

CITISTATSMART – MAKING BALTIMORE SAFE

- CitiStatSMART will hold Making Baltimore Safe meetings every two weeks to discuss the latest information and come up with strategies to reduce crime. The regularity of the meetings allows for the development of immediate solutions and quickly assess if strategies are working or if a course correction is needed. Emphasis is on increasing communication and collaboration with a focus on strategies in the Mayor's Violence Reduction Plan.
- Agenda 11/13/17
 - Reducing the Number of VROs– 45 min
 - Crime trend Analysis
 - Juvenile Violence
 - Increasing Effective Policing– 30 min
 - Review and Enhance the Structural and Organizational Effectiveness of BPD
 - Focus on Strategic Patrols and Community Enforcement
 - Enhance and Expand Cross-Agency Coordination– 15 min
 - Mayor's Violence Reduction Initiative

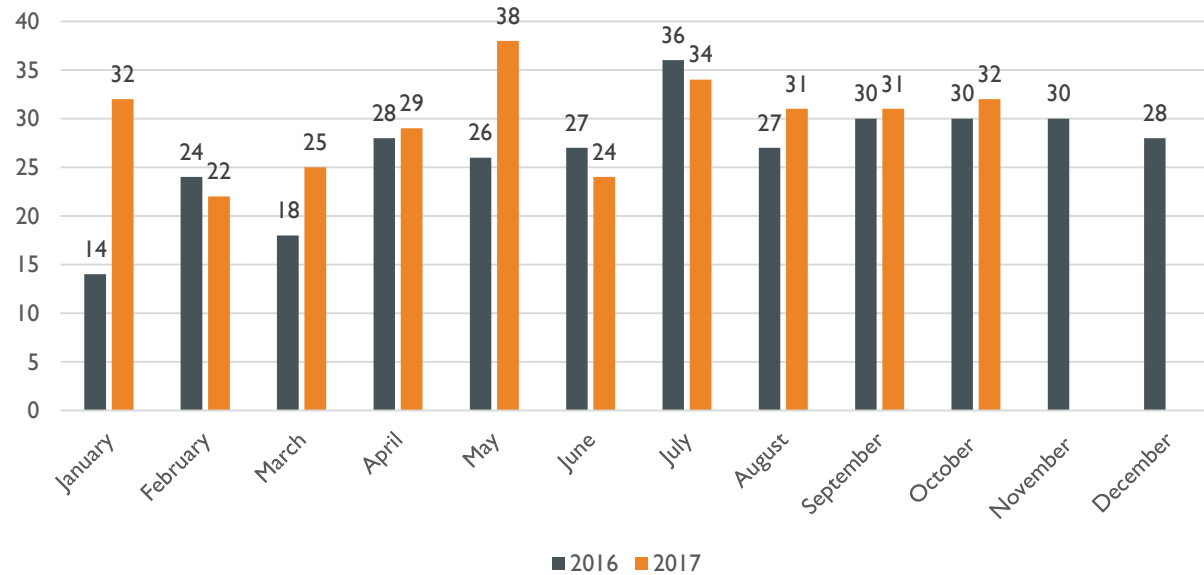
CRIME TREND ANALYSIS

Number of Priority Crimes by Police Districts, YTD (11/4/17)

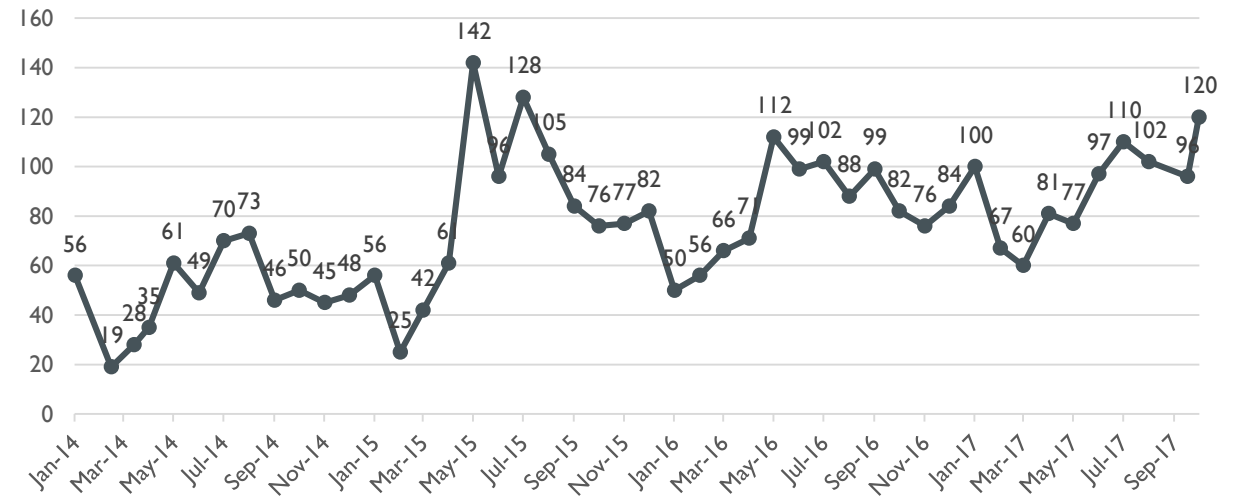
District	HOMICIDE	SHOOTING	AGG. ASSAULT	BURGLARY	ROBBERY - STREET	Grand Total
Central	22	46	430	451	382	1331
Eastern	52	76	581	504	253	1466
Northeast	37	66	659	1168	520	2450
Northern	22	39	361	857	402	1681
Northwest	39	77	539	689	257	1601
Southeast	22	25	545	1068	617	2277
Southern	25	91	684	815	419	2034
Southwest	38	79	611	728	265	1721
Western	45	113	524	365	188	1235
Grand Total	302	612	4934	6645	3303	15796
% Increase Since 10/7/17	10.22%	11.88%	10.33%	11.49%	11.59%	11.14%
This Time Last Year	261	572	4328	6123	3134	14418
% Increase Since This Time Last Year	15.71%	6.99%	14.00%	8.53%	5.39%	9.56%

CRIME TREND ANALYSIS

Homicides by Month (through 10/31)

