

REVIEW OF RECOMMENDATIONS  
ICMA REPORT

Recommendation # 1 – 5 person public housing unit

*Response – Annapolis Police Department (APD) and the Housing Authority of the City of Annapolis (HACA) are drafting a Memorandum of Understanding (MOU) with respect to Agency responsibility and operations. The MOU, when approved, will provide HACA “agency status” to all sworn members of APD thus granting certain enforcement ability, i.e., trespasser “banning.” HACA employment of part-time off-duty officers will continue on a more limited basis. It is proposed that HACA provide APD with 200K per fiscal year to use for deployment/enhanced police operations on HACA properties. Police deployment and strategy will be supervised by APD and not HACA; but the HACA Public Safety Officer will have an important role in assisting APD in its endeavors as well as initiating and supervising important HACA programs.*

*An enforcement unit (FLEX) has been created that combines and includes 1 lieutenant, 2 sergeants, the Traffic Unit, the Narcotics Unit, the Intelligence Unit, five K-9 officers, and regular overtime foot personnel. The Unit will target individuals and groups known to cause violence, as well as area disproportionately affected by violent crime. The Unit will deploy during days and hours impacted by violent crime. Deployment will be based on current and historic crime patterns, CIS needs, and calls for service.*

Recommendation # 2 – Employees should be capable of working in their sworn capacity

*Response – Currently there are two employees who are unable, due to medical reasons, to perform their duties. Interim Chief Pristoop in conjunction with Annapolis Human Resources (HR) are working to have those individuals medically evaluated to determine if they will ever return and have reached maximum medical improvement. APD’s position is to recommend retirement process if warranted.*

*APD will closely monitor sworn and civilian personnel on light duty status. Said status will not continue past 60 days without 30 day reviews.*

Recommendation #3 – Civilian Positions w/broadband titles, CID Administrative, Commander for RMS/CAD

*Response – Chief Pristoop is examining APD’s needs of hiring a Technology Director for APD. APD immediately shifted an employee for this temporary role and has increased crime mapping capabilities using RCAGIS and Inpursuit. APD is also using the help of the Department of Annapolis Management Information and Technology.*

*APD has 2 light duty personnel assisting CID with administrative functions such as answering the phone, correspondence and reporting, and telephone follow-up with*

*victims of minor crimes. Chief Pristoop believes CID needs additional resources including at least 1 fulltime civilian to handle administrative duties.*

Recommendation #4 – Formal list of authorized positions and not exceed 117 positions until a complete review of the Table of Organization

*APD is authorized 131 sworn positions and has 25 current vacancies (106 actual filled positions). APD is not settled on this recommendation and believes the City of Annapolis would best be served with sworn staffing above 117.*

Recommendation #5 - Crime Scene Technology should be revisited

*Response: The Crime Lab Unit is currently under CID and located in 2 separate locations. CID will be moving to the police building within the next 30 days. Currently a review is under way as per equipment and training improvement.*

*Chief Pristoop has examined APD's Crime Lab Unit, staffing, equipment and capabilities and will take necessary measures for improvement in the near future. APD believes a civilian supervisor should be hired to direct aspects of the Crime Lab Unit. APD and Anne Arundel County Police are also improving interagency cooperation with respect to Crime Lab operation.*

Recommendation #6- Funding should be available for CAD/RMS

*Response: APD agrees. The City of Annapolis has funding for this technology and will provide APD with necessary funding. APD is satisfied with its RMS but will replace CAD to enable interoperability. APD is on the fast-track to accomplishing this and estimates full improvement in 6-8 months. In the short-term, APD will have crime-mapping capability in ensuing weeks using RCAGIS.*

Recommendation #7 – Transfer full responsibility and funding for recruiting and selection of officers to HR

*Response: APD and HR are currently working on transferring responsibility of several phases of the hiring process to HR while remaining partners in the entire process. A position for a contract police recruiter is now advertised. And that position will be structured under HR. APD will retain at least 3 functions: polygraph exam, the background check and an oral interview. In an effort to speed the hiring process, APD is considering outsourcing the background checks. Applicant scheduling and a delay-free and continuous hiring process will be accomplished.*

Recommendation #8 – CID and IA returned to the police building

*Response – CID will move back into Police Headquarters (HQ) by July1, 2008. It is less urgent that Internal Affairs move back into HQ. Militating against this recommendation is the belief that a neutral location reduces citizens' fear of*

*intimidation and provides a more comfortable atmosphere for legitimate complainants. Citizens are now able to make or formalize a complaint without seeing uniform officers.*

Recommendation #9 – Alternative Patrol Methods

*Response – APD believes that alternative methods of patrol would be effective in the downtown area and enhance community relations. APD will purchase 2 Segway vehicles this year.*

Recommendation #10 – APD should step-up traffic enforcement in public housing

*Response – APD believes traffic enforcement is an imperative. An MOU is being drafted which, among other things, will provide APD with “agency” on HACA managed property. A unit has been developed and by large measure will be deployed in and around HACA communities. A Traffic Enforcement Officer is assigned to this Unit for the stated purpose.*

Recommendation #11 – City should fund community policing initiatives

*Response – APD has created a new unit for effective crime enforcement and prevention. Part of the deployment is a foot patrol component in certain areas not for enforcement but community relations. APD will create and expand other community oriented programs and measures.*

Recommendation #12 – Agreement with housing authority

*Response- An MOU is being drafted which provides APD with HACA agency, outlines specific responsibility. It will surely promote interagency cooperation and set the stage for crime prevention and community betterment.*