



PRINCE GEORGE'S COUNTY

OFFICE OF THE SHERIFF

LAW ENFORCEMENT ARM OF THE COURTS

FY 2019 & 2020 Annual Report

Developing & Changing 24/7 365



PGSO Is Staying Safe

*Our Deputies Are Staying Safe
In The Community, Helping
To Reduce The Risk To Others
And Ourselves By Wearing
Protective Equipment To Reduce the
Spread of COVID-19.
Reminding You To Stay Safe
Wear Mask & Gloves*





Sheriff Melvin C. High

The role of leadership is about getting something of value done in order to achieve change and the progress that one envisions for a stronger organization. Leadership style is generally shaped by the circumstances we encounter and the experiences we have. That's true for me because some of the most impactful experiences of my life include growing up in a divided society where law enforcement was used to maintain that division. But in my years in law enforcement, I've met leaders who helped me hone my belief that I could do law enforcement differently. I learned the difference between someone with a title and someone who is a leader.

My role is to be a visionary and to articulate a courageous vision that inspires managers who must assure that the work gets done. My job is to create a strategy around performance, to interact and engage people inside and outside the organization in a fair and ethical fashion and be the face of the organization. I accept that there's no 'pause button'. Not in public safety. Not even during a crisis such as COVID-19.

A visionary leader is thinking about and planning the future with imagination. What will the demands of the work be tomorrow, and how will we adjust so that the organization operates efficiently and effectively? That was our calculation, when we achieved passage of a warrant invalidation bill to reduce the warrant backlog that included aged warrants that couldn't be served and were of no prosecutorial value to the state. We reduced warrants with a technology interface with the State Comptroller's office, which inconvenienced single tax filers by temporarily holding refunds as motivation for them to resolve open misdemeanor warrants.

On track to outpace our resources before COVID-19, our Positive Deputies Assisting Youth (D.A.Y) mentoring program is at the core of our belief that law enforcement has a role to play in crime prevention. We believe in the goodness of our young people because they bring an energy and curiosity to the program that confirms our belief that young people thrive when they are positively challenged, guided and engaged respectfully.

This community has supported the idea that Domestic Violence Has No Place in Our Community. Our partners and resources trained against this crime are in concert. New tools have been created in legislation that help us protect victims by removing guns from potentially violent incidents and by making strangulation and choking a first-degree felony assault charge – increasing protections for victims and penalties for predators. Together, we're making a difference.

As Chief Assistant Sheriff Palmer mentions, our efforts to be better include professionalizing critical areas in the Bureau of Administration, in Budgeting and Finance, in Human Resources and in our Training Division. We are working to implement civilian employee enhancements to facilitate in-agency development opportunities.

As an elected Sheriff, I'm accountable to voters and they have a right to expect me to bring great knowledge and experience to this work. In this moment, COVID-19 and important confrontations and conversations on racial and economic justice are the pivot points that will define our immediate futures.

I never forget that the source of our legitimacy resides in your trust of us, what we do, and the way in which we do it. We've adjusted to meet the challenges ahead, to keep our people safe, and to protect the public's safety. We will continue to do so.

Stay well and remember #PGSO is Everywhere!

Sheriff Melvin C. High





EXECUTIVE OFFICE OF THE SHERIFF

Attendant with the inevitability of change, is opportunity. With nearly a 100% changeover in our senior command staff, we consider the two years since our last annual report ripe with opportunity because it has been a period during which we have seen our agency and our personnel advancing and developing. We've continued our focus on developing leaders and advancing change, utilizing the wealth of talent within our ranks to infuse our processes with more diverse perspectives, ensuring equity and inclusion. Notwithstanding COVID-19, our preparation and processes have benefited the agency and our work on behalf of county residents.

Looking to the future, at the first line executive command level of Bureau Chief, two new Lt. Colonels have been appointed to new assignments, while a current Lt. Colonel has been assigned to a bureau role that is informed by his previous experience in each of the other bureaus. Two Majors – Deputy Bureau Chiefs – are essentially chief operating officers - facilitating critical access and oversight with division commanders in order to identify challenges and trends, and to cultivate ideas and opportunities.

