



# HOWARD COUNTY POLICE DEPARTMENT *ANNUAL REPORT 2014*



# A letter to the residents of Howard County:



The past year has been full of excitement and change for Howard County and the police department. We are proud to be serving as your chief of police and county executive.

In 2014, the department saw record-low crime rates and drops in major categories such as robbery, burglary and auto theft. In fact, burglaries and auto thefts haven't been at numbers this low since the early 1970's. Robbery numbers are at their lowest in more than a decade. Traffic fatalities are at a seven-year low after years of HCPD's commitment to safety on our roadways.

However, 2014 was not without challenges. On Jan. 25, the department and the community faced one of our biggest challenges when an active shooter killed two innocent people inside the Columbia Mall before taking his own life. In the midst of tragedy, our community came together.

This tragic incident and the outpouring of community support through weeks and months of investigation reminded us of the mutual respect we share with the citizens we serve. We will continue to work every day to grow and maintain that trust.

The lines of communication will remain open. HCPD's use of social media has grown to provide an effective conduit between the agency and the community, both for everyday communication and during a crisis. The department will continue to use this platform to foster transparency and accessibility with the community.

The agency is growing its Community Outreach Section to a division, which adds personnel and resources to focus additional efforts on relationship building, networking and crime prevention activities. The expanded division includes mental health outreach, a multi-cultural liaison officer, a senior citizen liaison officer, multiple community resource officers, and a new pathway patrol program to continue to keep bike and walking paths safe throughout Columbia and the county.

As part of the effort, the HCPD brought on a full-time Mental Health Community Liaison in partnership with the Mental Health Authority and increased mental health training department-wide. Mental health training and awareness will remain a priority for the agency in 2015 as an important component of the expanded Community Outreach Division.

We look forward to our continued work together to ensure Howard County remains a great place to live, work and play.

Sincerely,

A handwritten signature in black ink that reads "Allan H. Kittleman".

ALLAN H. KITTLEMAN  
County Executive

A handwritten signature in black ink that reads "Gary L. Gardner".

GARY L. GARDNER  
Chief of Police



# YEAR IN REVIEW

## COLUMBIA MALL SHOOTING

The Howard County Police Department faced one of its biggest challenges January 25 when a shooter killed two innocent people, Brianna Benlolo and Tyler Johnson, inside the Columbia Mall before taking his own life. The members of the police department came together to protect the community and offer a transparent look inside the investigation.

Patrol and special operations personnel who first arrived on the scene took quick action, moving into the mall to engage the threat and assess the medical needs of others. Criminal investigators worked tirelessly for weeks, and eventually months, uncovering details of the events leading up to the tragic day. Nearly every member of the agency contributed in some way to this large-scale, critical situation. Through it all, the department kept an open line of communication using social media, first with the people who were sheltered inside the mall, as well as the entire community and the national media. The hearts of the entire police family continue to go out to the families of the victims.

## ORGANIZATIONAL CHANGES

This year brought unprecedented change to the Howard County Police Department. After eight years as police chief and 30 years in law enforcement, William McMahon retired June 30 following a distinguished career. Gary L. Gardner was appointed as the new police chief. The agency also named two new deputy chiefs and four new captains following the retirement of multiple members of the command staff. This resulted in many promotions and transfers at all ranks throughout the agency, creating opportunities for new leadership, diversity, and new ideas.

## CRIMETRENDS

The police department saw record-low crime rates in 2014 and drops in major categories such as robbery, burglary and auto theft. Some crime statistics are at their lowest numbers in many years. With its continued focus on crime management and analysis, the HCPD now uses an Analysis and Information Management (AIM) program to analyze crime data and response through a COMPSTAT-like approach. The department also added the Investigative Support Division and a second Repeat Offenders Proactive Enforcement Section (ROPE), which targets the most dangerous offenders and those that are likely to re-offend.

