

# 2012 Gaithersburg

# Police Annual Report

## Commitment to Excellence



## Community Service



## Recruitment



## Training





## MESSAGE FROM THE CHIEF

It is with great pleasure that we welcome you to the Gaithersburg Police Department's (GPD) 2012 Annual Report. This report reflects the hard work, outstanding accomplishments and professional services provided by the men and women of this agency. The GPD is a progressive Department that will always strive to maintain excellence and professionalism in its service to the citizens and businesses of the City of Gaithersburg. In the Annual Report you will find an overview of the Department activities and a breakdown of statistical crime and traffic data.

★★★

*Mayor*

**Sidney A. Katz**

*2012 Council Vice President*

**Ryan Spiegel**

*Council Members*

**Jud Ashman**

**Cathy Drzyzgula**

**Henry F. Marraffa, Jr.**

**Michael A. Sesma**

*City Manager*

**Tony Tomasello**



Calls for police service increased from 31,156 in 2011 to 32,879 in 2012. In 2012, officers made 711 adult criminal arrests and 96 juvenile arrests. 599 adult criminal arrests were made by patrol officers, of which 332 patrol arrests were self-initiated, accounting for 332 additional crimes that may have gone unreported. The proactive policing resulted in a significant increase in arrests from prior years that has attributed to the increased crime statistics. For example, officers made 450 adult arrests in 2009, 401 adult arrests in 2010, 428 adult arrests in 2011 and 711 adult arrests in 2012. Traffic accidents decreased by 1.1%\*, with personal injury accidents showing a decrease of 3.7%\*. There were four traffic fatalities in 2012. In furtherance of our traffic safety efforts to reduce accidents, officers issued 10,670 citations and 6,120 warnings, compared to the previous year of 7,992 citations and 3,987 warnings.

The City of Gaithersburg is an exceptional city and the efforts of our police officers, civilian support staff, volunteers, citizens, and the steadfast public safety support from the Mayor and City Council have made a positive impact on the quality of life in the community. We will continue to meet the needs of our citizens and do it with a professional and dedicated staff.

I invite you to visit our website at [www.gaithersburgmd.gov/police](http://www.gaithersburgmd.gov/police) to learn more about services available to you. We also welcome your comments and suggestions.

Mark P. Sroka - Chief  
Gaithersburg Police Department

*\*The above data is considered to be "preliminary" as it was gathered from a CAD extraction of Calls for Service.*

## MISSION, VALUES AND VISION

### OUR MISSION

We are committed to protecting life and property, improving the quality of life for all people and protecting City interests.

We will accomplish this by:

- ★ Working with our community, City Departments and other government agencies;
- ★ Developing and implementing proactive strategies;
- ★ Growing to keep pace with our community; and,
- ★ Maintaining a workplace that promotes equal employment opportunities, respects employees as individuals and fosters teamwork.

### OUR VALUES

We are committed to professionalism through:

- ★ **Service** – Providing quality service and protection to all people in an efficient and competent manner, tempered with courtesy, compassion and understanding;
- ★ **Integrity** – Upholding the public trust through honest, consistent and forthright interaction with all people, fostering an atmosphere of mutual trust and cooperation; and,
- ★ **Respect** – Treating all persons with dignity and respect by promoting equality and fairness in upholding the constitutional rights of all people.

### OUR VISION

We will seek to function as a team with City Departments, other government agencies and our community to provide innovative, effective and efficient service to improve the quality of life for all people.

## HISTORY OF THE DEPARTMENT

On April 1, 1963, a resolution creating the Gaithersburg Police Department was signed by Mayor Merton F. Duvall. This resolution specified a traffic unit to be created within the Department; however, such a unit was not formed until approximately 1983.

Chief David Marsteller was the first Chief of Police, although there are references to a “Town Marshall” in the minutes of Town Council Meetings prior to 1963. The town budget for FY64 included “police protection” salaries for the solitary officer amounting to \$4,000, and equipment purchases of \$500.

Over the years, there would be several chiefs of police: James Tassie, formerly of the Rockville City Police Department; Marson Johnson, who had been an officer in Michigan; John F. DeVries and George Fusco, both of whom had retired from the Montgomery County

Police Department as Lieutenants; Mary Ann Viverette, who came to the Department from the Montgomery County Sheriff's Office; and John King from the Montgomery County Police Department. Upon the resignation of Chief King in January, 2010, Major Mark P. Sroka of the Maryland State Police was assigned as the Interim Police Chief and was later appointed Chief of Police in July, 2010, following a nationwide search.

The Department grew from an authorized strength of three sworn officers and one civilian clerk in the early 1970's, when the City's population was 7,000, to its current authorized complement of 57 sworn officers, eight full-time civilians, one part-time Parking Enforcement Technician, and four part-time Police Services Aides. Gaithersburg's population now stands at nearly 65,000.

The GPD has seen much growth over the years; however, the importance of remaining community-oriented continues to be a priority. Gaithersburg police officers utilize marked and unmarked vehicles, foot patrol, bicycles and motorcycles to assist citizens with community concerns. The Department's growth has given the City of Gaithersburg the ability to increase customer focus and problem-solving activities put forth by sworn and non-sworn staff.

Since the appointment of Chief Sroka, the Department has continued its trend of positive changes to include:

- ★ Initiation of an aggressive hiring process seeking qualified individuals to join the Department, with an emphasis on diversity and developing a workforce reflective of the community we serve, resulting in five new hires.
- ★ Including civilians in the Chief's Award Program.
- ★ Initiating the Chief's Pistol Award Program.
- ★ Allowing officers more opportunities to work in specialized units on a temporary basis.
- ★ Improving technological advances to fight crime.

