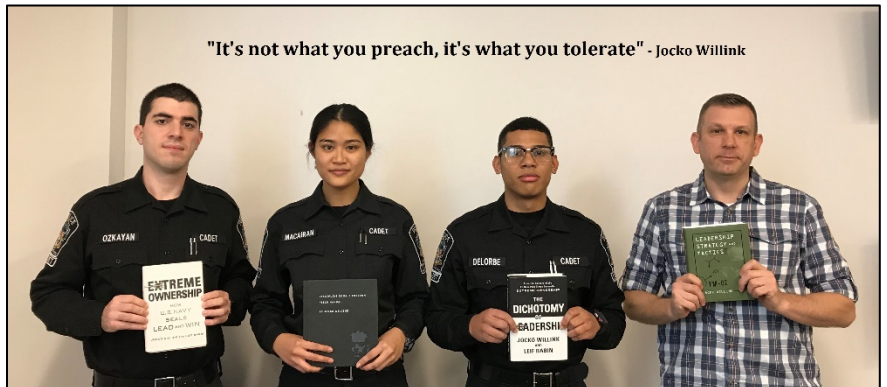




ANNUAL REPORT
 — 2019 —
GAITHERSBURG POLICE DEPARTMENT
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 301-258-6400 | GAITHERSBURGM.D.GOV



MESSAGE FROM THE CHIEF

I join with all members of the Gaithersburg Police Department in welcoming you to read our 2019 Annual Report. The dedicated officers and civilian support staff take great pride in providing you with the highest level of police services possible. I encourage you to take the time to review this report so you can fully appreciate the quality of services we provide.

The City of Gaithersburg is a city with a growing, diverse and vibrant population. We are fortunate to have an abundance of active and caring neighbors and community leaders who have worked hard with us to develop effective partnerships. As a result, we are and will continue to be a safe city.

I would like to extend my appreciation to the Mayor and City Council, City Manager, community members, other City Departments, the Gaithersburg Police Foundation, and all of the support staff and officers who work hard each day to help complete the Department's mission.

I invite you to visit our website at www.gaithersburgmd.gov to learn more about the services available to you. We also hope you will take advantage of the many opportunities we offer to communicate and partner with us. We look forward to serving the City of Gaithersburg with each of you.



Mark P. Sroka
Chief of Police
Gaithersburg Police Department

Mayor
Jud Ashman

Council Vice President
Laurie-Anne Sayles

Council Members
Neil Harris
Michael A. Sesma
Ryan Spiegel
Robert T. Wu

City Manager
Tony Tomasello



MISSION, VALUES AND VISION

OUR MISSION

The mission of the Gaithersburg Police Department is to provide the highest quality police service, protect life and property, enforce Maryland laws and City ordinances, and protect the rights of all people.

We will accomplish this by:

- Working with our community, City Departments, and other stakeholders;
- Developing and implementing proactive strategies based on community needs;
- 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

The Gaithersburg Police Department strives to foster an organizational culture that embraces the principles of extreme ownership and a strong commitment to the Department's mission and core values.

HISTORY OF THE DEPARTMENT

The Gaithersburg Police Department (GPD) was established by a resolution signed by then Mayor Merton F. Duvall. Chief David Marstiller 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 a “police protection” salary for the 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 1970s, when the City’s population was 7,000, to its current authorized strength of 59 sworn officers and 18 civilian employees with a population just over 70,000. The adopted budget for the Police Department in Fiscal Year 2019 was \$9,432,952.

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.



**50 Years of Service,
Integrity & Respect**

Although the City and the GPD have grown tremendously over the years, the Department’s mission remains very similar: We are committed to providing the highest quality police service, protecting life and property, enforcing Maryland laws and City ordinances, and protecting the rights of all people. The cornerstone of the Department’s mission is every employee’s commitment to service, integrity, and respect for all individuals.

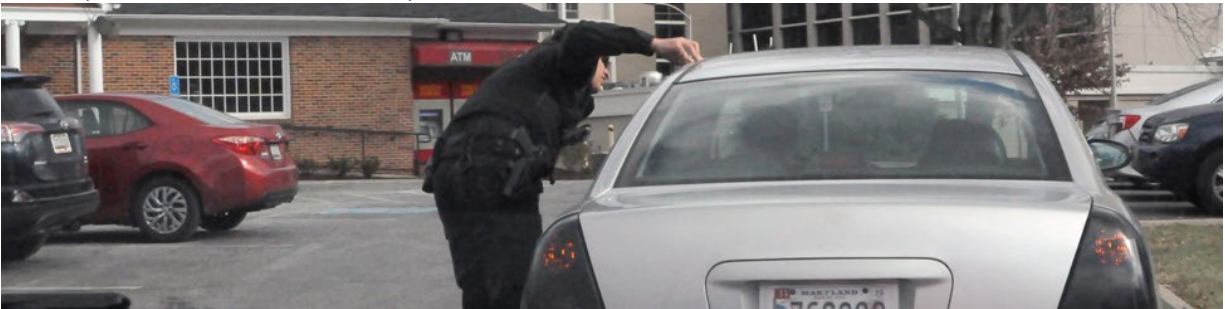
Since the appointment of Chief Sroka, the Department has continued its trend of positive change, including:

- Continuing a proactive 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.
- Using social media to inform residents of crimes and activities and to highlight 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.
- Fostering an organizational culture of accountability and transparency.
- Providing and implementing training that allows officers to effectively accomplish the Department’s mission in a manner that is consistent with our values.
- Implementing a Body-Worn Camera (BWC) program.
- Beginning the design process and ultimately the construction of a new police station.
- Introducing the Police Cadet program for students interested in becoming Gaithersburg Police officers.

OFFICE OF THE CHIEF

CRIME & 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 crime 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 these issues with various resources, assuring that problems affecting 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 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.



2019 ANNUAL CRIME ANALYSIS REPORT

The GPD switched from the Uniform Crime Reporting (UCR) summary to the National Incident-Based Reporting System (NIBRS) in 2017. This was done for the purpose of more accurately capturing crime data. For more information about NIBRS visit the FBI website at <https://ucr.fbi.gov/nibrs-overview>.

Crimes against persons, which include offenses such as homicide, assaults and sex offenses, increased 10.9%, from 541 offenses in 2018 to 600 offenses in 2019. Of the 70 reported aggravated assault offenses in 2019, 29 were assaults against spouses, partners or otherwise domestic related, and an additional 16 were by a known suspect. Of the 20 forcible rape offenses, 17 were by known suspects.

Crimes against property, which include offenses such as burglary, robbery, thefts and vandalisms, increased 2%, from 1,822 offenses in 2018 to 1,859 offenses in 2019.

