



FEDERALSBURG

POLICE DEPARTMENT

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Chief of Police
Michael A. McDermott

"To Protect & Serve"

TO: Mayor and Council Members
FR: Chief Michael A. McDermott 
DT: January 4th, 2021
RE: Annual Police Report for the year 2020

Coming off a record breaking year in 2019 for productivity and crime rate reduction, our departmental goals for 2020 were to stabilize and hold the line on our achievements. In spite of the many departmental challenges presented to us in 2020, I am pleased to report that we have been able to continue our forward progress and held the line on our crime rates for violent as well as property crimes. The total number of reported crimes and offenses in Federalburg decreased by 18% from our 2019 totals. All of our metrics reveal stability.

Our departmental activity and service to the community continued to rise in 2020 and was up 31% over the previous year. This is the first year in decades when the department did not experience the loss of any sworn personnel which is clearly reflected in production numbers. The department sought grants through the Governor's Office of Crime Control and Public Safety which enabled us to offer retention incentives for our personnel along with a clothing/Uniform allowance. The Mayor and Council's commitment to our established pay scale grade and step structure has gone a long way to providing assurance to staff members that longevity with the department will be acknowledged in very tangible ways. Staff morale continues to remain high.

COVID-19 proved very costly for the FPD with the loss of our Administrative Aide, Ms. Vanessa Pinder in April. During the same time period, despite taking every precaution, four of our members tested positive for the virus with two being hospitalized. In spite of these tragic circumstances, the FPD continued to provide 24/7 law enforcement protection to the town during these challenging times. While Ms. Pinder can never be replaced, we were very fortunate to be able to hire another retired law enforcement officer as our new Administrative Aide, Ms. Yvonne Stinchcomb, who has been a superb fit for the department.

Following a year of filling out forms and staying the course, the department was able to secure a grant from the USDA covering 75% of the costs associated with our latest police vehicle. This year, the department made the switch to a lease format with Enterprise Leasing Company to provide full fleet service in the coming years. We will take possession of two vehicles under this new program sometime in late spring of this year.

During 2020, we observed that our vehicle decals were fading and peeling on our vehicles. We took the opportunity to streamline the look of our fleet with new decals on all of the vehicles we would be retaining with funding provided from forfeited firearms which were disassembled and sold for parts through a vendor's program. We also received a grant from our local VFW post for over \$3,000.00 to cover the costs associated with the purchase of Stop Sticks which are being issued to personnel as a means of stopping fleeing vehicles, thereby limiting high speed pursuits.

During the past year, we created a Detective position to assist the department with more complex investigations of all felony crimes, in particular those involving the mistreatment, exploitation, and abuse of children. This position has helped increase our clearance rates on all of our reported crimes.

Reported Criminal statistical highlights for 2020:

- **Our Violent Crime Rate remains unchanged** following a 36% reduction from 2018 and a 50% reduction from 2017 crime numbers. This was our projected target for 2020.
 - **Closure Rate for Violent Crime is 92%**
- **Our Property Crime Rate has continued a downward trend by dropping another 9% this year** following a 39% drop from 2018 and a 27% reduction from 2017.
 - Closure Rate for Burglaries is 67% with **reduction of Burglaries by 50%.**
 - Closure Rate for Larceny Crimes is 36% with **reduction of Larcenies by 9%**
- Motor Vehicle Thefts increased to 9 compared with 3 reported in 2019. The increase can be attributed to the actions of two juveniles who were involved in 6 of the cases. All but two were closed by arrest.

Productivity

Departmental productivity experienced a **31% increase over the previous year.** We have increased police productivity by over 243% since 2018. This includes over 6800 Patrol Checks of area businesses, public facilities, and institutions. We saw a decline in traffic enforcement during 2020 of 8%, however our staff still conducted 1360 traffic related stops which is still a 202% increase over 2018 numbers. The decline can be directly attributed to our Covid-19 protocols which specifically restricted our public contact for several months.

Surveillance Capabilities

We continue to enhance our public surveillance system. Utilizing Homeland Security grant funds, we upgraded antiquated technology and increased our coverage area at the same time. We are seeking to partner with local businesses in the Food Lion Plaza/Royal Farms area to expand our surveillance coverage to this growth area. A review and resulting modifications made to our retention policies resulted in significant data storage savings for the department. A grant we requested through the Local Government Insurance Trust provided a 50% match for

upgrading our body worn cameras along with a new cloud based system for data storage and transfer saving additional funds.

Training and Professional Development

Our staff continued to receive training and professional development totaling over 375 hours in 2020. While Covid-19 restricted or cancelled many training opportunities, we coordinated online training through Zoom and other media formats to ensure our staff continued to develop their knowledge and enhanced their skill sets while maintaining established certifications.

Looking Ahead

The police department is in a strong position moving forward into 2021. Stability and veteran staff has produced robust productivity which promises to continue. Staff morale is high and collaborative work continues between staff and all of the allied agencies with whom we interact on a frequent basis. I have included our Annual Community Policing Report which is a mandated report forwarded to the State of Maryland detailing our local efforts. I have also included various charts and graphs to provide a better comparative analysis of where the department was historically, and where we are trending. Federalsburg continues to be one of the safest places to work, live, and raise a family on the Eastern Shore and in the State of Maryland.



