

**Baltimore Police
Department Survey
2019**



Compiled By: Councilman Isaac "Yitzy" Schleifer



2019 BPD Survey



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February 13, 2019

Dear Constituents, City Officials and Stakeholders:

Public safety is and always has been my number one priority. The Baltimore Police Department has been struggling in many areas and I have been working towards turning the department around.

In a hearing several months ago, I questioned BPD command on how they plan to address various issues in the department. Top level command staff was not aware of many of the issues that had been brought to my attention and I suggested they poll the officers to uncover the deficits. After many months of inaction I decided to send out my own survey to BPD employees.

The survey was sent to help the Police Department and City leadership better understand what officers and members of the department are feeling. The feedback I received is quite valuable and gives us a clear picture of what is lacking in the department and suggestions on how to improve.

We need to support our Police Officers and improve morale so that the officers can feel supported and able to help heal our wonderful city.

The anonymous survey response results have already been discussed with the incoming Police Commissioner. I will hold the new Commissioner accountable and see that he follows up on the important issues brought to light.

Sincerely,

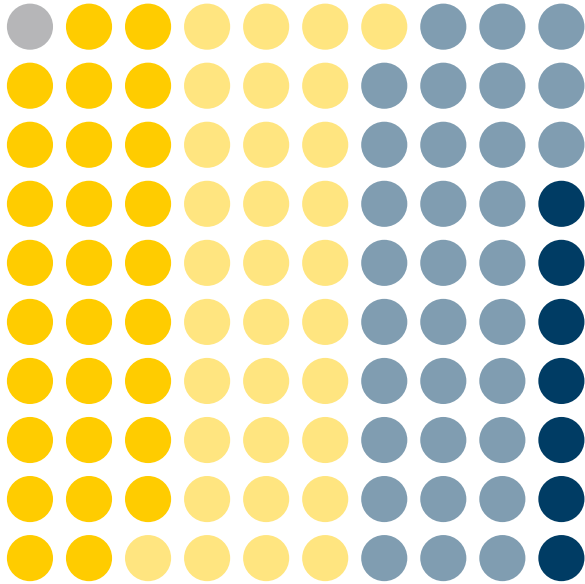
Councilman Isaac Yitzy Schleifer



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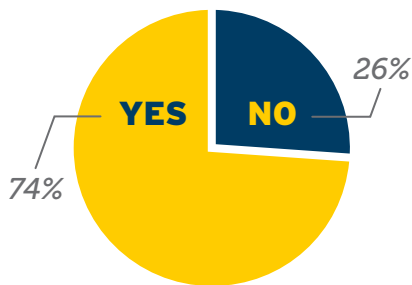
OF OUR 362 RESPONDENTS...



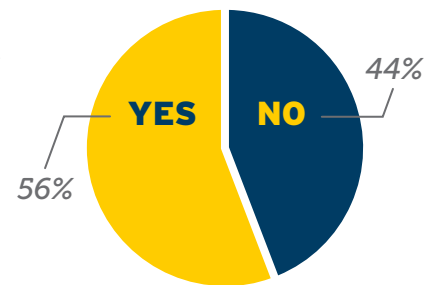
28% were aged **25-34** | **32%** were aged **35-44** | **32%** were aged **45-54** | **7%** were aged **55+**

CONSENT DECREE

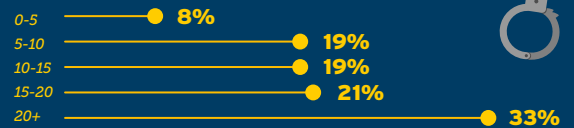
Do you feel restricted by the Consent Decree?



Do you fully understand the Consent Decree?



YEARS ON THE FORCE



60%

Do you feel adequately trained?

40%



STRONGLY AGREE | **SOMEWHAT AGREE** | **NEUTRAL** | **SOMEWHAT DISAGREE** | **STRONGLY DISAGREE**

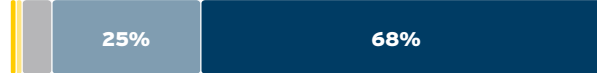
I receive proper recognition from my district commander.



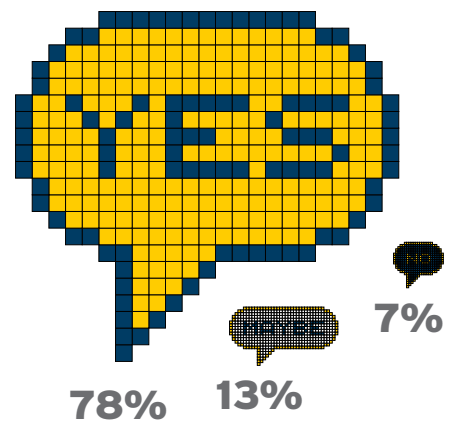
There is effective communication within the department.