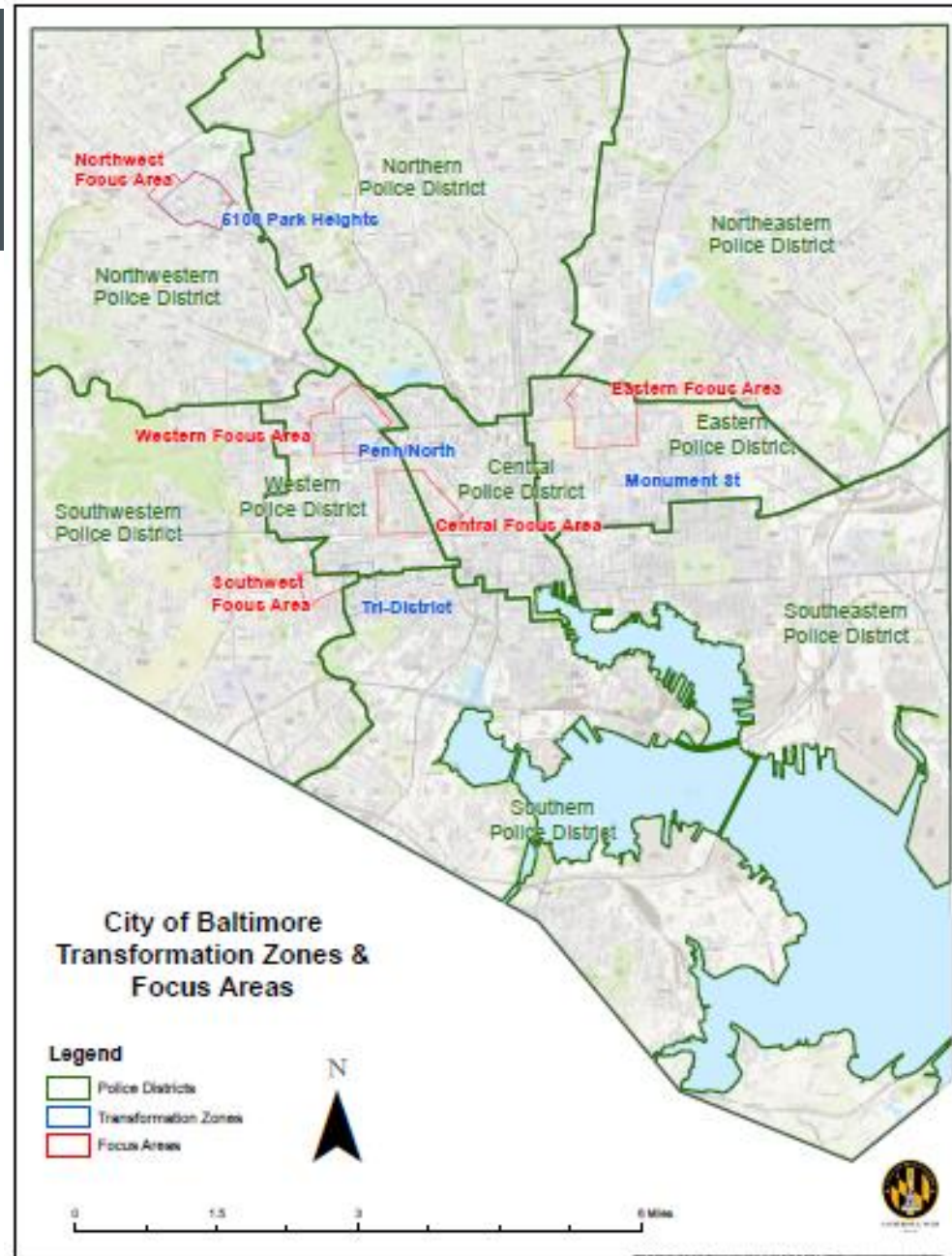


Homicides and Shootings by Month



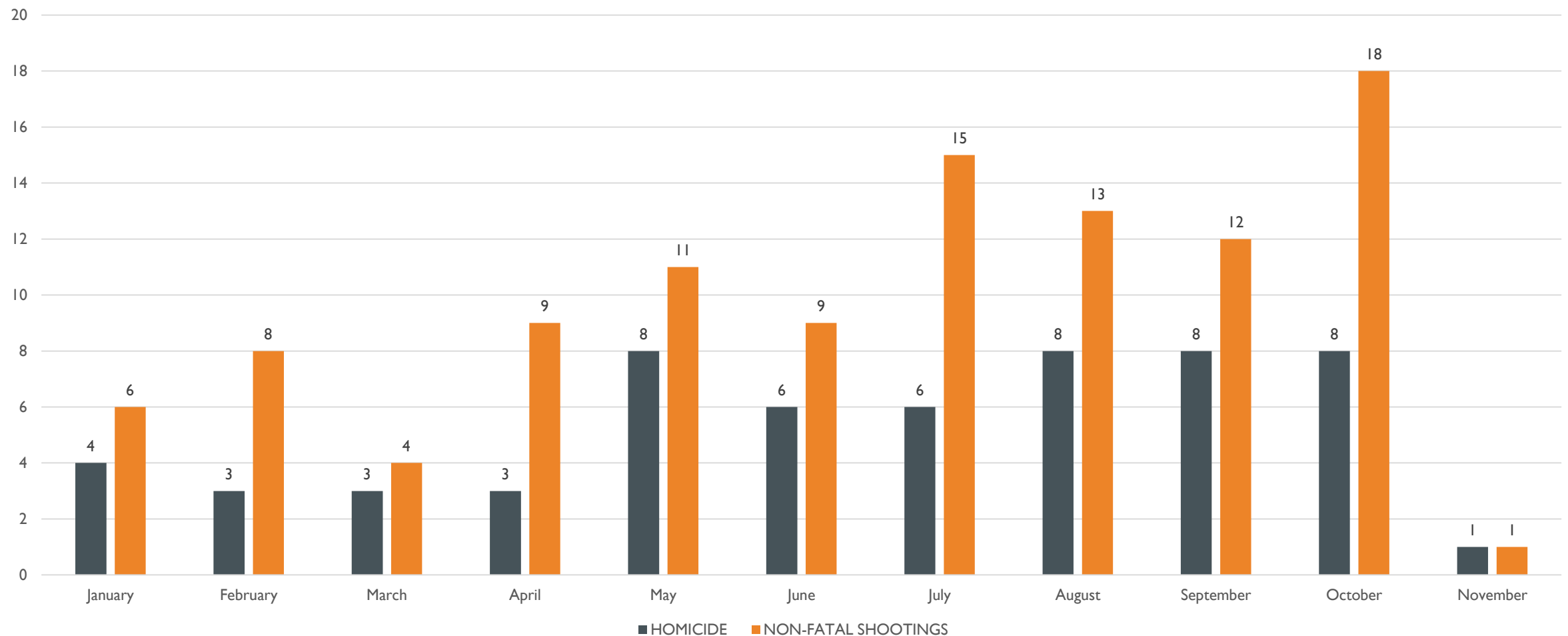
THE 5 FOCUS AREAS

- 5 focus areas were identified utilizing homicides, non-fatal shootings, and discharging calls-for-service for August, September, and October to date
- The areas account for 20% of all homicides & non-fatal shootings during the time period, while spatially accounting for only 2.3% of the city as a whole
- Map
 - 5 Focus Areas
 - Transformation Zones
 - Police Districts