The opportunity for new Captains is to realign their strengths and ideas into their new positions as they evaluate and contribute to our goals. Our strategic planning goals include hiring a professional level Budget Analyst to assist the Fiscal Affairs Manager and a Personnel Analyst to manage and provide care to our people, maintain personnel records and guide people through the assets the county and our agency offer. During the COVID-19 pandemic, we pulled from all the strengths within our command structure to establish an internal Incident Command System (ICS) focused specifically on management of the virus.

The ICS Team tracked potential exposures, disseminated personal protective equipment (PPE), worked with the Office of Central Services to evaluate the work site and established safety measures to protect employees and visitors. Weekly reporting and recommendations from the Team informed our choices for keeping members safe, kept our members informed and resulted in limited exposures and illness and their work continues.



**Chief Assistant Sheriff
Darrin C. Palmer**

In these ever more challenging times, in which the legitimacy bestowed upon law enforcement by the trust of the people is frayed and in jeopardy, policy creation and our accreditation under the Commission on Accreditation of Law Enforcement Agencies (CALEA) remain critical to our success. On this matter, this Office of the Sheriff, is quite clear: Policies must be aligned with CALEA, they must follow best practices in law enforcement, and they must be mirrored in our training. Training, policy development, and accreditation functions have been centralized under an exceptionally qualified civilian manager. Command oversight in our Internal Affairs Section has been elevated to Captain and every investigator is a supervisory level employee.

Improving, professionalizing, and delivering are constants within our change, growth, and development strategy. Practicing thoughtful leadership and planning at all times teaches us to pivot and respond when we are faced with the unforeseen; it also guides us to conscientious public safety in the performance of our work and service.

Chief Assistant Sheriff Darrin C. Palmer

**Compliance/Internal Affairs Captain
Lisa Smith**



**Communication And Public Affairs
Sharon R. Taylor**



“Public Safety is an enormous responsibility to the community. Our goal is transparency through sharing information and toward maintaining a bond of communication with the public. Information strengthens the public’s understanding of the Sheriff’s public safety role and invites them to reach out for assistance. We seek to be a source of information, not only about the agency, but about things that matter to the larger community. And, we remain committed to our work in

Public Affairs as a source of expertise and to support legislative tools that improve law enforcement, strengthen protections for the vulnerable, and preserve the Constitutional rights of all.”



**Inspector General
Mark K. Spencer**

My experience in law enforcement and as an attorney informs my belief that every facet of the effectiveness of the Prince George's County Sheriff's Office depends on the professionalism and integrity of our employees. It is critical that we hire the best people who are willing and able to pursue their duties in a manner consistent with Sheriff High's philosophy of treating every resident with respect, empathy, and constitutionally. My job, in part, is to insist that all our operations adhere to best-practices through objective reviews of our policies and procedures, training and evaluation, and includes accountability through the disciplinary process.

These are not always easily accomplished and sometimes the actions of an employee may be inconsistent with the goals and philosophy of the agency. When breaches of protocol or violations of work standards occur, the question becomes how to resolve such matters. Rarely is there a unanimous view of what remedial measures are required to unprofessional or improper behavior. And, such allegations sometimes require investigation by the Captain of the Internal Affairs/Policy Compliance Division that produces a report-of-investigation (ROI) that is reviewed by me as Inspector General and presented to the Chief Assistant Sheriff and the Sheriff.

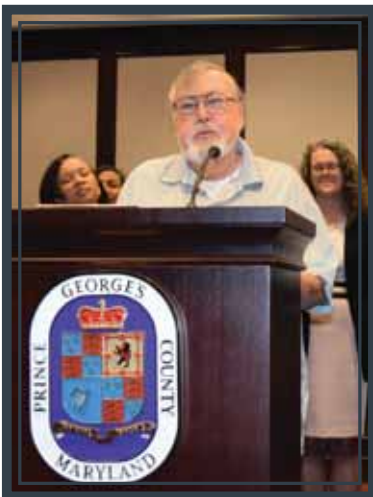
At all times our goal is to achieve accountability through the timely investigation of complaints and the fair and accurate resolution of issues - based upon the evidence. The ultimate, overarching goal is to carry out the public's business in a professional manner that demonstrates a fair and impartial demeanor with a recognition that we are accountable to residents for transparent and ethical behavior.