Maryland's "Safest Cities" of 2020 (Safewise.com)

Ranking	Municipality	Population	Crime Rates	
			Violent	Property
13	New Carrollton	13,115	3	13.8
14	Bel Air	10,027	2.3	23
15	Easton	16,550	2.2	24.2
16	Cheverly	6,519	3.2	20.1
17	Chestertown	5,035	4	16.5

Federalsburg

Federalsburg

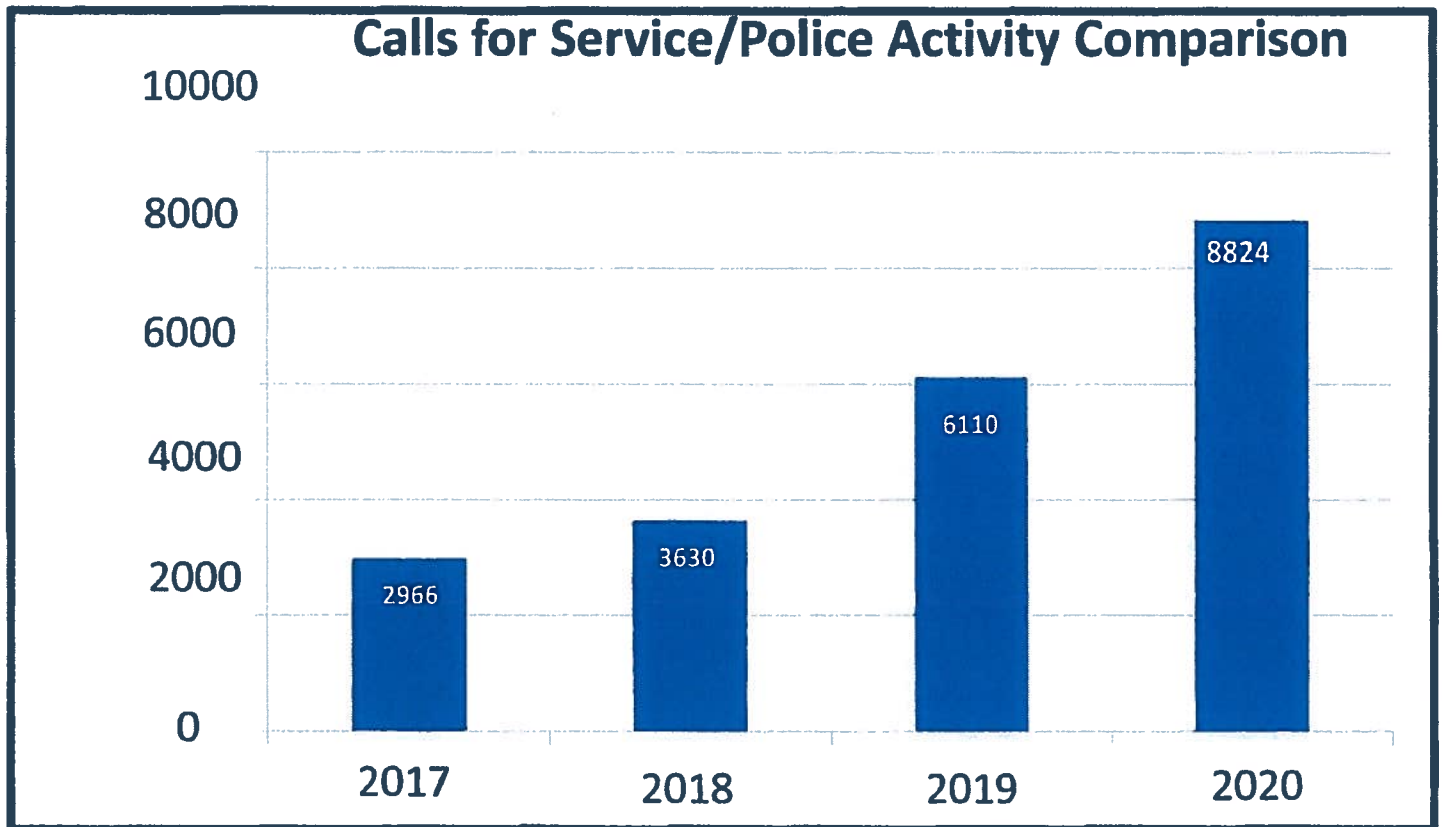
The chart above is an excerpt from Maryland's Top-20 List of Safest Cities for 2020. Based upon the 2020 Crime Rates in Federalsburg, the town would rank somewhere between 14th and 15th in these ratings. Towns must have a minimum population of 5000 in order to be factored into the list (currently 2850). This marks the second straight year that Federalsburg has ranked in the Top-20 Maryland listings for "Safe Cities".