## OFFICE OF THE CHIEF

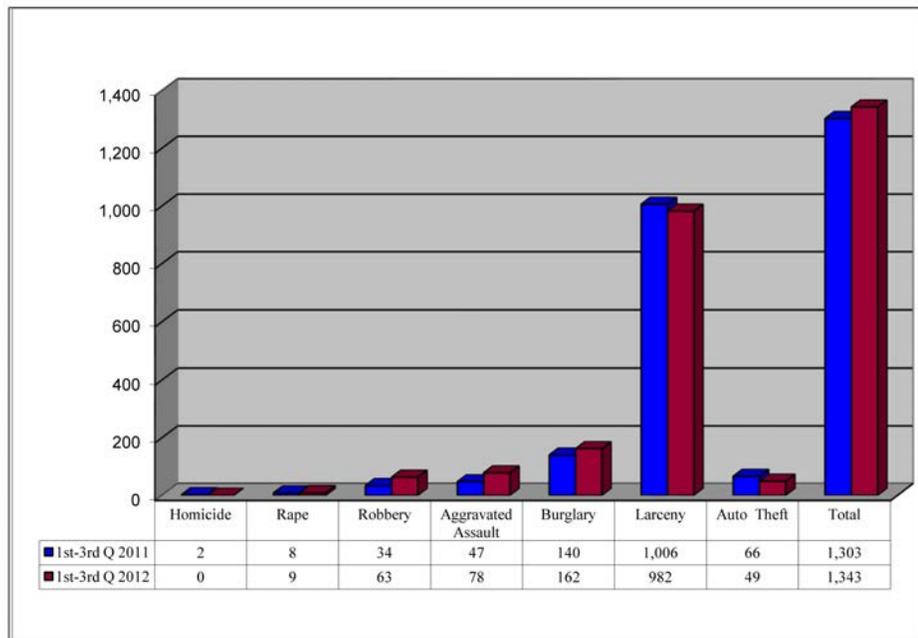
### *Crime and Traffic Safety*

The GPD continues to use and enhance its Data Driven Approach to Crime and Traffic Safety (DDACTS) philosophy. During 2012, the Department, with assistance from the Crime Analyst, began providing crime maps of specified crimes on a shift basis. This mapping allows each shift to see the type and amount of crime occurring during their specific work hours and days so they can better allocate resources to address crime. We also began to track and report on Quality of Life crimes such as disorderly conduct and noise complaints. Tracking these types of crimes enables the Department to address these issues with various resources to assure problems that affect our neighborhoods can be addressed and resolved in a timely manner. Our Street Crimes Unit utilizes a variety of criminal intelligence information to target and address specific crimes occurring within the

City. In 2013 the Department will be looking to expand its analysis capabilities with Hot Spot mapping on specific crimes and traffic violations to assist in the identification and volume of violations. Continued use and enhancement of our crime analysis capabilities allows us to deploy officers in the right areas at the right times to impact crime and traffic safety.

***Criminal Enforcement***

There has been a **3.1% increase** in Part I Crimes within the City of Gaithersburg for January-September of 2012, as compared to the Uniform Crime Reporting (UCR) statistics for January-September of 2011. The Uniform Crime Reporting statistics for the 4th Quarter of 2012 are not available at this time. Once this data is available an addendum will be provided to the annual report.



***Internal Affairs***

The Department is a nationally accredited force that continually strives for professionalism while closely monitoring the conduct of its officers and civilian staff. The reporting of internal affairs complaints reflects the policy of the Police Chief and the City government regarding transparency and open government by reporting all complaints.

| Member Status   | Offense                                 | Results       |
|-----------------|---|---------------|
| Police Officer  | Conduct Unbecoming                      | Unfounded     |
| Police Officer  | Neglect of Duty                         | Not Sustained |
| Police Officer  | Discourtesy                             | Sustained     |
| Civilian        | Conduct Unbecoming                      | Unfounded     |
| Police Officer  | Unsafe Driving                          | Sustained     |
| Civilian        | Altering Official Documents             | Sustained     |
| Police Officer  | Neglect of Duty                         | Sustained     |
| Police Officer  | Neglect of Duty                         | Sustained     |
| Police Officers | Violation of Policy                     | Sustained     |
| Police Officer  | Abusive Language                        | Sustained     |
| Police Officer  | Abusive Language                        | Sustained     |
| Police Officer  | Speed Camera Violations (3)             | Sustained     |
| Police Officer  | Unsafe Driving/Failure to Secure Weapon | Sustained     |
| Police Officer  | Failure to Process Evidence             | Sustained     |

***Holiday Safety Initiative***

In an effort to reduce calls for service and increase the overall safety and security in the area, the Gaithersburg and Montgomery County Police Departments, in partnership with mall security, conducted a two-day “Holiday Safety” initiative at Lakeforest Mall, located at 701 Russell Avenue.

The initiative, conducted on November 23 and 24, resulted in 13 individuals being charged with various crimes or arrested on open warrants. The operation consisted of officers from both the Gaithersburg and Montgomery County Police working in plainclothes inside and outside the mall, identifying criminal activity.

Of those arrested, four were charged with misdemeanor thefts, three were charged with possession of a controlled dangerous substance/paraphernalia, one was charged with possession of alcohol, two had outstanding warrants for failure to appear, and three were charged with possession with intent to distribute a controlled dangerous substance.

Based on the outcome of the first initiative, a second Holiday Safety Initiative was conducted at Lakeforest Mall in December, resulting in one arrest.

***Gaithersburg Police Foundation***

The Gaithersburg Police Foundation (GPF), formed as a non-profit 501(c)(3) organization in January 2008, seeks to support the members of the GPD with its mission of providing quality services to the citizens of Gaithersburg. The Foundation offers educational opportunities to members of the Department, enhances recruitment and retention

of officers, provides logistical support and technology assistance to officers and helps to finance community outreach initiatives.