## HOWARD COUNTY POLICE DEPARTMENT



*Pictured, above: A memorial honoring the victims of the Columbia Mall shooting. Chief McMahon addresses the media in the hours following the tragic incident.*

## COMMUNITY OUTREACH

The department built upon the Community Outreach Section in an effort to focus additional efforts on relationship building, networking and crime prevention efforts. At the end of 2014, there was a plan to expand the section into an even larger division in 2015. The team includes a multi-cultural liaison officer, a senior citizen liaison officer, community resource officers and a civilian mental health liaison.

## FOCUS ON MENTAL HEALTH

The addition of a new mental health liaison to the department has been instrumental in moving the agency's efforts in this area forward. In 2014, all new recruits received entry-level training on mental health issues, with a focus on de-escalation techniques. Some officers and 911 employees attended annual Crisis Intervention Training (CIT). The agency implemented Question, Persuade, Respond (QPR) certification training, providing suicide prevention training for all 911 Center employees and School Resource Officers. All civilian employees also attended Mental Health Awareness training. In addition, a second Mobile Crisis Team, comprised of mental health providers, was added in conjunction with the Mental Health Authority and Grassroots Crisis Intervention Center to provide expanded hours and coverage.

# YEAR IN REVIEW

## TRAFFIC SAFETY AND EDUCATION

Howard County has seen a seven-year low in fatal crashes as HCPD has remained committed to safety on our roadways. In 2014, a dedicated traffic enforcement officer was added to each district. The Specialized Traffic Enforcement Program (STEP), a new traffic safety strategy that uses data to target areas most at risk for collisions, speeding and DUI offenses, was also introduced. The department continued programs for young drivers such as Collision Avoidance Training (CAT) and “You Are Responsible” and safety messaging around prom and graduation. HCPD also offered a CarFit Program to assist older drivers in ensuring their vehicle safely fits their needs.

## YOUTH OUTREACH

The HCPD continued to offer several youth outreach programs aimed at building positive relationships with children and teens. The Community Athletic Program, BearTrax, Collision Avoidance Training and Youth Police Academy remain popular. The department also worked closely with liquor stores and Merriweather Post Pavilion to reduce underage drinking and the use of fake IDs. As 2014 came to a close, there were plans to expand outreach in 2015 to established youth groups in the county, such as faith-based and other community organizations.

## POLICE MUSEUM GRAND OPENING

The Howard County Police Museum officially opened to the public on June 27. The museum, which is located on Main Street in Historic Ellicott City, features exhibits detailing the bravery, dedication and sacrifices displayed by the men and women of HCPD while keeping the community safe throughout its 60-year history.



*Pictured, above: Chief McMahon recognizes chairs of the Police Museum Committee at the grand opening in June. Above, right: Chief Gardner and members of the department pose for a photo with participants of Shop with a Cop.*

## FALLEN HEROES

The department once again had a team participate in the multi-state bicycle ride, the Police Unity Tour, to raise funds for the National Law Enforcement Officers Memorial. The 275-mile ride culminates with thousands of officers from around the U.S. meeting in Washington, D.C. for National Police Week. Locally, the HCPD held its annual Memorial Ceremony and continues to support the families of our fallen heroes. The annual Police Pace 5K, sponsored by the Howard County Police Foundation, was held to raise money to help the families of officers who have been injured or killed, or need assistance in other ways. Additionally, groups of HCPD officers traveled to New York to attend the funerals of two fallen NYC officers.

## GIVING BACK

HCPD officers, civilians, and charitable organizations continued the law enforcement tradition of giving back in 2014. Members took part in charitable events including the Polar Bear Plunge, Law Enforcement Torch Run for Special Olympics, Wounded Warrior Project, Shop with a Cop and more, as well as numerous fundraisers and donation drives for local residents in need.



# OFFICE OF THE CHIEF

## THE CHIEF OF POLICE

Police Chief Gary L. Gardner is the highest-ranking officer and leader of the Howard County Police Department. He works to develop goals, formulate plans and implement programs and policies designed to strategically solve problems. The Chief also meets with community groups and business leaders to address concerns, solicit input and maintain a direct connection to Howard County residents.

