



Commission on Accreditation for
Law Enforcement Agencies, Inc.
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June 5, 2018

Mr. Carl Schinner
Chief of Police
La Plata Police Department
101 La Grange Avenue
La Plata, MD 20646

Dear Chief Schinner:

CALEA Accreditation represents a commitment to professional excellence. The work of your organization toward attaining this internationally recognized credential is indicative of sound leadership, as well as practitioner support of adherence to standards.

The report accompanying this transmittal is provided only to the chief executive officer and represents observations and findings from the most recent standards-based review of the organization. It is important to review this document in its entirety with specific attention to any matter indicating compliance concerns, required policy/practice adjustments, or outcomes not reflective of the intent of standards. The Commission will use this document as the primary resource in considering your organization for accreditation. To that end, you or a qualified representative(s) should be prepared to address information contained in this report and respond to inquiries by Commissioners

The La Plata Police Department is scheduled for a Review Committee Hearing at the next Commission Conference in Grand Rapids, Michigan on July 28, 2018. While the Commission does not require your attendance at this hearing, your participation helps ensure a comprehensive understanding of issues impacting your agency's candidacy. An Awards Banquet for successful organizations will occur in the evening following the Review Committee Hearing.

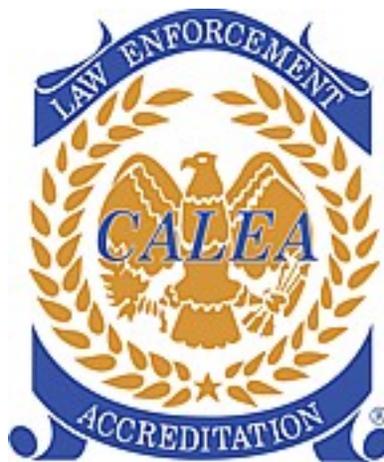
CALEA is *The Gold Standard for Public Safety Agencies* and we are honored to have your organization participate in this highly regarded process.

Sincerely,

W. Craig Hartley, Jr.
Executive Director



La Plata (MD) Police Department Assessment Report



2018

La Plata Maryland Police Department
Assessment Report
May 2018

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A. Agency name, CEO and AM:

La Plata MD Police Department
101 LaGrange Ave.
LaPlata, MD 20646

Carl Schinner, Chief of Police
Lieutenant Michael Payne, Accreditation Manager

B. Dates of the On-Site Assessment:

March 26 – March 28, 2018

C. Assessment Team:

1. Team Leader: Mark A. Palmer
Chief of Police
Coventry Police Department
1585 Main St.
Coventry, CT 06238
(860) 742-7331
mpalmer@coventryct.org

2. Team Member: Caroline Renew
Accreditation Manager
Lakeland Police Department
219 North Massachusetts Ave.
Lakeland FL 33801
(863) 834-8901
Caroline.renew@lakelandgov.net

D. CALEA Program Manager and Type of On-site:

Program Manager Laura Saunders, Mid-Atlantic Region

Initial Accreditation, A size (18 employees: authorized 16 sworn and 2 non-sworn).

5th Edition Law Enforcement Accreditation (Manual Version 5.23).

The agency utilizes PowerDMS software to manage its accreditation compliance.

E. Community and Agency Profile:

Community Profile

La Plata was originally founded in the 1870s as the Pennsylvania Railroad was granted a right-of-way to build its tracks and station. The town was officially incorporated on April 4, 1888.

In 1940, the opening of the then Potomac River Bridge, which carries US Route 301 traffic over the Potomac River, provided a link to King George, Virginia and brought long-distance east coast traffic through the town as an alternative to U.S. 1 and, later, Interstate 95.

La Plata has been affected by two major tornadoes in its history. The first occurred on November 9, 1926. This tornado killed sixteen people, thirteen of them were in the La Plata Elementary School, which was destroyed. It was estimated to have been an F3 on the Fujita scale. On April 28, 2002, an F4 tornado cut a 24-mile-long swath through Charles County, with areas around La Plata damaged most severely. This tornado caused four deaths. Local officials credited federal and state-assisted new construction efforts with helping the town to remodel the downtown area following the tornado.

La Plata has grown into a vibrant community of over 9,200 residents and approximately 7.5 square miles, with hundreds of small businesses that serve southern Maryland. La Plata is conveniently located about 30 miles southeast of Washington, DC; 60 miles south of Baltimore; 45 miles southwest of Annapolis; and 80 miles north of Richmond, Virginia. The town serves as the county seat for the Charles County government.

The Town of La Plata operates under a Council-Manager form of government. The governing body consists of an independently elected Mayor and four Councilmembers, all of whom are elected by ward every four years.

