

**ANNUAL REPORT**  
**UNIVERSITY PARK POLICE**  
**January – December 2021**



University Park Police Department  
6724 Baltimore Avenue  
University Park, Maryland 20782  
Office: 301-277-0051  
Fax: 301-779-1905  
[www.upmd.org](http://www.upmd.org)

## TABLE OF CONTENTS

I. MESSAGE FROM THE CHIEF .....	2
II. ORGANIZATIONAL STRUCTURE .....	4
III. PATROL OPERATIONS .....	7
IV. COMMUNITY OUTREACH .....	12
V. TRAINING .....	14
VI. CODE COMPLIANCE .....	19

## MESSAGE FROM THE CHIEF

The 2021 Annual Report is a summary of the commitment and dedication of the men and women of the University Park Police Department. We are comprised of experienced law enforcement professionals who strive to provide proactive, fair, and impartial constitutional police service.

This past year, we did our best to navigate the many challenges caused by COVID-19 and the continued calls for police reform. We were concerned about the well-being of community members, each other, and our families. As result, all personnel received COVID-19 vaccines during the first half of 2021. The University Park Police made a concerted effort to provide visible and responsive police service during the pandemic and accomplished this through proactive patrols, community walks, and holding community engagement events for town residents.

We were able to fill two vacancies during the year, which resulted in an increase of Ward checks and a 10-year low in crime. We continued to look for opportunities to be transparent and build trust within the community. We also demonstrated a focused effort toward improved internal communication and employee engagement by hosting virtual all-staff meetings via Zoom and one-on-one in-person staff meetings.

In response to the nationwide call for police reform, the University Park Police joined 213 police agencies from across the United States to become an ABLE certified agency. ABLE is an acronym for “Active Bystandership for Law Enforcement” and was created by Georgetown Innovative Policing Program and global law firm Sheppard Mullin after years of academic research and on-the-ground experience. ABLE training prepares officers to successfully intervene to prevent harm and to create a law enforcement culture that supports peer intervention. ABLE training is based on these three pillars reduce mistakes, prevent misconduct, and promote health and wellness. To become an affiliated agency, we were required to make a commitment to meet ABLE standards and receive four letters of support from community stakeholders. All police personnel completed the required eight hours of ABLE training. Our goal for the ABLE affiliation and training was truly to become each other’s keeper in a positive and transparent way.

In 2021, we also made significant progress in enhancing traffic safety by recommending the approval of an automated speed enforcement program to slow traffic and reduce accidents on roadways that surround the town. Our law enforcement partners continued to work with us to slow traffic speed and reduce loud muffler noise by conducting Multi-Jurisdictional Traffic Details on these

roadways during rush hour. The pillars of the Presidential Report on 21st Century Policing continue to serve as the framework and guide for every significant departmental decision. I invite you to review the rest of this report to gain 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 captain, and an administrative assistant. The remaining sworn personnel are assigned to Patrol Operations. The strategic vision includes recruitment/retention, creating a culture of accountability, community involvement, employee wellness, and administration of the red-light camera and automated speed enforcement programs, assignment of residential house checks, processing of rental applications and licenses, and the release of impounded vehicles.

During 2021, the administration created a culture of accountability by involving others in goal setting and then following up on our commitment to achieve those goals. We disseminated a mid-year report to evaluate our progress in meeting these goals. We continue to ensure all new hires receive base line training that includes duty to intervene, implicit bias, conflict resolution, and mental health first aid for police officers. We made substantial progress on transforming the agency into a learning organization, as well as modernizing departmental practices by adopting new technology, reviewing and updating departmental policies and ensuring employee wellness during the COVID-19 pandemic. This year, we raised the bar by preparing to meet the challenge of the new Police Reform law.

The department also saw several changes regarding personnel.