The city leadership supports its law enforcement officers.



Do you feel we have lowered our hiring standards?



53%

of officers feel comfortable making self-initiated arrests.

43%

don't.



83%
Sworn Personnel



17%
Administrative Personnel

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Testimonial Responses

Featured responses to the question:

WHAT SHOULD BE DONE TO BOOST MORALE?

Less drafting, better equipment, personal patrol cars either take home or just assign to one officer so they can be kept nice. Command not pushing stats with the new policies and Consent Decree in effect.

My personal opinion is that the new commissioner needs to think hard about completely retooling the upper command. The last several commissioners have frankly been poorly served by a lousy failing command staff. This combined with a lack of manpower stretches everyone thin. It feels like you are almost drowning just trying to get through the day.

The officers at ground level feel that they have no support from command level supervision or elected leaders in the City. They need to know that they are supported by their leaders.

Give us back our 20-year pension that was stolen from us. Grandfather in the employees hired after the change was made.

Fix pension issue.

Reinstatement of promotion to Captain via civil service testing. Elimination of obsolete Lieutenant Colonel positions. There are too many bosses.





Boost moral will help if the City Council and Mayors Office stop criticizing Police in the media. Some Officers do mess up but others are great



Better equipment. More support from the Mayor, City Council, and command staff.



Correct the pension changes that have loomed over the city and department for over 8 years.



Stop "drafting" patrol officers! This is the main reason leading to low morale, increased medical usage and officers fleeing to other agencies.



Grandfather in the officers who signed the 20 year contract



Get better equipment. Update technology. Renovate district's facilities. Replenish vehicle fleet!!



Morale won't rise until the Department and its Officers receive consistent public support from the Mayor, City Council and State's Attorney. No one is asking that corruption be tolerated. What we are asking is that when we investigate crimes and make arrests or issue citations that our elected leaders support us when we encounter resistance.



Better equipment, more units, more time to actually investigate incidents, pay raise that we haven't gotten in almost 5 years. Equal pay to other cities in the state. Better districts. Only one district has been updated and that was the western. The other districts other than the northern and the southeast, they are disgusting.



Featured responses to the question:

ONE THING YOU'D TELL THE NEXT COMMISSIONER?

Welcome to Baltimore City.

This dept. needs new faces in command. It has been the same recycled people and ideas since my time with the dept. Bringing in some retired command staff like the past Commissioner did was ineffective and set the dept back

He needs to connect with the rank and file officers. I believe that command truly is out of touch with the conditions and environment that their subordinates work in on a daily basis.

Take care off your officers, and don't be a politician. Get to know the little people the officer that's out there battling every day with some of the worst types of criminals. make sure u take the time to know the job of an patrol officer see what we deal with on any given day.

Show support to the Officers in the street and they will work for you. There are plenty of Officers willing to work, they're just terrified of being scrutinized and monday morning quarterbacked by their own. The community and media already hates us, but when it comes from our own people it's even worse.

Baltimore Police Department needs some help, but is the best Department around.





Respect us.

Supporting your officers and first line supervisors publicly will do wonders with boosting moral.

Back your police. Don't just be a yes man in a uniform.

Fairness above all. We don't expect you to be a cheerleader for your police officers in every instance but if you can avoid making statements and administrative moods to condemn them wholesale, you'll be more popular than your predecessors.

To try and understand the climate and culture in which this agency polices in. Not the police culture, but the culture of Baltimore city. The mindset of the people we're dealing with. Until we understand and accept the environment our Officers work in, this job will get harder for us. Reasonable, law abiding citizens understand we need real police!

Invest more in the men and women who do the job. Ride along with officers and Detectives, and allow them to speak freely about their concerns. If police officers are detailed to patrol for a period of time, have a strategy for them, and don't just use them as scarecrows on street corners.

Make his officers his priority and prayerfully he comes with an open mind and that he will have an open door to his officers from the lowest to the highest and that the competition of who does what becomes a unified force and we all work together to make this the great depa6it use to be. I am a firm believer that hurt people hurt people.





Become familiar with Baltimore. Baltimore is unique its Culture and its relationship between City Hall, Police, and Citizenry. Its can't be policed by using a generic, cookie cutter, "Community Policing" model.

Publicly back officers except when they have been shown to be wrong. Do not assume they are wrong without investigating. Stop making criminals seem like the victims.