Police Service/Activity Comparison

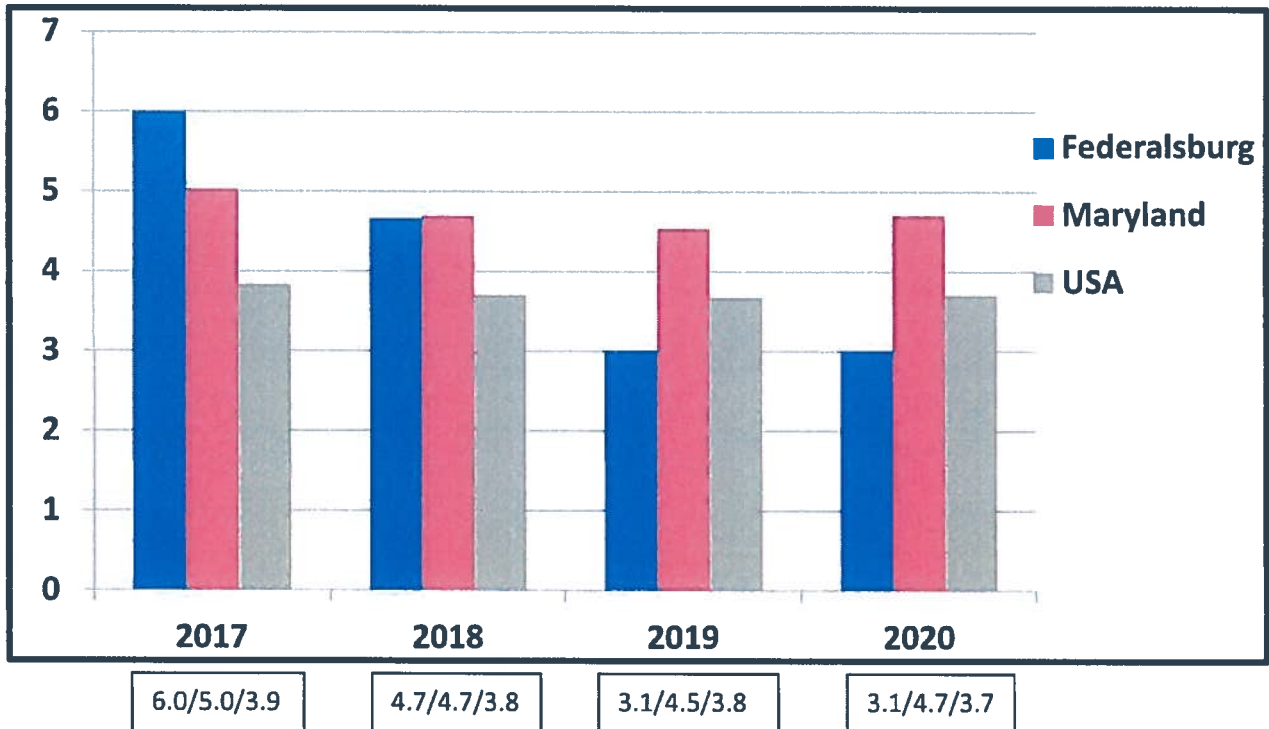
Captured in the chart below is a comparison of the previous 4-years police calls for service and police actions taken in the Town of Federalsburg. The same data is represented by percentage as follows:

2020 Police Service and Activity has increased:

- Up **31% from 2019**
- Up **232% from 2018**
- Up **298% from 2017**



Violent Crime Rate Comparison
Ratio: Per 1,000 Population
Federalburg/Maryland/USA



For the second straight year, Federalburg was able to hold our violent crime rate at the lowest recorded level in decades. While the National and State rates showed small increases, we maintained our previous rate. Violent Crime reflects the categories of: Murder, Robbery, Rape, and Assault. Federalburg experienced no Homicides or Robberies in 2020. The reported Cases of Rape involved the same perpetrator committing the crimes against two household juveniles. Aggravated Assaults continue to drive our reported violent crime numbers. Of the Aggravated Assaults recorded, one involved the use of a firearm, while edged weapons accounted for 5 assaults. With the exception of the firearm, the other Aggravated Assaults involved the “display” of a weapon as opposed to the use. The Case Closure Rate for all Aggravated Assaults was 92%.