VIOLENCE REDUCTION INITIATIVE

Homicides and Non-Fatal Shootings in the VRI Focus Areas by Month, 2017



VIOLENCE REDUCTION INITIATIVE

Crime and Enforcement in the VRI Focus Areas , 11/1-11/8/17

Focus Area	Non-Fatal			Priority Businesses Identified	Priority Business Contacts
	Homicides	Shootings	Arrests		
Central	0	0	4	11	5
Eastern	0	0	6	5	3
Northwestern	0	0	6	4	4
Western	0	0	13	7	8
Southwestern	1	1	6	5	3
TOTAL	1	1	35	32	23

Priority Crimes in the VRI Focus Areas,YTD (11/4/17)

Focus Area	HOMICIDE	SHOOTING	AGG. ASSAULT	BURGLARY	ROBBERY - STREET	Grand Total
Central	15	21	106	65	31	238
Eastern	16	16	93	77	37	239
Northwestern	9	15	74	64	27	189
Western	1	15	44	23	15	98
Southwestern	16	39	150	81	51	337
Grand Total	57	106	467	310	161	1101
Citywide Total	302	612	4934	6645	3303	15796
% of Crimes in FAs vs. Citywide	18.87%	17.32%	9.46%	4.67%	4.87%	6.97%

CRIME TREND ANALYSIS

Number of Priority Violent Crimes in the Transformation Zones,YTD (11/4/17)

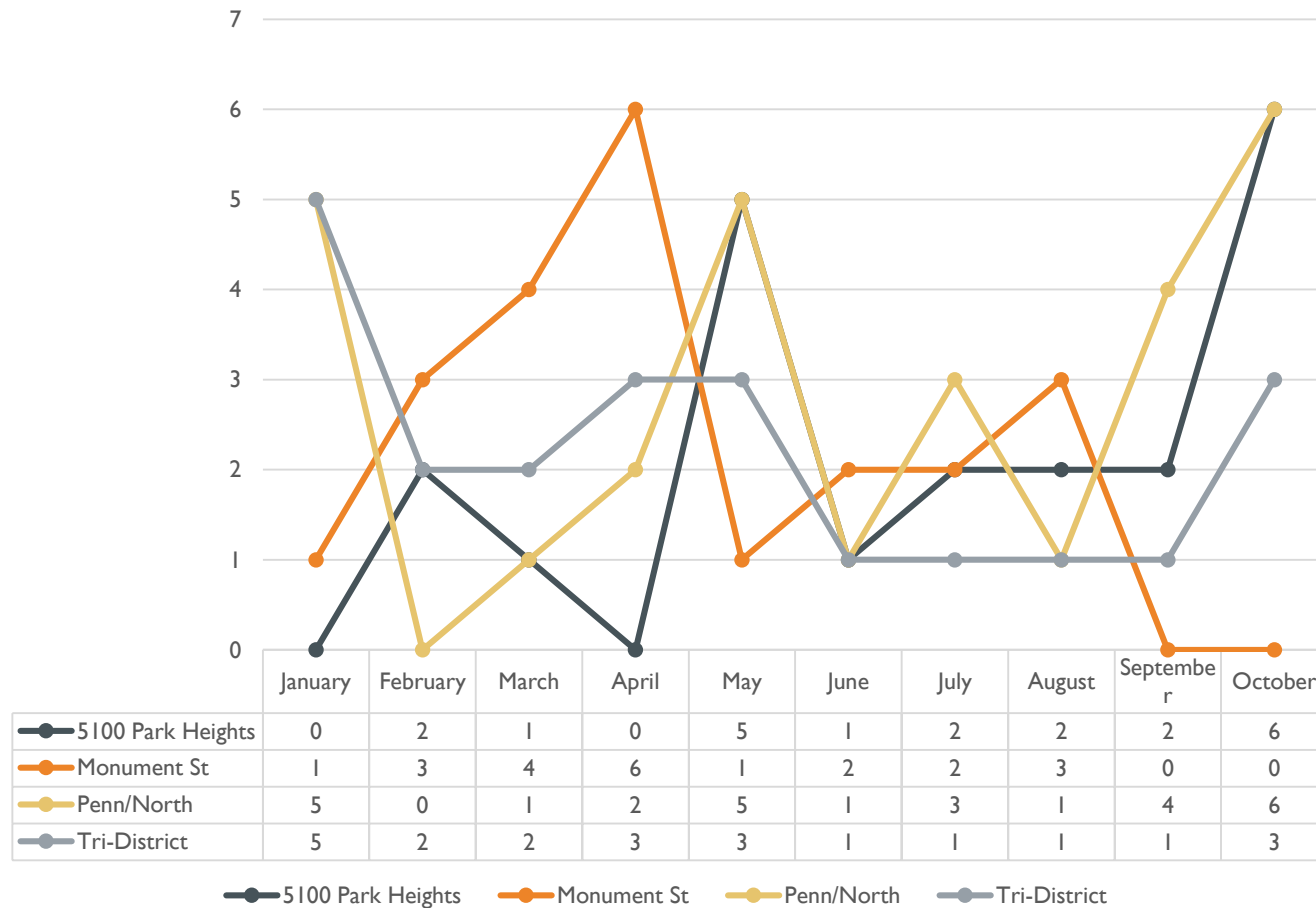
Transformation Zones	HOMICIDE	SHOOTING	AGG. ASSAULT	BURGLARY	ROBBERY - STREET	Grand Total
5100 Park Heights	9	13	81	63	27	193
Monument St	9	13	70	90	18	200
Penn/North	7	22	88	42	31	190
Tri-District	4	19	100	95	30	248
Grand Total	29	67	339	290	106	831
% of Crimes in Zones vs. Citywide	9.60%	10.95%	6.87%	4.36%	3.21%	5.26%

Number of Priority Violent Crimes in the Transformation Zones, Last 28 Days (10/1/17-10/28/17)

Transformation Zones	HOMICIDE	SHOOTING	AGG. ASSAULT	BURGLARY	ROBBERY - STREET
5100 Park Heights	1	5	7	4	2
Monument St	0	0	6	6	1
Penn/North	0	6	7	2	2
Tri-District	0	3	11	14	3
TOTAL	1	14	31	26	8

CRIME TREND ANALYSIS

Homicides and Non-Fatal Shootings by Month in the Transformation Zones, 2017 (through October 28th)

