

2015

GAITHERSBURG

POLICE

ANNUAL
REPORT



Members of the Special Operations K9 Unit



Mayor
Jud Ashman

Council Vice President
Michael A. Sesma

Council Members
Neil Harris
Henry F. Marraffa, Jr.
Ryan Spiegel
Robert T. Wu

City Manager
Tony Tomasello

MESSAGE FROM THE CHIEF

The Gaithersburg Police Department enjoyed many accomplishments in 2015. It was a busy year, and we are proud of all we were able to achieve in partnership with our community. This report highlights several significant achievements and the many tasks completed by the Gaithersburg Police during calendar year 2015.

The Gaithersburg Police Department is a diverse and dynamic operation with an excellent and dedicated workforce. Through the efforts of both our sworn and civilian staff, we are able to fulfill many public safety needs in a growing community. Through the efforts of each member of the Gaithersburg Police Department, working in conjunction with the residents of our community, the City is a safer place. I would like to extend my appreciation to the Mayor and City Council, City Manager, residents, other City Departments, members of the Gaithersburg Police Foundation, and all of the support staff and officers that work hard each day to help complete the Department's mission.

While calls for police service increased from 32,195 in 2014 to 34,938 in 2015, proactive policing has led to an increase in arrests. In 2015, 1,005 adult criminal arrests and 68 juvenile arrests were made. Patrol officers made a total of 822 adult criminal arrests; 269 of those were self-initiated, representing 269 additional crimes that may have gone unreported. Officers made 428 arrests in 2011, 711 arrests in 2012, 774 arrests in 2013, 885 arrests in 2014 and 1,005 arrests in 2015.

There were two fatal collisions in 2015, compared to one in 2014. In furtherance of our traffic safety efforts to reduce accidents, officers issued 7,200 citations and 9,184 warnings.

I invite you to visit our website at www.gaithersburgmd.gov to learn more about the services available to you. We also welcome your comments and suggestions.



Mark P. Sroka
Chief of Police
Gaithersburg Police Department

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

The Gaithersburg Police Department was established by a resolution signed by then Mayor Merton F. Duvall. 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 Fiscal Year 1964 included “police protection” salaries for the sole officer amounting to \$4,000, and equipment purchases of \$500.

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 strength of 59 sworn officers and 14 civilian employees serving a population of just over 67,000. The adopted operating budget for the Police Department in Fiscal Year 2016 was \$9,149,578.

“Over the last half century, the Department has seen many changes, including an increase in the number of officers, technological advancement and training, and redesigns

of the police cruisers and uniforms; however, our mission has not changed. We remain committed to our core values of Service, Integrity and Respect by continuing to provide dedicated police service in partnership with our community,” said Chief Mark P. Sroka.

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 appointed Chief of Police in July, 2010, following a nationwide search.

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 and bicycles to assist residents 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, including:

- Continuing 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.
- Allowing officers more opportunities to work in specialized units on a permanent and temporary basis.
- Improving technological advances to fight crime.
- Implementing social media sites that inform residents of crimes and activities and of the community involvement of Gaithersburg Police officers.
- Establishing an intelligence-led, community oriented and problem solving focus to reduce crime.
- Continuing to build community trust and legitimacy in the Police Department.

OFFICE OF THE CHIEF

Crime and Traffic Safety

The Gaithersburg Police Department continues to use and enhance its Data Driven Approach to Crime and Traffic Safety (DDACTS) philosophy. The Crime Analyst provides maps of specified crimes on a shift basis. This mapping allows officers on 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 it. A weekly list of Quality of Life calls, such as disorderly conduct and noise complaints, is also provided. Tracking these types of incidents enables the Department to address them with various resources, assuring that problems that affect our neighborhoods can be targeted 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. Continued use and en-

hancement 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 was an overall 9.9% increase in Part I Crimes within the City of Gaithersburg for January – December of 2015¹, as compared to January – December of 2014¹.

An analysis of Part I Offense data shows that there was a decrease as compared to 2014 in homicides and aggravated assaults.

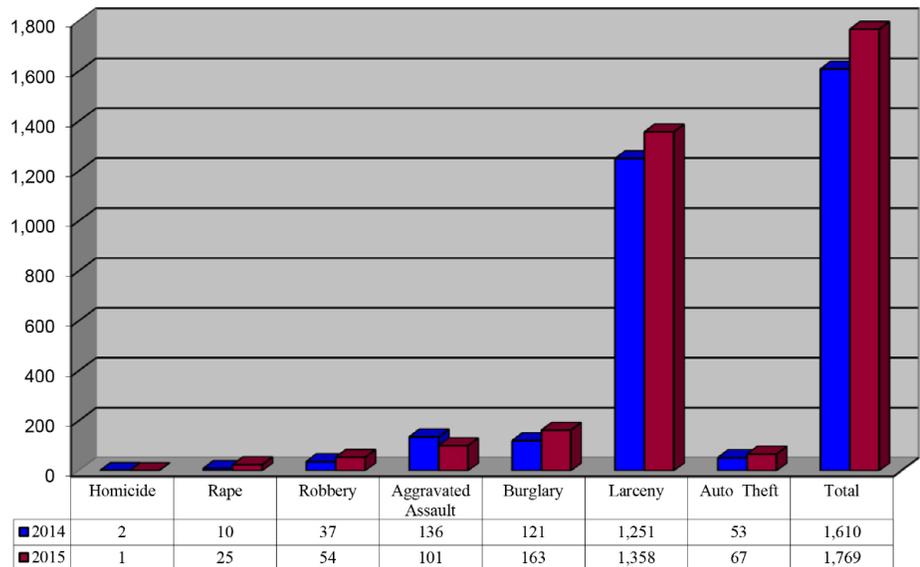
Robberies saw a 45.9% increase, from 37 incidents in 2014 to 54 incidents in 2015. Street robberies saw a 90.9% increase, from 22 in 2014 to 42 in 2015. Commercial robberies saw a 40.0% increase, from five in 2014 to seven in 2015.

