



Community Policing Report

FREDERICK POLICE DEPARTMENT



Community Policing Report 2016

FREDERICK POLICE DEPARTMENT MISSION STATEMENT

It is the mission of the Frederick Police Department to safeguard lives and property, to reduce the incidence and fear of crime with impartiality and integrity, and to enhance public safety while partnering with Our community to improve quality of life.

COMMUNITY POLICING DEFINITION

The Frederick Police Department along with members of the Chief's Forum and the community were asked to help create a definition of Community Policing for Frederick, Maryland. Below is the definition as established by those groups.

“A united partnership for our community,
building collaborative and transparent relationships,
with a focus on Public Safety,
Crime Prevention, and Quality of Life.”

#onecityoneteam



The Frederick Police Department is pleased to provide the following information on our community policing programs and initiatives. This report is structured on “The President’s Task Force on 21st Century Community Policing” document, dated May 2015. This document is organized around six main topic areas or “pillars”: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Officer Training and Education, and Officer Safety and Wellness.

Listed in this document are some of the programs and services offered by the Frederick Police Department. Our vast community involvement strategies indicate solid and robust relationships with those we serve. With that being said, we are constantly looking for new opportunities to reach and engage the community. More information about the Frederick Police Department as well as programs and services can be found at www.cityoffrederick.com.

PILLAR ONE – Building Trust and Legitimacy

Building trust and legitimacy is the cornerstone of a successful law enforcement agency. The Frederick Police Department works tirelessly to build and maintain the trust and respect of those we serve. We do this through honest and clear communication with the community. Other aspects of building trust and legitimacy include participating in community on the ground patrolling, marketing campaigns, social media engagement, vast programs and services, officers to take advantage of every and all opportunities to interact with those we serve.



PILLAR TWO – Policy and Oversight

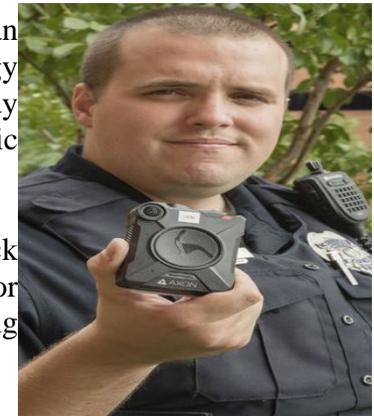
The Frederick Police Department’s Professional Standards Division has policies and procedures that website. We, as an agency have also released our General Orders, Use of Force Reports, Annual Commission Report, CALEA, Internal Investigations and Complaint Report, All of these reports are for public access.

Residents are also able to fill out an on-line compliment or complaint form, which goes to the head of Division. All complaints whether brought about internally or externally are investigated by that division.

PILLAR THREE – Technology and Social Media

The Frederick Police Department is constantly assessing and implementing new technology in an opportunity to reduce crime as well as engage and educate the public. We realize that the use of technology can improve community trust as well as reduce crime. In 2016, the department adopted the use of a Body Worn Camera program. The Department currently has 18 body worn cameras that are assigned to specific officers.

Social Media is a valuable tool that is used for both crime prevention and investigations. The Frederick Police Department utilizes Facebook, Twitter, Instagram, YouTube and Nextdoor. Social media is used for crime notifications, safety tips, departmental programs, suspicious activity, departmental events, and asking for the public's help in solving crimes or finding missing people.



PILLAR FOUR – Community Policing and Crime Reduction

The Frederick Police Department realizes the importance of community policing and uses this as one of our guiding principles. We believe that community policing is the responsibility of everyone in our agency and that all interactions not be necessarily related to a criminal matter. In 2016, The Department participated in over 750 talks, community presentations and events.



The more interactions we can have with members in the community, helps strengthen mutual trust and understanding. Building relationships with residents, businesses, community groups, churches, and schools is essential for the success of the Frederick Police Department.

Relationship Building

We are proud to have relationships with many organizations, coalitions, advocacy groups, and non-profits in the City of Frederick. Mutual trust between police and the community is crucial to maintaining public safety and being able to police effectively.

