

2024



ANNUAL REPORT

FREDERICK POLICE DEPARTMENT

OUR MISSION

MISSION

It is the mission of the Frederick Police Department to safeguard lives and property and enhance public safety in partnership with our community.



VISION

To become the safest city in Maryland by consistently exceeding community expectations, recognizing that our employees are our most valuable asset.



CHIEF'S MESSAGE



Dear Frederick Community,

It is with great pride and gratitude that I present the Frederick Police Department's 2024 Annual Report. This year has been marked by significant progress, a few challenges, but most importantly a continued commitment to enhancing public safety and fostering trust within our community. Each of the programs and initiatives you see below would not be possible without the commitment and hard work of over 200 police officers and professional staff members, who are some of the most dedicated public servants I have ever had the honor of working with. As we reflect on the past year, we are pleased to share not only the accomplishments of our department but also the positive impact of our innovative programs designed to address the evolving needs of our community, and our team.

FPD's Crisis Response Team (CRT), a specialized unit focused on responding to individuals in mental health or crisis-related situations, continues to make a significant impact in the Frederick community. By pairing trained officers with both EMS and behavioral health professionals, we have been able to provide timely, compassionate support to those in need, while ensuring public safety.

Our **Law Enforcement Assisted Diversion (LEAD) Program** continues to offer a proactive, compassionate approach to individuals who are in a tough place in their lives, many of whom are struggling with substance use disorder. Rather than arresting individuals for low-level offenses, we provide them with an opportunity to receive treatment and services, allowing for long-term recovery and reducing recidivism.

Our **Multi-Cultural Liaison Unit (MCLU)** is another critical component of our efforts to strengthen relationships with diverse populations. By engaging with various cultural communities, we are better able to understand and address their unique concerns, creating an inclusive environment where every resident feels valued and heard.

Through our **Chief's Community Advisory Board**, we maintain open lines of communication with community leaders and residents to ensure that the voice of the people is heard in shaping our policies and priorities. This advisory board provides a platform for collaboration and input, helping to build greater transparency and trust between the police department and the community we serve.

Our commitment to our employees is also of paramount importance, which is why we've created the **Resiliency & Wellness Group (RWG)** to support the mental and physical health of our officers. In 2024, FPD welcomed our first **Resiliency & Wellness Coach**, a full-time mental health clinician to take care of those who are charged with taking care of our community. Additionally, we implemented Struggle Well training for all staff and rolled-out a wellness smartphone app. These initiatives are crucial in helping our team cope with the demands of police work while ensuring they remain well-equipped to serve with excellence.

In addition to the above, we have a number of exciting things on the horizon, to include a move to our brand-new headquarters in May, 2025, and the implementation of new technology that will assist in our crime fighting efforts. Thank you for your continued support and for entrusting us with the privilege of serving and protecting Frederick.

Together, we will continue to build a safer, stronger community for generations to come.

Sincerely,

Jason Lando

Chief of Police

Frederick Police Department

THE CITY OF FREDERICK



The Frederick Police Department provides policing services for the City of Frederick, Maryland. Located in central Maryland, less than an hour from Baltimore and Washington, D.C., the City of Frederick is Maryland's second-largest city and the county seat of Frederick County. Many businesses and government services call Frederick home, including Fort Detrick, the National Cancer Institute, Frederick Health, Frederick National Laboratory for Cancer Research, as well as Hood College, and Frederick Community College. The City of Frederick has a diverse economic base consisting of bioscience, technology, manufacturing, professional services, and tourism, providing a stable source of employment within the region. Frederick boasts a vibrant, historic downtown featuring an array of shops and restaurants. With over 88,000 residents living within 24 square miles, the city maintains 72 beautiful parks. With its natural, scenic beauty and thriving business and restaurant community, Frederick is the perfect place to live, work, play, and serve.



CITY OF FREDERICK
FOUNDED 1745

POPULATION
88,000



LARGEST CITY
IN MARYLAND

FPD HISTORY

In 1745, Daniel Dulaney established Fredericktown along a feeder creek of the Monocacy River. By 1817, Frederick had grown to a population of 3,640 and was granted municipal status. On March 21 of that year, the city administration appointed four town Constables, each tasked with supervising different aspects like streets, markets, enforcement, and animal control.