The GPF board currently has sixteen members. Gil Price, M.D. is Chairperson and Tamarra Clarke is Vice Chairperson. Ron Perrell was Treasurer through November 2012, with David Elder stepping in to fill the position. Board members at large are Ayesha Arora-Sharm, Ralph Billeter, Ron Canova, Candace Child, Clark Day, Gary Hann, Aris Mardirossian, Chris O'Brien, Jeffrey Penn, Jeff Rankin, Pinky Rodgers, Clark Wagner, and Lori Weiman.

In 2012, funds donated to the Foundation were used to sponsor events such as a table at the Gaithersburg-Germantown Chamber of Commerce Public Safety Awards Breakfast, Chief's Pistol Competition, K-9 Trials, Thanksgiving dinner for officers that were on duty, and the Department Holiday party. Funds were also used to purchase surveillance cameras, bike racks, a K-9 bite suit and K-9 trading cards.



Training

**Training**

Training of GPD personnel, both sworn and non-sworn, remains a priority; it enhances the skills, knowledge and abilities of staff and identifies gaps in capabilities and procedures. Gaithersburg police officers, like all sworn officers across the state, must meet the Maryland Police and Correctional Training Commission annual certification requirements, which include a minimum of 18 hours of on-going "in-service" training. This training was completed jointly with the various law enforcement agencies from across the county to ensure a coordinated response to emergency situations. The training included legal updates, domestic violence, domestic terrorism, mental health awareness with a specific component on autism, diversity, use of force, defensive tactics, and firearms safety and qualifications. All officers with the GPD exceeded Commission requirements by attending specialized classes in supervisory/management topics, investigations and firearms/patrol tactics.

Supervisors, patrol officers and detectives attended a wide range of training programs designed to improve their skills, including responses to public safety-related situations. The training covered traditional areas such as managing a police shooting incident, active shooters and traffic stops. Patrol officers and detectives also focused on emerging issues such as use of social media sites, cellular phone data recovery, advanced collision reconstruction and new technology in forensics investigation.

The training of newly hired officers remained a priority again in 2012. The opportunity to train a new officer, who will have an impact on the Department and community for years, is critical to the future of the agency. As a result, in 2012, two local academies, Frederick City Police and Montgomery County Police, provided entry level training to newly hired Gaithersburg police officers. Staff also attended Field Training Officer, Firearms Instructor and Taser Instructor certification courses in order to enhance the capabilities of current and newly hired sworn staff.

### *Emergency Management*

In 2012, the City continued to focus on incident management principles which are at the core of emergency response and applied those principles to training for police command staff and exercises that involved the six City-owned high hazard dams. The Police Department command staff participated in County training related to the Emergency Operations Center, the hub for emergency management activities in the County. The Department continues to have multiple staff certified for use of the WebEOC program, which provides updated incident information, as well as access to all resources from the municipal, county, region and state levels.

The Police and Public Works Departments participated in increasingly complex exercises to test the effectiveness of the high hazard dam plans and coordination among staff at the city, county, state and federal levels. City Public Works and Police Department staff are working together to ensure an effective and timely response to weather-related incidents that may affect the integrity of the dams, as well as the safety and welfare of surrounding residents and property.

A key responsibility includes the response to actual events and potential or emerging situations. This was tested during two significant events in 2012, the Derecho in June and Superstorm Sandy, which impacted the Atlantic coast in October. The responses to these incidents tested the plans, procedures and capabilities of multiple City departments and staff.

As in past events, the City Manager's Office, Police, Public Works, and Community and Public Relations Departments were actively involved in public information, public safety response, high hazard dam monitoring, traffic control and debris management. The events preceding, during and after Superstorm Sandy stretched those resources and called on support from additional City Staff. The ability of the City, with outstanding leadership and commitment by Parks, Recreation and Culture Department staff to implement the shelter plan for the Activity Center at Bohrer Park, when requested by the County, demonstrates the preparedness and commitment of City staff for emergencies that may impact the City. The response to these events involved close coordination with the City Manager's Office, the full support of City staff and collaboration with our partners in the County Emergency Management Group.

The timely notification to City residents, business owners and regular visitors of events which impact their safety and daily routine remains a priority. The Alert Gaithersburg system continues to be the primary tool for providing emergency information to both the public and City staff regarding traffic incidents, weather events, public health alerts and changes in the operational status of different City departments and facilities. As of 2012, with assistance from the City's Public Information Office and Information Technology Staff, Alert Gaithersburg messages are now automatically posted on the City's Facebook and Twitter pages, scroll on the City's Cable TV station, and are posted on a regional Virtual Joint Information Center (VJIC) website, [www.capitalregionupdates.gov](http://www.capitalregionupdates.gov). To

subscribe to Alert Gaithersburg, update or change contact information or to be removed from the Alert Gaithersburg system visit <http://alert.gaithersburgmd.gov>.



### **Honor Guard**

The GPD's Honor Guard, led by Sergeant Beth Quinlan, was formed in 1996 and is made up of members from all ranks. Current members are Sergeant Quinlan, Corporal Rice, Officers Lane, McCarthy, Johannesen, Maskey, Ackermann, and Bennett. Sergeant Quinlan is an original member of the Honor Guard and has participated for the last 16 years in funerals, parades, ceremonies, and other functions as directed by the Chief of Police.

In September, the Honor Guard led Gaithersburg's Annual Labor Day Parade. In addition, the Honor Guard was an active participant in the National Peace Officers Memorial Day activities. On this very important day, members of the Gaithersburg Police Honor Guard escorted the family members of officers from across the U.S. who were killed in the line of duty. This national event is held in Washington, D.C. each May. The Honor Guard also participated in this year's Polar Bear Plunge charity event.

## **COMMUNITY OUTREACH**

The GPD has several programs in place to assist and educate the citizens of Gaithersburg.