### Table 1. 2021 Personnel Changes

Promoted to Sergeant – Shameka Graddy	09/11/2021
Promoted to Captain – Georgia Miltenberger	04/15/2021
Accepted resignation – Pfc. Albert Bell Jr.	05/20/2021
Hired Lateral Officer – Ronald Govan	07/22/2021
Hired Lateral Officer – Albert Bell Jr.	01/04/2021

We ended 2021 with one remaining vacancy. However, we did not waiver from our commitment to hire officers that had no serious discipline history in their background and were eligible for rehire from their most recent police employer. The use of the police oral board made up of sworn officers and community members was very effective. The candidate rating and scoring were reflective of a focused and coordinated effort to hire the best and brightest for the department. On April 15, 2021, Pfc. Georgia Miltenberger was promoted to captain and on September 11, 2021, Cpl. Shameka Graddy was promoted to sergeant. These promotions mark the first time



two women have been promoted to the supervisory level in the department's 57-year history.

During 2021, the department had 10 administrative cases involving allegations of administrative violations.

**Table 2. 2021 Administration Investigation**

<b>Topic of Investigation</b>	<b>Action Taken</b>	<b>Investigative Finding</b>
Violation of UPPD 406.0	Formal Counseling	Preventable departmental collision.
Unfounded	Exonerated	Actions were consistent with departmental policy
Violation of UPPD 300.1	New Direction Counseling	Take Home Vehicle Privileges suspended for 2 weeks
Violation of 702.0	Deficiency Counseling	Failure to approve reports
Violation of UPPD 300.1	Deficiency Counseling	Leaving work early without approved leave
Violation of UPPD 702.0	Loss day of pay	Failure to complete a written report
Violation of UPPD 300.1	Deficiency Counseling	Failure to read and respond to emails
Violation UPPD 306.3	New Direction Counseling	Failure to meet supervisory expectations
Violation of UPPD 306.0	\$100.00 Fine	Failure to ensure minimum work staffing levels
Violation of UPPD 406.0	2-days loss of pay & 30-day suspension of take-home driving priv.	2 <sup>nd</sup> Preventable departmental collision.

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

**Table 3. 2021 Department Activities**

<b>Action</b>	<b>Number Completed</b>
Resident 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
Automated Speed Enforcement Citations Issued	9,287
Automated Speed Enforcement Citations Paid	4,698

## 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. During the year, we made a concerted effort to direct our patrol personnel to locations where we have had previous crime issues. This strategy along with walking each ward is working and has reduced crime in the town. Another benefit of this initiative was increased uniform presence in the town overall. From January 1 – December 31, 2021, there were 9,064 proactive patrols of the 7 wards. During the entire year, University Park Police was dispatched to 3,727 calls for service, which resulted in 58 written reports.

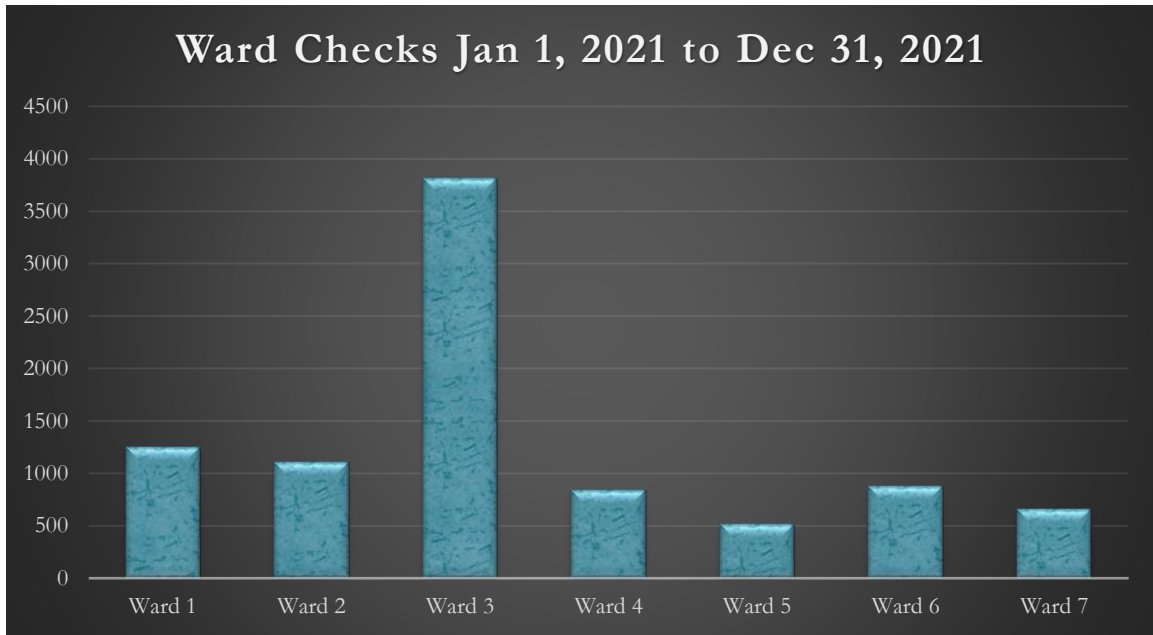
There were 18 different categories of dispatched/self-initiated calls for service in 2021.