In 2015, burglaries saw a 34.7% increase, from 121 incidents in 2014 to 163 incidents in 2015. Residential burglaries increased by 31.5%, from 92 in 2014 to 121 in 2015. Commercial burglaries increased by 41.4%, from 29 in 2014 to 41 in 2015.

Aggravated assaults saw a 25.7% decrease in 2015, from 136 incidents in 2014 to 101 incidents in 2015. Of the 101 reported incidents in 2015, 59 were assaults against spouses, partners or otherwise domestic related and 12 were by a known suspect.

There was an 8.6% increase in larcenies, from 1,251 incidents in 2014 to 1,358 incidents in 2015. Theft from vehicles/theft of vehicle parts increased by 17.5%, from 338 in 2014 to 397 in 2015.

¹Crime statistics from the Montgomery County Records Management Systems as of January 8, 2016. Unfounded incidents are not included.



Internal Affairs

The Department is a nationally accredited law enforcement agency 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	Insubordination	Abeyance
Police Officer	Inaccurate report/policy violation	Sustained
Police Officer	Failure to report for duty	Sustained
Police Officer	Body armor violation	Sustained
Police Officer	Traffic Stop w/out probable cause	Sustained
Police Officer	Discourtesy	Unfounded
Police Officer	Unauthorized access to LinX	Sustained
Police Officer	Unbecoming conduct	Sustained
Police Officer	Neglect of duty	Sustained
Police Officer	Failure to pay debt	Sustained
Police Officer	Unbecoming conduct	Sustained



Gaithersburg Police Foundation

The Gaithersburg Police Foundation (GPF), formed as a nonprofit 501(c)(3) organization in January 2008, seeks to support the members of the Gaithersburg Police Department (GPD) with its mission of providing quality services to the residents 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 fifteen members. Chris O'Brien is Chairperson, Tamara Clarke is Vice Chairperson and David Elder is Treasurer. Board members at-large are Ayesha Arora-Sharm, Ralph Billeter, Daniel Borten, Ron Canova, Candace Child, Clark Day, Robert Fuentes, Gary Hann, Aris Mardirossian, Greg Moore, Jeffrey Penn and Gil Price.



In 2015, funds donated to the Foundation were used to sponsor events such as a table at the Gaithersburg-Germantown Chamber of Commerce Public Safety Awards Ceremony and Breakfast, World Police and Fire Games, Chief's Pistol Competition, The National Police Challenge Relay Race, MCP Softball Tournament, Shop with a Cop, and the Department Holiday party.



Training

Training of the Gaithersburg Police Department 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's annual certification requirements, which include a minimum of 18 hours of ongoing "in-service" training. This training was completed jointly with the Montgomery County Police Department and the various law enforcement agencies from across the County to ensure a coordinated response to emergency situations. The training included legal updates, ethics, policing in the 21st century, dealing with the mentally ill, active shooter response, first aid recertification, use of force, defensive tactics, and firearms safety and qualifications.

All officers with the Gaithersburg Police Department exceed 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 response to public safety related situations. In 2015, the training covered traditional areas designed to improve service to the community such as Patrol Bike School, Drug Investigations for Patrol Officers and Terrorism Prevention through Community Collaboration. Training was also provided in areas to ensure the highest quality service and enhance overall operations, including ARIDE (Advanced Roadside Impaired Driving Enforcement), Investigator training related to the LEOBR (Law Enforcement Officers Bill of Rights), Criminal Investigations Using Cellular Technology, and SERT (Special Events Response Team) training to be better prepared for civil disturbance incidents. The Department continues the use of scenario-based training in our officer development programs with handgun and rifle training, as well as active shooter simmunitions training.

The training of newly hired officers remained a priority in 2015. The opportunity to hire and train a new officer, who will have an impact on the Department and the community for years, is critical to the future of the agency. As a result, in 2015 significant effort was directed to the two local academy classes offered by the Montgomery County Police, which provided entry level training to seven newly hired Gaithersburg Police officers. All seven officer candidates successfully graduated the Academy; four released to full duty and the others began the Field Training Program, which they are expected to complete in April, 2016. Two additional officer candidates started the Fredrick Police Academy in November, 2015 and are expected to graduate in June, 2016. Sworn staff also attended Field Training Officer, Defensive Tactics and Taser Instructor certification courses in order to enhance the capabilities of current and newly hired officers.