Agency Profile

The La Plata Police Department (LPPD) was formed in 1963 when the town hired its first police chief, Henry Demarr. It wasn't until 1987 that a second officer was added to the force. In 1993, LPPD's staff grew to four officers allowing the agency to provide limited overnight patrol coverage. Residential growth, annexation, and rebuilding after the 2002 tornado has been the catalyst behind the population increase. The agency is currently a full-service agency with sixteen sworn personnel positions providing twenty-four hour coverage. The agency is divided into the Operations Division, commanded by a captain, and the Criminal Investigations Division commanded by a lieutenant. Four sergeants are assigned to the Operations Division. Although most specialized assignments are part-time, the agency has officers certified as collision reconstructionist, drug recognition expert, impaired driving checkpoint management, commercial vehicle inspector, child safety seat installers, emergency causality care, crime scene processing, field training officer, residential and commercial crime

prevention, as well as, firearms instructor, Taser and less-lethal weapons instructors and field sobriety instructors.

The agency's current annual budget is \$2.57 million.

Demographics

The demographic composition of the service area and the agency are represented in the following table:

Agency Demographics

	Service Population		Available Workforce*		Current Sworn Officers		Current Female Sworn Officers		Prior Assessment Sworn Officers		Prior Assessment Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
Caucasian	6,050	66.3	86,814	55.3	11	64.7	0	0	NA	NA	NA	NA
African-American	2,436	26.7	55,859	4.9	4	23.5	0	0	NA	NA	NA	NA
Hispanic	292	3.2	7,817	4.9	1	5.9	0	0	NA	NA	NA	NA
Other	347	3.8	6,641	4.2	1	5.9	0	0	NA	NA	NA	NA
Total	9,125	100	157,131	100	17	100	0	0	NA	NA	NA	NA

The workforce population is defined by the agency as those over 20 years old in Calvert, St. Mary's, Southern Prince George's County MD and King George County VA

The median household income in La Plata is estimated to be \$87,759. The town has approximately 3,234 housing units. Approximately 30.9% of the population 25 years of age or older hold a bachelor's degree and 11.5% of the population lives at or below poverty level.

Future issues

The La Plata Police Department, like many other law enforcement agencies in the United States, faces no greater challenge than to recruit and retain quality individuals to serve in all facets of the organization. The agency faces competition for qualified applicants in the greater Washington Metropolitan region due to the number larger municipalities as well as county, and state police departments and the significant number of federal law enforcement agencies. Many of these agencies pay higher salaries, and have more generous benefits and retirement plans than La Plata.

The agency has experienced a 5% to 7% increase in calls for service annually since 2014 and is challenged to provide sufficient staffing to handle an increased call volume. Aside from the increased call volume, the agency has seen its calls for service increase in complexity. In 2017, Part I crime increased 20%, from 309 to 371 events. As calls for service have increased, statistics commonly associated with proactive policing have begun to decrease. Vehicle stops, impaired driving arrests, and patrol checks have declined. The agency also provides law enforcement staffing to the large number of special events that occur in La Plata throughout the year.

The facility that the agency currently occupies is an old post office and the agency has worked hard to remodel the interior of the building to maximize its limited office space. The agency is considering expanding its work area to a second floor but the cost of installing a stairwell or elevator is proving to be prohibitive.

While the agency's technological capabilities have increased over the last several years, funding to maintain and enhance those capabilities has been decreasing. While the agency is eager to increase the use of new technology such as drones and license plate readers, they need to ensure sufficient support staff are in place to manage and protect the resulting data and security requirements.

As with many other jurisdictions, La Plata has been affected by the national opioid public health crisis. Since the introduction of Naloxone (Narcan), which LPPD officers are equipped and trained to deploy, the number of fatal overdoses have declined. However, the peripheral crimes related to the public health crisis have steadily increased during this assessment period. In particular, thefts in La Plata increased by 21.8% in 2017, with thefts from vehicles and shoplifting being the primary causative factors.

CEO biography

Carl Schinner was appointed as the fourth chief of police of the La Plata Police Department on November 12, 2013. During his tenure in La Plata, Chief Schinner has worked to enhance the agency's community relations through a number of programs addressing quality of life issues.

Prior to his appointment in La Plata, Chief Schinner served for more than 26 years at the Greenbelt (MD) Police Department. During his tenure at there, Chief Schinner held two command positions, the Office of Professional Standards and Patrol Division Commander. He also served as a collision reconstruction specialist and as the agency's first accreditation manager.