**THE INTERNAL AFFAIRS DIVISION** is responsible for the administration and investigation of police personnel complaints. Complaints range from alleged employee misconduct to matters of performance deficiencies. They are investigated with adherence to established and accredited policies and procedures.

**THE OFFICE OF PUBLIC AFFAIRS** communicates with the public and the news media. The office is also responsible for social media, the HCPD website, special events, and all public relations and marketing for the agency.

**RESEARCH AND PLANNING** is responsible for coordinating policy development, grant administration and accreditation compliance. The section manages the development of all written directives and ensures all policies are consistent with applicable laws, agency goals, accreditation standards and law enforcement practices.

**THE QUALITY ASSURANCE OFFICER** is responsible for providing staff inspection functions. Through regular audits, the inspections ensure adherence to policies.

**THE LIQUOR INSPECTOR** investigates alleged violations of liquor and gambling licensing laws, completes ongoing compliance checks and engages in proactive enforcement activities. The Liquor Inspector investigates the manufacturing of fraudulent identification and teaches educational programs regarding alcohol and fraudulent ID laws.

**THE ALCOHOL ENFORCEMENT UNIT** handles enforcement of underage drinking laws.

**DISTRICT COURT LIAISON** handles conflicts and issues between the officers, the Court Clerk's office and the State's Attorneys concerning scheduling of officers appearing for District Court.

**HOWARD COUNTY POLICE DEPARTMENT**



*Pictured, above: Incoming Police Chief Gary L. Gardner presents a retirement badge to retiring Police Chief William J. McMahon, after 30 years of service.*

## ANCILLARY SERVICES

**THE HONOR GUARD** presents the colors at all formal ceremonies and represents the department at police funerals and special events.

**THE POLICE FOUNDATION** is comprised of local business leaders who provide assistance to the department by sharing business and management expertise. The foundation provides funding for BearTrax youth programs, manages a scholarship fund, purchases needed equipment for specialty units and sponsors the annual Police Pace 5K race.

**THE CITIZENS ADVISORY COUNCIL** is comprised of voluntary Howard County citizens who meet monthly to facilitate the flow of information to and from the police department and to engage in creative problem-solving efforts. The council then makes recommendations to the chief to improve police services.

**THE POLICE & BUSINESS PROFESSIONALS PARTNERSHIP** is comprised of members of the department and business community. The partnership works together to reduce and prevent commercial crime.

**POLICE CHAPLAINS** represent various faiths and participate in ceremonies, death notifications, last rites and assistance to family members in traumatic situations.

# OPERATIONS COMMAND

## PATROL OPERATIONS

Patrol Operations are divided into northern and southern districts. Patrol officers respond to calls for service, enforce traffic and criminal laws, address community needs and initiate actions based on observations.

**THE COMMUNITY OUTREACH SECTION** offers crime prevention and education programs to all Howard County citizens and businesses, and works with individual communities to solve issues as they arise. The section provides additional focused efforts and assistance to senior, multicultural, and mental health populations, in addition to liaising with general community groups and organizations.

**THE MOBILE SPANISH INTERPRETER** is available to all facets of the police department to provide interpretation services to Howard County's Spanish-speaking population. The MSI also assists the Community Outreach Section with building positive relationships with Spanish-speaking organizations, businesses and communities.

**NEIGHBORHOOD COMMUNITY RESOURCE OFFICERS** address community needs and concerns through implementing crime prevention programs and conducting targeted enforcement. There are currently eight officers dedicated to this form of community policing.

**SPECIAL ASSIGNMENT SECTIONS** work in both districts to aid patrol efforts by providing various services, including surveillance and saturation patrols.

**THE BIKE PATROL PROGRAM** is especially useful in maneuvering through Howard County's unique expanse of footpaths, open space and parks.

**DUTY OFFICERS** work the front desk at each district station and handle incoming calls and walk-in inquiries, as well as write certain types of police reports.