In 2020, law enforcement has been challenged by mass demonstrations following the police-involved deaths of numerous persons and notably the video recorded death of George Floyd in Minneapolis. The demonstrations led by the Black Lives Matter movement, with other civic leaders and citizens of all backgrounds has, once again, raised important and legitimate questions about police accountability, use-of-force policies, and identifying bad police officers.

Further, it has raised questions anew about the role of policing in a society bedeviled by unresolved issues of race, class and gender and the interaction with racism, white supremacy and class bias. I suggest that policing is necessarily at the fulcrum of these intersecting issues because law enforcement is so frequently involved in resolving citizen frustrations associated with these events.

Against the backdrop of these local and national demonstrations and discussions at all levels about the efficacy of modern policing, the Office of the Sheriff is as deeply committed to the processes and procedures that earned our agency the gold standard of policing – accreditation from the Commission on Accreditation of Law Enforcement Agencies (CALEA)– as when we first earned it. I can assure you, this work will continue.

Bill Milligan - A Powerful Force for Good



Public Safety and this Community lost a dear friend in Bill Milligan who passed away last year. Bill was the Executive Director of the Prince George's County Public Safety Assistance Program (PSAP), the non-profit arm of county public safety – Department of Corrections, Homeland Security, Fire/EMS, Office of the Sheriff, and the Prince George's County Police Department (PGPD). He presided over the PSAP Annual Valor Awards Program and the Holiday Food Basket Program with a commitment so complete that the Holiday Food Basket Program was renamed the Bill Milligan Holiday Food Basket Program in 2019.

Bill Milligan was the driving force behind the Public Safety Food Basket Program for 34 years. Last year, Bill's co-captain, Firefighter Willie Thomas, and the team who worked with Bill carried on for the 35th year, doing the work they loved doing with Bill to help Prince George's County's seniors and families have a great holiday season!

I know we speak for everyone when we say that we will honor his work and his memory by carrying on.

Sheriff High, Chief Assistant Palmer and the men and women of the Office of the Sheriff



LTC Sharon Saunders

The Commitment to Democracy Resides in Our Courthouses

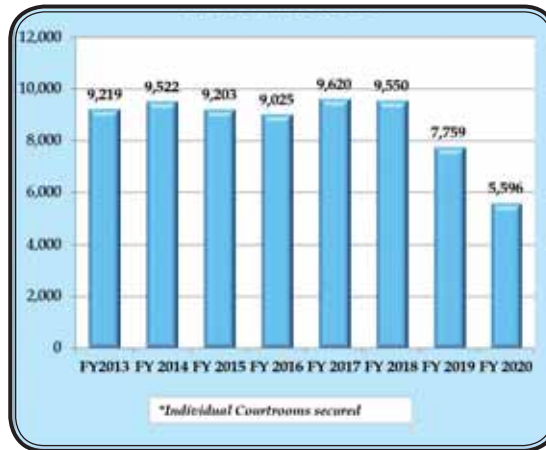
"Comprised of the Circuit Court and District Court Divisions, Building Security, The Canine Unit, and Transportation, the Bureau of Court Services is responsible for security of courthouse facilities, and for the safety of all persons who enter them."

LTC Saunders

TECHNOLOGY

Widens security coverage, increases security capacity beyond manpower, enhancing visibility and security.

COURTROOMS SECURED



Circuit Court Division Captain Randall Cooper



District Court Division Captain Ecolia Whitmire

BUILDING SECURITY

Visitor Screening & Weapon Detection

1.12 Million	2019	24,201
795,500	2020	21,155

CIRCUIT and DISTRICT Courts manage the safe movement of persons appearing before the courts. Security inside courtrooms facilitates the transaction of the court's daily business.