Emergency Management

In 2015, the City focused on response to incidents with a continued emphasis on the incident management principles that are at the core of emergency response. The Police Department command staff participated in County training related to the Emergency Operations Center (EOC), the hub for emergency management activities in the County. Spring and fall functional exercises were held to test and improve the coordination and

collaboration among officials that work within the EOC. The Police Department has key staff certified for use of the WebEOC program, which provides updated incident information as well as access to all resources from the municipal, county, regional and state levels.

City staff continued the ongoing development of planning functions essential to the response to critical incidents. The City also reviewed and revised the High Hazard Dam Emergency Action Plan as required by State law to ensure collaboration among all levels of government and timely notifications to the community. This plan was evaluated and discussed in a regional workshop that involved dam owners and officials at the municipal, county and state level.

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 response to emergency and weather-related 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 that 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, with significant enhancements for subscribers and increased efficiency for communicating weather related events. The system provides for address-specific, automated alerts regarding National Weather Service advisories, watches and warnings. The new system went into effect in late 2014 and now has more than 6,000 subscribers. To subscribe to Alert Gaithersburg, update or change contact information visit <http://www.gaithersburgmd.gov/alerts>.



Honor Guard

The GPD's Honor Guard, led by Officer Dan Lane, Jr., was formed in 1996 and is comprised of members from the ranks of Police Officer I to Sergeant. Current members are Corporal Rice, Officers Bennett, Grubic, Jackson, Johannesen, and Lane. For the last 18 years, the Honor Guard has participated in funerals, parades, ceremonies, and other functions as directed by the Chief of Police.



The Honor Guard participates in National Peace Officers Week activities, held over several days each May in Washington, D.C. During this very special detail, members of the Gaithersburg Police Honor Guard escort the family members of officers from across the U.S. and Canada who have been killed in the line of duty. During 2015, the Honor Guard presented colors for such functions as the Labor Day Parade, the Gaithersburg-Germantown chamber of Commerce ceremonies, the annual State of the City event, and Police Graduations.

COMMUNITY OUTREACH

The GPD has the following programs in place to assist and educate the residents of Gaithersburg:

Police Advisory Committee

The Police Advisory Committee is 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. The Committee holds quarterly meetings at the Activity Center at Bohrer Park.

Committee members are Andrew Bove, Charles Ferrell, Ty Hardaway, Carol Martin, Doug Wagner, David Weber and City Council liaison Robert Wu.



National Night Out

The City's National Night Out Against Crime observance took place on August 4, 2015. National Night Out is held by individual communities to demonstrate their commitment to being partners in the fight against crime. The observance is designed to heighten awareness, strengthen neighborhood spirit and enhance police-community relations. Nine communities participated in 2015: Brighton Village Apartments, Kentlands/Lake-lands, Montgomery Meadows, Parklands, Quince Orchard Park, Saybrooke, Shady Grove Village, Summit Crest Apartments, and Whetstone Run.

Neighborhood Watch

There are 25 neighborhoods in Gaithersburg participating in the Neighborhood Watch program. This program teaches residents how to help themselves by identifying and reporting suspicious activity within their neighborhoods; it has become an invaluable resource for the Police Department. Neighborhood Watch groups typically focus on observation and awareness as a means of preventing crime, employing strategies that range from simply promoting social interaction to "watching out for each other."

Through regular communication, the Community Services Office provides all Neighborhood Watch groups with safety tips and other crime prevention information, and strives to keep the communities informed of criminal activities within their neighborhoods.

Social Media

The Gaithersburg Police Department maintains a presence on both Facebook and Twitter, creating another channel of direct communication with the community it serves. By doing this, the GPD is letting residents see how its goals and missions are accomplished on a daily basis, while at the same time providing, as quickly as possible, public safety information that may affect their lives. The Twitter feed also appears on the Public Safety page of the City's website at www.gaithersburgmd.gov. The Department is excited about this opportunity to further engage the community, allowing for a higher quality police service in the City of Gaithersburg. Like GPD on Facebook and follow us on Twitter.

 - GaithersburgPolice

 - @GPDNews

Prescription Drug Drop Box

The Gaithersburg Police Department participates in a year round anonymous Prescription Disposal program. The Department obtained a Prescription Drug Drop Box from the National Association of Drug Diversion Investigators (NADDI). The Box is managed by the evidence custodian and Community Services Office. Drugs are bagged and placed into evidence pending destruction. The collected pharmaceuticals are then transported for incineration. In addition to this being a public safety initiative, removing potentially dangerous drugs from the streets, it also supports the City’s environmental initiatives by removing harmful substances from landfills. The Prescription Drug Drop Box is located in the Police Station lobby and is accessible to the public from 8 a.m. to 9 p.m., seven days a week.



COMMUNITY INVOLVEMENT

Make-A-Wish Mid-Atlantic

Law enforcement officers from both the Gaithersburg Police and Montgomery County Police Departments participated in a Make-A-Wish Mid-Atlantic fundraiser at California Pizza Kitchen. Lt. Wilkes, Lt. Vance, Lt. Pettaway, Officers Leach, Provost, Parke, and Lane participated.