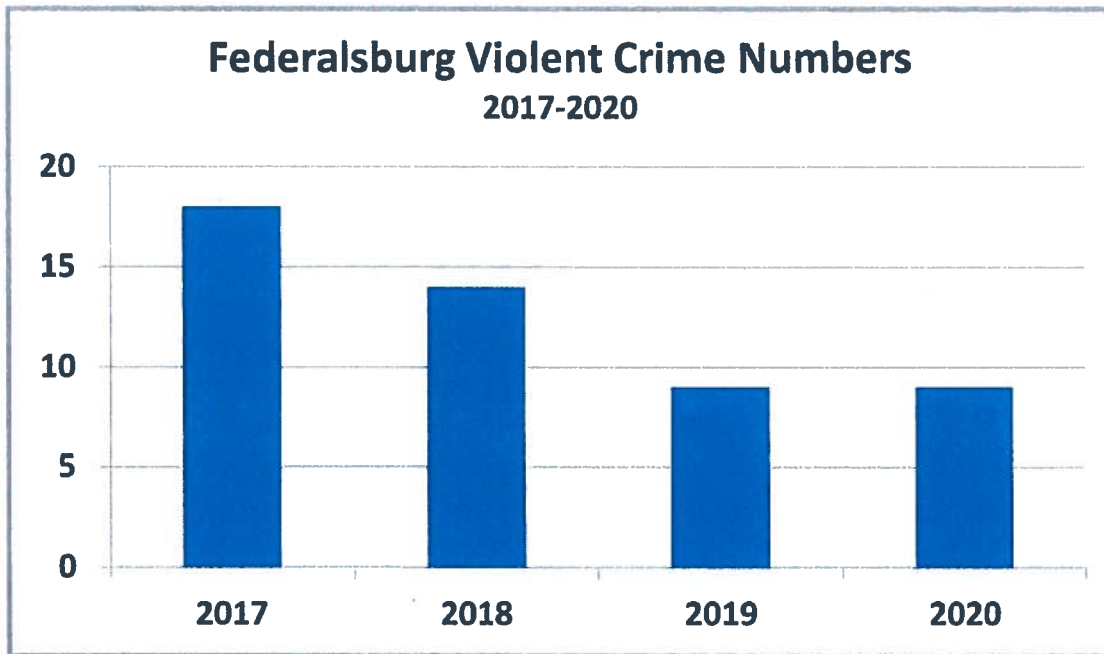
Data on Violent Crime

Homicide/Rape/Robbery/Aggravated Assault

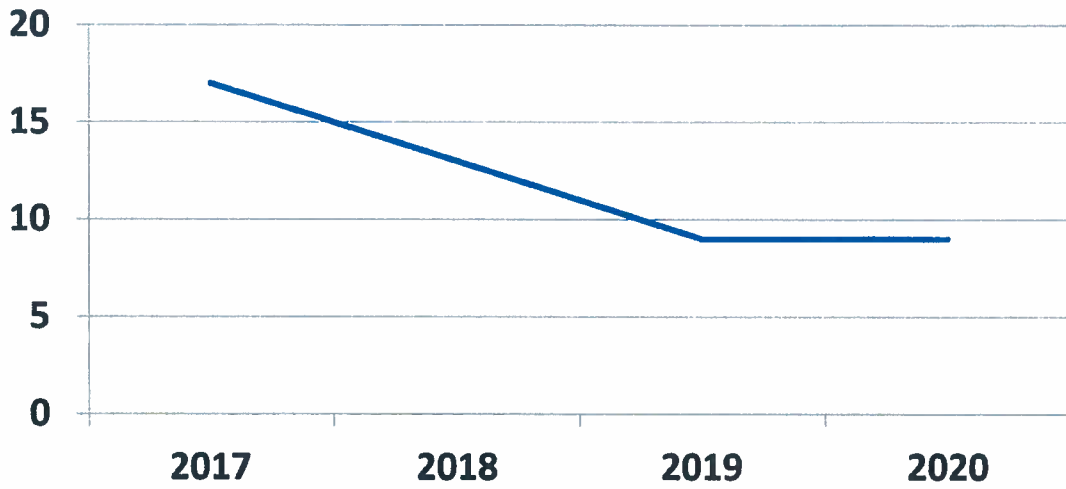
Captured in the chart below is a comparison of the violent crime statistics covering 2017-2020 for the Town of Federalsburg. The same data is represented by percentage as follows:

2020 Violent Crime is:

- **Unchanged from 2019**
- **Down 36% from 2018**
- **Down 50% from 2017**



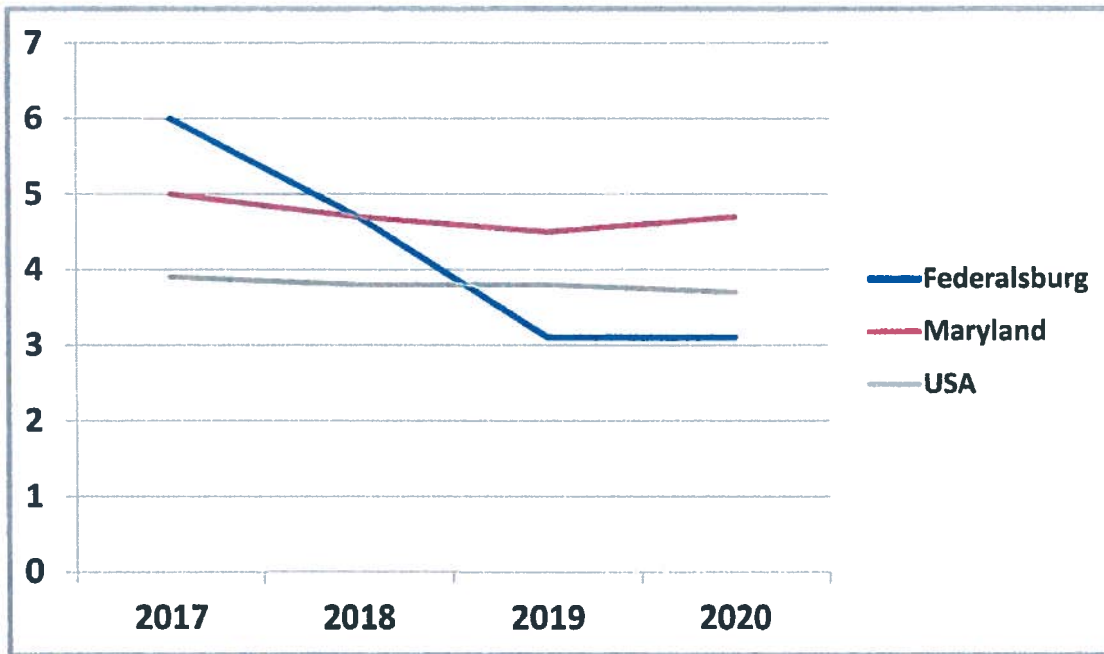
Federalburg Violent Crime by Year Homicide/Rape/Robbery/Aggravated Assault