The Police Department underwent an official reorganization in 1858, consisting of a captain and two constables. By the following year, the force expanded to four members, eventually evolving by 1870 into a structured police force akin to those in New York City and London.

Constables transitioned to policemen, with the force comprising a police chief, a day squad of three officers, and a night squad of three officers.

From 1817 to 1941, constables and policemen served on an annual basis, requiring rehiring each year through appointment by the Mayor, Board of Common Council, and the Board of Aldermen. In 1941, the department underwent a reorganization, eliminating the need for annual rehiring and establishing a professional organization of career law enforcement officers.

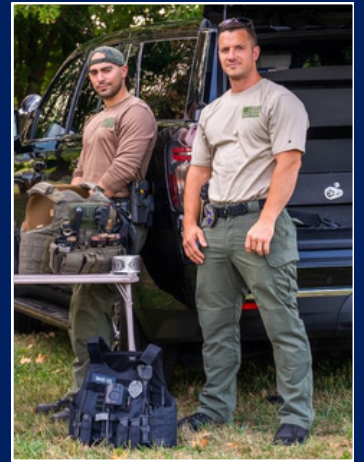
Today, the Frederick Police Department is a fully accredited agency with 154 sworn officers and 56 civilian employees. Its structure comprises two Bureaus: the Special Services Bureau and the Operational Services Bureau, each led by a Captain. There are seven Divisions, each overseen by a Lieutenant. The Command Staff includes the Chief of Police, two Captains, seven Lieutenants, and one civilian Manager.



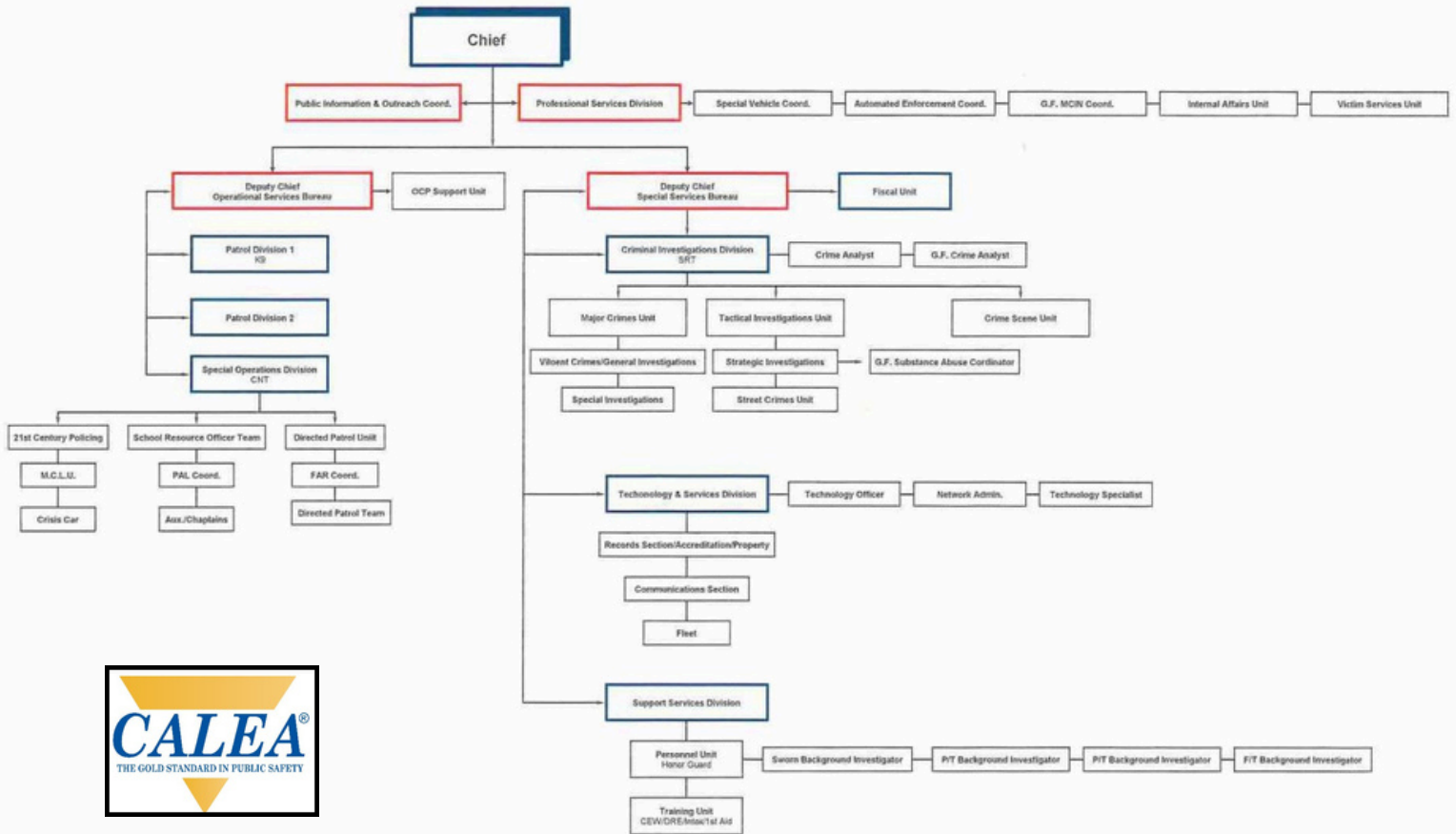
DID YOU KNOW...