Robberies saw a 14.3% decrease, from 42 incidents in 2018 to 36 incidents in 2019. Street robberies saw a 3.4% decrease, from 29 in 2018 to 28 in 2019, and commercial robberies saw a 50% decrease from 6 in 2018 to 3 in 2019.

In 2019, burglaries saw a 10.2% decrease, from 98 incidents in 2018 to 88 incidents in 2019. Residential burglaries decreased by 14.1%, from 71 in 2018 to 61 in 2019. Commercial burglaries had no change, with 27 incidents reported in both years.

Crimes against society, which include offenses such as drugs and weapons, decreased 15.2% from 716 offenses in 2018 to 607 offenses in 2019.

Overall, there was a 0.4% decrease in Group A offenses, from 3,079 offenses in 2018 to 3,066 in 2019.

GPD ANNUAL GROUP A OFFENSES					
OFFENSE CATEGORY	NIBRS DESCRIPTION	2018	2019	% DIFF	
CRIMES AGAINST PERSONS					
Assault Offenses	Aggravated Assault	70	70	0.0%	
	Simple Assault	383	464	21.1%	
	Intimidation	15	4	-73.3%	
	<i>Total Assault Offenses</i>	<i>468</i>	<i>538</i>	<i>15.0%</i>	
Homicide Offenses	Murder and Non-negligent Manslaughter	0	0	0.0%	
Human Trafficking	Human Trafficking, Commercial Sex Acts	3	0	-100.0%	
Kidnapping/Abduction	Kidnapping/Abduction	2	1	-50.0%	
Sex Offenses	Forcible Rape	28	20	-28.6%	
	Forcible Sodomy	10	6	-40.0%	
	Sexual Assault With An Object	5	7	40.0%	
	Fondling	18	19	5.6%	
	Forcible Fondling	7	9	28.6%	
		<i>Total Sex Offenses</i>	<i>68</i>	<i>61</i>	<i>-10.3%</i>
	TOTAL CRIMES AGAINST PERSONS	541	600	10.9%	
CRIMES AGAINST PROPERTY					
Arson	Arson	2	6	200.0%	
Bribery	Bribery	0	0	0.0%	
Burglary/Breaking & Entering	Burglary/Breaking and Entering	98	88	-10.2%	
Counterfeiting/Forgery	Counterfeiting/Forgery	46	41	-10.9%	
Destruction/Damage/ Vandalism of Property	Destruction/Damage/ Vandalism of Property	274	232	-15.3%	
Embezzlement	Embezzlement	6	10	66.7%	
Extortion/Blackmail	Extortion/Blackmail	1	5	400.0%	
Fraud Offenses	False Pretenses/Swindle/ Confidence Game	66	75	13.6%	
	Credit Card/Automatic Teller Machine Fraud	59	56	-5.1%	
	Impersonation	3	4	33.3%	
	Welfare Fraud	0	0	0.0%	
	Wire Fraud	5	4	-20.0%	
	Identity Theft	109	96	-11.9%	
		<i>Total Fraud Offenses</i>	<i>242</i>	<i>235</i>	<i>-2.9%</i>
	Larceny/Theft Offenses	Pocket/picking	8	8	0.0%
	Purse-snatching	5	3	-40.0%	
	Shoplifting	351	367	4.6%	
	Theft from Building	276	194	-29.7%	
	From Coin/ Operated Machine or Device	3	0	-100.0%	
	Theft From Motor Vehicle	201	314	56.2%	
	Theft of Motor Vehicle Parts or Accessories	72	86	19.4%	
	All Other Larceny	122	161	32.0%	
	<i>Total Larceny/Theft Offenses</i>	<i>1,038</i>	<i>1,133</i>	<i>9.2%</i>	
Motor Vehicle Theft	Motor Vehicle Theft	70	72	2.9%	
Robbery	Robbery	42	36	-14.3%	
Stolen Property Offenses	Stolen Property Offenses	3	1	-66.7%	
	TOTAL CRIMES AGAINST PROPERTY	1,822	1,859	2.0%	
CRIMES AGAINST SOCIETY					
Drug/Narcotic Violations	Drug/Narcotic Violations	626	518	-17.3%	
	Drug Equipment Violations	43	50	16.3%	
		<i>Total Drug/Narcotic Violations</i>	<i>669</i>	<i>568</i>	<i>-15.1%</i>
Gambling Offenses	Betting/Wagering	0	0	0.0%	
	Operating/Promoting/ Assisting Gambling	0	0	0.0%	
		<i>Total Gambling Offenses</i>	<i>0</i>	<i>0</i>	<i>0.0%</i>
Pornography/Obscene Material	Pornography/Obscene Material	1	1	0.0%	
Prostitution Offenses	Prostitution	10	7	-30.0%	
	Assisting or Promoting Prostitution	0	2	N/C	
Weapon Law Violations	Weapon Law Violations	36	29	-19.4%	
	TOTAL CRIMES AGAINST SOCIETY	716	607	-15.2%	
	TOTAL CRIME	3,079	3,066	-0.4%	

Source: NIBRS data pulled from the MCPD dashboard on 01/21/2020

INTERNAL AFFAIRS

The Gaithersburg Police 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 of Gaithersburg government regarding transparency and open government by reporting all complaints.

Member Status	Offense	Results
Police Officer	Deactivating Body-Worn Camera (BWC)	Sustained / Written Reprimand
Police Officer	Neglect of Duty	Sustained / Written Reprimand
Police Officer	Pointing of Firearm	Non-Sustained / Justified
Police Officer	Pointing of Firearm	Non-Sustained / Justified

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 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 11 members. Chris O'Brien is Chairperson, Tamara Clarke is Vice Chairperson and Patricia Elder is Treasurer. Board members at-large are Ralph Billeter, Daniel Borten, Clark Day, Gary Hann, Claire Lane, Jeffrey Penn, Gil Price, and Laura Rowles.

In 2019, 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, the Chief's Pistol Competition, and the MCP Softball Tournament.



TRAINING

Training of Gaithersburg Police Department personnel, both sworn and non-sworn, remains a priority; it enhances the wellbeing, skills, 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 (MPCTC) 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 serving the County to ensure a coordinated response to emergency situations. The training included bias based policing, ethics, autism/intellectual and developmental disabilities, professional policing and conduct, constitutional policing, body worn camera system policy and operations, first aid recertification, use of force, defensive tactics, and firearms safety and qualifications.

All officers with the Gaithersburg Police Department exceed MPCTC 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 2019, the training covered traditional areas designed to improve service to the community, including street level criminal investigation for patrol, criminal and terrorist intelligence awareness, domestic violence investigations, electronic crimes, and police vehicle training at the Montgomery County Police (MCP) Driver Training Facility. Training was also provided in areas to ensure the highest quality service and enhance overall operations. Narcan training and distribution is provided to all sworn and specific civilian staff, for use to assist civilians in life threatening situations and officers that may be exposed to opioids during police operations. Multiple officers participated in the ARIDE – Advanced Roadside Impaired Driving Enforcement program to continue the emphasis on improving traffic safety in the community.