Violent Crime Rate Comparison

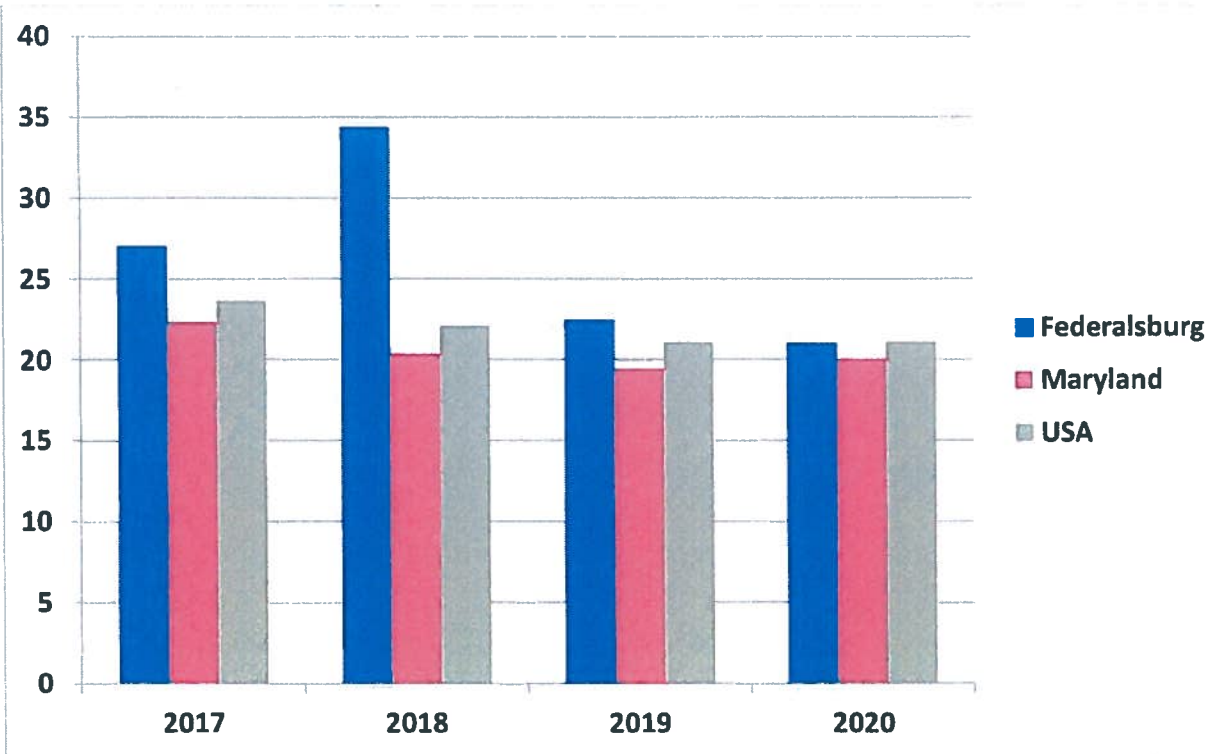
Per 1,000 Population

2017-2020



Property Crime Rate Comparison

Ratio: Per 1,000 Population
Federalsburg/Maryland/USA



27.0/22.3/23.6	34.4/20.42/2.1	22.5/19.5/21.1	21.0/20.3/21.1
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Federalsburg continues to trend downward with Property Crime falling 9% in 2020 below the record low previously set in 2019. We are very close to alignment with the State and National averages which is a significant accomplishment for the town. Property crime reflects the categories of:

- Burglary
- Larceny/Theft
- Motor Vehicle Theft

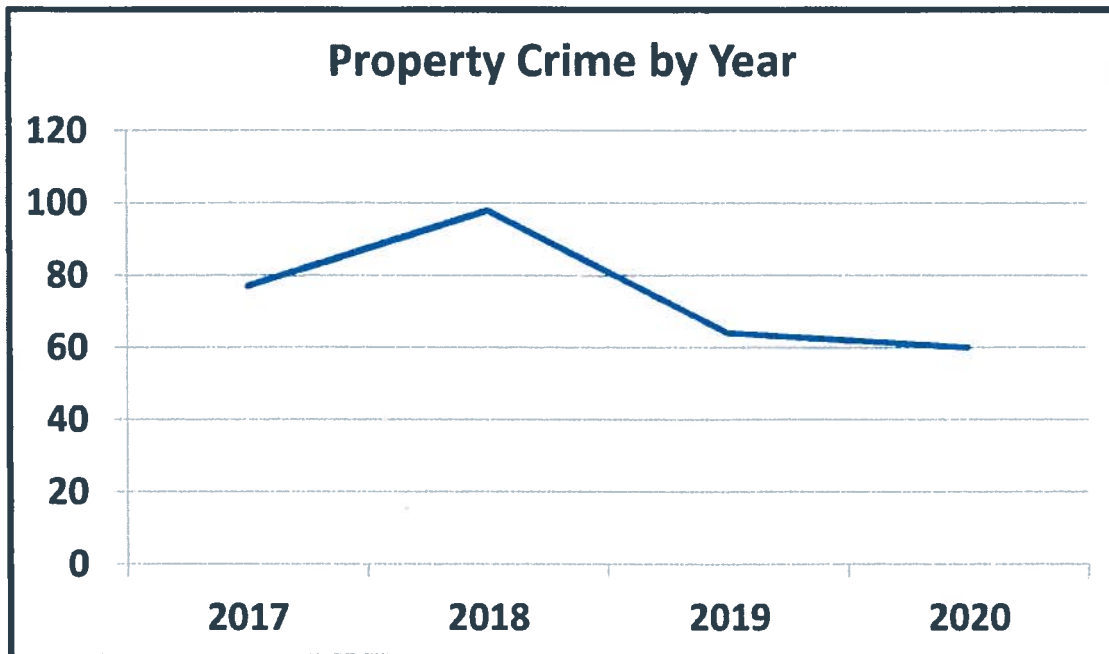
The number of burglaries was dropped by 50% while we held the line on theft cases. Motor Vehicle Theft cases increased significantly due to the actions of two joy riding juveniles who found keys left in vehicles.