Chief Schinner holds a Bachelor of Science degree in Criminal Justice and a Master's Degree in Management and Leadership from Liberty University in Lynchburg, Virginia. He is a graduate of the Federal Bureau of Investigation Law Enforcement Executive Development (LEED) Program and the Lincoln Leadership Institute of Gettysburg.

Chief Schinner currently serves on the executive board for the Maryland Municipal League's Police Executive Association, Charles County's Fatal Overdose Review Board and the College of Southern Maryland's Diversity Plan Team. He is a member of the Prince George's County Chiefs Association, Maryland Chiefs of Police Association, and the International Association of Chiefs of Police. Chief Schinner is a team leader for the Commission on Accreditation for Law Enforcement Agencies (CALEA).

F. Public Information Activities:

Public notice and input are the cornerstones of democracy and CALEA accreditation. This section reports on the community's opportunity to comment on their law enforcement agency and to bring matters to the attention of the Commission that otherwise may be overlooked.

a. Public Information Session

The agency held a public information session on Tuesday March 27, 2018 at 6:00 p.m. in the La Plata town council chambers. The session was recorded on video by the agency.

There were approximately 35 people in attendance at the public hearing in addition to Chief Schinner, Captain Becker, and accreditation manager Lieutenant Payne. Fifteen people chose to address the assessment team with comments, all of which were very positive about the agency and its leadership.

Speakers included Charles County Sheriff Troy Berry. Sheriff Berry indicated that his agency has what he called an awesome relationship with the La Plata Police Department. He indicated that their agencies train together in a number of areas and they work collaborative and in cooperation with citizens to help keep the community safe. The agency participates with the Charles County Sheriff's Officer in their weekly COMPSTAT meetings.

Janice Wilson, the president of the Charles County branch of the NAACP called the agency supportive, responsive and progressive. She said that she had had some open discussions with Chief Schinner and that they are actively seeking to improve the diversity of the membership of the La Plata Police Department.

John Flatley, owner of a restaurant in town stated that he has seen the agency grown in professionalism and support from the community. Mr. Flatley stated the agency participates in the 'Shop Small Saturday' event and helps to keep the citizens and businesses safe. He went on to say that he appreciates the department for all of the different activities they participate in including trash clean-ups, Special Olympics, a special needs proms, and distributing pens to businesses which help identify counterfeit bills.

Sara Payne, president of the La Plata Business Association which represents over 100 businesses in town said that the police department provides monthly updates to the association on criminal activity which may affect businesses in town. She said that the agency participates with dozens of special events in town during the course of the year and makes everyone feel safe that they are there.

A number of town residents spoke about the work the agency does with the youth and senior citizens in town. Some residents were members of a crime watch council and commended the agency on its efforts to deter criminal activity.

b. Telephone Contacts

A call-in session was conducted on Tuesday March 27, 2018 between 1:00 p.m. and 3:00 p.m. on a phone in the assessor work area.

The assessment team received twelve calls regarding the agency, all of which were positive in nature. Most callers noted the valuable assistance that Chief Schinner and Lt. Payne have provided to the State of Maryland Police Accreditation Coalition and the knowledge that Chief Schinner possessed about the process of CALEA accreditation.

c. Correspondence

The assessment team received a letter from Gregory Solomon, president of the Chesapeake Region Law Enforcement Accreditation Alliance (CRLEAA) in support of the La Plata Police Department's efforts toward accreditation. Mr. Solomon commended the agency on their efforts and indicated that members of the agency are regular participants in CRLEAA meetings, training and mock assessments for other agencies in the accreditation process.

The assessment team received a letter from Chief Mark Sparks of the University of Maryland (Baltimore County) Police Department. Chief Sparks offered his endorsement of the La Plata Police Department's ability to comply with CALEA standards. He went on to indicate that the working relationship between the two agencies has been enhanced by the La Plata Police Department's efforts toward compliance with CALEA standards.

d. Media Interest

Although the assessment team was not contacted by any representatives from the media, there was one media representative in attendance at the public hearing.

On March 15, 2018, a news article appeared in the *Southern Maryland Chronicle*, a print newspaper with circulation in the agency's service area. The article included comments from Chief Schinner about the importance of CALEA accreditation and ensuring the agency meets nationally accepted best practices. The article also included information about the public hearing, how to reach the assessors by phone, and how to send in written comments about the agency.

e. Public Information Material

The agency prepared a public information plan in regard to the on-site assessment. Copies of the public notice about the upcoming on-site were posted in the police facility, town hall and the La Plata library.