The Department continues the use of scenario-based training in our officer development programs, with defensive tactics, electronic control device (ECD), handgun, shotgun, rifle, and ballistic shield training. Active shooter response training remains an essential component of our firearms program, with all officers actively participating in force-on-force scenarios, utilizing simmunitions. Small Team Close Quarter Battle tactics were utilized to increase officer capabilities and confidence.

A critical component of this realistic training is de-escalation, to prevent or reduce the use of force whenever possible. Officers and Command Staff attended Train-the-Trainer courses related to use of force de-escalation, and fair and impartial policing, with the intent to utilize those best practices to further enhance our policies, procedures, and future training.

The training of newly hired officers remained a priority in 2019. The opportunity to hire and train a new officer, who will have an impact on the Department and community for years to come, is critical to the future of the agency. In 2019, significant support was provided to the MCP Training Academy, which provided entry-level training to three newly hired Gaithersburg Police officers. These officer candidates successfully graduated from

the Montgomery County Police Academy and entered a comprehensive, 14-week Field Training Program for on-street experience, prior to release as full-duty, sworn officers. There are five Police Officer Candidates in the MCP Training Academy who are expected to graduate in February 2020, and start their field training. Sworn staff also attended Field Training Officer, Defensive Tactics, Emergency Vehicle Operations, Firearms, and Taser Instructor certification courses in order to enhance the capabilities of current and newly hired officers.

EMERGENCY MANAGEMENT

In 2019, 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 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. The City also updated the Hazard Mitigation Plan, which was approved by emergency management officials at the County, State, and Federal levels, before being adopted by the City Council. The City approved a Memorandum of Understanding related to the Montgomery County Debris Management Plan. This allows the City to utilize County resources to remove storm debris and, when authorized, to seek federal reimbursement.

The response to severe winter snowstorms 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 of City residents, business owners and regular visitors to the City of events that impact safety and daily routines 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 system 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 can be comprised of members from the ranks of Police Officer I to Sergeant. Members in 2019 included Officers Grubic, Jackson, Lane, Loidice, Parke, and Seek. For the last 21 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 2019, the Honor Guard presented colors for such functions as the Labor Day Parade, the Gaithersburg-Germantown Chamber of Commerce ceremonies, the annual Gaithersburg State of the City event, and police graduations.

MUNICIPAL EQUALITY INDEX

In 2019, the City of Gaithersburg established designated LGBTQ Liaisons within the Police Department and the City Manager’s Office. Chief Mark Sroka serves as the Liaison in the Police Department. Having dedicated liaisons, along with non-discrimination laws with respect to employment, housing and public accommodations, non-discrimination ordinances for City contractors, committing to the report of hate crimes to the FBI, and other inclusive initiatives, allowed the City to earn a total of 93 points in the 8th annual Municipal Equality Index. The Index, an initiative of the Human Rights Campaign, examines the inclusivity of laws, policies and services with respect to the LGBTQ community. It used 49 different criteria to rate 506 cities across the country, with the average national scoring being 60 points.

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 throughout the year at the Activity Center at Bohrer Park.

Committee members are Andrew Bove, Diane Cabness, Charles Ferrell, Joshua Fischer, Ty Hardaway, Carol Martin, John Monroe, Doug Wagner, David Weber, and City Council Liaison Robert Wu.

National Night Out Against Crime

The City’s National Night Out Against Crime observance in 2019 took place on August 6. National Night Out events are held by individual communities to demonstrate their commitment to being partners in the fight against crime. The observance is designed to heighten crime awareness, strengthen neighborhood spirit and enhance police-community relations. Eleven communities participated in 2019: Bennington, Brighton Village Apartments, Casey Community Center, Hidden Creek HOA, Montgomery Meadows, Kentlands, Lakelands, Quince Orchard Park, Saybrooke, Streamside Apartments, and Summit Crest Apartments.



Neighborhood Watch

There are 28 neighborhoods 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 activity within their neighborhoods.

Social Media GaithersburgPolice @GPDnews

The Gaithersburg Police Department maintains a presence on both Facebook and Twitter, creating additional channels 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 Police Services page of the City’s website at www.gaithersburgmd.gov.

The Department is excited about this opportunity to further engage the community, allowing for higher quality police service in the City of Gaithersburg. You are invited to visit us on Facebook and follow us on Twitter.

Prescription Drug Drop Box

The Gaithersburg Police Department participates in a year round, anonymous, prescription medication 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 property custodian and Community Services Office. Drugs are bagged and placed into evidence pending destruction. The collected pharmaceuticals are then transported for incineration. 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. Prescription Drug Take-Back Days are held with allied agencies twice a year, allowing for additional publicity about the need to dispose of unwanted and expired medications. Police officers also periodically visit the City’s Benjamin Gaither Center for older adults to collect unwanted prescription medications.



Internet Purchase Exchange Location



Two designated parking spaces have been made available in the public parking lot of the Gaithersburg Police Station to serve as Internet Purchase Exchange Locations. Residents may conduct any type of legitimate buyer/seller transactions from internet purchases or when conducting any other lawful in-person transactions.

The parking spaces are available 24/7 and are clearly marked with signage, donated by Offer Up. The spaces are under camera surveillance. The Gaithersburg Police Station lobby is also available for such exchanges and is also open seven days a week from 8 a.m. to 9 p.m. This service is promoted periodically through the City’s many communication outlets.

AWARDS



Supervisor of the Year

Sergeant John Leache

In today's challenging policing environment, the hardest and most critical component of a successful police department is a sergeant who focuses on strong leadership and ownership of solutions. In 2019, Sergeant John Leache epitomized the characteristics of a positive leader who emphasizes professional and disciplined policing within the Gaithersburg Police Department.

Sergeant Leache leads the Community Action Team (CAT) with proactive patrols to address crime trends and quality of life issues. Additionally, the CAT serves as an additional asset to the Department to assist with details of various missions, from dealing with a focused crime trend, to handling a specific security detail, to riding bicycles and making contact with children and pools across the City. CAT is responsive to the needs of the Department and the community and is flexible in its approach to the day-to-day operations. Sergeant Leache instills a sense of service on the CAT members, resulting in a positive can-do attitude.

In addition to his formal job as the CAT Sergeant, he serves as a senior firearms instructor. In that role, Sergeant Leache helps with creating the strategic plan for instructions for the year, making sure all documentation for the training is completed and the logistics to hold the training is accomplished. This is a tedious and time-consuming job that is in addition to his regular responsibilities. The members of this Department receive critical, cutting-edge, and relevant training due to the efforts of Sergeant Leache, Sergeant Delgado, and the rest of the firearms staff.