Data on Property Crime Burglary/Larceny-Theft/Motor Vehicle Theft

Captured on the chart below is a comparison of the previous 4-years property crime statistics for the Town of Federalsburg. The same data is expressed by percentage as follows:

2020 Property Crime is:

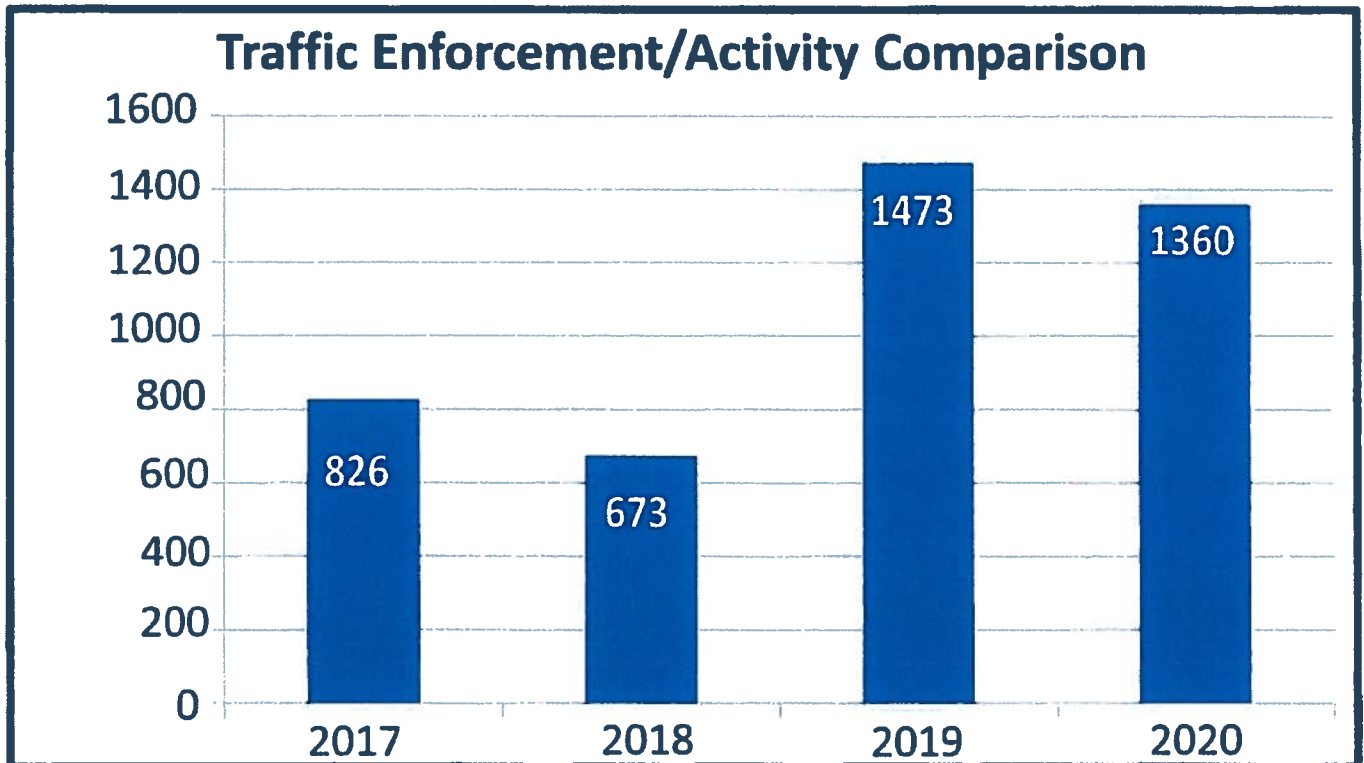
- **Down 9% from 2019**
- **Down 39% from 2018**
- **Down 27% from 2017**