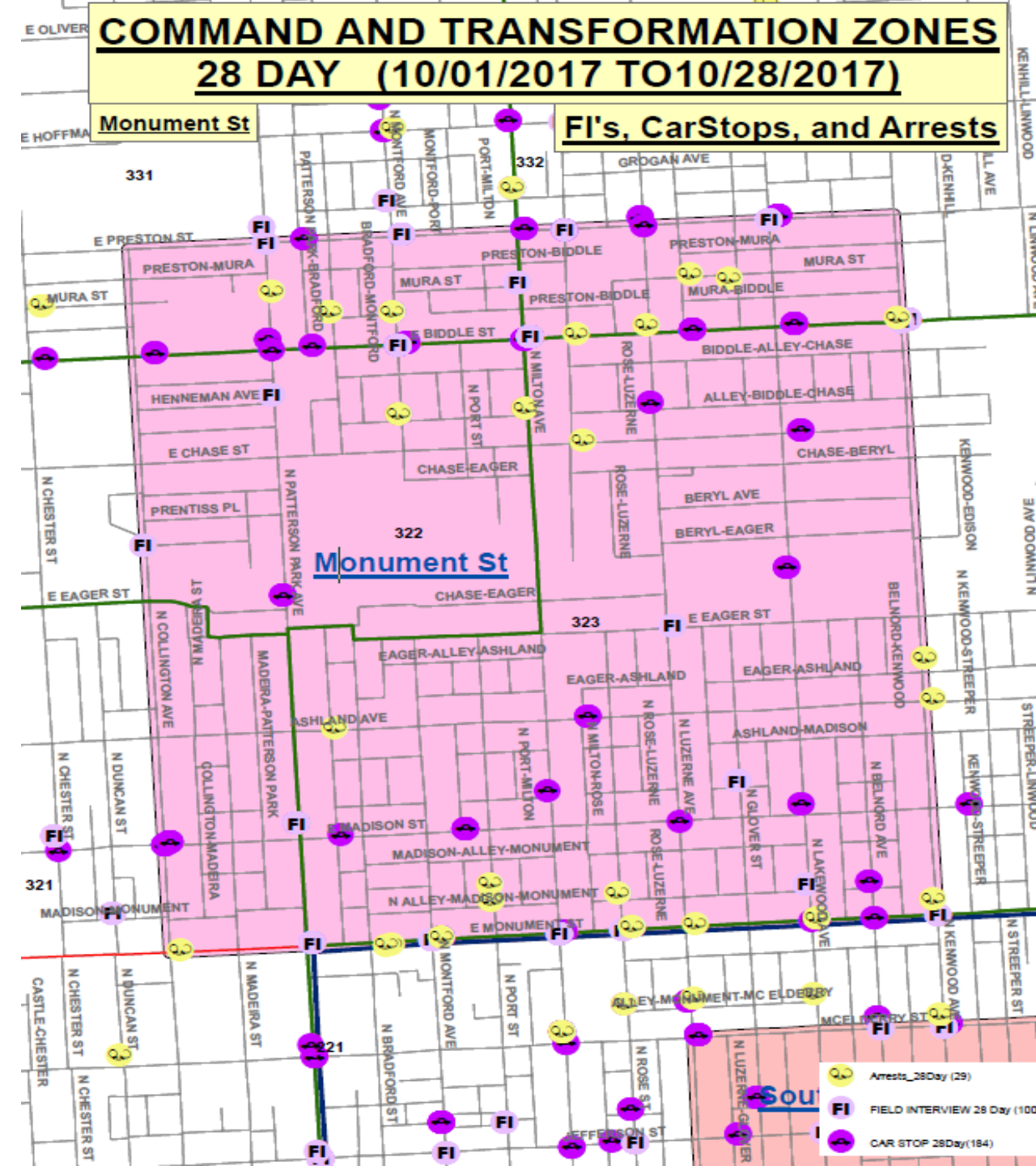


COMMAND AND TRANSFORMATION ZONES

28 DAY (10/01/2017 TO 10/28/2017)

Monument St

FI's, CarStops, and Arrests

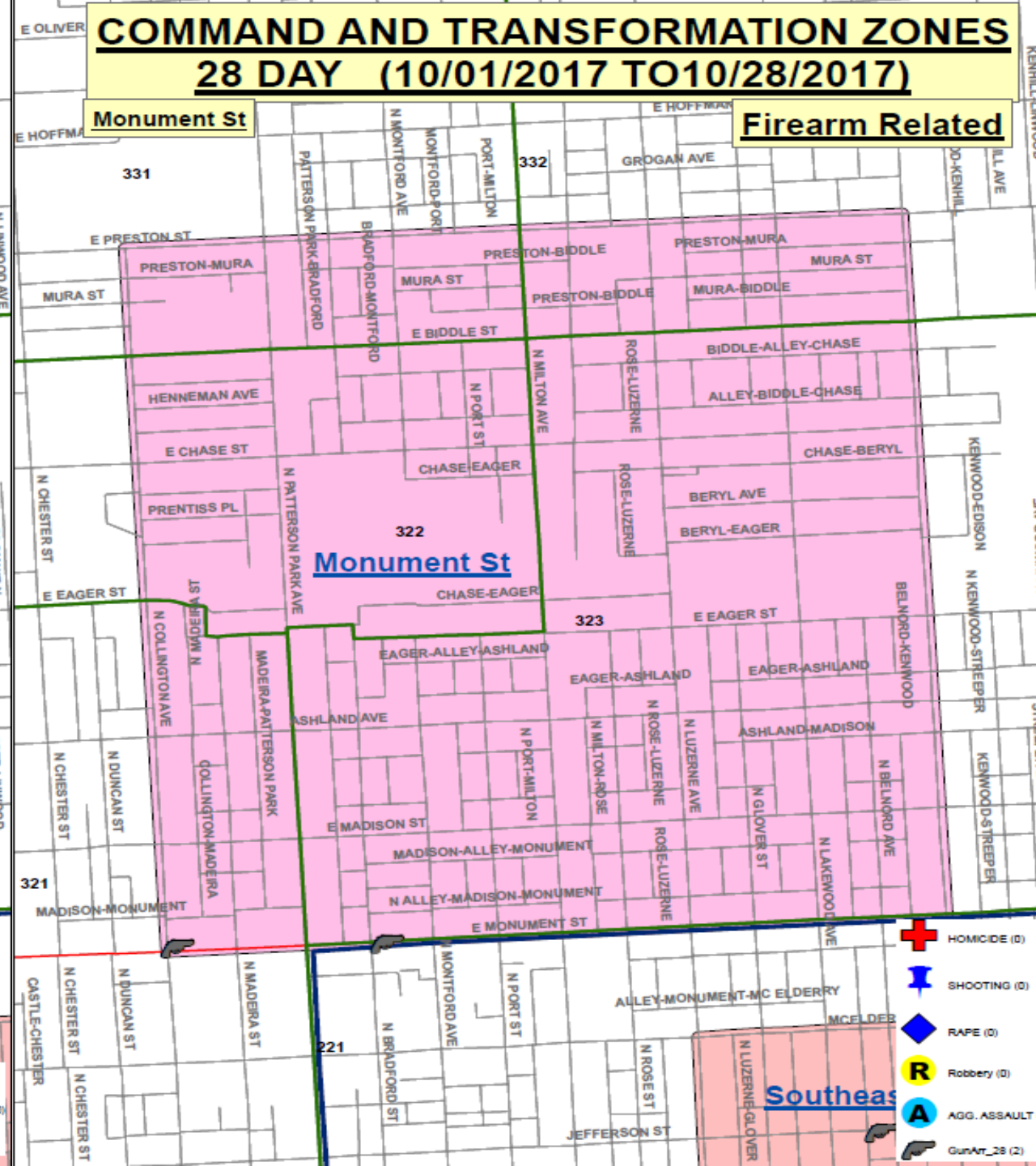


COMMAND AND TRANSFORMATION ZONES

28 DAY (10/01/2017 TO 10/28/2017)

Monument St

Firearm Related

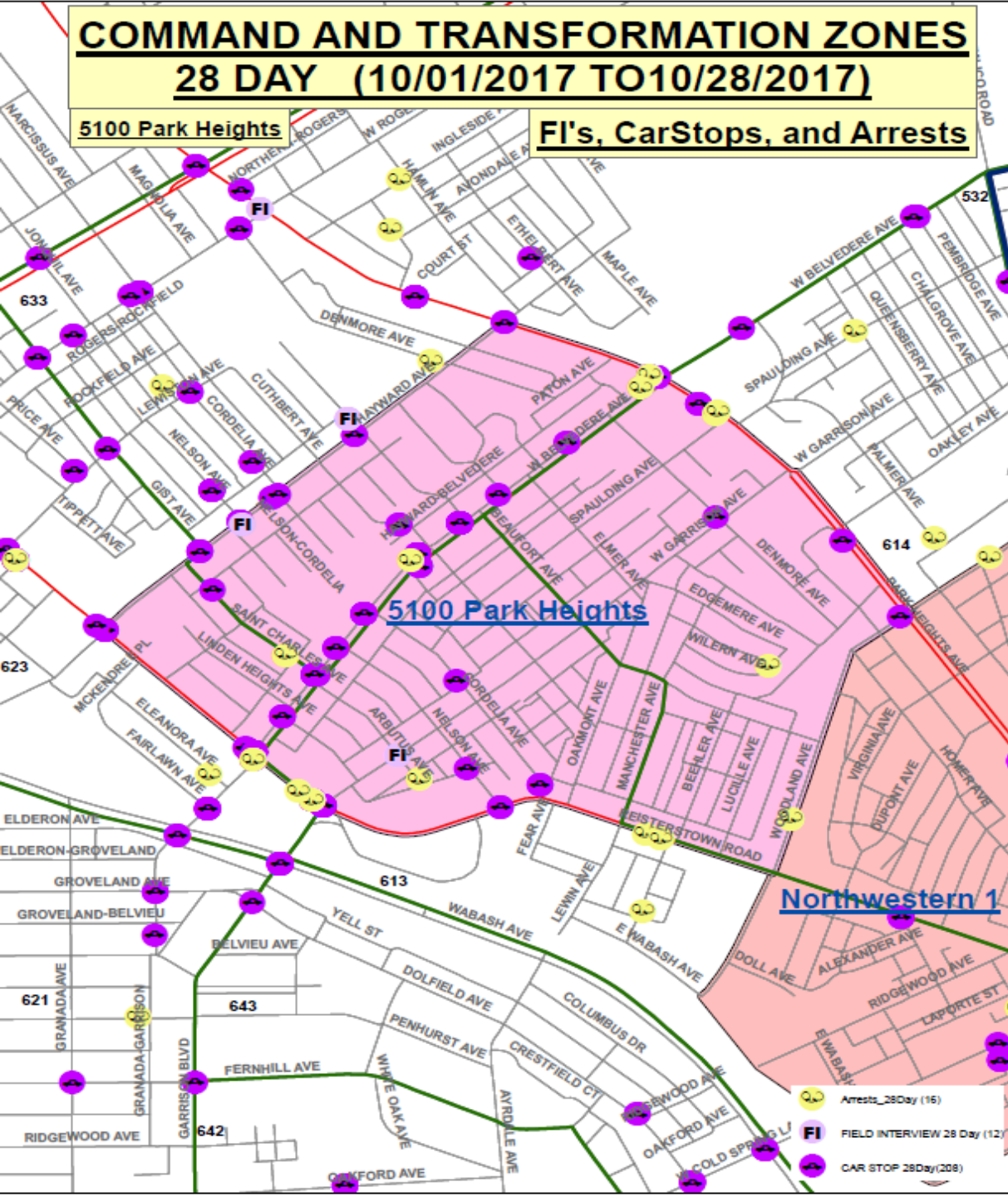


COMMAND AND TRANSFORMATION ZONES

28 DAY (10/01/2017 TO 10/28/2017)

5100 Park Heights

FI's, CarStops, and Arrests

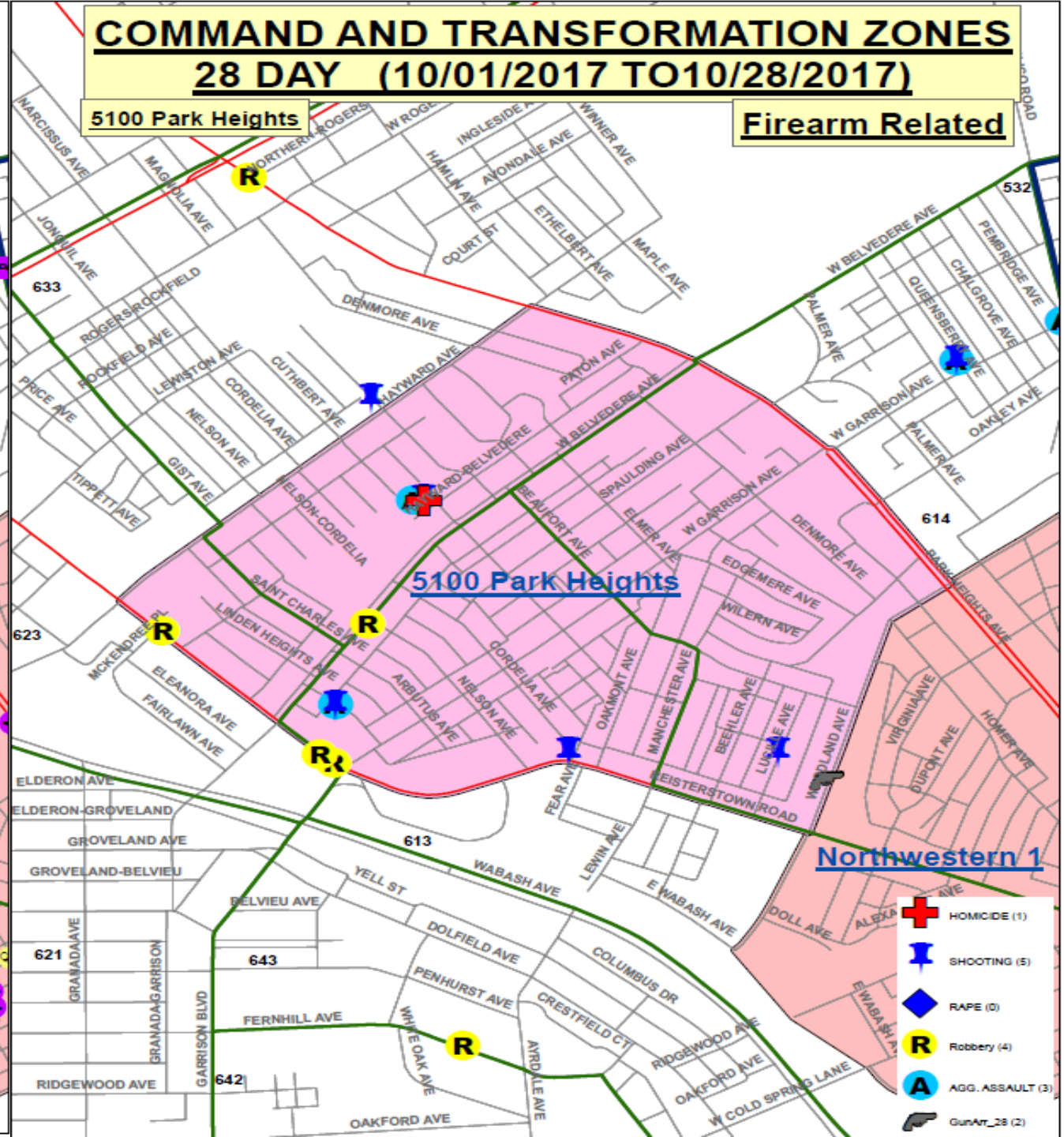


COMMAND AND TRANSFORMATION ZONES

28 DAY (10/01/2017 TO 10/28/2017)

5100 Park Heights

Firearm Related



OVERTIME (EFFECTIVE 10/28/2017)

- Total sum of overtime paid this year is approximately \$16.7 million
- This is an average of \$388,159 weekly for the 2017 calendar year
- If this figure remains constant, BPD will spend approximately \$20.18 Million by the end of 2017
- Based on the number of hours worked contemporaneous to this analysis, the top-20 earners would have to average 11 hour 5-day shifts to equal the total hours worked
- The top 2 earners have approximately 53% of their total salaries supplemented from overtime work
- When accounting for the traditional 40 hours of work, the top-20 earners have an average total hours worked of 2,317.25, which represents approximately 32% of the total hours for the year thus far (7,224 hours)
- Moreover, on average, the individuals listed above average 54 hours worked per week for 2017
- If we cut overtime between 5%-30% for the rest of the year, the total cost for overtime can be reduced between \$174,672 to \$1.05 million