PRISONER TRANSPORT

Prisoners Transported & Miles Travelled

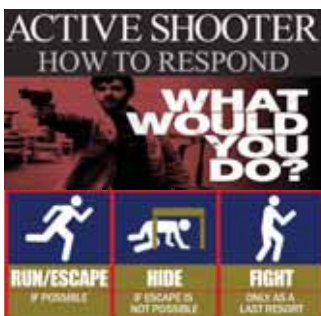
13,332	2019	110,525
9,096	2020	83,369

CANINE UNIT (K-9)

Enhances security inside the facility and on the grounds, with canines trained in explosives detection and other specialized skills, enabling them to detect what might otherwise go undetected.



ACTIVE SHOOTER TRAINING



Helping Court Services Employees Save Lives

- Trained employees at the Upper Marlboro and Hyattsville Courthouses, the Judicial Administrative Services Bldg, County Daycare and the Family Justice Center.
- Completed Training for nearly 1,000 employees in 8 sessions

"Run. Hide. Fight. This is a straight forward training module developed by Homeland Security. It's a lifesaving skill when we consider the FBI reported 277 active shooter incidents between 2000 and 2018, at a cost of 2,430 dead and wounded."

Sgt. Alvin Lide - Training Supervisor

COMMUNITY PARTNERSHIP DIVISION

Positive D.A.Y. (Deputies Assisting Youth) Mentoring Program

In 2019, Positive D.A.Y. renewed its partnership with the CEO of Schools, Dr. Monica Goldson, and added two new schools, increasing the number of schools to 17.



Positive D.A.Y.
Sergeant Richard Johnson
Wins Deputy of the Year

SENIOR OUTREACH PROGRAM



While some visits are strictly social, others allow us to spend time with seniors to keep them informed about personal safety, fraud alerts, and the importance of protecting their personal information from strangers.



Sheriff joins seniors at
30th Anniversary
Senior Luncheon
Sponsored by
Roscoe C. Cartwright
Lodge #129

MELVIN C. HIGH SCHOLARSHIP AWARDS

Melvin C. High Scholarship Award Celebrates 9th Year of awarding scholarships to outstanding Prince George's High School Seniors



2019 WINNERS

Zane Curtis-Thomas, Christiana Pablo, Zipporah Sewell, and Farhana Uddin



2020 WINNERS

Kendall Andrews, Paris Smalley, A'nya Randall, and Anhisek Malhotra

Dr. Kia McDaniel of PGCPs urged 2019's winners to remember Community, Compassion and Creativity, while Mr. Mark Spencer, Inspector General in the Office of the Sheriff, told awardees that the Sheriff's support for young people stems from his memory of being supported by his Mississippi community when they learned he was going to college and urged them - In pursuit of their dreams - to consider how they might address many of the world's problems and change the world for the better.



BUREAU OF FIELD OPERATIONS



LTC John Carr

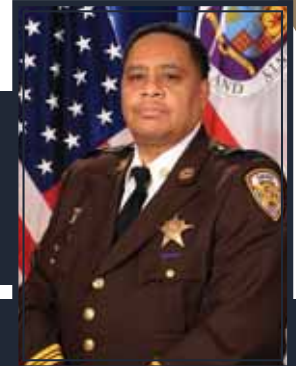
The Epicenter of Enforcement

The Sheriff is the Law Enforcement Arm of the Courts; the role of the Bureau of Field Operations is execution (service) of the Court's instructions.

"Sheriff's deputies operate countywide to serve court documents. To maintain productivity and high-performance standards, the Bureau relies on the leadership and experience of Division Commanders, coordination with law enforcement at all levels and maximizing the use of technology with a focus on the public's and deputies' safety."

LTC Carr

Deputy Bureau Chief Paul Washington manages the daily operations of each of the Divisions. Maintaining regular communications with Division Commanders and their teams facilitates information sharing, and data collection to detect and analyze trends in each service area.



Major Paul Washington
Deputy Bureau Chief



WARRANT FUGITIVE DIVISION

EXTRADITIONS

Persons brought back to the county to stand trial or serve sentences are coordinated between the Office of the Sheriff and the State's Attorney's Office.

2019 - 267, a monthly average of 22

2020 - 131, a monthly average of 14



Captain Steven
Upathambhakul

EMERGENCY PETITION SERVICES (EPS).