**POLICE CADETS** provide a wide range of administrative and operational services. Cadets often have aspirations to become sworn police officers, and this position provides invaluable experience toward that goal.



*Pictured, above: An officer checks a boy's helmet for proper fit and shares tips on bicycle safety.*

## OPERATIONAL PREPAREDNESS

**THE INTELLIGENCE UNIT** provides information on criminal activity to patrol officers and investigators.

**THE CRIME ANALYSIS UNIT** analyzes data on reported crimes and offenders to identify trends, develop suspects and assist in determining appropriate enforcement strategies. Studies collision data to identify trends.

**THE GANG INVESTIGATIONS UNIT** is responsible for the investigation and development of intelligence as it relates to potential and actual gangs and gang-related activity in the county.

## YOUTH DIVISION

**THE YOUTH SERVICES SECTION** provides prevention and intervention services through programs including BearTrax, Community Athletic Program, Youth Police Academy, PLEDGE leadership camp and Explorer Post 1952. The section also handles runaway investigations and works with juvenile offenders.

**THE SCHOOL RESOURCE OFFICER SECTION** manages the department's officers assigned to 13 high schools and six middle schools. School resource officers mentor students, hold classes and handle disturbances and arrests.

# INVESTIGATIONS & SPECIAL OPERATIONS COMMAND

## CRIMINAL INVESTIGATIONS

The Criminal Investigations Bureau serves as the primary investigative arm of the department and also assists crime victims. The bureau is committed to solving cases that have the greatest impact on the safety of residents.

**THE CRIMINAL INVESTIGATIONS DIVISION** handles serious cases, such as violent crimes, robberies and property crimes. Investigations often involve surveillance operations, covert details and search and seizure warrants, as well as interviews of victims, witnesses and suspects. Detectives also investigate arson, auto theft and fraud cases.

**THE VICE AND NARCOTICS DIVISION** is responsible for investigating crimes involving the manufacture, sale, distribution and use of controlled dangerous substances. Members also investigate gambling, prostitution and organized crime.

**THE INVESTIGATIVE SUPPORT DIVISION** was created in 2014 and includes the Warrant/Fugitive Section. This section is responsible for serving arrest warrants for significant crimes, conducting extraditions and aiding in the return of fugitives. The Repeat Offenders Proactive Enforcement Section (ROPE) works proactively to identify and arrest career criminals and those violating parole conditions.

**THE FAMILY CRIMES AND SEXUAL ASSAULT DIVISION** works at the new Child Advocacy Center, opened in 2012, alongside other agencies to investigate child abuse, sexual assaults and domestic violence incidents.

**THE VICTIM ASSISTANCE SECTION** provides crisis intervention, advocacy and support services to crime victims.

## SPECIAL OPERATIONS

**THE EMERGENCY RESPONSE DIVISION** includes the Tactical Section, K9 Support Unit, Aviation Unit, Civil Disturbance Unit, and Critical Incident Negotiations Team. The division also manages 19 auxiliary officers, who volunteered a combined 6,276 hours of service in 2014, and an eight-member Volunteer Mounted Patrol Program, launched Spring 2012. These volunteers provided 1,079 hours of service, patrolling Columbia Association and Howard County park land by horse.

**THE TRAFFIC MANAGEMENT DIVISION** includes the Traffic Enforcement Section, which investigates serious traffic collisions; the Automated Enforcement Section, which oversees the Red Light Camera Program, Automated Speed Enforcement Program and False Alarm Reduction Program; and school crossing guards.



*Pictured, above: The motorcycle and K9 units are both part of the Special Operations Command.*

# ADMINISTRATION COMMAND

## MANAGEMENT SERVICES

**THE SUPPORT SERVICES DIVISION** is comprised of the Forensic Services Section, which processes crime scenes; the Computer Forensics Unit, which analyzes electronic devices as part of investigations; the Quartermaster Section, which handles fleet management, supplies and inventory; and the Property and Evidence Section, which maintains custody of all evidence.