The media release announcing the on-site assessment was released to the following media sources: *The Maryland Independent* and *Southern Maryland News Net*, as well as the social media pages for the police department and the town. All employees were issued a copy of the public notice regarding the on-site and patrol personnel were encouraged to distribute the notice to any interested citizen. The agency made notifications to community leaders and professional organizations by email about how to submit comments to the assessors during the call-in or public hearing.

f. Community Outreach Contacts

The assessors participated in ride-alongs with three different officers. The assessors spoke with Mayor Jeannine James who was very supportive of Chief Schinner and the entire police department. Mayor James was very excited about the agency participating in the CALEA accreditation process and felt that the agency prepared well for the on-site assessment. She went on to talk about the agency's efforts in reaching out to citizens and the business community. She said that the agency is not reactive, but very proactive. Robert Oliphant, the Treasurer for the town of La Plata was interviewed about the agency's budgeting and financial practices.

Since the police facility was located in a downtown business district, Assessor Palmer took a walk around the downtown area and stopped at six different businesses to speak with the store proprietors. All of the people contacted spoke highly of the agency and said they do a great job in interacting with the business community as well as the town residents.

G. Essential Services

Law Enforcement Role, Responsibilities, and Relationships and Organization, Management, and Administration (Chapters 1-17)

Biased Based Profiling

Sworn officers receive initial and on-going training in enforcement tactics which includes courtesy, cultural and human diversity, search and seizure laws and interpersonal communications skills.

Department command staff monitors officer contacts with citizens and insures that policies concerning bias based profiling are being followed. Agency policy indicates that the department encourages any person who he who feels they have been stopped or searched based on racial, ethnic or any other form of bias based profiling to file a complaint with the department. Any officer receiving such a complaint shall assist the citizen by directing them to an on-duty supervisor.

If a pattern of bias based profiling by an agency member is identified, corrective measures, through the use of progressive discipline, will be taken in the form of counseling, remedial training and/or disciplinary action, up to and including termination.

2016		
Race/Sex	Reportable stops	Percentage
Caucasian	1237	58.5%
African-American	753	35.6%
Hispanic	45	2.1%
Other	79	3.7%
Total	2114	100%

2017		
Race/Sex	Reportable stops	Percentage
Caucasian	1,107	57.1%
African-American	728	37.6%
Hispanic	42	2.1%
Other	61	3.1%
Total	2266	100%

Traffic Stop Data is compiled and entered in to the Maryland State Police E-ticket System. Data is available only by race and reportable car stops. According to TR 25-113, traffic stops involving speed detection equipment are considered non-reportable stops. Additionally, traffic stops as a result of selective enforcement details, such as monitoring a traffic control device, are also considered a non-reportable traffic stop. All other traffic stops are viewed as reportable to the state of Maryland through the State Police E-ticket Program. In future years, the agency will need to collect traffic stop data consistent with tables published by CALEA in the CIMRS program.

There were no complaints or allegations against any member of the agency of biased based profiling in traffic contacts, field contacts or asset forfeiture proceedings. The chief of police conducts an annual statistical review of traffic stops statistics and a review of bias based policing policy for any potential changes.

Of all the reportable traffic stops, approximately 36% of operators (on average) were African- American. This is higher than the African-American service population of 27%. The agency indicates that its location along U.S. Route 301 which connects La Plata to

other areas of the state with higher percentages of minority drivers explains the higher percentage of minority vehicle stops.

Use of Force

The agency's use of force policy describes all levels of force that are authorized to be used by a sworn officer. Agency policy describes a progression of force that officers shall employ when possible. The progression of force ranges from the officer's presence, to verbal direction, to hands on techniques and progresses through and including the use of deadly force. Policy also dictates that officers shall take into consideration a variety of factors when determine what level of force should be used. These factors include the subject's size in relation to the officer's size, the number of subjects confronted, and potential for injury to citizens, the officer of the subject.

Use of Force

	2015	2016	2017
Firearm	0	0	0
Firearm (displayed only)	1	0	2
Electronic Control Weapon			
Display only	1	0	0
Stun mode	0	1	0
Probes	4	1	0
Baton	1	0	0
OC Spray	0	0	0
Weaponless (Use of Hands)	5	6	4
Total Uses of Force	12	8	6
Total Use of Force Arrests	12	8	6
Complaints	1	0	0
Total Agency Custodial Arrests	334	340	355

In addition to a detailed incident report, officers who use any level of force are required to submit a written report called subject management report. These reports receive administrative review by the shift supervisor, the operations commander and the chief of police. The chief of police completes an annual analysis of all subject management report.

Force is use by officers in approximately 2.5% of all custody arrests made by the agency.