**Table 4. 2021 Most Common Dispatched Calls for Service**

<b>Purpose for Call</b>	<b>Number Completed</b>
Premise Check	2992
911 Hang-Up/Disconnect	52
Traffic Complaints	60
Accidents (All Categories)	82
Residential Alarm	28
Miscellaneous Calls for Service	43
Disorderly	26
Suspicious and Unoccupied	13
Suspicious and occupied	15
Hit and Run	14
Fraud	8
Animal Complaints	8
Domestic/Family Disputes	6
Vandalism	9
Property Damage	7
Noise Complaints/Loud Music	2
School Alarm	4
Other Alarms	1



**Figure 1. 2021 Patrol Ward checks**



The 2021 Uniform Crime Report (UCR) provides tracking and analysis for certain categories of crimes within the department's jurisdiction.

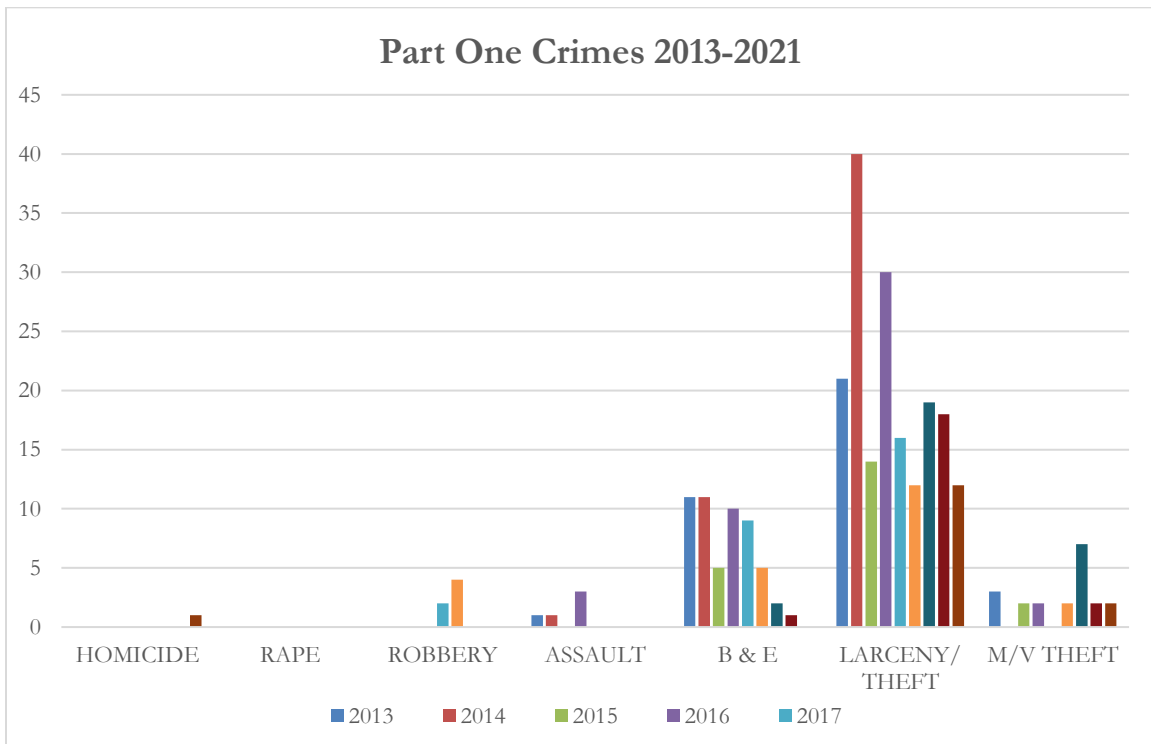
**Table 5. 2021 UCR Statistics**

<b>Crime</b>	<b>Number</b>
Larceny/Theft	12
Motor Vehicle Theft	2
Breaking & Entering	0
Homicide	1
Rape	0
Robbery	0
Assault	0
<b>Total Incidents</b>	<b>15</b>

In comparison to the previous Uniform Crime Reports for the town, in 2021, we had a 10-year low in crime with a total of 15 crime incidents. Sadly, we had our first homicide in more than 20 years. However, we have not had a rape, assault, robbery, or breaking and entering in the past three years. Crime continues to increase nationally and regionally, while in University Park it has decreased.

	2013	2014	2015	2016	2017	2018	2019	2020	2021
<b>Homicide</b>	0	0	0	0	0	0	0	0	1
<b>Rape</b>	0	0	0	0	0	0	0	0	0
<b>Robbery</b>	0	0	0	0	2	4	0	0	0
<b>Assault</b>	1	1	0	3	0	0	0	0	0
<b>B &amp; E</b>	11	11	5	10	9	5	2	1	0