Sergeant Leache displays positive leadership every day. He holds officers professionally accountable with coaching, teaching, and mentoring techniques that drive positive behavior changes. He leads from the front by volunteering for additional duties. For example, Sergeant Leache volunteered to be part of a training cadre to become certified in Fair and Impartial Policing Training and he will assist in delivering that training to every officer in the Department in 2020. He conducts informal mentoring sessions with officers regarding a myriad of different topics on a regular basis.

Sergeant Leache has a wealth of knowledge and experience. He is dedicated to the mission and is respected by officers within the Department, which influences officers to do the small things. His dedication, commitment, and loyalty not only to the Department but to the entire Gaithersburg community are among the reasons he was selected as the 2019 Supervisor of the Year.



Officer of the Year

Officer Dan Lane

Officer of the Month and Year awards are often based on measurable statistics such as arrests and citations, or a specific event or investigation. While this is one aspect of police work, so is "service." Service is one of our Department's Core Values. Service is defined by a high level of consistent and repeated actions that demonstrate the ability and desire to do whatever is needed to assure our community is a safe and secure place to live. This type of service is not captured on a monthly basis, but rather by an extended body of work over time.

The Officer of the Year should demonstrate that an officer excelled in all areas of service to the community over the past year. This is why Officer Dan Lane was the most deserving candidate for 2019 Officer of the Year.

During 2019, Officer Lane has given tirelessly of himself to make our community and agency better. Officer Lane made himself available to the community by phone, email, and social media virtually twenty-four hours a day. Officer Lane routinely checks and responds to citizen, officer, and command staff inquiries. It is not unusual for Officer Lane to

respond to the station when he was originally scheduled to be off to research an inquiry so he can provide the stakeholder with accurate information.

In 2019, Officer Lane led the initiative to establish a Cadet Program for our agency. This was a significant undertaking. Officer Lane recognized the value in being able to recruit young adults, mentor and prepare them, both mentally and physically, for a future career in law enforcement. He also was keenly aware of the benefit that cadets could provide to the day-to-day operations of the Department. He volunteered for this assignment and invoked maximum effort to make it successful. We now have three thriving, productive cadets, and a program that is soon to be the model for other agencies. One of these cadets was recently hired as a police officer with this agency, adding increased efficacy to the program.

Officer Lane understands that as the Community Service Officer, one of his most important duties is to assist the patrol units so they are not burdened with responsibilities that would keep them from their primary duties of enforcing the law and preventing crime. Officer Lane is heard on the radio checking on community complaints. Officer Lane takes the time to check and verify every community complaint before assigning them to patrol. In doing so, Officer Lane assures that only legitimate complaints are assigned to patrol so the Department as a whole can demonstrate high levels of customer service. This results in patrol units not being burdened with large numbers of check on patrols that prevent them from working their primary duties. Officer Lane works in patrol whenever staffing shortages require it. He adjusts his schedule to cover any shift that may need assistance. This has allowed the Department to adjust for training, details, and events with little disruption in service. While Officer Lane fills in for patrol, he must still attend to his other duties. Officer Lane also works every special event by directing traffic, performing bike patrols, or supervising our new cadets.

Juvenile crime is an issue for any community, including the City of Gaithersburg. During 2019, Officer Lane, along with Officer Holly Kramer, excelled in providing services to help prevent and reduce juvenile crime. One such way is through the D.A.R.E. program, which is taught at our local teen centers and at middle school during their after school programs. He also serves as an advisor for the Montgomery County Police Explorers program. In this role, Officer Lane serves as a mentor, coach, and role model for young teens in our community. Many of his Explorers have assisted our Department as interns, who in turn have performed many administrative tasks and assisted with a variety of community details. He also attends and hosts many youth related initiatives such as Junior Detective Day, Family Nights, and others. Officer Lane often goes the extra mile to attend special events such as graduations and other events for the youth he mentors. He can often be found attending trips with our various youth groups on his own time. Officer Lane's efforts result in helping to keep our youth engaged, informed, and away from trouble.

Officer Lane is involved with and participates in a variety of programs and activities within the City's diverse populations. He continues to lead and facilitate many Department outreach efforts, such as National Night Out, Shop with a Cop, and Coffee with a Cop. The programs are growing in interest and serve as a way for citizens to meet officers and provide an informal setting for conversation.

Officer Lane continues to assist patrol officers in dealing with issues regarding mentally challenged persons. The Montgomery County Police have full-time staff committed to assisting patrol officers with these issues. Officer Lane, realizing the need for this service by our Department, volunteered to be the Department's liaison to deal with mentally challenged subjects residing in our community. Officer Lane knew this would add to his already full plate, but volunteered to take on the duties because, "patrol needs someone they can turn too to assist them." His work also helps alleviate patrol officers from having to respond multiple times for the same issues.

Officer Lane also helps the Administrative Bureau by assisting the Quartermaster staff on a weekly basis to assure that all equipment is accounted for and that all staff have the items they need to accomplish the mission. In addition, he serves as the supervisor of the Honor Guard, handles training, scheduling, and ensures they are always ready to professionally represent the Department. He routinely assists with the Department's recruiting and hiring efforts. For example, in 2019 he helped organize the first ever large-scale recruiting event the Department hosted. He also has served as an interviewer for several structured interview panels of police applicant and police cadet candidates.

The first Core Value from our Mission Statement is Service, which is defined as, “Providing quality service and protection to all people in an efficient and competent manner, tempered with courtesy, compassion and understanding.” Officer Lane is the embodiment of this value and he is fully committed to the Department and the community we serve.

Officer of the Month

JANUARY

Officer Charles Young

FEBRUARY

None

MARCH

Detective Robert Scire

APRIL

Officer Stuart Jackson

MAY

Corporal Everett Cammack

JUNE

Officer Guillermo Simpson

JULY

Officer Mary Liddi

AUGUST

Street Crimes Unit

SEPTEMBER

Officer Dan Lane

OCTOBER

Officer James Doyle

NOVEMBER

Sergeant John Leache

DECEMBER

Officer Justin Compton
Officer Chris Leach



Officer Charles Young



Detective Robert Scire



Officer Stuart Jackson



Corporal Everett Cammack



Officer Guillermo Simpson



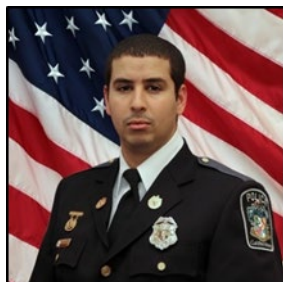
Officer Mary Liddi



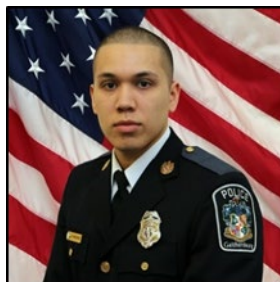
*Sergeant Raul Delgado
Street Crimes Unit*