Softball Tournament

The Gaithersburg Police Department participated in the Montgomery County Police Department Softball Tournament and went 5-0. Thank you to the Gaithersburg Police Foundation and Mike Aubrey Realtors for sponsoring the team. A special thanks is extended to those that came out and supported the team during the games as well.

Girl Scout Troop 274 and Brownie Troop 3243

CSO Lane and Girl Scout Troop 274 participated in and educated the public on pedestrian enforcement at Route 355 and South Summit Avenue. CSO Lane also met with Brownie Troop 3243 to assist with its Brownie Project: Improving Safety in Our Community.



Kentlands Square Block Party

The GPD participated in the Kentlands Square Block Party with Officer Bennett and K9 Judah.

Shopping Day Benefiting the Gaithersburg Police Foundation

Officers bagged groceries to raise support and awareness for the Gaithersburg Police Department. Funds raised at this event were put towards a new K9 dog and the Shop with a Cop Holiday Program.





Sergeant Shawn Eastman

AWARDS

SUPERVISOR OF THE YEAR

Sergeant Shawn Eastman

During 2015, Sergeant Shawn Eastman supervised the Street Crimes Unit and successfully handled the challenges caused by two officers being promoted out of the Unit and two new officers being reassigned to the Unit. Sergeant Eastman mentored the two experienced officers that culminated with them being promoted.

Through his continued leadership and by setting expectations coupled with positive reinforcement, he was able to get both of the new officers performing at a high level in a short period of time. Under Sergeant Eastman’s leadership, the Street Crimes Unit made 189 arrests, of which 53 were felony arrests.

In 2015, Sergeant Eastman managed two pre-employment hiring processes consisting of hundreds of applications that resulted in the hiring of five well qualified officer candidates. In addition, Sergeant Eastman served admirably on the Use of Force Committee, managed the intern program, and was a vital participant and instructor during the successful Glock handgun conversion training for every officer in the Department.

Sergeant Eastman performed at an outstanding level while displaying superior initiative and professionalism. It is inspiring and reassuring to be witness to an individual who realizes the importance of that which is required of him and unselfishly devotes the energy and time above that which is expected in order to maintain the professionalism and excellent reputation of the Gaithersburg Police Department.

OFFICER OF THE YEAR

Officer Evan Milano

Officer Evan Milano’s high quality and volume of work set him apart from his peers. He always reports to work with a positive attitude and demonstrates a steadfast commitment to the mission of the Police Department.

In the area of traffic enforcement for 2015, Officer Milano issued 414 citations, 513 warnings, and made 28 DUI arrests. Additionally, Officer Milano handled 468 primary calls and completed 171 written field reports. In the area of criminal enforcement, Officer Milano made 33 adult misdemeanor arrests, 44 self-initiated arrests and recovered two guns. Of particular importance is that Officer Milano had more than 1,000 resident contacts, none of which resulted in a single complaint.

Officer Milano participated in the eight-week effort against drunk driving and underage drinking Holiday Task Force and received the DUI Meritorious Recognition Award from the Maryland Highway Safety Office for having gone above and beyond his assigned duties to remove impaired drivers from Maryland roadways. Throughout the year, Officer Milano performed at an outstanding level while displaying superior initiative and professionalism. Officer Milano is the standard by which the honor of Officer of the Year should be gauged.

2015 OFFICER OF THE MONTH

- January* *Officer Evan Milano*
- February* *Officer Evan Milano*
- March* *Officer Larbi Dakkouni*
- April* *Officer Justin Compton*

2015 Officer of the Month (cont.)

<i>May</i>	<i>Officer Charles Young</i>
<i>June</i>	<i>Officer Alex Pockett</i>
<i>July</i>	<i>Officer Robert Scire</i>
<i>August</i>	<i>Officer John Jordan</i>
<i>September</i>	<i>Officer Stuart Jackson</i>
<i>October</i>	<i>Officer Shane Eastman</i>
<i>November</i>	<i>Officer Robert Scire</i>
<i>December</i>	<i>Officer Evan Milano</i>

*Officer Evan Milano**Officer Larbi Dakkouni**Officer Justin Compton**Officer Charles Young**Officer Alex Pockett**Officer Robert Scire**Officer John Jordan**Officer Stuart Jackson**Officer Shane Eastman***PISTOL COMPETITION AWARDS**

The Gaithersburg Police Department hosted its fourth annual “Chief’s Pistol Competition” on October 1, 2015. Officers qualified for the event based on an average of their daytime and nighttime qualifications. The Department’s firearms instructors designed a combat course for the competition and the top three officers were awarded trophies:

<i>1st Place</i>	Officer Chris Leach
<i>2nd Place</i>	Officer Kevin Story
<i>3rd Place</i>	Officer Rico Thompson



1st Place
Officer Chris Leach



2nd Place
Officer Kevin Story



3rd Place
Officer Rico Thompson

The event, sponsored by the Gaithersburg Police Foundation, provides an opportunity for Gaithersburg police officers to demonstrate proficiency in the use of a firearm. Chief Sroka congratulated the award recipients and thanked all of the officers that participated in the competition and the firearms staff for their work in making this a successful and enjoyable event.