A court ordered EPS instructs deputies to take a distressed or mentally ill person into custody for transport to a facility for psychiatric evaluation. An Extreme Risk Protective Order can be obtained for distressed persons in possession of firearms.

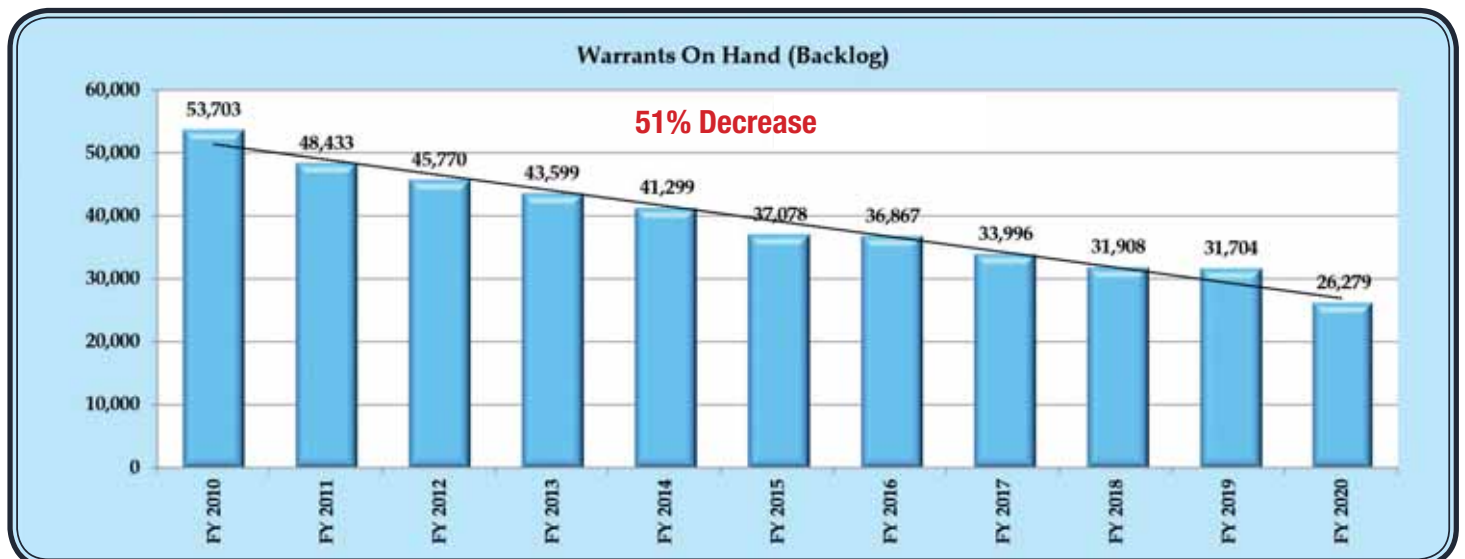
EPS served in 2019; 749

EPS served in 2020; 787



OUR PRIORITIES

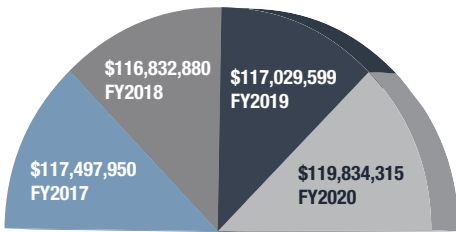
PRIORITY 1 - Capture of violent offenders who are a danger to the public **PRIORITY 2** - Stay current on new warrants





Child Support Enforcement Unit (CSEU) – Although hampered by COVID-19 in the latter part of 2020, Child Support Enforcement deputies brought individuals before the court who represented \$117M in support payments owed to custodial parents and nearly \$200M in 2020

Civil Document Service was unhampered in 2019; service in 2020 was arranged via phone and by arranging appointments to serve documents in person



Landlord and Tenant - While Sheriff's deputies delivered nearly 250,000 notices to appear in court over 2 years, actual Rental Evictions were less than 3,000 in 2019 and 2020. Fewer Writs of Repossession in Foreclosures occurred - less than 600 in 2019 and less than 300 in 2020. In 2020 Landlord and Tenant deputies were reassigned to Domestic Violence to assist with civil service of Peace and Protective Orders.