*Corporal Wade Caron
Street Crimes Unit*



*Officer Larbi Dakkouni
Street Crimes Unit*



*Officer Mark McGinnis
Street Crimes Unit*



*Officer Evan Milano
Street Crimes Unit*



Officer Dan Lane

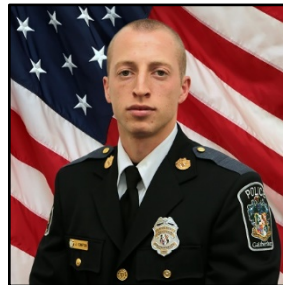
Officer of the Month *(continued)*



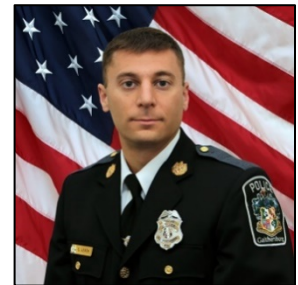
Officer James Doyle



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Officer Chris Leach

Pistol Competition Awards

The Gaithersburg Police Department hosted its 7th Annual Chief’s Pistol Competition on September 26, 2019. Officers qualified for the event based on an average of their daytime and nighttime qualification scores. The Department’s firearms instructors designed a combat course for the competition and the top three officers were awarded trophies.



1st Place: Officer Andrew Brehm



2nd Place: Sergeant Lester Rice



3rd Place: Officer Doug Seek

Congratulations to the award recipients and many thanks to all of the officers who participated in the competition and to the firearms staff for their work in making this a successful and enjoyable event.

Commander’s Awards



Operations Bureau Sergeant Shane Eastman

In 2019, Sergeant Shane Eastman consistently put extra effort into leading his patrol shift and the TASER program despite challenging circumstances. First, due to an injury of the shift Corporal, Sergeant Eastman led Shift 8 as the lone supervisor for almost half the year. This caused Sergeant Eastman to take on all the administrative and road supervision responsibility of the shift, which is normally distributed between the two shift supervisors. Additionally, this prevented Sergeant Eastman from taking leave for much of the year. During this time, Sergeant Eastman rose to the challenge, providing active supervision and leadership to the shift and ensuring that it consistently performed at a high level. In 2019, Shift 8 ran 1,695 calls for service, made 66 DUI arrests, 14 felony arrests, 88 misdemeanor arrests, wrote 44 warrants, and 488 reports. Furthermore, Shift 8 did this amount of work without a sustained complaint against an officer, which speaks to Sergeant Eastman’s leadership to hold high standards of police work and officer behavior. This is indicative of

Sergeant Eastman's example, as he also led all Sergeants in patrol activity with 168 calls-for-service, 177 traffic citations, and 561 traffic warnings issued.

Additionally, Sergeant Eastman was the lead-TASER CEW Instructor. Countless hours are necessary to plan, prepare and execute a CEW recertification cycle for the entire Department. Officers stepping up to take on these collateral duties are necessary in an agency the size of the Gaithersburg Police Department; without their personal commitment to the training programs, officers would fail on the street. These efforts not only positively affect the Department, but also increase officer safety and decrease liability on the individual officer. This is a job that mostly goes unrecognized, but is certainly appreciated. This amount of preparation and attention to detail led to a 2019 CEW recertification training cycle that was top-notch and prepared every officer for the challenges they face every day. Sergeant Eastman's dedication to the CEW program has consistently led to officers making good decisions in rapidly evolving, stressful encounters with violent offenders. Without someone stepping into those additional duties and responsibilities, GPD officers would suffer less-desirable outcomes in these incredibly stressful and dynamic incidents.



Administrative Bureau

Volunteer Jan Jones

Jan Jones is recognized with a Commander's Award for the contributions she has made to the task of revising the Gaithersburg Police Department's Retention Schedule, and for the development of a records management system for Department records.

She is a volunteer with the Gaithersburg Police Department who brought her experience, knowledge and expertise from her previous career as the Director of Human Resources and Director of Policy and Planning, for the United States Capital Police.

The task of revising the retention schedule began a little over a year ago. Members of the Department worked on it as other duties allowed, but time constraints and other obligations made it difficult to devote the resources needed to complete the project. Jan joined the project shortly thereafter, and was able to give the time and attention needed to continue forward. She jumped in with both feet and immersed herself with the State of Maryland requirements involving retention schedules, as well as familiarizing herself with other State of Maryland police agencies' retention schedules, to help with the project. Jan was able to bring her previous law enforcement experience, knowledge and dedication to the project.

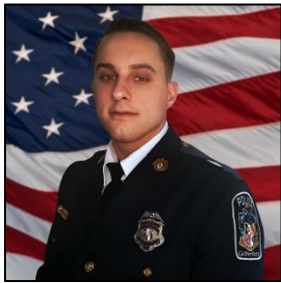
Jan's abilities enabled her to look at the project in a global manner, then organize the specifics in an easy to use Records Management and Retention Manual that could be used in the interim while awaiting approval by the State. Jan created the introduction, table of contents and record description and retention schedule into one document that the Office of the City Attorney approved, with only two minor revisions. The retention schedule was then submitted to the State on July 11, 2019.

Gaithersburg-Germantown Chamber of Commerce 24th Annual Public Safety Awards

The Annual Public Safety Awards presented by the Gaithersburg-Germantown Chamber of Commerce (GGCC) honor the Law Enforcement, Fire & Rescue, and Emergency Service professionals who protect the communities of northern Montgomery County. The awards program provides the business community with an opportunity to publicly thank those who help maintain the quality of life in the Gaithersburg and Germantown areas.

The GGCC recognized public safety officials from the Gaithersburg Police Department, Montgomery County Police 5th & 6th Districts, and Montgomery County Fire & Rescue in the following categories: Medal of Valor, Citation for Bravery, Distinguished Service Citation, and Meritorious Service Citation.

Each awardee was also presented with a citation from U.S. House Rep. David Trone and State Senator Cheryl Kagan.



Officer Kyle Khuen



Officer Kevin Story

Distinguished Service Citation

Officer Kyle Khuen and Officer Kevin Story

A basic and necessary function of a uniformed patrol officer is to provide proactive enforcement activity that upholds public safety. This comes in many ways, but one can argue the most impactful way an officer can make the streets safer for their community is through aggressive DUI enforcement. According to the

National Highway Traffic Safety Administration website, 29 people died in drunk-driving crashes every day in 2018 – that is one person every 49 minutes. Although all officers share a commitment to public safety, few show a passion that drives them relentlessly, each and every shift, to search out and get dangerous impaired drivers off our streets.