CLASS C COMMENDATION AWARD

Corporal Shane Eastman



Corporal Shane Eastman

On January 27, 2015, officers were dispatched to the 300 block of North Summit Avenue. Once there, officers found an unresponsive adult male lying on the ground. Officer Eastman was one of the first officers to arrive on the scene and determined that the man on the ground had no pulse. He initiated CPR. As additional officers arrived on the scene, several asked Officer Eastman if he needed to be relieved. Each time he refused, telling the officers that he would continue. Upon arrival of an AED, officers effectively communicated when to cease compressions to allow the AED to monitor and discharge a shock. Officer Eastman then immediately communicated that he was resuming compressions, and applied compressions until Fire Rescue arrived and transferred the patient.

It was approximately ten minutes from the time that Officer Eastman arrived on the scene and began compressions until the arrival of the Montgomery County Fire Rescue personnel to render treatment. Although the patient ultimately did not survive, Officer Eastman is commended for his life-saving efforts. His quick reaction and physical endurance to continue effective compressions for such an extended period of time are admirable and demonstrated his sincere commitment to the residents of Gaithersburg.

COMMANDER'S AWARDS

Administrative Bureau

Sergeant Scott Scarff



Sergeant Scott Scarff

In July of 2015, Sergeant Scott Scarff was asked to take on a major collateral duty by assisting with the management of the Department's vehicle inventory. This requires numerous hours each week of following up on the status of engine repairs, management of VEIP inspections, coordinating fleet vehicle availability, and planning and accomplishing multiple large scale Dodge Charger recalls. On occasion, this collateral duty can be all-encompassing and time consuming, becoming a full-time position. Many days, Sergeant Scarff coordinates with other Administrative Bureau officers, Public Works staff, and dealership employees to ensure each

and every cruiser is getting all of its maintenance or repair needs in an efficient and effective manner. Additionally, Sergeant Scarff assumed the radio reprogramming responsibility, reprogramming every officer's portable and mobile radios on two occasions. Sergeant Scarff accepted these responsibilities while continuing to perform his primary responsibility as the sergeant of the Traffic Unit, Community Services Officer, and School Resource Officer.

Sergeant Scarff consistently displayed a positive team-first attitude, no matter how cumbersome the duties were to him personally. His professionalism and dedication were imperative to the successful management of the fleet vehicle program and the radio inventory, and he had a positive direct impact on the operational effectiveness of the Department. The Department could not have been able to adequately meet the challenges of the fleet vehicle program without Sergeant Scarff's direction and management skills. His willingness to eagerly accept these new responsibilities is a credit to his leadership, integrity and work ethic.



Officer Alex Pockett

Operations Bureau Officer Alex Pockett

Officer Alex Pockett was recognized for consistency in his work performance and his service and dedication, not only to the Department but to his peers as well. Officer Pockett exemplifies the three core values established in the Department's mission statement: Service, Integrity and Respect. He is efficient and competent in his work and treats everyone with courtesy and respect. He comes to work every day with an enthusiastic attitude and takes pride in making a difference in the community. In between calls for service, Officer Pockett aggressively patrols the City looking for traffic violations, suspicious situations and he self-initiates much activity. Officer Pockett will often take on calls that may seem simple in nature, but upon conducting follow-up investigation, they result in the apprehension of career criminals. These apprehensions have led to other investigations involving Controlled Dangerous Substances and fraud.

It should be noted that Officer Pockett was recognized as Officer of the Month in June and received a special acknowledgement in October of 2015 for his efforts at a trial involving Controlled Dangerous Substances, which yielded a 2013 Honda Ridgeline and \$44,090 in U.S. currency.

As evidenced by his statistical performance, follow-up investigations and character, Officer Pockett has established himself as one of the best officers in the Department. He is a well-rounded officer who serves his community with pride and has a true team mentality. Officer Pockett's work ethic, dedication and professionalism are examples that any officer should want to follow.



Crime Analyst Elena Ingram

Special Operations Bureau Crime Analyst Elena Ingram

Crime Analyst Ingram was recognized for her dependable, efficient and consistent contributions in helping the bureau succeed on a daily basis. She continually demonstrates a willingness to drop whatever she is doing to help other members of the Department regardless of their role or position. She genuinely cares about members of the Department, habitually strives to make the agency better, and cares about the quality of work and assistance she provides. Elena spearheaded an effort to obtain a social media intelligence platform as well as a criminal intelligence database. Both of these endeavors have an eye towards vastly improving

the efficiency of the agency and individual officers, and helps provide an overall better quality of customer service to the public. Whatever our needs are, Elena is always available.



Corporal Wade Caron

Her contributions do not end with her job function. She is pivotal to the Gaithersburg Police Foundation and other volunteer roles. She projects a warm, cheerful attitude towards our residents at various City-sponsored events. She is like a politician in crime analyst clothing given her remarkable ability to relate to the public while simultaneously demonstrating incredible patience and tact. She loves people, works hard and is an uplifting presence to those around her.