### **Police Advisory Committee**

The Police Advisory Committee was designed to facilitate the flow of information between the community and the Department. Members of the Police Advisory Committee make suggestions, voice concerns and give important feedback to the Chief and Department members. Recently members of the committee partnered with the Transportation Committee and discussed bicycle related concerns throughout the City and provided input about locations for the "Pedestrian Safety Initiative." The Committee holds quarterly meetings throughout the year at the Activity Center at Bohrer Park.

Committee members are Dotty Reitwiesner (Chairperson), Mike Janus (Co-Chairperson), Andrew Bove, Charles Ferrell, Chris Jones, Sigrid McCutcheon, Carol Martin, and James Stevens.



### **National Night Out**

The City's National Night Out Against Crime observance took place on August 7. National Night Out is held by individual communities to demonstrate their commitment to being partners in the fight against crime. National Night Out Against Crime is designed to heighten crime awareness, strengthen neighborhood spirit and enhance police-community relations. Five communities and one business participated in 2012: Brighton Village Apartments, Hyde Park, Kentlands, Quince Orchard Park, Saybrooke, and Antojitos Restaurant.

### **Neighborhood Watch**

There are 24 neighborhoods participating in the Neighborhood Watch program, which has become an invaluable resource for the Police Department. This program teaches citizens how to help themselves by identifying and reporting suspicious activity within their neighborhoods. Neighborhood Watch groups typically focus on observation and awareness as a means of preventing crime, and employ strategies that range from simply promoting social interaction to “watching out for each other.”

This past year, with the assistance of active members from Neighborhood Watch, police were able to make arrests and/or develop possible suspects for crimes within their communities. Members of the Neighborhood Watch groups called police about possible drug activity in their neighborhood and arrests were made based on their information. Through regular communication, the Community Services Office also provides all Neighborhood Watch groups with safety tips, other crime prevention information, and strives to keep the communities informed of criminal activities within their neighborhoods.



BROTHERS Program

### **BROTHERS Program**

Brothers Reaching Out To Help Each Reach Success (BROTHERS), a mentoring program operated by Family Services, Inc. with funding support from the City of Gaithersburg, focuses on “at risk” males at Gaithersburg High School. Street gangs, negative peer pressure, domestic violence, and substance abuse are daily realities for some of our City youth. The BROTHERS program provides mentoring, counseling and a variety of other services to benefit the members and their families, and offers an alternative to gangs and gang-related activities.

BROTHERS partners with the GPD to provide guest speakers that share their personal experiences as well as educate the participants on the legal and criminal justice system. In 2012, BROTHERS, in partnership with Family Services and Montgomery County Public Schools, expanded the program to also assist with Gaithersburg Middle School students. Officer Rico Thompson serves as the liaison for the Gaithersburg Middle School component of the program.

The program had a membership of 150 during 2012. The members perform community service work almost daily, including volunteering at local hospitals, assisting at local homeless shelters, and assisting with Saturday School, which is open to all minority males at Gaithersburg High School.

In addition, the members assist with many community events throughout the year. They received presentations from the United States Secret Service, Central Intelligence Agency, and the U.S. Marshalls Service on a variety of topics. Other guest speakers included judges, police officers, recovering addicts and community members. A retreat was held again this summer that focused on the over representation of African American males in the criminal justice system. The members’ final 2012 project was to partner with the United States Marines Corp for their Toys for Tots drive. Officer Robert Blackmon, our

Educational Facilities Officer, continues to serve as the liaison between the Department and the BROTHERS program.

## AWARDS

### Gaithersburg-Germantown Chamber of Commerce Distinguished Service Citation

The following individuals received the Distinguished Service Citation for a shooting/stabbing incident at the Red Rock Café on June 24, 2012 at 0130 hours:



*Sergeant Patrick Word, GPD, Shift 7*



*Police Officer III Jonathan Bennett,  
GPD K-9*



*Corporal Isabel Salgado, GPD, Shift 7*



*Police Officer I Noah Grubic, GPD,  
Shift 7*



*Corporal Chris Jones, GPD, Shift 3*



*Police Officer I David Bower, GPD,  
Shift 3*

Police units responded to the report of an assault in progress at the Red Rock Café located in the Festival Shopping Center on Muddy Branch Road. The first unit on the scene called for more units and a Signal 13 (Officer needs assistance) was initiated by the Emergency Communications Center (ECC). City and County units responded to the scene where, upon further investigation, it was revealed that a fight between two female patrons had ensued, turning into a large brawl involving approximately 200 people that spilled into the parking lot. Shortly thereafter, witnesses reported hearing the sounds of shots fired. There were eight victims identified: one gunshot victim, six stabbing victims and one victim who was punched by a suspect with the gun in hand. All injuries sustained by the victims were non-life threatening in nature. The victims were subsequently transported to various local hospitals for treatment. Crowds

were dispersed by use of multiple K-9 units and MCP units from 1D, 4D, 5D and GPD. Notification was made and units responded accordingly. Fire and Rescue Services responded to treat and transport the victims. Police and Fire and Rescue established a Command Post to coordinate the on-scene investigation.

The above listed officers responded to a difficult and complex crime scene which, upon arriving, proved to be a very dangerous situation with large crowds still fighting and interfering with the treatment of the victims and at least one unknown shooter possibly still in the area. The officers quickly and tactfully took control of the scene to attend to the wounded, establish crowd control and preserve evidence to prevent further injury or property damage. Although greatly outnumbered, and at great risk to themselves, they each performed admirably and with the highest professionalism.