There are no cash accounts held within the agency. The town Office of Finance is the established control point for physical accounting and recording of all agency fixed assets with a value exceeding one thousand dollars. Inventory of personal equipment issued by the agency quartermaster is maintained by the Operations Commander and

includes firearms and all less lethal equipment, body armor, portable mobile radios and in-car cameras.

Personnel Structure and Personnel Process (Chapters 21-35)

The agency maintains job descriptions both electronically and in written form. Police positions include the chief of police, a captain, a lieutenant, sergeants, corporals, police officer first class and police officer.

There is a code of ethics that covers all agency employees. All employee benefits are described in the town of La Plata personnel policy manual which was last updated August of 2013. Full-time and permanent employees are required to enroll in the Maryland State Retirement Agency. The town provides for tuition reimbursement at either a 100% reimbursement for a grade of A or B and 85% for a grade of C for courses relating to employment. Other courses are reimbursed at 50%.

The agency has a voluntary health and fitness program.

Grievances

The grievance process is established by the personnel rules of the town of La Plata. There is a multi-step grievance process, with the final step being with the town manager.

There were no grievances filed in the previous three year period.

Discipline

There is an extensive recognition system in the agency with a range of sixteen different medals or ribbon awards. A commendation board consisting of officers of various rank review recommendations from supervisor and decide which award, if any, will be bestowed upon the officer(s) involved. Employees may also nominate themselves for an award. The chief of police determines lesser awards such as certificates of merit as well as citizen awards. Annually, the command staff selects the police officer of the year and the civilian employee of the year.

Personnel Actions

	2015	2016	2017
Suspension	0	0	0
Demotion	0	0	0
Resign In Lieu of Termination	0	0	1
Termination	0	0	0
Other	3	5	3
Total	3	5	4
Commendations/Awards	18	24	14

The chief of police is responsible for discipline within the agency. Disciplinary actions include letters of reprimand, transfers, suspensions and demotions. A sergeant or corporal may place an officer on emergency temporary leave when the situations warrants.

Recruitment and Selection

The agency has developed a recruitment plan in an effort to attract applicants that reflect the diversity of the community. The recruitment plan is reviewed and amended when necessary by the chief of police. The agency must compete for qualified applicants with many other agencies in the greater Washington Metropolitan region. These larger municipalities as well as county and federal agencies tend to offer higher salaries and enhanced benefits and retirement plans.

Sworn Officer Selection Activity

2015 - 2017

Race/Sex	Applications Received	Applicants Hired	Percent Hired	Percent of Workforce Population
Caucasian/Male		3	50%	26.7%
Caucasian/Female		0	0	28.6%
African-American/Male		2	33%	17.2%
African-American/Female		0	0	18.4%
Hispanic/Male		0	0	2.4%
Hispanic/Female		0	0	2.6%
Other/Male		1	0	2%
Other/Female		0	0	2.1%
Total	Not collected	6	10	100

The agency did not collect data on the number of applications received for sworn officer positions. In future years, the agency will need to applicant data consistent with tables published by CALEA in the CIMRS program

Promotions

The chief of police is responsible for managing the promotional process. Promotion to the rank of officer first class is based upon a written examination. Promotion to the rank of corporal and sergeant is based upon a written examination and an oral board presentation. Promotion to the rank of lieutenant and captain is at the discretion of the chief based upon interviews.

Officers selected for promotion serve a twelve month probationary period during which their performance in the new position is evaluated by their immediate supervisor. A recommendation is made through the chain of command whether the officer should be granted full status in their new position, serve and extended probationary period or be returned to their former rank.

Sworn Officer Promotions

Gender/Race Tested			
	2015	2016	2017
Caucasian/Male	6	N/A	3
Caucasian/Female	0	N/A	0
African-American/Male	0	N/A	2
African-American/Female	0	N/A	0
Hispanic/Male	0	N/A	0
Hispanic/Female	0	N/A	0
Asian/Male	0	N/A	0
Asian/Female	0	N/A	0
Other	0	N/A	1
Gender/Race Eligible After Testing			
	2015	2016	2017
Caucasian/Male	6	N/A	3
Caucasian/Female	0	N/A	0
African-American/Male	0	N/A	0
African-American/Female	0	N/A	0
Hispanic/Male	0	N/A	0
Hispanic/Female	0	N/A	0
Asian/Male	0	N/A	0
Asian/Female	0	N/A	0
Other/Male	0	N/A	1

Gender/Race Promoted			
	2015	2016	2017
Caucasian/Male	6	N/A	3
Caucasian/Female	0	N/A	0
African-American/Male	0	N/A	0
African-American/Female	0	N/A	0
Hispanic/Male	0	N/A	0
Hispanic/Female	0	N/A	0
Asian/Male	0	N/A	0
Asian/Female	0	N/A	0
Other/Male	0	N/A	1

There was no promotional test given in 2016.