COMMENDATION LETTERS

Corporal Wade Caron – Commended by members of his shift for his excellent leadership during an extended absence of the shift’s sergeant and for field leadership as the shift’s corporal.

Sergeant Raul Delgado – Commended by a peer for his work ethic, leadership and assistance to the Department as a firearms instructor.



Sergeant Raul Delgado

CERTIFICATE OF APPRECIATION

The GPD has established a Memorandum of Understanding with Montgomery County Volunteer Resources Section to find qualified individuals for the Intern Law Enforcement Apprentice Program (LEAP) and the Volunteers in Policing (VIP) Program. The GPD is very grateful for the collaboration with Montgomery County and for the volunteers and interns who have given their time and support to our mission. In recognition of their hard work and dedication, the following interns have been awarded with the Chief’s Certificate of Appreciation:



Corporal Jessica Duke

- Lorena Batres**
- Thomas Stickel**
- Zach Cain**
- David Picco**
- Doug Seek**
- Kyle Khuen**
- Michele Morgado**



Officer Noah Grubic

GAITHERSBURG-GERMANTOWN CHAMBER OF COMMERCE AWARDS

MERITORIOUS SERVICE AWARDS

- Sergeant Shawn Eastman**
- Corporal Raul Delgado**
- Corporal Jessica Duke**
- Corporal Everett Cammack**
- Corporal Shane Eastman**
- Officer Noah Grubic**
- Officer Larbi Dakkouni**



Corporal Everett Cammack

This award is for outstanding police work starting with the initial response and preliminary investigation by patrol officers (supervised by Corporal Duke) that led to the successful

follow-up investigation that culminated in the arrest of an extremely violent subject. Corporal Duke's initial investigation propelled the case forward. She also later shared valuable information to investigators and Street Crimes members, which aided in the apprehension of the suspect.

Additionally, the comprehensive follow-up investigation by the GPD Investigations Section and the SCU, coupled with coordination with MCP, resulted in the arrest of a violent offender. The suspect received a 17-year sentence for violating his probation related to domestic abuse charges and is awaiting trial on this case.



Sergeant Randy Rude

Officer Alex Pockett

Gaithersburg Police Department Officer Pockett did an outstanding job of taking the intelligence that he developed through an interview of a theft suspect, followed through on the information and utilized his knowledge of narcotics crimes to bring to justice a woman who had been supplying narcotics to numerous residents of our City. As a result of the search warrant, hundreds of different types of controlled pills, ready for sale, packaging materials, a 2013 Honda Ridgeline truck, and \$44,090 in U.S. currency were seized.

Officer Pockett initiated this case while still maintaining a high level of performance in his primary role as a patrol officer. The investigation is ongoing and Officer Pockett is assisting the State's Attorney's Office in the prosecution of the suspect.



Officer Gregg Johannesen

Sergeant Randy Rude

Officer Gregg Johannesen

Police Services Aide Laura Morales

This award is for excellent teamwork to apprehend a burglar. A call came into the station by a victim who reported a previous burglary. PSA Morales took the call and, realizing the information was time sensitive, immediately contacted Sergeant Rude. Sergeant Rude and Officer Johannesen were able to apprehend the suspect inside an abandoned townhome. There they found the stolen property from the previously reported burglary along with property that was listed in other area burglaries reported at the end of February and beginning of March, 2015.

GPD investigators obtained a confession from the suspect regarding a burglary in the City where a Sig Sauer .40 caliber handgun was taken. The gun from that burglary was recovered by the SCU later that night at a hotel in Annandale, Virginia.

With the assistance of MCP and GPD investigators, the suspect confessed to five commercial burglaries and three residential burglaries. GPD Investigations is currently awaiting DNA comparison to link the suspect to at least one additional commercial burglary and one additional residential burglary.



*Police Services Aide
Laura Morales*

CRISIS INTERVENTION TEAM OFFICER OF THE YEAR

Dan Lane, Community Services Officer

Dan Lane was awarded the 2015 Crisis Intervention Team Officer of the Year. Officer Lane was recognized at the 16th annual Hero's Celebration sponsored by the National Alliance for the Mentally Ill – Montgomery County (NAMI MC) on October 9, 2015.



Officer Dan Lane

36TH ANNUAL GOVERNOR’S CRIME PREVENTION AWARDS

The Gaithersburg Police Department received the Governor’s Crime Prevention Award, recognizing the important role that crime prevention plays in the reduction and control of crime in Maryland. The Governor’s Crime Prevention Awards Program was established in 1980 to recognize those residents, community groups, law enforcement agencies and law enforcement officers who have made outstanding contributions to the furtherance of crime prevention in their departments and in their communities. These awards are given annually.

Montgomery County Volunteer & Intern Recognition Banquet

David Picco, Administrative Bureau Intern

Intern David Picco was recognized at this year’s Volunteer and Intern Recognition Banquet for his teamwork and dedication to the Gaithersburg Police Department.