The Frederick Police Department's patch was designed by Woodrow Wilson "Speedy" Corbin (1912-2006). Corbin, among Maryland's earliest State Troopers, dedicated 38 years to his service. In September 1951, he assumed the role of Frederick's Chief of Police, succeeding Fred Straley. Despite Mayor Donald Rice's offer for him to continue as Chief of Police, Corbin chose to decline and instead recommended Charles Main as his successor.



ORGANIZATION STRUCTURE



FPD AT A GLANCE

FY 2025 BUDGET:
\$48,480,323

SWORN PERSONNEL : 146
NON- SWORN PERSONNEL : 56
POLICE K9'S: 12

2024 CUSTODIAL ARRESTS:
3,054



2024 CALLS FOR SERVICE: 83, 274

Disclaimer:

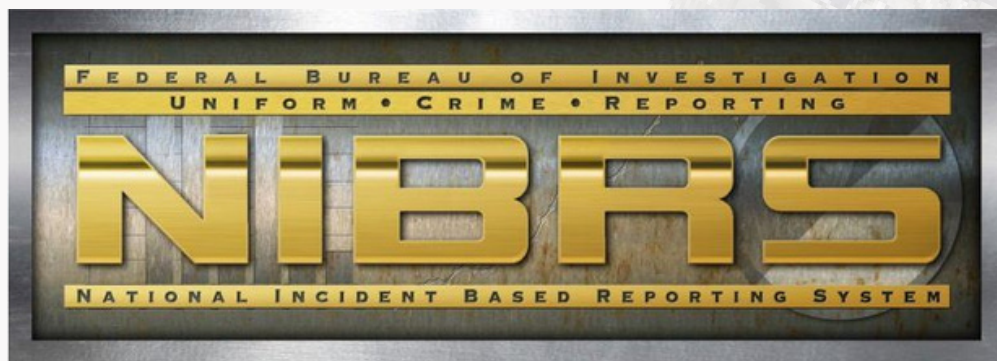
The total calls for service in 2024 is 83,274, reflecting a 21% decrease from 2023 (105,851). This decrease is due to a change in our Records Management System, where proactive calls for service are now categorized as a "status" rather than a traditional call for service. As a result, these proactive activities are no longer included in the overall call volume, though officers continue to conduct proactive policing efforts throughout the community.

CRIME REPORTING DATA

Starting in *September 2022*, the Frederick Police Department changed how they report crime. They switched from Uniform Crime Reporting (UCR) to the National Incident-Based Reporting System (NIBRS).

This new system gives more detailed information about each crime. Unlike before, where crimes were grouped together, NIBRS records each crime separately. This means we get a better understanding of what's happening in our community.

Under NIBRS, agencies collect data on 46 specific crimes, known as Group A offenses, offering a deeper insight into the nature and frequency of criminal incidents. NIBRS accounts for **multiple** crimes committed by the **same** person or group within a short time frame and geographic area, ensuring a more accurate representation of criminal activity within the community. This transition provides stakeholders with a more accurate depiction of crime trends and patterns.