## CLASS B COMMENDATION – BRONZE STAR

### Officer Jonathan Mason

The Bronze Star Commendation medal for Bravery in the Line of Duty was presented to Officer Jonathan Mason for his investigative efforts in the 18th Street Racketeering Influenced Corrupt Organization Investigation that resulted in multiple arrests and clearances under adverse and risky conditions. While assigned to the Bureau of Alcohol, Tobacco and Firearms Regional Area Gang Enforcement Task Force, Officer Mason was the lead case agent and primary point of contact with the United States Attorney's Office and the only Task Force Officer to open and initiate a racketeering case. In the beginning of this case, Officer Mason developed vital information that he used to identify past and current gang activities. He led a case that few officers in the law enforcement profession have the opportunity to investigate, and his actions ultimately resulted in the removal of dangerous gang members from City streets and seriously impacted the 18th Street gang's ability to function as a criminal enterprise.

## OFFICER OF THE YEAR FOR 2012

### Officer Gregg Johannesen

Officer Johannesen's work ethic and dependability are unmatched. He used a minimal amount of leave in 2012 and zero hours of sick leave. He led the Department in citizen contacts and has done this with no sustained complaints. In the area of traffic enforcement for 2012, Officer Johannesen issued 1,299 citations, 889 warnings, and made 78 DUI arrests. Additionally, Officer Johannesen handled 599 primary calls for service and wrote 194 reports. In the area of criminal enforcement, Officer Johannesen made 65 adult arrests, issued 26 criminal citations, and wrote seven warrants.

Officer Johannesen was the recipient of the Officer of the Month for May, June, July, and November in calendar year 2012. In addition to his patrol accomplishments, Officer Johannesen worked with the Street Crimes Unit on the Mall Initiative to reduce retail thefts, is a member of the Gaithersburg Police Department Honor Guard, won the Chief's Pistol Award competition, and was recently selected as a Department Firearms



Instructor. Officer Johannesen has done all of this with a great attitude. He is a team player and always helps the officers on his shift.

## SUPERVISORS OF THE YEAR

**Sergeants Shawn Eastman (Special Operations Bureau) and Chris Vance (Operations Bureau) were selected by their peers as 2012 “Supervisors of the Year.”**

**Sergeant Shawn Eastman** led the Gaithersburg Police Street Crimes Unit (SCU) by example. He is the constant front runner in arrests and he holds each individual in SCU accountable to excel to the best of their capabilities. His supervisory methods have provided for a positive work environment, which in turn made SCU a successful and highly motivated unit. When he took over the supervisory role in 2010 he refocused the mission of the unit to the handling of felonies and Part I offenses. As a result, SCU has increased felony and Part I offense arrests by more than double to this date and made a total of 130 arrests this year. During 2012, SCU started working more closely with patrol to have them follow through with search warrants on leads they developed, creating a stronger working relationship between the bureaus while sharing knowledge and experience.

In addition to Sergeant Eastman’s supervisory role he is also responsible for numerous collateral duties including being an active member of the Department’s Use of Force Review Committee, is one of the Department’s firearms and general instructors and he actively participates in the Montgomery County Police Intern Program as an instructor of Law Enforcement related classes. Sergeant Eastman has also been responsible for the management and coordination of the hiring process since 2006. In 2012, there were over 630 police officer candidate applicants. Forty nine were assigned background investigations that were handled by at least ten individual officers, leading to the hiring of seven new officers. Sergeant Eastman supervised all of this while continuing to oversee the day to day activities of the unit. He has played an instrumental role in the Department’s hiring process throughout the years.

“The mentoring and hands on experience provided by Sergeant Eastman have been exemplary and worth recognition. He is a true leader with a strong work ethic, excellent communication skills, unquestionable dedication to his unit and the Department and is well respected by not only his peers at GPD but also by peers from allied agencies. Sergeant Eastman is a pillar of professionalism and an asset to the Gaithersburg Police Department,” said Chief Sroka.



**Sergeant Chris Vance** has used his impressive background in police training, formal education, and his commitment to the Department’s personnel to advance the professionalism of the officers of the Gaithersburg Police Department. He has been one of the lead sergeants in the Department’s Field Training Program and his weekly reports on trainees have set the standard for other sergeants. He has used experiences on his shift to lead all sergeants in developing a Supervisor Mentoring Program. Sergeant Vance was one of two lead instructors who developed and implemented a reality based training program that was used at the Frederick City Outdoor Range. All officers in attendance expressed their enthusiasm for this training evolution and suggested that it be continued in future training sessions.



Officer Jesse Argueta



Officer Noah Grubic



Officer Rico Thompson



Officer Robert Maskey



Officer Gregg Johannesen



Corporal Kathy Fairfield



Officer Chris Cyran



Officer Hector Camilo

Sergeant Vance has undertaken several responsibilities within the Department, including Taser Instructor, Lead Use of Force Committee member, organizing training for supervisors, and most importantly the Shift 3 Sergeant. In each of these positions he demonstrates a strong desire to make every officer better. He is committed to the Taser program and has put in numerous hours to improve and make the program a very successful one by creating scenarios, ordering equipment, maintaining officer training files and developing lesson plans. He accomplished this while training two new instructors.

“He is a wealth of knowledge and experience. Instead of just giving an answer to a question, he will take the time to explain the answer. No matter what he is working on, he will stop what he is doing to listen. Sergeant Vance is a dedicated and unselfish individual who is viewed with respect, admiration and is a true leader in life and within this Department. The passion he shows for the law enforcement profession is well recognized and contagious,” said Chief Sroka.