**THE ANIMAL CONTROL DIVISION** investigates animal cruelty cases, rescues endangered animals, accepts unwanted pets, administers a pet adoption program, and conducts humane education programs. The division processed 2,098 domestic, stray and wild animals at the shelter and facilitated 577 adoptions in 2014. Personnel issued 434 citations and 279 warnings for animal code violations.



## INFORMATION AND TECHNOLOGY MANAGEMENT

Information and Technology Management is comprised of the Communications Division, which houses Howard County's 911 Center and handled 183,833 calls for police service in 2014; and the Information Management Division, which handles records and computer operations.

## THE BUDGET FISCAL SECTION

This section is responsible for the financial administration of the department's operating budget, multiple grants and various revenue accounts.

## HUMAN RESOURCES

### **THE EDUCATION AND TRAINING DIVISION**

coordinates police training for new recruits and recertification for current officers. The division provides training and professional development programs for the agency's civilian staff.

### **THE EMPLOYMENT SERVICES DIVISION**

coordinates employment activities in conjunction with the county's Office of Human Resources for hiring, payroll, employment and benefit-related issues.

### **THE RECRUITMENT AND SCREENING SECTION**

processed applicants for one entry-level academy class in 2014. The police department is hiring new officers and cadets on a continuous basis. Interested applicants can find additional information online at [www.HCPD.org](http://www.HCPD.org).

### **THE CRITICAL INCIDENT STRESS MANAGEMENT**

**TEAM** is comprised of police department employees who volunteer to provide support for agency members who are involved in a traumatic incident or are in need of peer support.

*Pictured, left: An Animal Control Officer poses with a dog at the adoption center. A senior dispatcher at work in the 911 Center.*

# AWARDS & RECOGNITION

## ANNUAL AWARDS 2014

### Police Officer of the Year

PFC Andre Lingham

### First Year Service Award

PO Scott Johnson

### Detective of the Year

Detective First Class Christine Adams

### Outstanding Community Service Award

PFC Travis Turner

### Scott Wheeler Traffic Safety Award

PFC Shawn Germain

### Civilian Employee of the Year

Jeanne Upchurch

### Telecommunicator of the Year

Dispatcher First Class Steven Sandler

### Herb Michael Auxiliary Officer of the Year

Auxiliary Officer Ed Curry

### Volunteer Mounted Patrol Officer of the Year

VMP Officer Linda Reed

### Explorer of the Year

Police Explorer Younes Elmaataoui

### Animal Control Volunteer of the Year

Ann Gibbons

## POLICE OFFICERS OF THE MONTH

PFC Russell Diangelo

PFC Brian Reger

PO Matthew Dahlin

PO John Salato

PO Kalle James-Wintjen

PFC Bradford Skove

PO Christopher Attanasio

PFC Nicholas Gordon-Roberts

PO Scott Johnson

PFC Antonio Thomas

PFC William Martin

PO Bryan Borowski

## CIVILIAN/DISPATCHER RECOGNITION

Carl Layman

Dispatcher First Class Ashley Williams

Dispatcher First Class Lakisha Robinson

Dotty Waters



# CRIME STATISTICS

Crime statistics are tracked in strict accordance with national standards administered by the FBI's Uniform Crime Reporting program. Additional statistics and reports are available at [www.HCPD.org](http://www.HCPD.org).