Two Gaithersburg Police Officers have distinguished themselves above thousands of officers in Montgomery County and the State of Maryland through their constant pursuit to find and arrest impaired drivers. Officer Kevin Story and Officer Kyle Khuen, through their high DUI arrest numbers as patrol officers, have shown their commitment to public safety.

In 2018, Officer Story made 103 DUI arrests, which led the Gaithersburg Police Department and was in the top five in the State of Maryland for the most DUI arrests by an officer. Officer Khuen made 73 DUI arrests; he also led the 2018 Montgomery County Police Holiday DUI Task Force with 29 DUI arrests. Due to their relentless commitment to make the streets of Gaithersburg safer by getting impaired drivers off the roads, Officer Kevin Story was the 2017 Gaithersburg Police Officer of the Year and Officer Kyle Khuen was the 2018 Officer of the Year. Even more impressive is their commitment to professionalism and upholding the public's trust. In 2018, these officers made hundreds of traffic stops and 176 DUI arrests without receiving a single citizen complaint. This speaks volumes to not only their focus of making the streets safer, but also their professionalism and commitment to the Gaithersburg Police Department's core values of Service, Integrity, and Respect. GPD officers were recognized for the number of DUI arrests made in 2018. Recognition for efforts in 2019 will be awarded in 2020.

Distinguished Service Citation – Street Crimes Unit



Sergeant Raul Delgado



Corporal Wade Caron



Officer Larbi Dakkouni



Officer Mark McGinnis



Officer Evan Milano

The Street Crimes Unit (SCU) is a plainclothes unit that saturates “hot spots” and investigates elevated criminal activity. The unit’s commitment and dedication towards the Department’s mission was on full display over the course of this last year. The unit worked numerous noteworthy cases throughout the year. A few examples of their exceptional work include:

The SCU assisted their Montgomery County Police (MCP) counterparts with an indecent exposure investigation, in which the suspect’s activity was increasing in frequency and audacity. In each incident, the suspect approached female victims while they were alone, either standing at a bus stop or walking along the street. After several days of surveillance, officers observed a suspect who matched the description consistently provided by each of the victims. A short time later, he was observed exposing himself and engaging in a sexual act. Officers approached and, after a brief pursuit, apprehended the suspect. This is an exceptional example of collaboration and cohesiveness between allied agencies towards the common goal of apprehending a dangerous suspect with an escalating crime trend against women in the Gaithersburg community.

In another noteworthy case, the SCU, during surveillance, observed a known MS-13 gang member who had an active arrest warrant. The suspect was observed getting into a vehicle occupied by numerous other males. The vehicle was followed and their driving behavior indicated that the suspects were likely looking for a rival to assault. This is known in gang parlance as, “going out on a mission.” The MS-13 suspect with the active warrant was arrested, and a search of the vehicle revealed a loaded .32 caliber Smith and Wesson revolver, baseball bats, knives, duct tape, and a machete. Further investigation revealed the Smith and Wesson revolver was stolen in a burglary. The SCU’s proactive approach was instrumental in the safeguarding of potential victims in the Gaithersburg community.

In another incident, SCU Officers and allied partners attempted to apprehend a wanted suspect who officers knew was armed. As the suspect reached into his coat pocket for what officers knew to be a handgun, officers quickly identified a crossfire situation and exercised excellent officer safety when the suspect reached for the handgun. Due to quick reactions and teamwork, the suspect was apprehended and a loaded handgun was recovered.

Lastly, the SCU was conducting surveillance at a hotel in Gaithersburg and observed suspected drug activity. A stop and a search of a related vehicle revealed a large amount of marijuana. Search warrants were obtained for two associated motel rooms and two vehicles involved in related drug transactions. A search of the rooms and vehicles produced over 220 pounds of marijuana, cocaine, anabolic steroids, MDMA, \$2,080 in currency, and two loaded handguns.

The SCU made 21 handgun arrests in 2018. Additionally, the team made a total of 152 arrests ranging from robberies, aggravated assaults, weapons offenses, sexual assaults, distribution of narcotics, vehicle thefts, burglaries, and a wide range of other offenses. The SCU also assisted with field training, conducted 14 assigned employment background investigations, and assisted with firearms, Taser, and defensive tactics training. The SCU functions as a cohesive unit and diligently works toward the goals and mission of the Gaithersburg Police

Department. They exhibit a relentless determination to serve the citizens of the community and make Gaithersburg a safer community.



Meritorious Achievement Award School Resource Officer Bobby Blackmon

The United States Department of Justice defines School Resource Officers (SROs) as “sworn enforcement officers responsible for safety and crime prevention in schools.” Beyond safety and crime prevention, SROs typically have other, equally important duties, such as mentoring, coaching, counseling, and conducting presentations regarding youth-related issues. SROs are placed in an unusual dichotomy of providing law enforcement duties as a primary function, while simultaneously and delicately operating as a representative of the school in which they are assigned. It is like having one foot firmly planted in two different worlds.

It takes a special person to accomplish the myriad amount of responsibilities of an SRO. It requires the marrying of competence and character. It requires conviction, compassion, and fairness. And it requires patience. SRO Blackmon has exhibited all of these characteristics. He has been assigned to Gaithersburg High School since September 2010, a tenure that has encompassed a few principals and thousands of students.

The incident in Parkland, Florida in February 2018, had a dramatic ripple effect throughout the country. The impact was great on many local schools, and Gaithersburg High School was no exception. During this event, and many others like it, SRO Blackmon is the calming presence in the eye of the storm. He has repeatedly guided school staff, parents, and students through the fear and apprehension that such events bring, and the Parkland Shooting was no different. This is but a small part of the equation. He was also paramount in providing an outlet for students to have their voices heard after the incident, without compromising their safety and security. Additionally, he has been continually instrumental in implementing and training school staff and students on procedures to respond to, and survive, a school shooting event. Because of his efforts during this time, he was selected as the Officer of the Month in February 2018.

SRO Blackmon is not tied to a time clock. He receives calls and requests from officers, students, parents, and school staff at all hours, all week, every month, year in and year out. He has given countless hours of his own time to attend school events and assist individual students with projects and personal matters. It is not uncommon to see him at a basketball game, a football game or the like, cheering on the student athletes with whom he has developed close bonds, and exchanging light-hearted barbs with students, parents, and staff who attend the games. He has identified and assisted troubled students, often going above and beyond, to assure they receive the services they need, and then following up with those students. He has continually strived to bridge the gap between law enforcement and youth by fostering discussions about the role of law enforcement with students, with the goal of providing a mutual understanding and respect.