Percent	Average Weekly	Forecasted Total	Total Amount Reduced	Total Percent Reduced on Overtime Cost
5.00%	\$368,751.25	\$20,009,607.10	-\$174,671.64	-0.87%
10.00%	\$349,343.29	\$19,834,935.45	-\$349,343.29	-1.73%
15.00%	\$329,935.33	\$19,660,263.81	-\$524,014.93	-2.60%
20.00%	\$310,527.37	\$19,485,592.17	-\$698,686.57	-3.46%
25.00%	\$291,119.40	\$19,310,920.52	-\$873,358.21	-4.33%
30.00%	\$271,711.44	\$19,136,248.88	-\$1,048,029.86	-5.19%

OVERTIME ANALYSIS

Name	Base Salary	Overtime Pay	Total Pay	Percent Overtime to Base Salary	Hourly	Hourly Overtime	Overtime Hours	Total Hours Worked	Average Weekly Overtime	Average Hours Worked Weekly	5-Day Shift	7-Day Shift
Merrick, Darrell A	\$102,363.73	\$53,859.13	\$156,222.86	52.62%	\$49.21	\$73.82	729.65	2,449.65	16.97	56.97	11.39	8.14
Makanjuola, Rafiu T	\$77,667.20	\$42,464.26	\$120,131.46	54.67%	\$37.34	\$56.01	760.34	2,480.34	17.68	57.68	11.54	8.24
Grear, Clarence	\$77,916.80	\$37,313.44	\$115,230.24	47.89%	\$37.46	\$56.19	665.29	2,385.29	15.47	55.47	11.09	7.92
Brown, Curtis M	\$84,489.60	\$36,284.13	\$120,773.73	42.95%	\$40.62	\$60.93	588.37	2,308.37	13.68	53.68	10.74	7.67
Fleet, Theo D	\$73,853.87	\$35,277.95	\$109,131.82	47.77%	\$35.51	\$53.26	662.31	2,382.31	15.40	55.40	11.08	7.91
Hall, Christopher A	\$73,479.47	\$33,755.17	\$107,234.64	45.94%	\$35.33	\$52.99	636.95	2,356.95	14.81	54.81	10.96	7.83
Jones, Kevin E	\$76,086.40	\$33,289.13	\$109,375.53	43.75%	\$36.58	\$54.87	607.31	2,327.31	14.12	54.12	10.82	7.73