Officer Mark McGinnis

Maryland State Highway Awards

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. These GPD officers were recognized for the number of DUI arrests made in 2014. Recognition for efforts in 2015 will be awarded in 2016.



Officer Robert Scire

12th Annual DUI Law Enforcement Awards

Officer Mark McGinnis & Officer Robert Scire

DUI Law Enforcement Meritorious Recognition Award

Corporal Jessica Duke, Officer Larbi Dakkouni & Officer Evan Milano

United States Police Canine Association Triple Crown Award

Corporal Chad Eastman

Corporal Chad Eastman and his partner, Max, won the Triple Crown Award. It 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 sixth year in a row that Corporal Eastman and Max have received this award.



Corporal Chad Eastman



Max & Chad Eastman

ORGANIZATIONAL STRUCTURE

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

Administrative Bureau

Lieutenant Christopher Vance, Administrative Bureau Commander

Lieutenant Christopher Vance was appointed to the Administrative Bureau on July 1, 2015. The Administrative Bureau is responsible for overseeing various functions that support the operational units in the agency. These 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 administrative support.

Commission on Accreditation for Law Enforcement Agencies (CALEA)

The Administrative Bureau CALEA team consisting of Lieutenant Christopher Vance and Accreditation Manager Christine Fekete worked on maintaining the accreditation files in preparation for the agency's eighth accreditation review in 2016.

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	37
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	6
TOTAL	72	73

Yearly Statistical Reports

Calls for Service	34,938
Traffic Citations	7,200
Traffic Warnings	9,184
Adult Criminal Arrests	1,005
Juveniles Taken into Custody	68

Operations Bureau

Lieutenant Robert V. Wilkes, 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. The Operations Bureau consists of six patrol shifts and the Community Action Team (CAT). CAT is a uniformed proactive team designed to combat current crime and quality of life issues.

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, field interviews and strengthening the working relationships with residents and businesses.

Special Operations Bureau

Lieutenant Curtis Pettaway, Special Operations Bureau Commander

Lieutenant Curtis Pettaway was appointed to the Special Operations Bureau on July 1, 2015. His predecessor, Lieutenant Thomas Stanton, retired after 32 years in law enforcement.

The Special Operations Bureau is comprised of the specialized units of the Police Department, several of which are supplemented or assisted by civilian staff members. These units consist of the Community Services Office, the Crime Analyst, the Investigation Section, the Street Crimes Unit, the K9 Unit, the Traffic Unit, the Photo Radar Enforcement Unit, and Parking Enforcement. The Special Operations Bureau works directly with Gaithersburg Police patrol officers and allied law enforcement to provide an enhanced level of service to the community.

Community Services Office

The Community Services Office consists of the Community Services Officer (CSO), Dan Lane, and the School Resource Officer (SRO), 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 and participates in various committees both within the City and at 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 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 webpage, social media outlets and the local media in a timely fashion. The CSO is also responsible for follow up with residents suffering from mental illness. The CSO works closely with the Montgomery County Police Crisis Intervention Team (C.I.T.) in identifying and assisting those in need.

The Office is also responsible for coordinating community outreach efforts including:

- **“Coffee with a Cop”**: An opportunity for residents to speak with officers in a casual atmosphere with no formal agenda. Officers are on hand to answer questions about crime and quality-of-life issues in neighborhoods and on roadways.
- **Junior Detective Day**: In a collaborative effort with Kentlands Mansion staff, Gaithersburg Police Officers hosted a program for youth that included a physical fitness test, chasing a suspect through an obstacle course and handcuffing them, witnessing K9 demonstrations, and exploring actual police cars to see the technology equipment used by police officers.
- **National Night Out**: An annual event held by individual communities where they demonstrate their commitment to being partners in the fight against crime.
- **“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.
- **National Drug Take Back Day**: In partnership with the Drug Enforcement Agency (DEA), the Gaithersburg Police Department held two events in 2015, giving the public an opportunity to prevent prescription drug abuse and theft by ridding their homes of potentially dangerous expired, unused and unwanted prescription medications. The Department collected 120 pounds of unwanted/unused prescription drugs.
- **English for Speakers of Other Languages (ESOL)**: In partnership with Montgomery College, the Gaithersburg Police Department’s Community Services Officer attends ESOL classes at the Bohrer Parent Resource Center located at Gaithersburg Elementary School, speaking with elementary and middle school parents and students about police responsibilities and their duties and answering questions about traffic laws, pedestrian enforcement, how to report incidents to the police, and many other topics.
- **Shop with a Cop**: A partnership between the Gaithersburg Police Department and Lakeforest Mall. For the second year, Lakeforest Mall graciously donated gift cards so that children in need in our community could purchase holiday gifts for themselves and their family members. Children were partnered with officers from both the Gaithersburg and Montgomery County Police Departments during their shopping excursion at Lakeforest Mall.
- **Special Olympics Maryland events**: Officers from the Gaithersburg Police Department participate in Special Olympic Maryland tournaments and present participants with awards and medals.