For example, a former ninth grade student entered GHS and immediately clashed with SRO Blackmon. The youth was a marijuana user and seller, headed down the wrong road, and at one point was referred to Juvenile Services. Because of the adversity the youth faced, SRO Blackmon took a personal interest in him. SRO Blackmon researched the student’s family situation and found the young man’s mother and father were absent substance abusers and he was being raised by his aunt, who was enduring some tough financial times. SRO Blackmon began to mentor the student, and had conversations regarding overcoming obstacles and not letting your circumstances define you. SRO Blackmon provided positive alternatives, and offered a helping hand, not to just the young person, but to his family as well. He eventually began responding to SRO Blackmon’s efforts. SRO Blackmon continued to mentor the student throughout his time at GHS, and the young man graduated with his class. The student was one of many spokespersons at his graduation, and he talked about SRO Blackmon’s impact

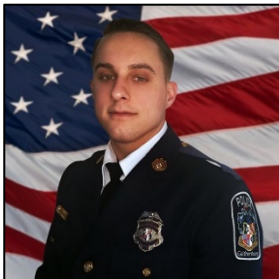
and mentorship. He specifically stated that SRO Blackmon guided him to success. The student went on to serve in the United States Navy for four years. He is using his service benefits to attend college. He also paid the positive mentorship forward by serving as a role model to his younger sister who attended GHS after him. This is one of many examples of the impact of SRO Blackmon’s influence on young people at GHS. Examples like this will never be counted on a stat sheet.

SRO Blackmon has also built relationships with the middle schools, assists with their afterschool programs, and follows students on their journey from middle school into and throughout their high school years. This is because he cares, and believes in the mission.

16th Annual DUI Law Enforcement Awards



Officer Kevin Story



Officer Kyle Khuen



Officer Stuart Jackson

Officer Kevin Story – Ace Award (100+ DUI Arrests in 2018)
Officer Kyle Khuen
Officer Stuart Jackson

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. GPD officers were recognized for the number of DUI arrests made in 2018. Recognition for efforts in 2019 will be awarded in 2020.



ORGANIZATIONAL STRUCTURE

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

ADMINISTRATIVE BUREAU

Lieutenant Ray Campbell, Administrative Bureau Commander

The Administrative Bureau is responsible for the logistical operations that support delivery of the highest quality police services, consistent with the Gaithersburg Police Department’s mission. The Bureau delivers professional service to both internal and external customers and stakeholders.

The Administrative Bureau is responsible for functions such as budget preparation, liaison with other City departments, accreditation, policy development and review, records management and retention, planning and research, risk management, vehicle maintenance and fleet management, the quartermaster function, recruitment and retention, NCIC/CJIS computer security, expungements, technology, procurement, facilities, and other duties and responsibilities as assigned or initiated.

Personnel in the Administrative Bureau also provide administrative support to all Department staff, as well as lobby services to the public. Lobby services include payment of parking citations, literature distribution, prescription drug disposal, and connecting people to the resources best suited to resolving their inquiries or complaints.

CURRENT STAFFING

Position	Authorized	Actual
Police Chief	1	1
Lieutenant	3	3
Emergency Management Coordinator	1	1
Sergeant	9	9
Corporal	9	8
Police Officer	37	38
Crime Analyst	1	1
Police Administrative Services Supervisor	1	0
Administrative Assistant III	1	1
Administrative Assistant II	1	1
Speed Camera Technician	2	2
Accreditation Manager	1	1
Police Systems Support Manager	1	1
Parking Enforcement Official	1	1
Part-Time Police Cadet	3	3
Part-Time Personnel	8	7
TOTAL	80	78

Yearly Statistical Reports

Calls for Service	22,420
Traffic Citations	6,213
Traffic Warnings	7,445
Adult Criminal Arrests	849
Juveniles Taken into Custody	19

OPERATIONS BUREAU

Lieutenant Christopher Vance, Operations Bureau Commander

The Operations Bureau consists of uniformed officers who respond to police calls for service and patrol Gaithersburg 24-hours a day, 365 days a year. The Operations Bureau is the backbone of the Department and consists of six patrol shifts and a Community Action Team, totaling 37 officers, which is 65% of the officers in the Department. The Community Action Team focuses on pattern crimes and quality of life issues with a tailored plan of action based on the community's needs and circumstances of the problem to bring a successful resolution to community issues.

The mission of the Department and the Operations Bureau is to provide high quality police service by protecting life and property, enforcing Maryland laws and City ordinances, and protecting the rights of all people. Additionally, the Operations Bureau is committed to the Department's values of Service, Integrity and Respect by using those core values along with the Department's mission to drive decision making in the field.

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 citizens and businesses.

SPECIAL OPERATIONS BUREAU

Lieutenant Shawn Eastman, Special Operations Bureau Commander

The Special Operations Bureau is comprised of the specialized units of the Police Department, and is supplemented by key civilian staff. These units consist of the School Resource Officer, the Community Services Office, Speed Camera Enforcement Officials, and the Parking Enforcement Officials. These units are supervised by the Special Operations Bureau Commander. The Special Operations Bureau Commander supervised the Canine Unit for the majority of 2019. For reasons of organizational efficiency, the Canine Unit moved to the Operations Bureau in November 2019. The Special Operations Bureau also is comprised of the Crime Analyst, the Investigations Section, and the Street Crimes Unit, which falls under the direct supervision of the Special Operations Bureau Commander.

The Police Cadet program, which falls under the Community Services Office, is also part of the Special Operations Bureau. The Special Operations Bureau works directly with other members of the Department as well as with allied law enforcement to provide an enhanced level of service to the community.

COMMUNITY SERVICES OFFICE (CSO)

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 Community Services Officer is also an advisor with the Montgomery County Police Explorers program, teaching our youth about the law enforcement field and basic life skills.

In March 2019, the Department started the Police Cadet Program for college students who have an interest in pursuing a career with



the Gaithersburg Police Department. The Police Cadet Program serves to identify and select qualified individuals contemplating a career in the field of law enforcement and provide them with career orientation and first-hand experience to better prepare them to be a Gaithersburg Police Officer when they reach the minimum age requirements and/or complete college.

Cadets perform a variety of hands-on administrative, technical, and other tasks supporting the functions, services, and operations of the Gaithersburg Police Department while gaining insight and awareness into a law enforcement career and various phases of law enforcement. Cadets have an opportunity to work directly with, assist, and observe sworn and civilian personnel to experience the challenges and personal rewards of a police career.

There are currently three Police Cadets in the program. In addition to exposure to the career field, Police Cadets receive \$15 per hour, work up to 20 hours a week, and are eligible to receive up to \$3,500 in tuition reimbursement per year of GPD Cadet employment.