## OFFICER OF THE MONTH FOR 2012

|                  |   |
|------------------|---|
| <i>January</i>   | Officer Jesse Argueta   |
| <i>February</i>  | Officer Noah Grubic   |
| <i>March</i>     | Sergeant Shawn Eastman<br>Corporal Willie Delgado<br>Officer Dan McCarthy<br>Officer Jon Mason<br>Officer Rico Thompson |
| <i>April</i>     | Officer Robert Maskey   |
| <i>May</i>       | Officer Gregg Johannesen  |
| <i>June</i>      | Officer Gregg Johannesen  |
| <i>July</i>      | Officer Gregg Johannesen  |
| <i>August</i>    | Corporal Kathy Fairfield  |
| <i>September</i> | Officer Chris Cyran   |
| <i>October</i>   | Officer Shane Eastman   |
| <i>November</i>  | Officer Gregg Johannesen  |
| <i>December</i>  | Officer Hector Camilo   |



Corporal Lester Rice



Officer Jonathan Bennett



Ricky Tabb



Officer Brandon Day



Officer Danny Vaca



Officer Holly Parke

## PISTOL COMPETITION AWARDS

The GPD held its first annual “Chief’s Pistol Competition,” sponsored by the Gaithersburg Police Foundation, on October 10, 2012. Eighteen officers qualified for the event based on an average of the officer’s daytime and nighttime firearms qualifications. The Department’s firearms instructors designed a combat course for the competition and the top three officers were awarded trophies.

- 1st Place**            **Officer Gregg Johannesen**
- 2nd Place**        **Corporal Lester Rice**
- 3rd Place**        **Officer Jonathan Bennett**

## CHIEF’S AWARD

### Speed Camera Technician Ricky Tabb

Mr. Ricky Tabb was presented with the Chief’s Award in recognition of his loyalty, work ethic and outstanding performance during the absence of the second Speed Camera Technician and the Speed Camera Technician Supervisor. Mr. Tabb worked weekends and holidays for three consecutive months and assumed the role of the Speed Enforcement Technician Supervisor after the incumbent was hospitalized and out of the workplace for several weeks. Since he was hired, Mr. Tabb has shown an above average aptitude and interest in the Speed Camera Program and continues to seek out opportunities to learn and become more involved in every aspect of it. The Chief’s Award was created in the fall of 2010 and can be awarded to any member of the Police Department, citizen or City employee for outstanding work that has brought credit to the Department and where the recipient has gone above and beyond the requirements of his or her normal assignment to contribute to a more effective and efficient police service.

## MARYLAND STATE HIGHWAY AWARDS

### Annual Smooth Operator Law Enforcement Award

#### Officer Brandon Day

The National Capital Region Smooth Operator Program recognizes law enforcement officers from across the region for their demonstrated commitment to reducing aggressive driving through significant enforcement during the annual Smooth Operator waves occurring in 2012. The recognition luncheon and award ceremony was held on September 26, 2012 at Martin’s Crosswinds in Greenbelt, Maryland.

## ELEVENTH ANNUAL DUI LAW ENFORCEMENT AWARDS

### Officers Shane Eastman, Danny Vaca and Holly Parke

The Maryland Highway Safety Office, a division of the Motor Vehicle Administration, and the Impaired Driving Coalition recognize those law enforcement officers who have gone above and beyond the call of duty in the fight against impaired driving through DUI arrests or innovative programs to reduce incidents of drunk or drugged driving. The GPD officers were recognized for the number of DUI arrests made in 2011 at the event held on Sunday, September 23, 2012, at the Carroll County Agricultural Center in Westminster, MD.



*K-9 Max*

## UNITED STATES POLICE CANINE ASSOCIATION TRIPLE CROWN AWARD

### Corporal Chad Eastman

On February 25, 2012 at the United States Police Canine Association (USPCA) Region Three Annual Awards Banquet, Corporal Chad Eastman and his partner, Max, were awarded the Triple Crown Award. The Triple Crown Award is presented to the Region Three member in good standing who achieves certification in "Patrol Dog (PD) I," "Tracking" and "Detector" in a calendar year (January to December). This is the third year in a row that Corporal Eastman and Max have received this award.

## CITY OF GAITHERSBURG QUARTERLY AWARDS

Gaithersburg's Employee Recognition Committee is dedicated to ensuring that the Employee Recognition Awards become a coveted symbol of only the highest quality of work and performance standards. It is hoped that these awards represent to other employees a true standard of excellence, thus being extremely meaningful to the employees who receive them.

The Employee Recognition Program guidelines provide that one individual and one team award may be presented in each quarter.



*Nancy Patino*



*Laura Morales*

## TEAM OF THE FIRST QUARTER JANUARY - MARCH

### *Nancy Patino and Laura Morales*

Administrative Assistants Nancy Patino and Laura Morales were nominated for their high level of productivity and quality of work while providing exceptional customer service. Both Ms. Patino and Ms. Morales demonstrate and maintain excellent working relationships with coworkers and customers, cheerfully giving assistance whenever needed or requested.

## EMPLOYEE OF THE THIRD QUARTER JULY - SEPTEMBER

### **Elena Ingram**

Crime Analyst Elena Ingram was named the Employee of the Third Quarter for her hard work and dedication in assisting all of the staff in the Department. Ms. Ingram volunteers to help other employees, takes on special projects and serves as the liaison to the Gaithersburg Police Foundation.



*Elena Ingram*

## ORGANIZATIONAL STRUCTURE

The GPD is made up of three bureaus: Administrative, Operations and Special Operations.

### Administrative Bureau

Lieutenant Curtis L. Pettaway is the Administrative Bureau Commander.

The Administrative Bureau is responsible for overseeing various functions that support the operational units in the agency. These functions include planning and research, policy review and development, fleet management, quartermaster/supply, technology implementation, budget preparation and administration. The Bureau is also responsible for recruitment selection, all accreditation activities and oversees the Administrative Support Staff.



### Accreditation

The agency was initially accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA) in 1993, becoming the 258th law enforcement agency to attain CALEA-accredited status. The Department’s policies and procedures incorporate numerous CALEA standards, which reflect best practices in law enforcement.