<b>Larceny/ Theft</b>	21	40	14	30	16	12	19	18	12
<b>M/V Theft</b>	3	0	2	2	0	2	7	2	2

**Figure 2. 2013-2021 UCR Comparison**



Enhancing traffic safety is a significant part of the department’s overall mission. We continue to partner with other law enforcement agencies to conduct traffic enforcement initiatives to slow traffic and reduce loud muffler noise on shared roadways. On September 15<sup>th</sup>, we added an Automated Speed Enforcement Program into our traffic safety initiatives. As a result, in 2021, there were 9,287 automated speed enforcement citations issued on East West Hwy and Adelphi Road. Since the beginning of the automated speed enforcement program on September 12, 2021, through February 4, 2022, 4300 Blk East West Hwy had 3,864,432 vehicle passes and NB 7000 Blk Adelphi Road had 2,276,226 vehicle passes. We will continue to assess the data to determine the overall impact the cameras will have on excessive speed in and around the town. The data will also be utilized to deploy our personnel to conduct traffic enforcement during the times of greatest need. Officers continue to have day-to-day traffic responsibilities within the University Park community and have been assigned to conduct one hour of traffic enforcement per shift.

**Table 6. 2021 Traffic Report**

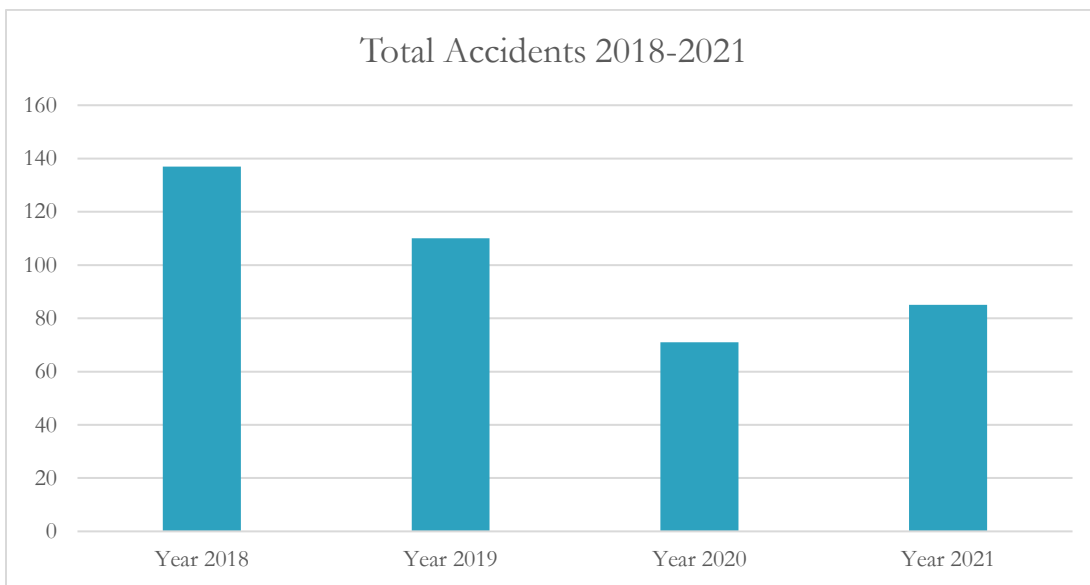
Traffic Stops	
State Citations Issued	121
State Warnings Issued	135
Safety Equipment Repair Orders Issued	40
Driving Under the Influence	1
<b>Total Violations</b>	<b>360</b>