Brown, Tashania K	\$80,912.00	\$32,996.50	\$113,908.50	40.78%	\$38.90	\$58.35	566.47	2,286.47	13.17	53.17	10.63	7.60
Lam, Moussa A	\$66,726.40	\$32,854.47	\$99,580.87	49.24%	\$32.08	\$48.12	683.33	2,403.33	15.89	55.89	11.18	7.98
Nolet, Jean P	\$77,140.27	\$32,517.57	\$109,657.84	42.15%	\$37.09	\$55.63	584.48	2,304.48	13.59	53.59	10.72	7.66
White, Preston	\$68,945.07	\$31,657.44	\$100,602.51	45.92%	\$33.15	\$49.72	636.65	2,356.65	14.81	54.81	10.96	7.83
Matthew, Kenneth T	\$67,683.20	\$31,529.80	\$99,213.00	46.58%	\$32.54	\$48.81	645.97	2,365.97	15.02	55.02	11.00	7.86
Githara, George M	\$74,505.60	\$31,344.54	\$105,850.14	42.07%	\$35.82	\$53.73	583.69	2,303.69	13.57	53.57	10.71	7.65
McDuffie, Carmest L	\$68,640.00	\$30,867.74	\$99,507.74	44.97%	\$33.00	\$49.50	623.59	2,343.59	14.50	54.50	10.90	7.79
Singleton, Ronald	\$79,012.27	\$30,704.67	\$109,716.94	38.86%	\$37.99	\$56.98	538.82	2,258.82	12.53	52.53	10.51	7.50
Walrath, Mark A	\$104,083.20	\$30,656.01	\$134,739.21	29.45%	\$50.04	\$75.06	408.42	2,128.42	9.50	49.50	9.90	7.07
Capel, Niesha G	\$79,788.80	\$30,629.58	\$110,418.38	38.39%	\$38.36	\$57.54	533.09	2,253.09	12.40	52.40	10.48	7.49
Harris Jr, William	\$90,521.60	\$30,568.01	\$121,089.61	33.77%	\$43.52	\$65.28	468.26	2,188.26	10.89	50.89	10.18	7.27
Harris, Jamal L	\$75,836.80	\$30,398.04	\$106,234.84	40.08%	\$36.46	\$54.69	557.07	2,277.07	12.96	52.96	10.59	7.57
Wilson III, Thomas E	\$90,272.00	\$30,271.53	\$120,543.53	33.53%	\$43.40	\$65.10	465.00	2,185.00	10.81	50.81	10.16	7.26
Average	\$79,496.21	\$33,961.96	\$113,458.17	43.07%	\$38.22		11,945.06	2,317.25	277.79	53.89	10.78	7.70