The Administrative Bureau is preparing for re-accreditation in April 2013. The team will be applying for the GOLD standard for the first time in the agency’s history. To qualify for the GOLD Standard an agency must have two previous accreditation awards, not have had any compliance issues from the last assessment and not currently be under a consent decree or memorandum of understanding. The GOLD standard is a voluntary assessment format that focuses primarily on process and outcomes associated with specific standards to agency policies. In short, it works to measure the impact of accreditation as opposed to simply confirming compliance through file-by-file review.

### Current Staffing by Position

| Position                          | Authorized | Actual |
|-----------------------------------|------------|--------|
| Police Chief                      | 1          | 1      |
| Lieutenant                        | 3          | 3      |
| Emergency Management Coordinator  | 1          | 1      |
| Sergeant                          | 9          | 9      |
| Corporal                          | 9          | 9      |
| Police Officer                    | 35         | 29     |
| Crime Analyst                     | 1          | 1      |
| Administrative Support Supervisor | 1          | 1      |
| Administrative Assistant II       | 2          | 2      |
| Speed Camera Technician           | 2          | 2      |
| Accreditation Manager             | 1          | 1      |
| Part-Time Personnel               | 7          | 7      |
| TOTAL                             | 72         | 66     |

***Yearly Statistical Reports***

|                              |        |
|------------------------------|--------|
| Calls for Service            | 32,879 |
| Traffic Citations            | 10,670 |
| Adult Criminal Arrests       | 711    |
| Juveniles Taken into Custody | 96     |

**Operations Bureau**

Lieutenant Robert V. Wilkes is the Operations Bureau Commander.

Officers are on patrol 24 hours a day, 365 days a year. The primary function of this Bureau is the protection of life and property through aggressive motorized, bicycle and foot patrols. This Bureau consists of six patrol shifts.

The Department's philosophy of "Focused Enforcement Policing" has effectively institutionalized Community Policing. Its premise requires every patrol officer to spend set periods of time each day in smaller, specific geographical areas based on crime and/or traffic trends, conducting traffic enforcement, conducting field interviews and strengthening the working relationships with citizens and businesses.

The patrol shifts are each assigned a permanent set of hours. Gaithersburg police officers are dispatched through the Montgomery County Police Department Emergency Communications Center in the same manner as Montgomery County police officers. In many cases both a City and County officer will respond to the same call. The Department enjoys an excellent working relationship with the Montgomery County Police Department at all levels.

**Special Operations Bureau**

Lieutenant Thomas Stanton is the Special Operations Bureau Commander.

The specialized units of the Police Department comprise this Bureau. These units consist of the Community Services Office, the Crime Analyst, the Investigative Section, the Street Crimes Unit, the K-9 Unit, the Traffic Unit, the Photo Radar Enforcement Unit, and Parking Enforcement. The mission of the Special Operations Bureau is to work directly with the patrol officers to provide an enhanced level of service to the community.

***Community Services Office***

In 2012, the Community Services Office consisted of the Community Services Officer (CSO), Dan Lane, and the Educational Facilities Officer (EFO), Robert Blackmon. The CSO establishes and maintains communication with Homeowners Associations, Neighborhood Watch groups and other civic organizations. The CSO also conducts security surveys for both commercial and residential owners, assists the Maryland Police and Correctional Training Commissions (MPCTC) with classes instructing other officers

from around the state on current crime prevention practices, and participates in various committees both within the City and on the state level. The CSO is also an advisor with the Montgomery County Police Explorers program, teaching teens about the law enforcement field and basic life skills. The Community Services Office is also responsible for the public information function, performed in coordination with the City’s Public Information Office, with the goal of ensuring that information is relayed to the public via the Crime Summary Web Page and the local media in a timely fashion.

The Office is also responsible for coordinating community outreach efforts such as:

- **Charity Basketball Tournament:** Officers of the GPD play head-to-head against staff and students of Gaithersburg High School (GHS) in a charity basketball tournament for a cause selected by students and staff of GHS.
- **“Coffee with a Cop”:** An opportunity for citizens to speak with officers in a casual atmosphere with no formal agenda. Officers were on hand to answer questions about crime and quality-of-life issues in neighborhoods and on roadways.
- **Junior Police Academy:** A six-week after school program at a selected middle school where students and officers interact with one another, learning about team work, decision making, and what a police officer’s day-to-day duties consist of.
- **Junior Detective Day:** In a collaborative effort with Kentlands Mansion staff, Gaithersburg Police Officers were on hand to help participants make I.D. badges and get fingerprinted. They also learned about neighborhood safety, witnessed K-9 demonstrations, and explored an actual police car and motorcycle to see all the technology equipment police officers use.
- **National Night Out:** An annual event held by individual communities at which they demonstrate their commitment to being partners in the fight against crime.
- **Teen Police Academy:** An eleven-week youth program hosted at the Olde Towne Youth Center where students and officers interact with one another, learning about team work, decision making, and what a police officer’s day-to-day duties consist of.
- **“Tip-A-Cop”:** An official Law Enforcement Torch Run Campaign fundraising event. Law enforcement officers and Department personnel volunteer their time as “Celebrity Waiters” to collect tips at Red Robin Restaurants to support Special Olympics Maryland.



### **Educational Facilities Officer (EFO)**

The Department continues to provide an Educational Facilities Officer for Gaithersburg High School. In 2012, the EFO served as a liaison between the Police Department and the high school for school and police-related concerns and incidents. The EFO's primary function is to enhance the safety and security of the learning environment for students, staff and the school community. The EFO also assists Gaithersburg and Forest Oak Middle Schools.

### **Crime Analyst**

The Crime Analyst's function is to provide timely and accurate data to both the Department and the public. Constant communication with allied agencies has helped provide de-confliction and timely dissemination of information. Through the use of our crime analysis software, Automated Tactical Analysis of Crime (ATAC), we are able to look at specific activity that is happening in both the City and the county to identify crime patterns and trends.

