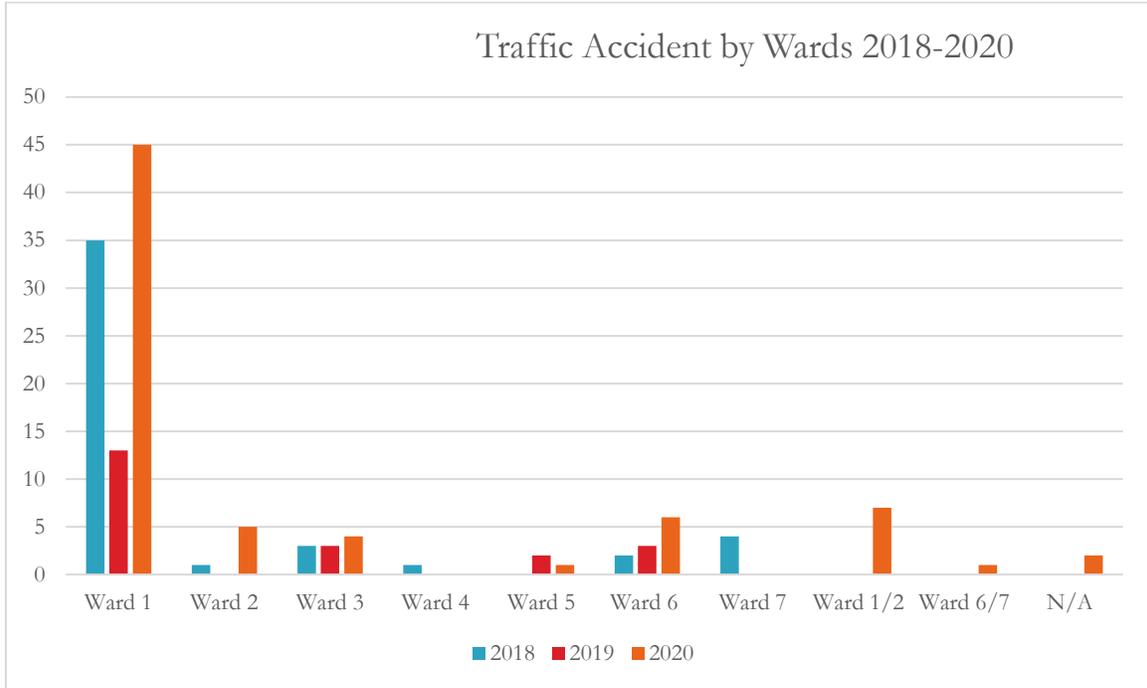


Figure 4 is a comparison of traffic accidents by ward from 2018 to 2020.

Figure 4. Traffic Accidents by Ward 2018-2020



COMMUNITY OUTREACH

Community policing includes building relationships with community stakeholders through ongoing communication and interaction during non-enforcement activities. A key component of that interaction is timely, effective, and proactive follow-up regarding both one-time and ongoing community concerns.

In 2020, we utilized technology and in-person social distancing to ensure we maintained ongoing communication with the community. The Chief’s Blog and Town’s website were used extensively to communicate the latest police department news and activities.

The University Park Police Department is committed to transparency, inclusiveness, and fair treatment of all. We understand these attributes along with active listening are all essential components of community engagement. While our community outreach was scaled back due to an overabundance of caution due to COVID-19, we were still able to participate in several new community policing activities designed to enhance community and promote resident confidence while reinforcing our commitment to community wellness.

Table 8. Community Building Activities in 2020

Ward assignment for each officer	Chief’s Blog – 3 entries per month	Participated in police reform Zoom meeting with Delegate Alonzo Washington
Walking Wednesdays during the pandemic	Kids Coloring Contest Park, Walk & Talk	Participation in local/regional law enforcement stakeholder associations
Weekly food distribution to UPES needy families	Assisted UPES with laptop distribution. Assisted the Word of God Baptist Church with social distancing funerals.	Gave social unrest/police reform presentation to minister group at the Word of God Baptist Church
DEA Prescription Drug Take Back	Held police reform public Town Hall forum for residents via Zoom.	Interviewed by USA Today regarding Virtual Implicit Bias training
Interviewed by University of Maryland student	Coffee with the Chief	

TRAINING

Our goal in 2020 to become a learning organization became more challenging because of the closure of most police training outlets. We still were able to complete an above average level of training for an agency of our size. In furtherance of our goal to learn and grow, the Department became affiliated with Police One Academy, an online learning portal, of which many of the training courses are approved for in-service credit with Maryland Police Training Commission. Our recruitment and hiring campaign focused on recruiting candidates that embraced learning and had backgrounds that appeared open to the principles of 21st Century Policing.

During 2020, all sworn police personnel completed mandatory Maryland Police and Corrections Training Commission (MPCTC) in-service training (24 hours for each officer) in March, September, and October. Topics included Use of Force/De-Escalation, Health and Wellness, CPR, Tactical Decision Making, Legislative Updates, and Law Enforcement Suicide and General Legal Updates.

Personnel attended 37 training classes, along with in-service and firearms training, for a total of approximately 482 hours of training.

Table 9. Professional Continuing Education

	Completion Date	Hours Accumulated
In-Service Training	11/18/2020	168
Insight Policing Conflict Resolution Training	10/21/2020	60
Cultural Awareness 1	10/07/2020	1
Sexual Harassment for Managers	10/07/2020	4
HR Recruitment & Selection Process	10/02/2020	1
Emotional & Psychological Disorders	10/02/2020	1
Crisis Management	09/8/2020	1
Ethics in Law Enforcement	10/15/2020	1
Implicit Bias Training	08/27/2020	32
EVO In-Service	08/11/2020	32
Constitutional Law	10/16/2020	1
HR Recruitment & Selection Processing	10/03/2020	2
Basic Instructor Training	07/31/2020	1
Active Shooter 1 & 2	10/12/2020	2
Absorbents & Spills	10/07/2020	1
Community Policing	10/21/2020	1
The LGBTQ	10/10/2020	1

All sworn personnel also completed 8 hours of annual firearms classroom/range qualification training as mandated by MPCTC on September 8, 2020.

Table 10. Ammunition Expended During Firearms and Patrol Rifle Qualifications

	Rounds Expended
9mm	1200 rounds
223 FMG	500 rounds

CODE COMPLIANCE

An effective code compliance program can have a major impact on property values and community wellbeing. University Park's Code Compliance is handled by the department's Code Compliance Officer. This civilian employee works alone and has a full schedule of interaction with residents and property owners while also conducting site visits and inspections of properties to ensure compliance with the Town's Code.

The Code Compliance Officer aims to provide responsive service to the Town and its residents serving as a reference for internal and external stakeholders responding to questions related to ordinances and permitting processes for both University Park and Prince George's County. The Code Compliance Officer realizes that by being a proactive reference for the community could prevent code violations from occurring or reoccurring.

In 2020, the department continues to use a tracking system to follow and manage code compliant cases from inception to completion. To further enhance this process and account for code compliance follow-up a progress report was developed and is submitted monthly. This has improved the code compliance function tremendously and ensures timely follow-up of all code compliance concerns.

Table 11. Code Compliance Officer Activities

	Number Addressed in 2020
Resident Inquiries	150
Code Compliance Cases Completed	81
Rental Inspections	66
Rental Re-Inspections	3
Violation Notifications	15
Tall Grass Notifications	16