STAFFING & RECRUITMENT, WORK RELATED INJURY CLAIMS

Work Related Injury Claims by Category and Month, 2016 and 2017

Thursday, October 19, 2017

2016 Work Related Injury Claims Summary

Month & Year	Assaults	Accidental	Occupational Diseases	Overexertion	Stress Related	Vehicle Accident	Other	Total	Cum. Total
January, 2016	15	31	2	4	6	11	1	70	70
February, 2016	17	29	3	5	5	24	2	85	155
March, 2016	19	22	3	4	6	16	0	70	225
April, 2016	20	19	2	5	3	13	0	62	287
May, 2016	24	29	1	2	6	5	0	67	354
June, 2016	27	25	3	5	7	13	3	83	437
July, 2016	19	22	6	7	9	18	1	82	519
August, 2016	17	21	0	3	5	16	0	62	581
September, 2016	28	21	1	5	7	10	5	77	658
Total Balance	186	219	21	40	54	126	12	658	658

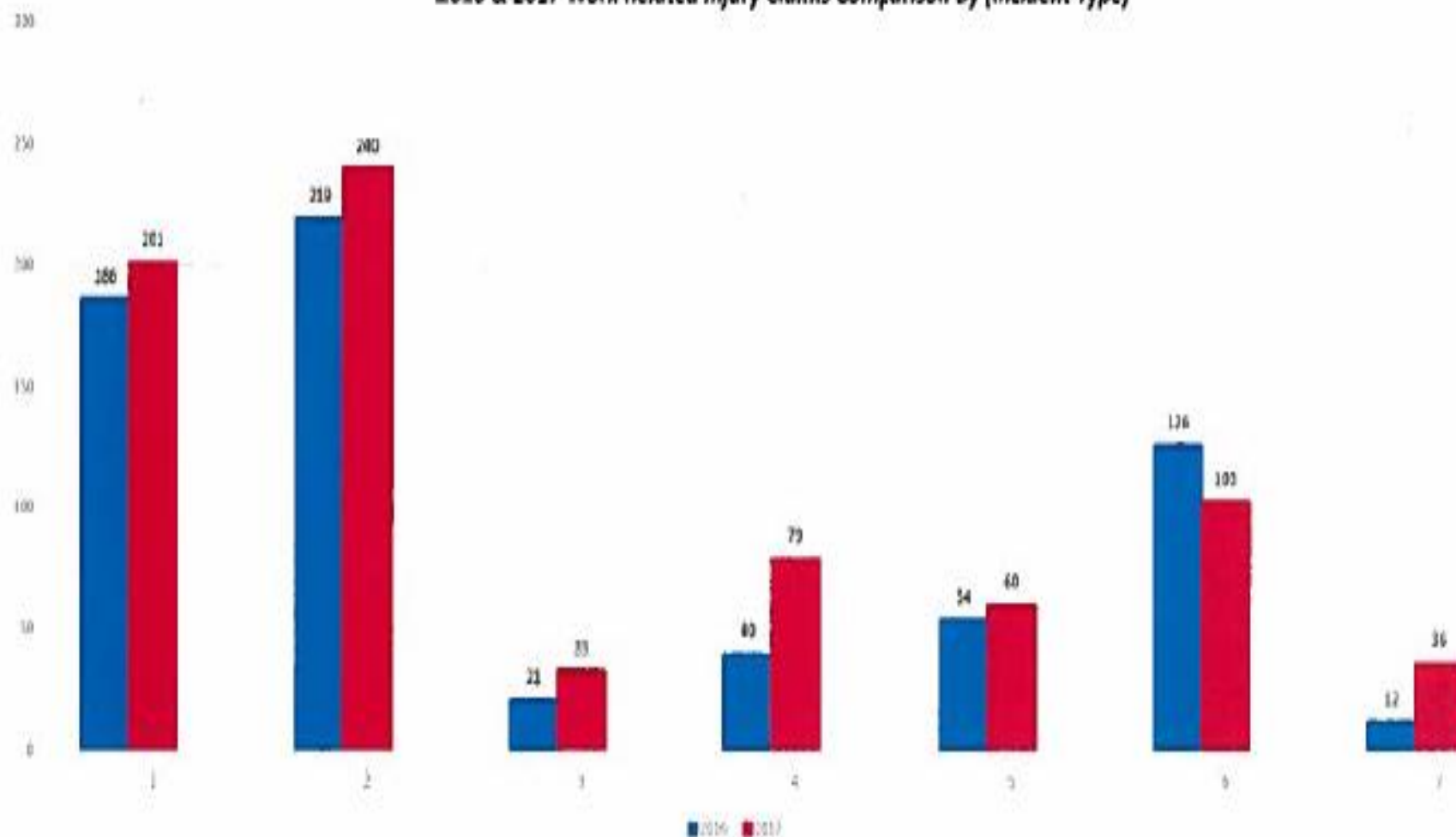
2017 Work Related Injury Claims Summary

Month & Year	Assaults	Accidental	Occupational Diseases	Overexertion	Stress Related	Vehicle Accident	Other	Total	Cum. Total
January, 2017	18	23	1	7	9	11	5	74	74
February, 2017	21	24	3	3	7	10	2	70	144
March, 2017	31	29	2	4	6	5	2	79	223
April, 2017	24	24	4	11	10	5	7	85	308
May, 2017	20	30	2	12	8	13	4	89	397
June, 2017	14	31	1	16	6	13	6	87	484
July, 2017	27	26	11	12	3	17	1	97	581
August, 2017	25	30	8	6	7	14	4	94	675
September, 2017	21	23	1	8	4	15	5	77	752
Total Balance	201	240	33	79	60	103	36	752	752
Prev. Yrs. Def +/-	15	21	12	39	6	-23	24	94	94
Prev. Yrs. Def by %	8%	10%	57%	98%	11%	-18%	200%	14%	14%