Law Enforcement Operations and Operations Support (Chapters 41-61)

The agency provides entry level training to prepare personnel, who in the course of their duties, may have to deal with persons with mental illness. Refresher training is provided every three years.

The agency has a take-home car program for all sworn personnel. Marked patrol vehicles are equipped with barriers between the front and rear passenger compartments. Officers must be armed at all times when operating the department vehicle. The police radio must remain on and officers are expected to aid disabled motorists and provide backup assistance to on-duty personnel when necessary.

The agency has several special purpose vehicles that were viewed during the static display during the onsite. The agency ensures that officers receive appropriate training on these vehicles prior to being authorized for use. Six of the agency's patrol officers are trained and certified as bike patrol officers. With the permission of a supervisor, officers may choose to take a bike on patrol. The bikes are commonly used to patrol the downtown business district and other areas with a particularly high concentration of shoppers and foot traffic. Bikes are also often used during various special events that occur in the town which allow officers to navigate in crowds where a driving in a patrol vehicle would be more difficult.

All marked patrol vehicles are equipped with LoJack stolen vehicle detection devices.

The agency takes advantage of the Military Law Enforcement Support Office (LESO) 1033 program which makes excess equipment available to law enforcement agencies. The agency requisitioned and received a HMMWV that was transformed into a Disaster Response Vehicle for use during severe weather events.

The agency has a six-person special response team that is assigned to the Charles County Sheriff's Office Special Response Team for incidents such as civil disturbances or search and rescue operations.

Vehicle Pursuits

Agency policy limits pursuits to those circumstances where the suspect's actions posed a dangerous threat to the community prior to the initiation of the pursuit. The policy sets forth procedures to guide officers and supervisors as they weigh the need to protect the community by apprehending a fleeing suspect against the possibility of property damage, injury or loss of life.

Vehicle Pursuits

PURSUIT	2015	2016	2017
Total Pursuits	3	0	2
Terminated by Agency	3	0	1
Policy Compliant	3	0	0
Policy Non-compliant	0	0	2
Accidents			
Injuries: Officer	0	0	0
Suspects	0	0	1
Third Party	0	0	0
Traffic offense	3	0	2
Felony	0	0	0
Misdemeanor	0	0	0

There were three pursuits in 2015 which were determined to be within policy. There were no pursuits in 2016 and two pursuits in 2017. Both pursuits in 2017 were determined to be out of compliance with agency policy. The annual administrative review found that although the pursuit policy is sound, the agency must dedicate additional in-service training time to ensure all officers understand the agency's pursuit policy. Moreover, the training will be reinforced at the supervisory level.

Criminal Investigations

The criminal investigation unit is supervised by the lieutenant. A detective conducts follow up investigations of serious criminal activity. This unit also conducts background investigations of applicants and is responsible for the property and evidence function.

A designated interview room within the police facility can be used for interviewing witnesses or the interrogation of suspects or arrestees. Firearms are secured in a lockbox outside the door.

Year End Crime Statistics

Crime	2015	2016	2017
Murder	0	0	0
Forcible rape	0	0	1
Robbery	6	13	17
Aggravated assault	30	19	22
Burglary	31	52	43
Theft	274	211	257
Motor vehicle theft	12	10	29
Arson	5	4	2
Calls For Service	9,127	9,605	10,162

Most criminal activity in town is property-related. There has been an increase in calls for service over the past several years, with an 11% increase from 2015 to 2017. Aside from the increased call volume, the agency has seen its calls for service increase in complexity. In 2017, Part I crime increased 20%, from 309 to 371 events. As calls for service have increased, statistics commonly associated with proactive policing have begun to decrease.

Part I crimes reported during this assessment cycle showed a slight increase in thefts and robbery and a substantial increase in motor vehicle theft. The agency attributes this in part, to the opioid crisis. The agency has increased its community education efforts regarding valuables and keys being left in vehicles and creating easy opportunities for theft.

Crime Prevention and Community Involvement

Crime prevention and community involvement is clearly a strength for the La Plata Police Department. The agency is visible, proactive and community oriented and has successfully engaged its community in a partnership to maintain a safe community. The agency hosts an annual Kent Avenue Corridor Block Party, which is the largest community policing event of the year. Dozens of partners and resources are brought into the Kent Ave Corridor. These include local churches, businesses, the local hospital, Department of Social Services and the Lion’s Club.