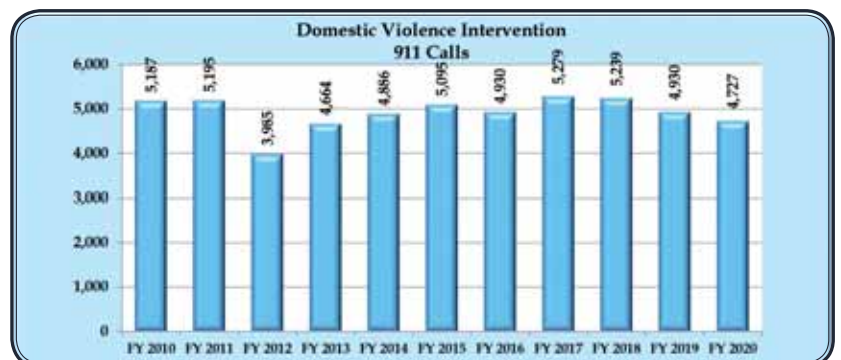
THE DOMESTIC VIOLENCE INTERVENTION DIVISION (DVID)



Captain Shawn Richards

"Domestic Violence response, with support from our Special Victim Assistants, is the foundation of DVID. A helpful tool is the Extreme Risk Protective Order law that allows law enforcement to seize firearms when an individual is in danger or poses a threat. Similarly, the 2020 law making strangulation a first-degree assault protects victims and increases penalties. During phases of COVID-19, courts allowed discretion in issuing and extending Protective Orders."

Protective Orders are a civil warning to abusers of potential legal action. The increase in orders in 2020, is a result of court reissuing orders and arguably the tension created by the necessary proximity and other stress factors during COVID-19.



DVID is the First Responder to 9-1-1 Domestic Violence calls in Police Districts III and VIII, completing the Lethality Assessment investigation with victims, removing abusers, making arrests, and augmenting county police manpower. DVID also serves the Emergency Petition Service (EPS) issued by the courts.



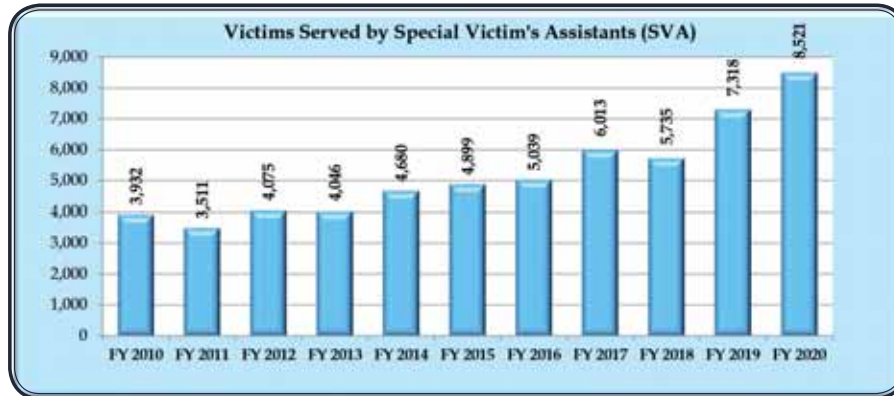
Extreme Risk Protection Order

Since the **Extreme Risk Protective Order** law became effective in 2018, 228 have been served, with 30 related to court-ordered Emergency Petition Service (EPS) and 198 related to Domestic Violence.



Ms. Bethany Bordeaux, Supervisor

"Special Victim Assistants (SVA) are professionals who are available to assist victims of domestic violence at the county's courthouses, at the Sheriff's Headquarters, and at the Family Justice Center (FJC), providing information, helping them access the courts, and other resources to help them end abuse."



Victims served by SVAs tell a dual story: Increases tell us that victims know there's help, where to access it and are willing to do so. In 2020, increases occurred during months of uncertainty and isolation brought on by the COVID-19 pandemic.