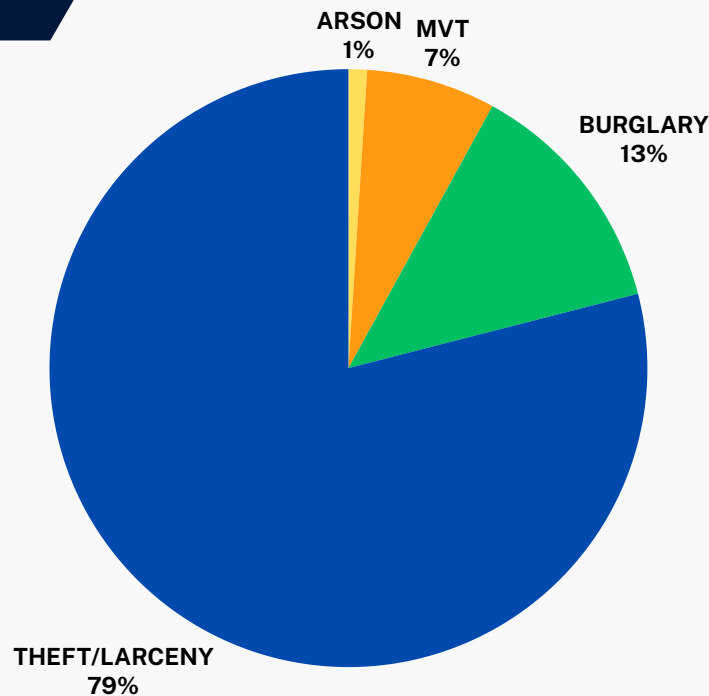
GROUP A CRIME COMPARISON

GROUP A	2023	2024	% CHANGE
AGG ASSAULT	223	267	20%
BURGLARY	200	191	-5%
FRAUD	458	414	-10%
HOMICIDE	7	2	-71%
THEFT	1247	1205	-4%
MOTOR VEHICLE THEFT	119	99	-17%
ROBBERY	51	48	-5%
SEX OFFENSE	100	114	14%
WEAPON	68	86	26%
ALL OTHER	2154	2030	-6%
TOTAL	4627	4456	-4%

Note: This data is subject to change due to late reporting. Percentage changes involving small figures should be interpreted with caution.



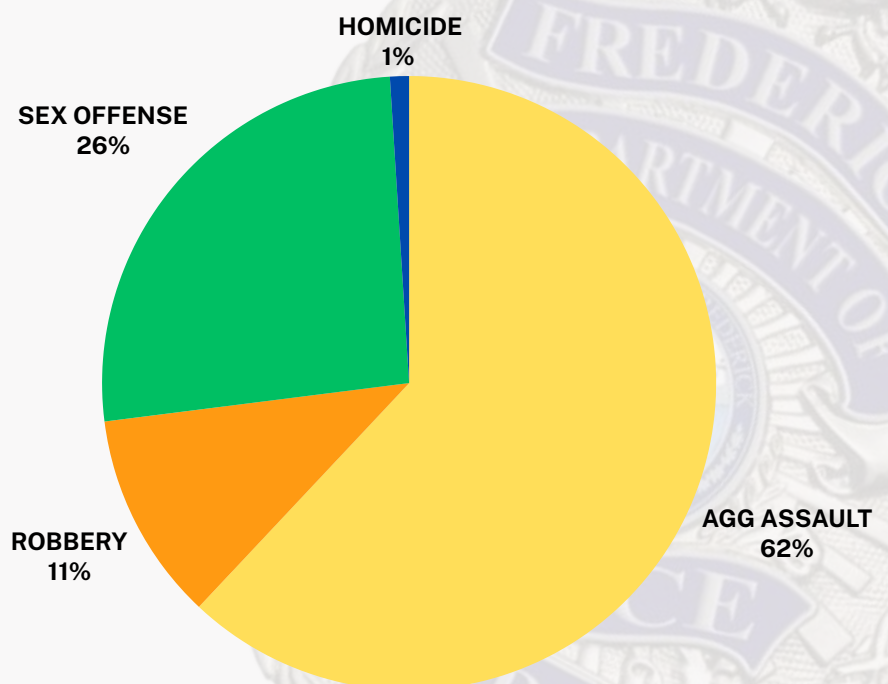
2024 PROPERTY CRIME DATA



Property Crime consists of Arson, Theft/Larceny, Burglary and Motor Vehicle Theft. In 2024, Arson contributed to <1% of property crime, followed by Motor Vehicle Theft (7%), Burglary (13%), and Theft/Larceny (79%).