Department members attend numerous community meetings throughout the year. The Neighborhood Advisory Council (NAC) is one such meeting where the department has representation at all NAC meetings. NAC's are forums for residents to become involved in identifying and recommending changes to improve their neighborhoods.

Programs & Services

Programs and services offered by the department is a critical component to building trust and addressing neighborhood concerns. The Frederick Police Department has been in the forefront in the variety and scope of programs offered. A few of these programs and services include:

- Adult and Youth Police Academies
- Community Crime Summit
- Ride Along
- Adult & Youth Chief's Forum
- Camera & Alarm Registration
- Crime Prevention Through Environmental Design Surveys (CPTED)
- Police Activities League
- School Resource Officers
- Community Crime Notifications
- Victim Services
- Bicycle Registration & Recovery
- Gang Resistance Education & Training (G.R.E.A.T.)



Special Events

Attendance at events is another way that the department reaches out to the community. Many times throughout the year, department members participate in children's festivals, medication take back events, back to school fairs, health and safety fairs, bicycle rodeos, community festivals, etc.



Each first Tuesday in August, we hold National Night Out at various locations throughout the city. Each location has demonstrations, static displays, and safety displays. This event would not be possible without the support and assistance of the community.

Coffee With A Cop, is held at numerous times throughout the year. The premise behind this event is for the community to come out and interact with officers in a casual setting. This event provides an opportunity for casual conversation and problem solving.

During the month of December the department participates in three events. Pack A Police Car, Shop With A Cop, and PAL Santa Day. During the Pack A Police Car event, officers collect non-perishable food items and cleaning supplies to be donated to the Community Action Agency.

Volunteering

Volunteering is a way that the community can get involved directly with the police department. We have three programs for those ages 14 and up who are looking to volunteer in the Law Enforcement field. The Auxiliary Unit, Explorer Post #153, and the Chaplain Corps are all comprised of volunteers who perform essential support duties for the police department.

Explorer Post #153 is for those ages 14-20 who have an interest in learning about law enforcement. The Auxiliary Unit is for adults, who volunteer to assist with traffic control and direction, and provide support at crime scenes, and enhance our presence and service to the public at special events. The Chaplin Corps are local clergy members who serve to support families in times of crisis or death of a loved one, as well as serve as part of a crisis response team.

PILLAR FIVE – Officer Training and Education

Officer Education and Training is critical to the success of agency initiatives and the professionalism of its officers. The Frederick Police Department requires that officers have approximately 42 hours a year of in-service training, which is well above the state of Maryland mandate. Some topics covered at in-service include: use of force, body armor, use of deadly force, 21st Century Policing, body worn cameras, dealing with mental illness, etc.



Full-time department members are eligible for college tuition reimbursement. Employees are also encouraged to sign up for specialized training that will enhance their job performance. These training opportunities are offered by outside entities and enable departmental members to be subject matter experts on topics such as drug recognition, accident reconstruction, interview and interrogation, crime scene processing, etc.

PILLAR SIX – Officer Safety and Wellness

Maintaining the health and well-being of our officers and staff remains a high priority. The Frederick Police Department offers programs that support mental, physical, and nutritional health. These programs not only enhance the productivity and performance of the staff at work, but also helps to enrich their personal lives as well.

In 2016, the department hosted a guest speaker series for departmental personnel. The first speaker Dr. Jack Enter, focused on skills that would make departmental members more effective in their work and personal lives. The second speaker, Dr. Kevin Gilmartin, specialized in issues related to law enforcement and his focus was on helping officers and their families in maintaining or enhancing their quality of life. A third speaker, Dr. Bryant Marks worked with officers on identifying implicit biases and how to overcome them.

Along with the above services, The Frederick Police Department is very mindful of the increased risks of police officers and as such has created a CISM Team (Critical Incident Stress Management), the team is available to departmental members during and after crisis or any stressful situations.

Other programs offered to departmental members are free gym memberships at the City of Frederick gym, Employee Assistance Program (EAP), Physical Fitness Test and Program, and The City of Frederick wellness seminars.