

2020 CHPD REVIEW AND 2021 PLANS

In early February 2020, Mayor Simpson and I shared our CHPD PRIORITIES AND ACTION PLAN FOR 2020. Due to circumstances beyond our control, 2020 was more complicated and demanding than expected. We were able to act on some of our plans in 2020, while others had to be deferred.

The Covid-19 Pandemic and nationwide police related incidents and protests altered our efforts and energy in 2020. I am going to comment on the stated 2020 priorities, what other priorities we developed mid-stream in 2020, and what we hope to achieved in 2021.

1. Department Re-Organization

Department re-organization was accomplished in January 2020 with the promotions of John Kidman to Lieutenant and Officers Scott Cornelious and Todd Harrer to Sergeant. Other than duty assignments, the total complement remained unchanged. This structure has proven to be conducive to greater effectiveness, efficiency and accountability within the police department. We believe this rank structure will continue to serve the department well for the foreseeable future.

2. Enhance Community Policing/Outreach and Public Engagement

This is an area where many of the initiatives we planned on had to be curtailed.

The School Resource Officer initiative has continued. Even with a substantial amount of school closure this past year, SRO Joseph Capers kept in regular contact with teachers and staff and intermittently with students. We had also started an officer school visitation program, however Covid-19 issues forced us to curtail that as well. We anxiously await enough of a Covid-19 reduction for school to get back to fully in person /on site, regular SRO presence and resumption of our school visitation program.

Similarly our Coffee with a Cop program, which was well received, was suspended due to the pandemic. It too will resume when the Covid-19 situation subsides.

Other efforts which were delayed due to Covid-19 were:

- Junior Police Academy (JPA)
- Citizen Police Academy (CPA)
- National Night Out
- Citizen Response to Active Shooter Event Training

The Covid-19 Pandemic has disrupted all facets of American life including our community policing efforts. We are planning on a better 2021.

3. Technology, Equipment and Facilities

The Pandemic had no effect on this area of 2020 plans. We were able to acquire the following:

- New In-car cameras
- Body cameras for all officers
- An Automatic License Plate reader system (ALPR)
- Speed and traffic counter recording unit
- New carpeting in the police department

As projected in the plan, these acquisitions have resulted in more efficient use of time, more accountability, better data collection for traffic safety purposes and an improved work environment.

4. Traffic Safety and Crime Prevention

Although traffic safety and crime prevention are always priorities for us, we were limited in these endeavors in 2020.

In 2019 we held seven (7) joint traffic enforcement events with PSP. These enforcement events resulted in hundreds of traffic stops and citations. PSP was not able to participate in these events in 2020, but like many things, we are hoping for a better 2021 and the resumption of these enforcement events. We did use the ALPR system as a basis for 154 traffic stops during the six (6) months of 2020 we had it in service.

Also in the realm of traffic safety, the Borough took over full control of all Crossing Guards at the start of the 2020-2021 school year. They are all part time Borough employees supervised by the Police Department. Fifty percent (50%) of the cost is reimbursed by the Camp Hill School District.

5. Training and Staff Development

We had planned for a full slate of training programs in 2020. Although we were not able to complete all the training we had hoped to, we were able to complete most of what we planned.

In addition to our state mandated training our officers received the following training in 2020, through a combination of on-line and live training.

- Use of Force in Law Enforcement
- Implicit Bias: Impact on Actions and Decisions
- De-Escalation, Intervention and Force Mitigation

- Effective and Constitutional Policing which including these topics
 - Constitutional Issues
 - Procedural Justice and Police Legitimacy
 - Bias Free Policing
 - Communication
 - De-escalation
- Police Supervisor In-service training (Sergeants)
- Body-cam and ALPR training
- Dealing with Special Needs individuals
- Crowd Control and Management
- Less Lethal Force Instructor re-certification
- Managing Police Discipline (Sergeants, Lieutenant)

We were unable to conduct the following in 2020 due to Covid-19

- Dynamics of Officer-Citizen Encounters
- Active Shooter Response
- Risk Management

Hopefully these training topics can be addressed in 2021.

2021 CHPD PRIORITIES AND PLANS

Although we believe there is light at the end of the tunnel, the Pandemic is still with us and we are uncertain when we might return to normal. For that reason we must be flexible in our plans for 2021.

We are going to try, to the extent Covid-19 permits, to follow up with the unmet plans from 2020.

- Regular Officer School Visits in addition to our SRO
- Junior Police Academy
- Citizen Police Academy
- National Night Out
- Regular Coffee with a Cop Events
- Re-instituting Traffic Enforcement Events
- Bicycle Patrol Continuation and possible expansion

Training

- Citizen Response to Active Shooter Event Training
- Risk Management Training
- Dynamics of Officer-Citizen Encounters
- Fair and Impartial Policing, Implicit Bias and De-escalation training continuation
- Further supervisory & leadership training

Earlier in this report I referred to protests and civil unrest as a result of a number of use of force incidents across the United States in 2020. These events have raised awareness and concerns about how police do their job throughout the nation.

Although I believe the Camp Hill Police perform their duties professionally, fairly and impartially, it was important to us to review our policies and conduct training to reinforce fair and impartial policing. We started this in 2020 by making some minor changes to our Use of Force Policies and providing training on Constitutional Policing, Implicit Bias and De-escalation.

In 2021 we plan on taking several steps to insure we stay ahead of the curve of police professionalism, fair and impartial policing and transparency. Steps planned for 2021 include:

- Publishing our Department's Use of Force Policy*
- Publishing Use of Force Incident Data*
- Publishing data on the racial breakdown of Camp Hill PD traffic citations and non-traffic arrests*

Additionally we will have continuous on-going training for all officers on:

- Use of Force
- De-escalation
- Implicit Bias and Fair and Impartial Policing
- Responding to incidents involving persons with special needs or mental health crises

The Camp Hill Police Department has a good record for professionalism and courteous treatment of the public while still engaging in enforcement when necessary. We cannot, however, afford to become lax and that is why we will continue to train our officers in these and other topics and promote partnership in the community.

**On line at Camp Hill Crimewatch.com*