We need a commissioner, not a political puppet. If you want to lead us, you need to LEAD US, be ONE OF US. How can we respect or follow a commissioner that is only at the beck and call of a political body that doesn't support us, and that won't back US up? Stand up FOR US. Take a stand when we need you to, even if it means defying City Hall.

Reach out to and interact with the rank and file often. Previous commissioners (and commanders) have unrealistic expectations of officers because they are so detached from the day to day duties of officers.

Come visit the troops more. Come to roll calls more and engage with the Officers. Ask how they are doing, small stuff like that goes a long way.

We need a leader and leadership whom stands behind and supports the rank and file members of this once proud agency. Lip service and the constant turnover at the top has left this department dejected, demoralized and very leery of command staff with the constant jostling for position as they attempt to save their own jobs.

To prioritize the fostering of support from city leaders and the public at large. When we are wrong, say so, but when we aren't, strongly support.



Featured responses to the question:

IDEAS OR STRATEGIES TO DRIVE DOWN CRIME?

Targeted enforcement. Specialized units being deployed to zones where the violence is the most rampant. Have the ASA Office assign prosecutors to these zones and work with the specialized units to ensure quality and prosecutable cases are being made. Identify the gangs and drug organizations that operate in those zones. Use investigative techniques to identify the players and structure of those groups and conduct street enforcement and investigations to take them down. Have HIDTA/ATF to work with the district specialized units to take out High level gun and narcotic suppliers. Use asset forfeiture to seize the assets obtained from the gangs illegal activity. Meet with community leaders and community organizations and get there input on who the trouble makers are in the neighborhoods and focus enforcement activity on those individuals. Have the District Council member that presides over any zone with an abundance of meet with commanders of the zones to provide feed back and ideas.

Allow the law enforcement to enforce the current laws without the feeling like big brother is watching even though he may be. If officers are doing something contrary to the polices or procedures they will be dealt with. Allow proactive policing, reactive policing never works it has been proven time and again. With the level of violence in the city hands on policing is needed at this time. Using the statistical policing is fine to gather the intel for trends and patterns for deployments but police still need to interact with the bad guys and girls on the street face to face. It may not look pretty but is a necessary part of the profession.

Increase of patrol officers, and work with lawmakers to find a solution to help prevent repeat offenders from entering back into our communities to commit the same crimes they were incarcerated for. Community policing, trying to gain the trust of the community again.





Jail time for violent offenders, same offenders are arrested and released over and over again. Jail time for drug offenders who take over neighborhood areas and the community consistently complains about. Higher penalties for offenders who carry firearms illegally.

Frankly we need more people. As a detective I can tell you we don't have enough people in my unit. The volume of cases we have is absurd given our manpower. It leads to mistakes, and inadequate follow up investigations which lead to sloppy prosecutions. None of which is for lack of trying. We just don't have enough people to investigate every case the way it should be. The same can be said for patrol. the trepidation that comes from engaging in aggressive pro active policework is real. There is a fear that a vengeful state's attorney will capitalize on any mistake in judgement. When combined with a lack of manpower in patrol much of their day is spent going from call to call. There is little time to do anything else. There is a belief that unless something you see is so egregious that it necessitates acting upon that the sensible safe thing to do is to be very cautious and judicious when engaging in anything which might potentially spiral into anything leading to you getting in trouble

We need to fix the department before we can do anything significant about crime. Officers need to feel like as long as they are doing their best and acting with good intentions, the city will stand by them. The officers need to trust the leadership of the department and not be afraid that if they make a mistake, the city will charge them with a crime when they never intended to anything bad. The six officers in the Freddie Gray trial being charged broke the trust of the officers with the city and leadership. That needs to be repaired.

In addition, the city needs to invest in resources and facilities. The state of the districts is deplorable and in some cases dangerous. Make the officers feel like they work in professional environment. Demand a level of professionalism from the command staff and that will trickle down to the officers.

Until we feel that the command staff, the States Attorneys office and City Hall have our backs, the City will not get better. Pro active policing is the only thing that can fix the crime problem in this City and no cop in their right mind will do that right now.





Keep criminals in jail. Stop giving reduced sentences and allowing the same criminals back on the street to keep committing the same violent crimes. Mandatory sentences should be implemented. Criminals know in the City of Baltimore if they commit crimes they are not doing any jail time and have no deterrent for them to stop committing crimes so the cycle continues, Arrested and released, Arrested and released.