There was a total of 82 traffic accidents in 2021.

**Figure 3. Traffic Accident 2018-2021**

	2018	2019	2020	2021
Ward 1	35	13	45	46
Ward 2	1	0	5	2
Ward 3	3	3	4	5
Ward 4	1	0	0	0
Ward 5	0	2	1	6
Ward 6	2	3	6	9
Ward 7	4	0	0	3
Ward 1/2	0	0	7	12
Ward 3/5	0	0	0	2
Ward 6/7	0	0	1	0
N/A	0	0	2	0

**Figure 4. Traffic Accidents by Ward 2018-2021**



## COMMUNITY OUTREACH

Community policing includes building relationships with community stakeholders through ongoing communication and interaction during non-traditional police and resident engagement. A key component of that engagement is being available, active listening, and timely and proactive follow-ups to address community concerns.

In 2021, the Maryland State Legislature passed a comprehensive police reform legislation which addressed many concerns of the public. The University Park Police embraced the new legislation and looked at it as an opportunity to grow and learn. The new law also provided another avenue to engage the community.

During the past year, we took the lead by organizing and staffing nearly every town community activity; this included the annual 4th of July Celebration, town-wide Halloween Celebration, and Christmas Tree Lighting. We also hosted “Movie in the Park” night for residents which included a family movie and lots of tasty food. National Night Out was well-attended with fun-filled activities for the young and young at heart. We provided additional community service programs for stakeholders. This was the first year we handed out “Dignity Bags” for individuals experiencing homelessness. Sgt. Graddy and Ms. Gilead became notaries and provided this critical service to Town residents. They also became certified Child Car Seat inspectors and provided this service to families with children.

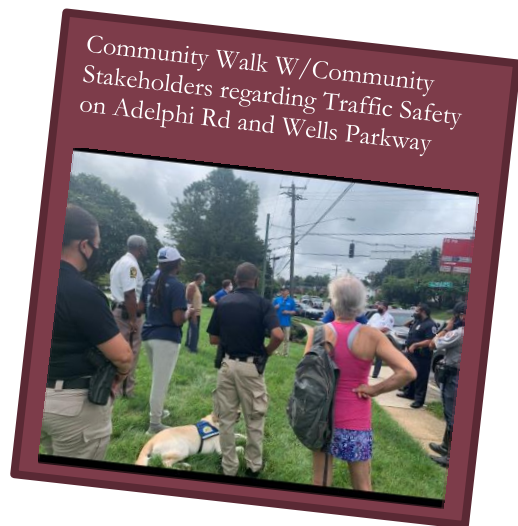
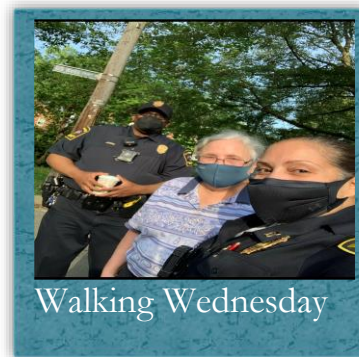
We also continued to utilize different communication mediums to ensure we maintained ongoing communication with the community. The Chief’s Blog and town’s website were used extensively to communicate the latest police department news and activities. In 2021, we created a University Park Police Facebook page which provides up-to-date information on our various community policing activities.