Purple Light Nights (PLN) Lighting Ceremony

Partners and Resources Aligned Against Domestic Violence

The Purple Light Nights Lighting (PLN) Ceremony and the Annual Partnership Luncheon have been catalysts for bringing community agencies, domestic violence professionals, and civic and faith organizations together against Domestic Violence.



2019 - Year 5
Introduced the Purple Light Bulb Award

2020 - Year 6
Moved to Prince George's Community College as Co-Host



LTC Mark Roccapiore

*Planning for Performance. Planning for Success. Planning for Change...
 "Once the budget is determined, what we do in Administration shapes the experience of everyone in the Sheriff's Office and everyone who comes into contact with any of our members. Our peak performance assures that the Sheriff's Office is in maximum working order. We manage agency processes. We manage agency resources. We manage agency risk."*

LTC Roccapiore

Planning and Research

Agency policies, rules and regulations reflect agency commitment to best practice policing embodied in CALEA Accreditation, and societal impact. These guide every aspect of deputies' work, performance and conduct.



Major Monica Jackson
Deputy Bureau Chief

New/Revised Policy:

- Body-Worn Cameras
- Prohibition of Chokeholds
- Duty to Intervene
- Duty to Report
- De-escalation Techniques
- COVID-19 Personal Protection Equipment (PPE)



Captain Yakeisha Hines

Personnel Services Division

Reviewing the recruiting and hiring process, fine-tuning processes, and adding a professional Human Resource Analyst to the mix helps us hire the most qualified people for deputy and civilian ranks.

Training

In-service classroom training, including eLearning and Virtual as COVID-19 emerged

CALEA Accreditation

CALEA Standards are reflected in our policies and mirrored in our

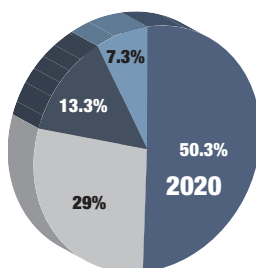
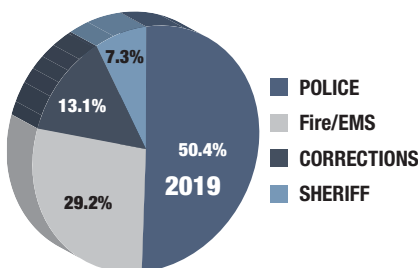


BUDGET & FINANCE DIVISION

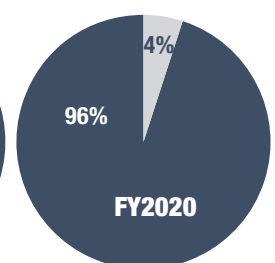
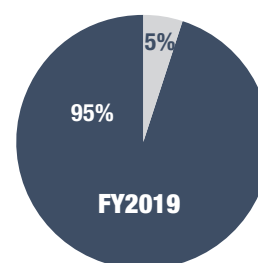


Grace T. King
Budget & Finance Manager

Overall Public Safety Spending



Office of the Sheriff Budget



"Our goal in Budget & Finance is to hold the division to the highest level of accuracy and productivity. Knowing where the agency stands helps the Sheriff's Office be prepared when change occurs...which it will."

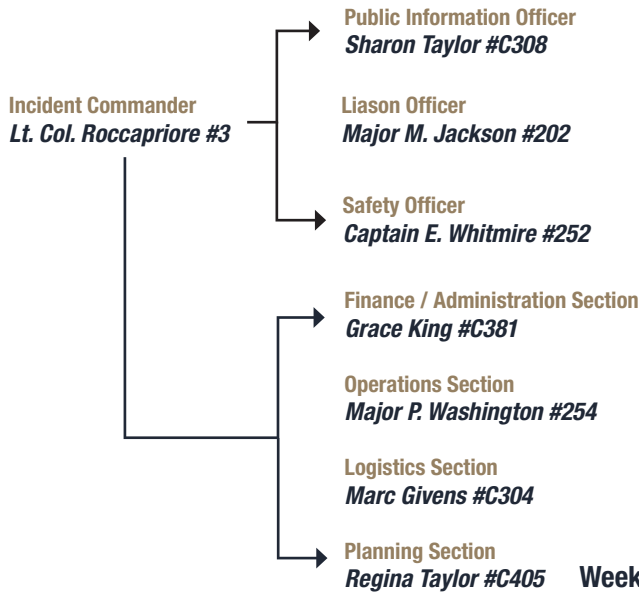
Grace T. King



COVID-19 Incident Command System (ICS)