I believe building a stronger relationship with the community is imperative. Bringing back adopt a block, neighborhood block watch programs, and neighborhood services units in each of the nine police districts. In order for us to make progress we have to get the citizens to accept some ownership and get involved. Develop crime plans that's realistic, not just one that look good on paper. Include the rank and file in the planning process. Cop on dots will not work because we don't have the man power to facilitate it without a delay in call for service response times. Patrol districts should be fully staffed which will provide the proper number of officers assigned to each shift and sector.

Fully staffing patrol with personnel and patrol cars will go a long way in the crime fight. That means keeping actual patrol staffed not immediately using the increase to create some other flex or foot unit that falls under patrol.

Community engagement. Making drug dealers hanging on the corner feel uncomfortable. Baltimore needs a zero tolerance crime plan to drive down crime.

More offices and 2 man cars. Every big city has 2 man cars, so why can't we. It's safer for the officers and more productive because your back-up is right next to you. Officers will be a lot more proactive that way.

More officers on the street with a specific crime plan from Command...everyone on the same page.





In order to drive down crime the BPD has to stop treating patrol as an undesirable back water assignment. We currently have approx. 700 sworn personnel in patrol. In order to properly staff the new 8 hour schedule we need approx. 1000 sworn personnel. Patrol must be properly staffed. Once patrol is properly staffed it must be properly equipped. Every patrol car should have a computer and the ETIX system used by MSP and every other agency in the State as well as a shotgun.

Equally important, the Use of Force Policy and Vehicle Pursuit policies have to be changed. Currently, we are severely limited in what we can do to overcome a criminal's resistance to arrest. We are also not allowed to chase felons who flee in vehicles. The result has been a huge rise in auto theft and carjackings since criminals know we have to let them escape.

If we bring our use of force and pursuit policies in line with surrounding agencies and properly staff patrol, crime will drop dramatically.

Fully staff patrol ALL hours of the day! Fully staffed, means setting the district constant between 18-20 patrol officers for all (3) shifts. Members of the Department don't have any down time during their shifts to positively engage the community.

Fully and properly staff investigative units versus diverting personnel to operation units. Having fully staffed Homicide/Shooting/Robbery/Major Investigative Units will allow better cases to be presented for prosecution therefore more convictions of our most violent offenders. A violent offender in jail is better then left to run the street.

Make Command Staff accountable to the police they supervise, the public, and elected officials.

If we really want crime to go down, ALL City Officials have to be invested in the concept. Don't have crime walks with TV Cameras at 4pm on a school day, but 1130 PM on a Saturday Night in a violent neighborhood or where the homeless congregate.

Make sure patrol is staffed. This is the most visible unit in the whole department. The more units on the street the more effective patrol can be. Work with the states attorneys office on actually getting time for violent repeat offenders. These repeat offenders make up 90% of all violent crime in the city.





Let us do our job. I believe that political reasons and community influence is the reason we are restricted in doing a lot of things. We have young men and women dying every day in these streets and it is very sad. I know for a fact that stop and frisk was a very very good tool in preventing shootings and other crimes. I lived in NYC all my life and when stop and frisk was in place crime was down about 30%-45% and as soon as stop and frisk ended crime shot back up. It's disturbing that a lot of these criminals have more rights than us and a lot of officers are afraid to do their job in fear of losing their job or getting sued. Baltimore can be a better place if you bring the old style of policing back and LET US DO OUR JOB. I can imagine how many guys I've been around in these streets who are carrying guns but I can't do anything until I have a list of 1000 things I have to see before I can even stop him. I feel that no one backs us but are quick to blame us.

Community engagement is priority and is crucial to help heal this city. We have to be more involved in the community as a whole. The schools the churches the rec centers and families in general. We have to all have a vested interest in this city o century again. It's the only way that communities will come together. Its like starting to date you have to get to know each other and build the trust. It's all about relationship building. But you have to fix the brokenness inside the department before you can reach out to the community. Heal the inside first and that means starting over and stop using patrol as a punishment because it is not. It is truly the back bone of the department. Detectives need try on work the street so they never forget and they stay abreast of what the street work entails. Because it's where we all started. This is a great place to work and it is time to build it up and make it great again. The relationship matters inside first and then we can go to the community

The best method to support crime reduction is through community engagement and proactive policing. Currently, the rank and file feels as if they receive no support and thus don't want to "risk" employment or, even, criminal culpability repercussions. These concerns and the resulting inactivity contribute to, within the public, a fertile ground for criminal activity to flourish. A return to supporting good policing, (punishing those who do wrong but not those who simply make a mistake) is the only way to slow crime.

Focus on adding officers to patrol and expand community programs for youths.





*Compiled By: **Councilman Isaac "Yitzy" Schleifer***