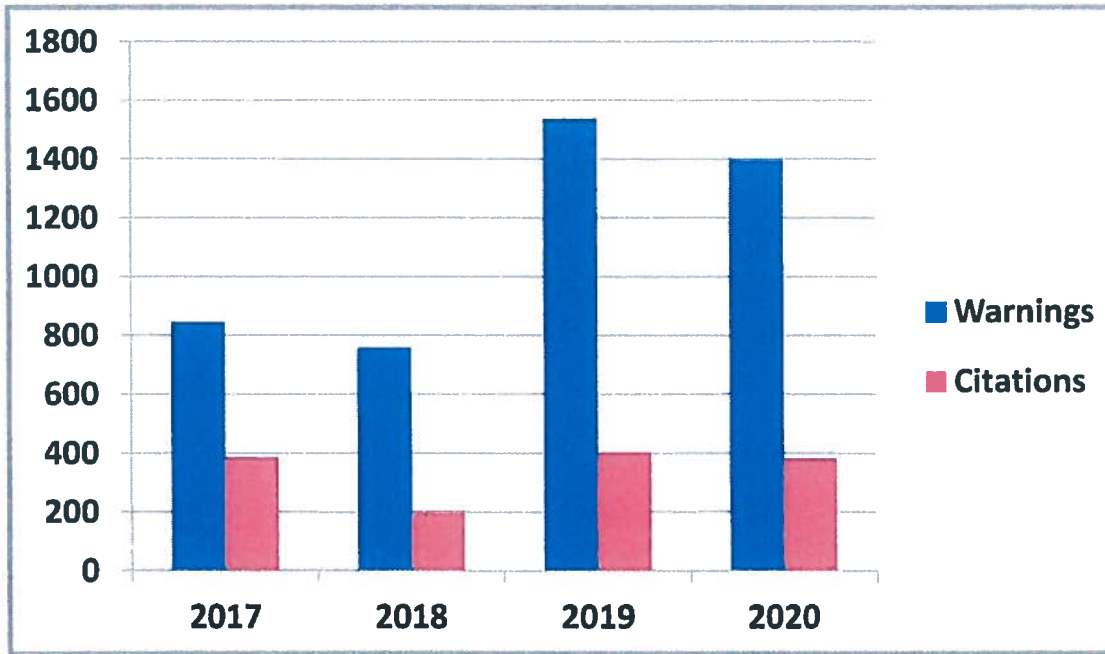
Traffic Enforcement

Traffic enforcement decreased during 2020 when compared with 2019. This was due to COVID-19 Restrictions which were put in place at the beginning of March and continued until July. These restrictions all but eliminated active traffic enforcement except for the most egregious violations. When presented as a percentage, the following applies:

- **Down 8% from 2019**
- **Up 202% from 2018**
- **Up 164% from 2017**



Traffic Enforcement Comparison Warnings/Citations



Maryland Police Training and Standards Commission
Community Policing Program
Annual Report

Section I

Appendix C

Agency: 79

Region #: IV

Date Report Submitted: 01/06/2021

Submitted By: Name: Michael A McDermott Title: Chief of Police

Phone #: 410-754-8966

Email: chief@federalsburgpd.com

Number of sworn members: 9 Non-sworn members: 2

Jurisdictional Demographics: Population: 2850

Square miles serviced by the agency: 3

White: 53.8 % Black: 41 % Hispanic: 3.6 % Asian: .8 %

Native American: .3 % Hawaiian or Pacific Islander: .03 % More than one race: .47 %

Section II

Instructions: Provide a detailed description of your agency's Community Policing Initiative by responding to the following **key points**. These key points address the Guiding Principles of Community Policing, as well as the Six Pillars identified in the Task Force on 21st Century Policing Report (see Guidelines for Reporting for explanation). Examples of specific programs, initiatives, and partnerships with community groups should be discussed along with any statistics or other relevant information. See *Appendix D: Examples of Best Practices in Community Policing* for your convenience and consideration.

Key Points:

- How community policing is integrated throughout your agency and how your agency incorporates community policing into its daily operation.
- How top management emphasizes or supports community policing within the agency.
- Training your agency has received in community policing and future plans to provide additional or specialized training to agency members to improve interaction with community members or problem solving efforts.
- How crime problems or community issues are identified and the method of communicating any trends with communities the agency services.
- How your agency partners with all segments of the community to prevent crime and address identified community problems. Segments of the community should include residential and business communities, schools, youth, minority groups, hospitals, senior population, faith based organizations, etc.
- How your agency measures the effectiveness of its community policing program.

**Federalsburg Police Department
Annual Report on Community Policing
Year 2020**

1) How is community policing integrated throughout your agency and how does your agency incorporate community policing into its daily operations?

Response:

The patrol guidelines contained in the General Orders for the Federalsburg Police Department identify "Community Policing" as an integral function of patrol. The FPD stresses an "Eyes Wide Open" concept of community interaction which constitutes the backbone of our law enforcement focus. By encouraging staff to identify potential problem areas as well as immediate threats to the community we police, many problems are avoided or mitigated. Staff who identify areas of concern are often challenged to develop a response or recommend administrative review of the identified concerns for a broader, agency-wide approach. As a smaller department, we have developed relationships with the community we serve. Our staff is constantly cultivating these relationships to provide a more detailed picture and feedback on the effectiveness of our policing efforts. We have an active social media presence and staff is encouraged to forward timely information, photographs, video clips, and brief press releases for inclusion in our regular distribution of media to the public. We have staff that monitors our social media platform constantly for messages which assist in identifying threats to the community or assist the department with tips for ongoing investigations. Public dissemination of information and constant communication is one of our principle areas of focus to ensure the community we serve is fully involved with policing of their own community. The utilization and expansion of surveillance cameras throughout our community promote a sense of safety and security for our residence along with a strong deterrence to criminal activity. Through active monitoring and constant review of recordings, our staff has been able to identify perpetrators and fine tune our patrol deployment to better impact our community. We promote ownership of problems as opposed to passing the buck to another. When our staff models this behavior, we recognize it in meaningful ways to reinforce to our staff that this is the behavior of a professional law enforcement officer in our community.

2) How does top management emphasize or support community policing within your agency?

Response:

Smaller police departments are heavily influenced by the actions of the Chief of Police and those appointed to serve as command staff. In Federalsburg, the leadership focus is on communication with staff and the community we serve. The chief models an "open door" policy for the public with an eye toward directing resources to solve or mitigate problems before they multiply. When areas of concern are identified, leadership targets a patrol response. When opportunities for positive police involvement are observed, a staff response is developed and implemented. A primary focus in Federalsburg is on positive public contact as opposed to confrontational contact. This is encouraged by leadership focusing attention and evaluations of personnel with an emphasis on holistic professional policing as opposed to traditional metrics of productivity.