### **Investigative Section**

The detectives of the Investigative Section have the responsibility of investigating significant crimes and crime patterns within the City and as a result are subject to "call out" 24 hours a day, 7 days a week. Gaithersburg City detectives are informed regularly of criminal activity in or near the City limits and use this information while conducting investigations or assisting other officers. Detectives utilize traditional investigative procedures, covert cameras in public areas and the Computer Voice Stress Analyzer (a device used for detecting deception) to conduct thorough investigations. The Investigative Section is also responsible for conducting Internal Affairs investigations as directed by the Chief of Police. In 2012, the Investigative Section had a case closure rate of 56.6%. The unit made 31 arrests while investigating 150 criminal cases and investigated an additional 18 non-criminal cases.

### **Street Crimes Unit**

The officers of the Street Crimes Unit work in a plainclothes capacity to target areas that are experiencing higher than average crime, drug activity and pattern crimes. The unit is designed to be proactive, which often requires officers assigned to the unit to adjust working hours with short notice and gather information from a variety of sources. The members of the Street Crimes Unit have extensive experience with the application of Search and Seizure warrants. As a result, they often work with patrol officers and allied agencies conducting investigations relating to burglaries, robberies, thefts and drug sales. The Street Crimes Unit is also heavily involved in the background process of hiring new employees and firearms training for the Department. In 2012, the unit made 130 arrests and served 28 search and seizure warrants.



### **K-9 Section**

The K-9 Section works closely with all other units of the GPD. In 2012, the two K-9 teams that comprise the section responded to 940 calls for service resulting in 156 deployments of the police canines. These deployments resulted in 52 arrests for narcotics and other various criminal offenses.

In May of 2012, K-9 Judah and his handler, Officer Jonathan Bennett, graduated from basic Narcotics Detection Training. Judah's initial training was supplemented in August, 2012 while attending an advanced course, "Canine Narcotic Operations," hosted by the Montgomery County Police. The training received by Judah greatly increased the ability of officers to make searches for narcotics based upon the indications of a narcotics certified detection canine. In October, the Gaithersburg Police K-9 Section hosted a sanctioned drug trial of the United States Police Canine Association (USPCA). During this trial both teams of the GPD K-9 Section were certified in narcotics detection by the USPCA. K-9 Max and his handler, Corporal Chad Eastman, then proceeded to participate in the USPCA Triple Crown Award certification. Corporal Eastman and Max won the Triple Crown award for a third straight year. The Triple Crown recognizes achievements in narcotics detection, patrol function and tracking.

### **Traffic Unit**

The Traffic Safety Unit's mission is to reduce traffic violations and motor vehicle collisions within the City. The Unit accomplishes this in a variety of ways. It works closely with the City's Traffic Engineer to develop engineering solutions to traffic and collision-related issues throughout the City. Using Data Driven Approaches to Crime and Traffic Safety, the Unit identifies high collision areas and focuses enforcement efforts in these areas designed to reduce the traffic violations that have been identified as causation factors for collisions. The Unit also addresses neighborhood traffic complaints through selective enforcement and education. The Traffic Unit provides educational programs to community groups on a variety of traffic safety issues and participates in Maryland Highway Traffic Safety Grant programs targeting various traffic safety issues including impaired driving, seatbelt use, aggressive driving and others. The Traffic Unit also oversees the CITE program through which citizens can report, via e-mail, observed traffic violations throughout the City.

In 2012, the Traffic Safety Unit conducted pedestrian enforcement and education initiatives along the North Frederick Avenue corridor, Great Seneca Highway and Orchard Ridge Drive, and Washingtonian Boulevard at various times throughout the year. It also worked closely with Gaithersburg High School to address traffic and pedestrian related concerns surrounding the construction of the new school. Great Seneca Highway was a primary concern for the Unit, due to the occurrence of three collision related fatalities along the corridor during the year.

The Traffic Safety Unit provided guidance and assistance for all special events held within the City limits. These events included the 4th of July celebration, Labor Day Parade, Book Festival, Celebrate Gaithersburg Day, Oktoberfest, and many other smaller events throughout the year.



***Photo Radar and Parking Enforcement***

Speeding and parking-related concerns continue to be the number one complaint received by the Traffic Safety Unit. In its continuing effort to address these concerns, the Department has four portable speed cameras, two fixed cameras and two vans deployed at various locations throughout the City. In 2012, the portable and fixed cameras were operational 24 hours a day seven days a week. Photo Speed Enforcement works together with Radar and Laser enforcement by individual officers to ensure motorists obey the posted speed limits within the City.

In 2012, the Parking Enforcement Officer was equipped with an automated handheld device for the issuance of parking citations. This has resulted in less administrative time spent processing parking citations and made the citations easier to read for the violator. The part-time officer, along with all sworn police officers and code enforcement officials, continue to address parking concerns throughout the City. A total of 2,496 parking citations were issued in 2012.

**LOOKING TO THE FUTURE**

Some of the initiatives for 2013 will include:

- Continued utilization of the Data Driven Approaches to Crime and Traffic Safety (DDACTS) model to deploy officers on a daily basis where they are most needed and can be most effective.
- Utilization of proactive crime suppression initiatives to combat pattern crimes.
- Provision of opportunities for additional disaster response exercises and NIMS/ ICS training consistent with our Emergency Operations Plans.
- Active recruitment and hiring of officers to bring and maintain the Department at its authorized full sworn strength.
- Creation of a Community Action Team (CAT) as part of our crime reduction efforts. The team will work during peak periods of crime and be deployed to neighborhoods throughout the City where they are most needed. CAT will be integrated into the Department’s overall mission within the context of a geographically based community policing strategy.
- Pursue technological advances to improve our ability to fight crime.
- Enhance operational preparedness through increased use of scenario-based training.
- Review the feasibility of transitioning to an electronic CALEA filing system thus eliminating the current paper copies.