There was a marked increase in calls for service involving youths carrying replica firearms. The agency saw a need for education in this area and partnered with the local middle school to identify at risk youth and present a day- long event titled, The Real Danger Posed by Fake Guns. The event focused on weapon’s safety, the dangers of replica airsoft/BB guns in a public setting, ways to prevent injury from replica airsoft/BB guns and ways to properly use replica airsoft/BB guns. The program was well received by students, many of whom were able to make positive connections with the officers.

The agency in partnership with the town offers home video security camera mini grants. The grant provides funds to local residents to purchase security camera systems for their home in exchange for allowing the agency to use the footage in the case of a criminal investigation. The program gives residents an extra measure of security in and around their homes and helps deter criminal activity in the town's residential neighborhoods. A number of speakers during the public hearing commented on the success of this program.

After receiving reports of some thefts of delivered packages, the agency began a program called Operation Prevent Porch Piracy. Through local news outlets, social media and interviews, the agency provided prevention tips on how to keep packages from being stolen. Also, through the same media outlets, the agency encouraged residents to have on-line purchases delivered directly to the police department where residents could later pick them up. The agency evaluated this program after the 2017 holiday season and determined that there was a significant drop in reports of package thefts compared with the previous year.

The agency also offers free counterfeit bill detection pens to local merchants.

Critical Incidents, Special Operations and Homeland Security

The agency has a comprehensive All Hazard Plan for responding to critical incidents such as natural and man-made disasters, pandemics, civil disturbances, mass arrests, bomb threats, hostage/barricaded person situations, acts of terrorism, and other unusual incidents. The plan follows Incident Command System (ICS) protocols. Their plan encompasses mandatory annual training for affected agency personnel. The agency also provides awareness level training for events involving hazardous materials. The agency maintains liaison with other organizations for the exchange of information relating to terrorism. There were no unusual occurrences during this assessment period.

The agency has a written plan for handling special events. They annually provide coverage for the La Plata High School Homecoming Parade and have a detailed pre-event plan report which designates a single position as supervisor and coordinator of the event.

The Emergency Operation Plan (EOP) relating to Active Threats addressed the portion of the standard relating to public notifications for awareness and safety by stating that the agency will distribute literature and participate in public presentations to inform the public on ways to protect themselves during such incidents. The agency also has access to the Charles County reverse 911 system as well as various social media outlets to allow notifications during an active threat, but these were not directly mentioned in the EOP. This information was added to the EOP during the onsite.

Internal Affairs and Complaints Against Employees

The agency recognizes its responsibility to thoroughly investigate complaints of misconduct brought against its members. The Internal Affairs function is part of the Investigations Division, with the Investigative commander reporting directly to the chief of police while conducting internal affairs investigations. The internal affairs function provides the necessary procedures to ensure a diligent and systematic investigation of complaints that ensures that valid complaints are separated from false or unsubstantiated allegations and corrective measures are taken when necessary, to provide quality law enforcement and to install a sense of confidence in the community and the agency.

The table below depicts the number of external and internal complaints filed against the agency personnel in the past three years. Sustained citizen complaints increased from one in 2015 to two in 2016 to three in 2017. Internal directed complaints decreased 50% from 2016 to 2017 and sustained internal complaints fell to a three year low of 5 in 2017.

Complaints and Internal Affairs Investigations

External	2015	2016	2017
Citizen Complaint	6	2	4
Sustained	1	2	3
Not Sustained	2	0	0
Unfounded	2	0	1
Exonerated	1	0	0

Internal			
Directed complaint	10	10	5
Sustained	6	8	5
Not Sustained	3	2	0
Unfounded	1	0	0
Exonerated	0	0	0

Traffic Activities

The responsibility of ensuring traffic safety on the streets of La Plata rests with all officers. The efforts of the department focus on addressing traffic-related problems and violations throughout the city.

The agency has various pieces of equipment to facilitate traffic enforcement. These items include a speed detection trailer, a four-wheel utility vehicle and a traffic safety trailer used for sobriety checkpoints, child seat safety inspections and special events. The agency is dedicated to proactive DUI enforcement and started an initiative to dedicate their checkpoints to victims of drunk driving. The first such checkpoint was

dedicated to a local volunteer firefighter who was killed by a drunk driver. With the consent of family members, the agency had signs made with photographs of the victim to be displayed at the checkpoint and are then signed and given to family members. This has a significant impact not only with the motoring public, but also with the officers working at the checkpoint. The agency has seen a 300% increase in DUI arrests since the implementation of their aggressive enforcement efforts.