2024 VIOLENT CRIME DATA

Violent Crime consists of Aggravated Assault, Robbery, Sex Offense (forcible & non-forcible), and Homicide. In 2024, Assault contributed to 62%, followed by Sex Offenses (26%), Robbery (11%), and Homicide (1%).



LEAD STATS

Call Type	2019	2020	2021	2022	2023	2024	% decrease '19-'24
Drug complaint	355	205	144	92	70	24	93.2*
Loitering	115	75	71	68	18	9	92.2
Littering	17	11	11	5	1	0	100
Mental subject	58	45	72	71	84	26	55.2
Overdose	60	59	57	14	15	4	93.3
Trespassing	221	110	142	175	170	63	71.5
Vagrancy	38	35	44	46	44	34	10.5
Alcohol complaint	133	29	7	21	7	2	98.5*
Indecent exposure	7	11	6	13	12	1	85.7
Panhandling	27	8	5	8	3	0	100
Soliciting	12	3	5	2	3	0	100
Municipal infraction	35	81	47	23	26	7	80.0

The Law Enforcement Assisted Diversion (LEAD) program has been a game-changer for Frederick since its launch in 2022. By connecting individuals involved in low-level offenses with the resources they need, LEAD is helping to break the cycle of repeat offenses, leading to fewer drug complaints, fewer overdoses, and a safer community.

Key Results (2019–2024):