The University Park Police Department is committed to being a part of the fabric of the community. We understand the importance of being an active community stakeholder and seek out opportunities to engage the community. Even with precautions taken because of COVID-19, we actively engaged residents in a safe manner through Community Walks and Walking Wednesdays.

**Table 8. Community Building Activities in 2021**

Ward assignment for each officer	Chief’s Blog – 5 entries per month	Distributed Dignity Bags to people in need
Walking Wednesdays	Movie Night in the Park Community Walks	Participation in local/regional law enforcement stakeholder associations
Clothing and food distribution to UPES needy families	UPES 6 <sup>th</sup> Grade Promotional Parade Shop-with-a-Cop	Town-wide Halloween Celebration
DEA Prescription Drug Take Back	Held community police forum via Zoom.	Town wide Holiday Tree Lighting
Interviewed by University of Maryland Journalist student	Coffee with the Chief Conducted door-to-door community assurance canvas	Interviewed by a candidate for the State Department’s Executive Leadership Program
Our Street, Our Future Community Event, Prince George’s County Executive	Meadow Day Domestic Violence Awareness – Purple Light Assembly Mount Rainer Day	4 <sup>th</sup> of July Parade Celebration Participated in session on Culture and Effective Policing, Center for Applied Conflict Resolution Veterans Day Observance 9/11 Observance

**Table 8. Community Building Activities in 2021**



## TRAINING

In 2021, we continued to change our training philosophy to develop new skill sets for professional policing, working together and being responsive to residents' concerns. We completed both in-person and virtual training courses. We also continued to seek out and complete classes that would prepare us for emergency and non-emergency situations that we might encounter while patrolling the town. We were able to maintain an above-average level of training for an agency of our size. In furtherance of our goal to learn and grow, the department continued its affiliation with Police1 Academy, an online learning portal offering many training courses approved for in-service credit with Maryland Police Training Commission. All fulltime employees are required to complete two Police1 classes per month.

Our efforts to recruit and hire officers who embrace principles of community policing, constitutional fairness, and justice for all was successful. We hired three new employees during the year. These employees were all eligible for rehire with their most recent law enforcement employer and did very well during their oral board presentation. Within their first six months on the job, they completed several training courses to help them transition into the department. Two of the new employees are still employed with the department and one resigned for higher pay with a larger department.

During 2021, all sworn police personnel completed mandatory Maryland Police and Corrections Training Commission (MPCTC) in-service training (24 hours for each officer) in March, October, and November. 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 121 training classes, along with in-service and firearms training, and completed 835 hours of training.

**Table 9. Professional Development/Continuing Education**

<b>Training Courses</b>	<b>Hours</b>
911 Call of El Paso Police Patrolman Angel Barcena Answering A Domestic Disturbance	1
A Crisis of Leadership	1
A Different Look at Weapon Disarming	1
A Formidable Foe for Law Enforcement	1
Absorbents and Spills	2
Accident Reconstruction	1
Accurate Search Warrant Affidavits	1
Active Shooter 1	2
Active Shooter 2	1
Active Shooter Preparation and Response for Schools	2
Active Shooter Response	1
Active Shooter Update	1
Active Shooter: Phases and Prevention	2
Active Shooter: Recognition and Basic Response	2
Addressing Homeless Populations Preview	1
Admin Training: Creating an Assignment	1
Advanced Defensive Driving Techniques	2
Advanced Techniques: Same Side Grab Weapon Retention	1
Advanced Techniques: Single Hand Draw from the Waistband	1
Always Carry Off Duty	1
Ambush Awareness and Preparation	1
Ammunition Inspection	1
An Alternative Way to Defend Yourself Against Edged Weapons	1
An Effective Counter Ambush Program	1
Anti-Bias Training for Law Enforcement (1 hour)	2
Applying Edged Weapons in Offensive Situations	1
Approaching a Meth Suspect	1
Armor of God	1
Arrest, Search, & Seizure (Fourth Amendment)	1
Auto Extrication: Door Removal	1
Basic Firearm Safety	1
Basic Telephone Skills	1
Career Professionalism	1
Civil Rights	1
Communication Skills 1	2
Communication Skills 2	1
Community Policing Strategies	2
Computer Security Basics	1
Conflict and Dispute Resolution	1
Constitutional Law	2