Detainee and Court Related Activities, Auxiliary and Technical Services (Chapters 70-84)

Court security is the responsibility of the Charles County Sheriff's Office. The La Plata Police Department does not operate a detention center and only brings juvenile detainees into the evidence processing area for processing. Procedures are in place for constant supervision, weapons control, panic/distress alarms and escape prevention. During the onsite a juvenile detainee was being processed at the station and the process was observed and found to be in compliance with applicable standards.

Adult detainees are transported to the Charles County Sheriff's Office Detention Center. A tour of that facility was provided during the onsite. The facility is equipped with a state of the art body scanning equipment that has greatly reduced the number of contraband items that are introduced into the facility.

Communications

The agency's communications function is handled by the Charles County Sheriff's Office communications section. A tour of the facility found that it is a modern facility with state of the art equipment. The communications section provides 24-hour toll-free voice and TDD access for emergency calls for service. Dispatchers are trained to provide emergency first-aid information and have immediate access to materials relating to La Plata PD. Emergency playback for phone calls and radio transmissions is available to dispatchers. The facility has sufficient security and generator power.

Property and Evidence

The agency works in conjunction with the Charles County Sheriff's Office to provide 24-hour coverage for crime scenes and serious accident scenes.

The lieutenant and detective share responsibilities as evidence custodians. There are nearly 2,000 items of property and evidence in the custody of the agency. They utilize the CODY system to catalog and track property and evidence. Lt. Payne is in the process of purging items that are no longer needed because legal requirements have been fulfilled. They have a new evidence processing area and a temporary storage area at the police department where officers can store items after hours in lockers. The lockers are accessed from a secured room that only the two property custodians can access and there is a sign in log. This is also where high value items such as jewelry

and counterfeit currency are stored in safes for extra security. Their main property and evidence storage is at an off-site location. The parking area is fenced, and the building is alarmed and has a camera system. The rollup door is padlocked for extra security. Officers can access the main entry area if large items must be dropped after hours, but they do not have access to the main storage area that is caged and locked separately. Extra security is provided for firearms in a safe within the caged area.

The agency utilizes the Charles County Sheriff's Office to store their narcotics. Officers must contact a Sergeant with the Sheriff's Office to verify the narcotics and paperwork and then accompany the Sergeant to drop the drugs into the vault which is camera monitored. During the on-site it was observed that marijuana seized as a result of a civil violation (under 10 grams) was being stored in boxes in the general property and evidence storage. These drugs needed to be stored with extra security and Lt. Payne immediately transferred the items into a locking file cabinet.

H. Standards Issues:

This section does not apply.

I. 20 Percent Standards:

CALEA agencies must be in compliance with at least 80% of applicable other than mandatory (O) standards. The agency is free to choose which standards it will meet based on their unique situation.

This section does not apply

J. Future Performance / Review Issues

No issues were identified as future performance/review issues.

K. Table: Standards Summary:

	<u>TOTAL</u>
Mandatory (M) Compliance	<u>155</u>
Standards Issues	<u>0</u>
Waiver	<u>0</u>
Not Applicable	<u>34</u>
TOTAL	<u>189</u>

L. Summary:

This is the La Plata Police Department's initial on-site assessment. The agency was very well prepared for the on-site and provided numerous documents to the assessment team prior to and during the assessment help the assessors understand the function and duties of agency. The agency held a mock assessment in January to prepare for the on-site assessment. Eight mock assessors participated, three of whom were veteran CALEA assessors. During the on-site, there were only a few minor corrections that were made to the standard files. Some of the data that is typically collected for traffic stops and sworn officer applications had not been captured. In preparation for upcoming reviews, the agency will need to begin collecting data that is consistent with CALEA data tables.

During calendar year 2016, the La Plata Police Department conducted random surveys of victims of crimes and motorists stopped for minor traffic violations. The survey results showed that 98% of respondents had a positive opinion of the agency. There is a clear commitment by the members of the agency to work in collaboration and maintain partnerships with members of community to solve problems and keep the town safe. Based upon information gathered during the public hearing and call-in session, as well as random interviews with many people in the business community, the agency plainly enjoys the supports of its residents. The agency is also well respected by the area law enforcement community. Many phone calls were received from members of other agencies commenting on the La Plata Police Department's commitment to the accreditation process and the assistance they provide to other agencies who are either already accredited or in the self-assessment process.

Every member of the agency is trained for and assigned to some level of specialization in order to optimize the types of services the agency provides. Although a small agency, the La Plata Police Department provides services similar to much larger agencies.

Chief Schinner and all members clearly take pride in the work they do. Under Chief Schinner's leadership, the agency has demonstrated its energy and commitment to complying with CALEA standards and becoming accredited. In many areas, the agency far exceeds the minimum requirements for this level of accreditation.



Mark A. Palmer
Team Leader
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