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 local media in a timely fashion. The Community Services Officer also conducts follow-up for people living with a 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 Community Services Office coordinates community outreach and presentations such as:

- **Active Shooter Training:** The Department teaches the Civilian Response to Active Shooter Events (C.R.A.S.E.) model. It is taught to businesses, nonprofit organizations and schools.
- **“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.
- **National Night Out:** An annual event held by individual communities where they demonstrate their commitment to being partners in the fight against crime.
- **National Drug Take Back Day:** In partnership with the Drug Enforcement Agency (DEA), the Gaithersburg Police Department held two events in 2019, 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.
- **“Shop with a Cop”:** The purpose of this event is to foster positive relationships between youth and officers. This year, in partnership with Target, children were given gift cards, then each child was assigned to an officer or cadet, who escorted them around the store and assisted in selecting appropriate gifts.



- **Special Olympics Maryland:** Officers and Cadets from the Gaithersburg Police Department participate in Special Olympic Maryland tournaments and present participants with awards and medals.

Drug Abuse Resistance Education (D.A.R.E.): Certified instructors deliver D.A.R.E. curricula for elementary and middle school programs, parent and community programs, as well as several enhancement lessons on such topics as Bullying, Gangs, and Internet Safety. This year we welcomed a new D.A.R.E. Instructor, Officer Holly Parke. The program was highlighted in the Fall 2019 edition of the City's feature magazine, *inGaithersburg*.

CRIME ANALYST

The Crime Analyst is trained in the use of crime analysis software, Accurint Virtual Crime Center, and ArcMap, an enhanced mapping system. 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 information sharing and provides de-confliction in criminal investigations.

The Crime Analyst often takes the lead in researching new investigative tools and databases for training, making it available to new officers. The resources provided by the Crime Analyst allow officers to work in a more efficient and productive manner.

INVESTIGATIONS SECTION

The Investigations Section of the Gaithersburg Police Department currently consists of three 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 training 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 Investigations Section is also responsible for the crime intelligence process and conducting Internal Affairs investigations as directed by the Chief of Police.

In 2019, the Investigations Section had a case closure rate of 52.5%. The unit investigated 120 criminal cases and made 22 arrests, 15 of which were felony crimes. The Investigations Section also investigated an additional 24 non-criminal cases, primarily consisting of background investigations on sworn personnel and civilian staff.

STREET CRIMES UNIT

The mission of the Gaithersburg Police Street Crimes Unit (SCU) is to focus on areas that have higher-than-average crime problems or pattern crimes, including weapon offenses, burglaries, street robberies, theft from autos, auto theft, and drug sales. The SCU works closely with the Montgomery County Department of Police, as well as other allied agencies and various federal agencies. The SCU made 130 arrests in 2019; 47 of these arrests were felony arrests, including robbery, aggravated assaults, burglaries, narcotics distribution and weapons violations, which resulted in the seizure of 13 firearms. The SCU authored and executed 11 search seizure warrants and assisted the Patrol and Detective Bureaus the execution of nine other search and seizure warrants. Additionally, the SCU conducted or assisted in providing 240 hours in various Departmental training, including police-related training to Montgomery County Police Interns/Cadets, students at the University of Maryland at Shady Grove, and others. Trainings included problem solving and decision-making scenarios, firearms, Electronic Control Devices, and defensive tactics. The SCU also conducted eight applicant background investigations. This

year, three members of the SCU participated in the Department's promotional process. As a result, two members were promoted to Sergeant and Corporal respectively, and another member is number one on the Corporal's list going into 2020. As a result, of these promotions, four patrol officers have undergone training for this position.

K-9 SECTION

One team currently makes up the K-9 section as another handler resigned in 2019. A team consists of a handler and their K-9 partner. All GPD K-9 teams are certified in police patrol dog operations and in controlled dangerous substance detection. The K-9 teams serve many different functions, such as assisting in locating missing persons, detecting narcotics, locating hidden suspects, apprehending fleeing suspects, and conducting article searches. In addition to their traditional duties, Gaithersburg K-9 teams assist in reality-based training scenarios, firearms, and first aid training. The K-9 section was transferred to the Operations Bureau in November 2019.

In May 2019, Officer Chad Eastman and his K9 partner, Joey, conducted a scan of a vehicle that yielded in the recovery of distribution amounts of cocaine, more than \$36,000 in currency, and a handgun being possessed by a prohibited person.

During 2019, there were 141 K-9 deployments, resulting in 50 arrests for narcotics and criminal offenses. There were also 12 K-9 demonstrations and nearly 300 hours of training.



TRAFFIC SAFETY

The Special Operations Bureau Sergeant continues to coordinate the Department's response to traffic complaints and parking violations with the goal of obtaining long lasting solutions to the issues and meeting citizen expectations. The Department addresses specific neighborhood complaints regarding traffic violations using the Traffic Check on Patrol program. This program takes complaints received from the community and assigns them for specific attention by patrol officers and/or the Special Operations Bureau Sergeant. The Special Operations Bureau Sergeant receives Traffic Check on Patrol complaints. Once the complaint is received, the Special Operations Bureau Sergeant responds to the complainant, evaluates the complaint and determines the best course of action needed.

In 2019, using grant money provided by the Maryland Highway Traffic Safety Office, Police officers conducted directed patrols to address pedestrian safety, driving under the influence offenses, and distracted driving violations. Multiple enforcement and educational efforts were conducted at various locations. During these efforts, police officers issued citations and warnings and handed out educational brochures. In 2019, officers issued 6,213 traffic citations, 7,445 warnings, and 385 Safety Equipment Repair Orders.

The Special Operations Bureau Sergeant works closely with the City's Traffic Engineer to identify and address structural changes to roadways and intersections that correlate with traffic safety related concerns and issues.

PHOTO RADAR & PARKING ENFORCEMENT

Speeding and parking related concerns continue to be two of the leading community priorities. In its continuing effort to address speeding concerns, the Department continues to use Photo Speed Enforcement Systems to identify and cite motorists traveling 12 or more miles per hour above the speed limit. In 2019, 55,240 Photo Speed Enforcement violations were issued. Photo Speed Enforcement works together with Radar and Laser

Enforcement by individual officers to encourage motorists to comply with the posted speed limits within the City. In addition to enforcement efforts, the Department deploys a Variable Message Board in City neighborhoods to inform motorists about their speeds. Motorist speeds are displayed with a message encouraging violators to slow down. The Department deployed the Variable Message Board in 17 neighborhoods in 2019.

One full-time and two part-time Parking Enforcement Officials continue to address the growing number of parking concerns in the City. They work in conjunction with the City's Neighborhood Services inspectors and police officers to ensure that parking complaints and concerns are addressed in an effective and efficient manner. The Police Department issued 2,806 parking citations in 2019.

SPECIAL EVENTS

The Special Operations Bureau, with assistance from other Police personnel, planned, supervised, and/or facilitated nine special events in the City in 2019. Many of these events attract crowds in excess of 10,000 people. The Special Operations Bureau Sergeant also reviews all special event permit requests submitted for a variety of private events throughout the year.



SummerFest with Governor Hogan



City of Gaithersburg Police Department
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