3) Describe training your agency has received in community policing and future plans to provide additional or specialized training to agency members to improve interaction with community members or problem solving efforts.

Response:

Many of our efforts at effectively policing our community find their genesis in partnerships with allied organizations. Most of our staff has received Crisis Intervention Training (the few that have not are scheduled for this training in 2021). We have found this to be a very effective tool in training our staff to view the broader picture of addressing problems in our community. We have ensured all of our staff has received training in the administration of Narcan to provide immediate assistance to overdose victims in the current opioid crisis. This type of training has helped change the way staff relate those who succumb to addiction in our community and to better aid the drug abuser and their family in addressing the issue. To address fears in our school environments, our staff receives Active Shooter training on an annual basis to ensure they can respond effectively to save lives in a crisis. This year, a member of our staff will attend Crime Prevention training with an eye toward crafting an outreach to our community to provide security reviews for our residents and to develop Community Watch groups within the town. Our CID staff will attend training in utilizing social media as a crime solving tool to assist the community in taking ownership when it comes to solving crimes and identifying problem areas in the communities we serve. Our department was one of the early adopters of body worn cameras and recently invested in an upgrade to enhance our capabilities. Our staff has received training in how to better utilize the cameras while they are in service for the collection of intelligence, and to enhance the de-escalation of force. Recordings have been effective in assisting with quick resolutions of any complaints made of officer conduct. Speeding up the process of accountability and openness for our department has made transparency real for our agency and not simply words expressed in documents.

4) Describe how crime problems or community issues are identified and addressed, and the method of communicating any trends with communities the agency services.

Response:

Weekly reviews are conducted of all criminal activity to identify areas where police resources need to be focused. This review is conducted by the command staff. Any developed patterns or other concerns are immediately addressed to the patrol supervisors to better direct assets in the field. These reviews include calls for service, reports of criminal activity, patrol observations, and historic information based upon previous trends. Surveillance cameras may be directed to focus on a specific area or target. Social media broadcasts requesting tips and other information assistance have been very effective for drumming up support and instant feedback from those we serve. We can also utilize a robo-call message for anyone in the community who signs up to receive messages, texts, or direct phone calls to relay information on community concerns or criminal activity. If a problem is isolated to a specific area served by management, such as an apartment complex, our staff contact the persons in charge directly and seek their assistance and support. Further, we often involve our local ministerial association to assist us in getting out our messages and to encourage the public to pray for the needs of our community in specific, targeted ways. This has been a very effective tool in helping involve congregations in a very positive, meaningful way to support the community policing efforts in town.

5) Identify how your agency partners with all segments of the community to prevent crime and address identified community problems. Segments of the community should include residential and business communities, schools, youth, minority groups, hospitals, senior population, faith based organizations, etc.

Response:

The only truly effective policing in small towns involves direct involvement with individual members of the community and the various organizations in which they serve. In Federalsburg, we partner with any group, organization, or individual that expresses an interest in doing so. The police department is often the first place people look for information in small towns and we pride ourselves on being the conduit for directing folks to the right door. Because our resources are limited, we encourage the various organizations we serve to identify areas where we can provide directed assistance that will affect the greatest impact. This has often involved speaking engagements to address specific subject matter including race relations, crime prevention, personal defense tactics for women, active shooter training for area churches, directing charitable giving in support of various clubs and organizations. We have worked with minority support groups targeting at risk youth in our community to provide mentoring assistance. When schools are physically meeting, our staff often interacts during lunch periods at our local elementary school to help break down any barriers to communication with the coming generation. We have worked diligently with business owners to assist them with crime prevention and serving as their property agent through signed agreements to better facilitate and address trespass and nuisance loitering issues. We have also provided safety lectures, specifically addressing Active Shooter training for some of our large scale industrial employers in coordination with their own safety personnel. We have partnered with our local power company to enhance street lighting in at risk neighborhoods by surveying and identifying those areas that would most benefit from improved lighting. We have partnered with the Caroline County Board of Education to improve pedestrian safety near our elementary school by identifying the need for enhanced traffic controls and securing the funding to see the project through to fruition. Our agency model is to find a way to say "yes" to any group or individual who asks us if we can help them address an issue or ongoing problem. If we must pass the concern onto another agency, we ensure that we follow up with the group or individual to check on the progress.

6) How does your agency measure the effectiveness of its community policing program?

Response:

Community Policing in Federalsburg is quantified statistically by observing crime rates and specific numbers and types of crime being committed. We believe we can impact certain criminal activity in our community that involves a more public expression. To that end, we are diligent and robust in our patrol activities and visibility. By conducting aggressive investigations and follow up on case work, we often remove criminal elements from our community before they are able to strike another target. By the metrics of overall crime, the community policing focus the Federalsburg Police Department began implementing two years ago has paid strong dividends. Violent Crime Rates have been reduced by 50% during the past two years and Property Crime has been reduced by 36% during the same time frame. Those numbers are holding in our town, providing further evidence of program and focus effectiveness. Perhaps the greatest thermometer for measuring effectiveness is morale. We certainly look to that in our department and the same can be said in a community. Do people feel safer? Do people in neighborhood express optimism through investment in their properties? Are local businesses prospering? Does the social media feedback reflect positive comments directed at the police activities

and the community? In Federalsburg, things these metrics would have been fairly negative a few years ago, but that has been changing; and that change reflects a morale shift toward optimism and a strong sense that the community is safe and on the right track.