School Resource Officer

The Department continues to provide a School Resource Officer (SRO) for Gaithersburg High School. While primarily assigned to the high school, the SRO also assists Gaithersburg and Forest Oak Middle Schools. The SRO serves as a liaison between the Police Department and schools for police-related concerns and incidents. The SRO’s primary function is to enhance the safety and security of the learning environment for students, staff and the school community.

The Department's School Resource Officer is currently assigned to Gaithersburg High School, providing an added level of security at the high school while also serving as a resource and mentor for students. The SRO provides instruction to students, teachers and parents on criminal and traffic laws and police procedures and policies. The SRO also assists police investigative units with cases impacting schools and/or students. The presence of the SRO at Gaithersburg High School has proven to be a valuable asset both to the school and the Department.

Crime Analyst

The Crime Analyst is trained in the use of crime analysis software, Automated Tactical Analysis of Crime (ATAC), and enhanced mapping system, ArcMap. Using these programs, the Police Department is able to determine specific activity and patterns that are occurring in both the City and the County to identify crime trends. The dissemination of criminal intelligence gained by the work of the Crime Analyst and communication with other analysts of surrounding agencies promotes communication and provides de-confliction in criminal investigations.

The Crime Analyst often takes the lead in the research of new investigative tools and databases to train and make available to new officers. The resources provided by the Crime Analyst provide a means for officers to work in a more efficient and productive manner.

Investigation Section

The Investigation Section of the Gaithersburg Police Department currently consists of two full-time detectives. Each detective routinely utilizes traditional investigative procedures, numerous databases, covert cameras in public areas and the Computer Voice Stress Analyzer (a device used for detecting deception) to conduct thorough investigations. In order to maintain proficiency in these areas, detectives attend regular trainings provided by law enforcement agencies and private vendors. Gaithersburg Police detectives share the responsibility of investigating and coordinating efforts of all officers in solving and identifying 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 detectives maintain liaison with other Investigation units of the Montgomery County Police, Maryland State Police and federal agencies. The detectives work closely with the Department's Crime Analyst to stay informed of criminal activity in or near the City limits. The Investigation Section is also responsible for the crime intelligence process and conducting Internal Affairs investigations as directed by the Chief of Police. In 2015, the Investigation Section had a case closure rate of 62.8%. The unit made 43 arrests while investigating 148 criminal cases and investigated an additional 28 non-criminal cases.

Street Crimes Unit

The Street Crimes Unit (SCU) made 189 arrests in 2015. Fifty-three of these arrests were felonies and the remainder were misdemeanors or resulted in other charges. The SCU served 23 search and seizure warrants, seized 12 firearms and seized approximately \$100,000 in currency. The SCU also seized three vehicles in 2015. Additionally, the SCU conducted several background investigations and assisted in providing various departmental training (i.e. firearms, Taser and defensive tactics instruction).

Traffic Safety

In 2015, the Traffic Safety Unit conducted a variety of traffic enforcement activities throughout the City. Pedestrian and bicycle safety were a primary focus of the Unit during 2015. Multiple enforcement and education efforts were conducted at several locations. During these efforts, traffic officers issued citations and warnings and handed out educational brochures.

The Traffic Safety Unit was heavily involved with the training of our police recruits during 2015. Officers assisted with entrance level training at the Montgomery County Police Academy in the areas of Emergency Vehicle Operations, Traffic Collision Investigation, Traffic Law, and Patrol Procedures.



Photo Radar and Parking Enforcement

Speeding and parking-related concerns continued to result in the highest number of requests for service by the Traffic Safety Unit. In its continuing effort to address speeding concerns, the Department has four portable speed cameras, two fixed cameras and two vans deployed at various locations throughout the City. Photo Speed enforcement works together with Radar and Laser enforcement by individual officers to encourage motorists to obey the posted speed limits within the City.



Throughout the year, two part-time Parking Enforcement Officials worked various days and hours to address the many parking-related concerns throughout the City. The two part-time Officials, with the help of the Sworn Police Officers and Code Enforcement Officials, issued 3,460 parking citations in 2015.

K9 Section

The canine section is staffed by two teams, each consisting of a sworn police officer or handler and a highly trained canine partner. Each of the dogs comprising the teams is cross trained for patrol duties and narcotic detection. The primary purpose of the canine unit is to support police patrol operations to lessen the physical risk to patrol officers within law enforcement.



The canine teams serve many different functions such as assisting in locating missing persons, detecting narcotics, locating hidden suspects, apprehending fleeing suspects, and taking subjects into custody while often avoiding the need for the use of force. The canine teams also provide searches for narcotics in vehicles and any other places where suspects may secrete controlled dangerous substances. The dogs are much more proficient in these tasks given their superlative senses of hearing and smell.



In addition to their traditional duties and when not deployed in canine-specific activities, the dogs serve as backup for patrol officers for calls for service and traffic stops. The Gaithersburg K9 teams also assist in reality-based training scenarios, firearms and first aid training.

During 2015, the two K9 teams that comprise the section responded to 1,332 calls for service, resulting in 200 deployments of the police dogs. Those deployments resulted in 72 arrests for narcotics and various other criminal offenses. At mid-year, thermal imaging devices were added to the canine unit to enhance their abilities while searching for missing persons and suspects.