	2010	2011	2012	2013	2014
<b>PART I OFFENSES</b>					
Homicide	4	4	4	4	5
Theft	4,998	5,082	4,913	4,829	4,605
Aggravated Assault	307	351	359	373	368
Robbery	222	211	177	204	200
Burglary	1,393	1,108	1,185	1,032	869
Motor Vehicle Theft	380	366	312	254	229
Rape	25	31	34	40	39
Arson	57	58	62	53	47
<b>Total Part I Offenses</b>	<b>7,386</b>	<b>7,211</b>	<b>7,046</b>	<b>6,789</b>	<b>6,362</b>
<b>PART II OFFENSES</b>					
Simple Assault	2,891	2,886	2,755	2,778	2,511
Forgery/Counterfeiting	281	501	607	661	699
False Pretense/Fraud	636	491	557	565	692
Embezzlement	89	87	61	74	81
Vandalism	1,831	1,674	1,614	1,548	1,284
Weapons Violation	124	119	113	91	83
Prostitution/Vice	88	61	47	48	10
Sex Offenses	106	113	125	109	127
Drug Violations	1,080	1,065	1,057	1,040	974
Gambling	4	2	0	0	0
Family, Child Neglect/Abuse	174	184	208	136	160
Driving while Intoxicated	1,548	1,291	1,046	1,080	926
Liquor Law Violation	277	242	167	174	145
Disorderly Conduct	311	281	301	321	284
All Other Part II Offenses	1,288	1,301	1,385	1,332	1,301
<b>Total Part II Offenses</b>	<b>10,728</b>	<b>10,298</b>	<b>10,043</b>	<b>9,957</b>	<b>9,277</b>
<b>ARRESTS</b>					
Adult, Part I	963	967	1,052	1,103	1,088
Adult, Parts II and III	4,825	4,825	4,168	3,928	3,619
Juvenile, Part I	626	626	576	568	493
Juvenile, Parts II and III	1,054	1,054	773	889	677

## COMPLAINTS IN 2014

### Conduct

Conformance to Laws	3
Improper Conduct	8
Rudeness	3
Workplace Harassment	0
Truthfulness	0
Insubordination	1

### Performance

Biased-based Profiling	1
Court Failure to Appear	13
Harassment	0
Improper Use of Force	12
Unlawful Arrest	1
Unlawful Search	2
Work Performance	10

<b>Total complaints</b>	<b>43</b>
<b>Total officers involved</b>	<b>54</b>

### Complaint Dispositions

<i>(primary allegation)</i>	
Not Sustained	4
Administratively Closed	3
Unfounded	3
Exonerated	9
Sustained	23
Currently Open	12
<b>Total</b>	<b>54</b>

# FACTS AT A GLANCE

Our mission is to provide a secure environment for the citizens of Howard County by protecting life and property, reducing the opportunity for crime and disorder, enforcing the law, assisting victims and providing other police-related services as required by the community in a manner consistent with the values of a free society. HCPD embraces the historic tradition that the police are the public and the public are the police.

## HOWARD COUNTY POLICE

Organized	1952
Chief of Police	Gary L. Gardner, appointed July 1, 2014 William J. McMahon, retired June 30, 2014
Authorized Sworn Officers	472
Authorized Civilian Personnel	193 full time, 61 contingent
Auxiliary Officers	19 officers, 8 mounted patrol
Bike Officers	37
K9 Teams	7
Calls into the 911 Center	183,833
FY15 General Fund Budget	\$102,451,815
Starting Police Officer Annual Salary	\$48,755
Police Officer Training	31 weeks classroom, 14 weeks field training

## HOWARD COUNTY GOVERNMENT

Founded	1851
County Executive	Allan H. Kittleman
Full-time Employees	2,628
Population (most recent US Census estimate)	304,580
Area	251 square miles
County Seat	Ellicott City
FY15 General Fund Budget	\$1,027,550,315
Chief Administrative Officer	Lonnie Robbins
County Council	Mary Kay Sigaty, Chairperson Jon Weinstein, Vice Chairperson Calvin Ball Greg Fox Jennifer Terrasa



# HOWARD COUNTY POLICE DEPARTMENT

3410 Court House Drive, Ellicott City, MD 21043

(410) 313-3200, [www.HCPD.org](http://www.HCPD.org)

Facebook: [HowardCountyPoliceDepartment](https://www.facebook.com/HowardCountyPoliceDepartment)

Twitter: [@HCPDNews](https://twitter.com/HCPDNews)