Our Commitment to the Planning Process Informed Our Response to COVID-19

The Covid-19 Incident Command System (ICS) Team was developed on March 10, 2020, led by Lt. Colonel Roccapiore and staffed with a cadre of commanders throughout the agency. The ICS is based on the standardized approach to incident management developed by the U.S. Department of Homeland Security (DHS). The Team's regular communication kept the agency and community informed about the latest information and actions. The public depends on us. When COVID-19 hit, we established the ICS to monitor the situation and be ready to respond. ICS set a plan to protect our people, deliver a single message and continue to do our job.



- Maintaining PPE
- COVID News Bulletin
- Sanitizing Building/Vehicles/Offices
- Safety Protocols in Facility
- Managing COVID Finances
- COVID Policy Development
- Status of Employee Involvements

Weekly Bulletin to Members & News to Community Under COVID-19 Banner



ASSET MANAGEMENT DIVISION



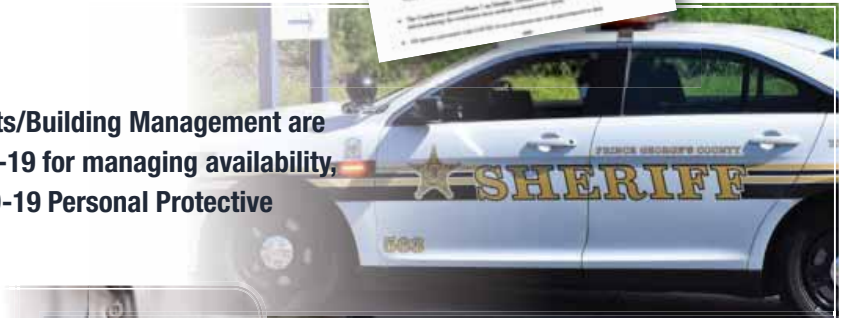
Marc Givens, Manager Asset Management

Supply Services and Fixed Assets/Building Management are even more critical during COVID-19 for managing availability, distribution, and usage of COVID-19 Personal Protective Equipment (PPE) and supplies.

Property & Evidence: Safe storage of more firearms seized under the ERPO Law

Body-Worn Cameras (BWC): Dedicated BWC program manager reviews footage, satisfies requests, manages equipment

Vehicle Services: New vehicles in a planned fleet upgrade





PRINCE GEORGE'S COUNTY
OFFICE OF THE SHERIFF
5303 CHRYSLER WAY
UPPER MARLBORO, MD 20772



Frequently Dialed Numbers

Office of the Sheriff	301-780-8600	Parks & Recreation	301-699-2582
Police Department	301-772-4740	Community Relations	301-952-4729
State's Attorney's Office	301-952-4729	Public Works & Transportation	301-883-5600
Fire/EMS	301-883-5200	Environmental Resources (DER)	301-883-5810
Homeland Security	301-324-4400	Housing/Community Development	301-883-5531
Family Justice Center	301-952-3318	Health Department	301-868-8000
Prince George's Dept. of Corrections	301-952-4800	Children's Natl. Medical Center	301-297-4000
Family Services	301-265-8401	Doctor's Community Hospital	301-552-8118
Social Services	301-209-5000	MedStar Southern Maryland Hospital Ctr.	301-868-8000
Prince George's County Public Schools	301-952-6000	UMD Prince George's Hospital Center	301-618-2000
Prince George's Community College	301-336-6000		

DIAL 211



The Prince George's County Sheriff's Office is committed to providing services that are fair, impartial, and effective while incorporating the highest standards of personal conduct and performance. The Sheriff's Office employs skilled dedicated professionals, committed to public service. We will serve the public responsibly while being held accountable to the highest moral, ethical, and legal standards. We believe in continuous improvement in all our endeavors, always striving to achieve excellence.