Controlling the Situation	1
COVID-19 for Law Enforcement	7
Crisis Intervention Training Overview	1
Crisis Management	2
Dealing with Armed Suspects	1
Dealing with Stress	2
Dealing with the Media	1
Developing Effective Communication Skills	2
Developing Leadership	1
Downrange EMS – Critical Care When the Scene Isn't Safe	1
Enhancing Work Relationships	1
Equipment to Carry on an Active Shooter Response	1
Ethics in Law Enforcement	6
Evolution of Criminal Activity in Gangs	1
Expect the Unexpected 1	1
Firearms 4	1
Firearms Tactics	1
FMLA Training for Supervisors	2
Generational Differences	1
Generational Differences for Law Enforcement	2
Goal Setting Skills	1
High Risk Traffic Stops	1
HIPAA For First Responders	3
Implicit Bias	1
Interacting with the Mentally Ill as a First Responder	1
Interviewing Skills for Managers: Conducting an Interview	1
Kevin Dillon's Report Writing Tips	1
Leadership 1	1
Leadership 2	1
Leadership 3	1
Leadership 4	1
Leadership 7	1
Leadership Styles	1
Leadership v. Management	2
Litigation Procedures	1
Medic Alert: Community Policing Support	1
Navigating the Work Environment	1
Off-Duty, Safe, and Ready	1
Principles of a Shooting Grip	1
Professional Police Driving	3
Public Recording of Police Activities	6
Racial Profiling Part 1	1
Racial Profiling Part 2: Data Collection	1
Retaining Talent	1
Running an Effective Board Meeting	1

Supervisor Skills	2
The Importance of Communication in Law Enforcement	2
Traffic Stops & Safety 1	1
Transition from Peer to Supervisor	1
Understanding Autism Spectrum Disorder	7
Use of Force Situations	1
Use of Less Lethal Force	1
Workplace Bullying	1
Workplace Stress Resiliency	2
In-Service Training	168
Insight Policing Conflict Resolution	16
ABLE Instructor Course	24
ABLE Training	56
Meters Training	24
Child Safety Seat Installation	64
RMS Training	56
First Aid & AED	40
Duty to Intervene	56
Crisis Communication	16
Mental Health First Aid for Officers	16
Deployment Training	4
Axis Speed Camera	18
NCIC Training	12
LIDAR Handheld Camera	28
Human Trafficking Seminar	40
Professional Development Training	40
LERM Training	16
Red Light Training	2
<b>Total Training Hours</b>	<b>835</b>

All sworn personnel also completed eight hours of annual firearms classroom/range qualification training as mandated by MPCTC on September 8, 2021. One of the new hires successfully completed the patrol rifle qualification and became a member of the Patrol Rifle Team.

**Table 10. Ammunition Expended During Firearms and Patrol Rifle Qualifications**

<b>Firearms</b>	<b>Rounds Expended</b>
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 interacting 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 being proactive in the community can prevent code violations from occurring or reoccurring.

In 2021, the Code Compliance Officer had to carefully navigate personal safety by taking COVID-19 precautions while effectively ensuring town-wide code compliance. The use of a tracking system to follow and manage code compliant cases has worked efficiently. A monthly code compliance follow-up progress report has proven to be an effective tool for resolving code compliance issues. This year, personnel from the police department took a more active role in code compliance and were able to identify code compliance concerns during community walks and while out patrolling the town. In one example, after several police calls for service at a rental property where the tenant was in violation of the lease, the code compliance officer reported this information to the property manager which resulted in the lease renewal request being denied. Additionally, quarterly Code Compliance Meetings are held to ensure community property standards are being maintained. This has improved the code compliance function tremendously and ensures timely follow-up on all code compliance concerns.

**Table 11. Code Compliance Officer Activities**

	<b>Number Addressed in 2021</b>
Resident Inquiries	171
Code Compliance Cases Completed	136
Rental License/Inspections	81
Violation Notifications	9
Tall Grass Notifications	17