Prepared by:

Sergeant Charles Sullivan, Medical Liaison

2016 & 2017 Work Related Injury Claims Comparison By (Incident Type)



1	2	3	4	5	6	7
Assaults	Accidental	Occupational Diseases	Overexertion	Stress Related	Vehicle Accident	Other

Prepared by:
Sergeant Charles Sullivan, Medical Liaison



BACKUP SLIDES

MAKING BALTIMORE SAFE INITIATIVE TRACKING

		10-13-17				
Objective	Strategy	Initiated	Implemented	Ongoing	No Update	Grand Total
Increase Effective Policing in Baltimore	Continue improving BPD's technology for fighting and solving crime	3	1	2		6
	Improve the training of our police	1	2	1		4
	Increase the number of sworn officers on patrol		1	3	1	5
	Review and enhance the structural and organizational effectiveness of BPD	2		2		4
	Total	6	4	8	1	19
Enhance and Expand Cross-Agency Coordination	Improve coordination and communications with Federal partners	2		1		3
	Improve coordination and communications with State partners	2			3	5
	Improve coordination and communications within City government	3	1	1		5
	Total	7	1	2	3	13
Improve Community Engagement	Expand access and effectiveness of social media and other electronic information	3				3
	Expand official community oversight roles	2	1			3
	Improve and expand direct interaction with City officials	4	1			5
	Total	9	2			11
Reduce the number of VROs	Enhance operational and strategic intelligence gathering methods	5		1		6
	Focus on de-escalation	1		1	1	3
	Focus on strategic patrols and community enforcement	1		3		4
	Go after illegal gun possession, which is the leading cause of violence in the City	1		4		5
	Total	8		9	1	18
Grand Total		30	7	19	5	61

MAKING BALTIMORE SAFE

INCREASE EFFECTIVE POLICING IN BALTIMORE

Strategy	Performance Metrics (Scorecard)	Performance Metric (Survey)	10/13/17 Agenda
Increase the number of sworn officers on patrol	<ul style="list-style-type: none"> • % of time patrol officers spend on proactive policing (CAD/RMS) • Total number of crimes reported (RMS) • # of CFS diverted from Patrol to the Telephone Reporting Unit (RMS) 	<ul style="list-style-type: none"> • # of officers supplementing patrol • # of Cadets hired by BPD • # of Cadets that enter the Police Academy • # of applicants compared to prior year • Diversity of applicants • # of trainees in the Academy • Graduation dates and number of officers entering the police force • # of positions civilianized • # of officers reassigned to patrol as a result • # of retirees hired and employed at BPD 	<ul style="list-style-type: none"> • Staffing & Recruitment – BPD Work related injury claims • Streamlining BPD Hiring Process • Research Analyst Recruitment • Hire civilians to perform administrative/clerical work now being done by 100 sworn officers and return these officers to patrol duty • Continue to enhance recruitment through the Police Cadet program, which allows 18-20 year olds to work for the Department and prepare to become sworn officers when they turn 21, and by target marketing of incentives and job opportunities in the City's schools and community colleges

MAKING BALTIMORE SAFE

INCREASE EFFECTIVE POLICING IN BALTIMORE

Strategy	Performance Metrics (Scorecard)	Performance Metric (Survey)	10/13/17 Agenda Items
Improve the training of our police	<ul style="list-style-type: none"> # of integrity tests conducted # of discourteous & misconduct complaints 	<ul style="list-style-type: none"> # of officers found compliant/non-compliant in routine BPD auditing # of officers receiving discipline for BWC-related policy violations # of use of force complaints/investigations # of individuals served by BPD's Crisis Intervention Team (CIT) unit # of trainings # of individuals trained per predetermined time period Curriculum for in-service and new trainees at the Academy # of use of force complaints/investigations # of individuals served by BPD's Crisis Intervention Team (CIT) unit # officers enrolled in BCCC Tuition Assistance Program # officers taking advantage of current tuition assistance program 	<ul style="list-style-type: none"> Adopt the Integrative Communications, Assessment, and Tactics (ICAT) Training for officers throughout BPD – ICAT is an innovative approach to use of force, de-escalation, and response to individuals suffering from mental illness Expand and modernize training for new and current police officers, including training on constitutional stops and investigative encounters, gun law enforcement, implicit bias, and foot patrol response to individuals in mental health crisis Establish a Police Officers Tuition Assistance program in collaboration with BCCC

MAKING BALTIMORE SAFE

PERFORMANCE METRICS

Objective	Strategy	Performance Metrics (Scorecard)	Performance Metric (Survey)	10/13/17 Agenda Items
Reduce the number of VROs	Focus on strategic patrols and community enforcement		<ul style="list-style-type: none"> # arrests by DAT teams # of gun arrests by DAT teams # of arrests by DAT teams that include a felony charge Crime stats for Transformation Zones versus outside of zones Crime stats surrounding identified problem businesses Crime stats for juveniles during the school months Crime stats (robberies and assaults) within 500 of a school or bus stop 	<ul style="list-style-type: none"> Car Stops and Field Interviews Analysis Launch the recently redesigned District Action Teams to conduct strategic operations on organizations and individuals in each police District with uniformed officers
Reduce the number of VROs	Go after illegal gun possession, which is the leading cause of violence in the City	<ul style="list-style-type: none"> # of arrest warrants obtained by investigative units Violent crime clearance rate Homicide clearance rate # of gun arrests (OID only) 	<ul style="list-style-type: none"> # of registered gun offenders # of GORA home visits/knock and talks conducted by BPD # of violations recorded Gun case dispositions based on tracking database Verdicts received and sentences given 	<ul style="list-style-type: none"> Gun Arrests and Gun Violence Analysis Utilize a database that tracks gun cases from arrest through prosecution and sentencing to identify strengths and weaknesses in gun prosecutions and continue supporting the call for stricter sentencing in gun cases Continue to track gun offenders through the Gun Offender Registry Act (GORA)

MAKING BALTIMORE SAFE

PERFORMANCE METRICS

Objective	Strategy	Performance Metrics (Scorecard)	10-13-17 Agenda Items
Enhance and Expand Cross-Agency Coordination	Improve coordination and communications within City government	<ul style="list-style-type: none">• # of special events staffed (incl. sporting events)• % of cost reimbursed by event organizers for which BPD bills	<ul style="list-style-type: none">• City service request closure rates inside the transformation zones• Identification of problem businesses