Drug Complaints: 355 (2019) → 24 (2024), 93.2% reduction

Loitering: 115 (2019) → 9 (2024), 92.2% reduction

Overdoses: 60 (2019) → 4 (2024), 93.3% reduction

Alcohol Complaints: 133 (2019) → 2 (2024), 98.5% reduction

Municipal Infractions: 35 (2019) → 7 (2024), 80% reduction

Learn more here: <https://cityoffrederickmd.gov/CivicAlerts.aspx?AID=7769>

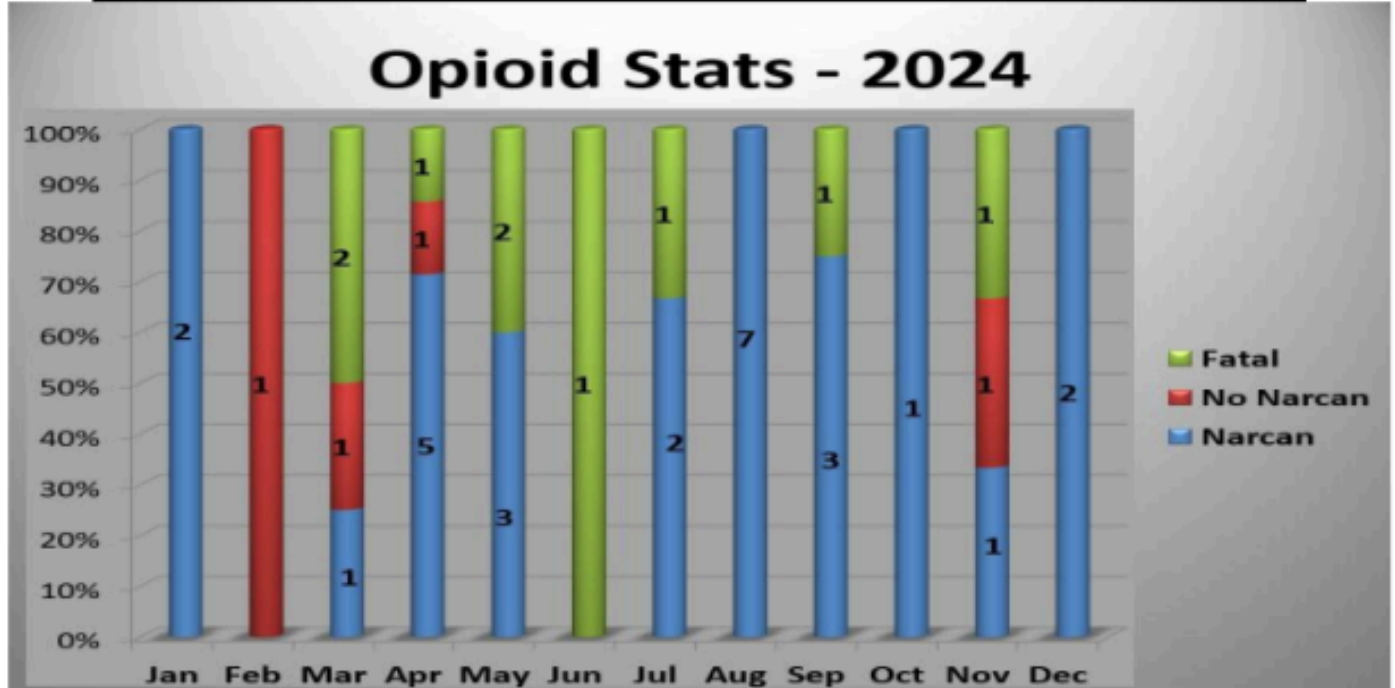
2024 OPIOID OVERDOSE DATA

Fatal Overdose: 9

Non-Fatal Overdose: 31

**-56% TOTAL OVERDOSES FROM
2023 TO 2024**

The information above shows opioid ODs January 1st – Dec 31st for both 2023 & 2024.



PROMOTIONS & RETIREMENTS

PROMOTIONS:

Sean Carpenter - 02.28.24 - Sergeant

Dawn Phillips - 02.28.24 - Corporal

Michael Jones - 12.18.24 - Emergency Communications
Assistant Supervisor



RETIREMENTS:

Tracey Wiles - 11.13.03-03.01.24

Scott Pyon - 10.14.02-10.14.24

Kristen Foertschbeck - 11.18.13-09.16.24

Deborah Alston - 11.27.95-04.30.24



Jason Lando

Chief of Police

Jason Lando was selected as Chief of Police for the Frederick Police Department in March 2021. Since arriving in Frederick over 3 years ago, Chief Lando has worked with his team to implement a number of new programs and initiatives.

Most notably, FPD established a mental health tri-responder program known as the "Crisis Car," as well as a Multi-Cultural Liaison Unit, designed to strengthen relationships between police and the community. Another key initiative, the Law Enforcement Assisted Diversion (LEAD) program is a collaborative effort between FPD and the Frederick County Health Department. Currently, Chief Lando and his team are focused on improving the mental and physical health of FPD employees through their newly formed Resiliency & Wellness Group (RWG), a team comprised of sworn and professional staff dedicated to ensuring organizational health and wellness.

Prior to coming to Frederick, Chief Lando spent 21 years with the Pittsburgh Bureau of Police, where he served his last seven years at the rank of Commander. In his capacity leading one of Pittsburgh's busiest and most diverse districts, Jason and his team implemented several initiatives geared toward uniting police officers and community members to reduce crime while simultaneously building trust.

Jason holds a bachelor's degree in emergency medicine from the University of Pittsburgh and a master's degree in legal studies from California University of Pennsylvania. When he is not working, Jason volunteers as a Big Brother to 16-year-old Jayden, as part of Big Brothers Big Sisters - Bigs in Blue program.



Kirk Henneberry

Deputy Chief of Police- Operational Services Bureau

Kirk Henneberry is a dedicated law enforcement professional who has been serving the City of Frederick since 2002. Graduating from Hood College with a Bachelor of Arts degree in the same year, he has since demonstrated a commitment to continuous learning and professional development. In 2019, Kirk attended Session 278 of the FBI National Academy, further enhancing his skills and knowledge in law enforcement.

Currently serving as Deputy Chief of the Operational Services Bureau, Captain Kirk Henneberry oversees the uniformed, community-facing aspects of the police department. With a strong focus on delivering exceptional customer service, he is dedicated to assisting individuals in resolving issues and ensuring the pursuit of truth in all matters.

Kirk recognizes the importance of collaboration and teamwork in maintaining the safety and well-being of the Frederick community. He acknowledges the contributions of both sworn officers and non-sworn support staff, emphasizing their collective responsibility in preserving Frederick as a safe and welcoming environment for all residents.



Aaron Lapp

A/Deputy Chief of Police- Special Services Bureau

Aaron Lapp has over 17 years of experience in various roles at the department, including patrol, street crimes, criminal investigations, and technology services, he brings a wealth of expertise to his current position. Aaron is a 2022 graduate of the Northwestern University School of Police Staff & Command and holds undergraduate degrees from Indiana University of Pennsylvania and Allegany College of Maryland in Criminology-related fields.

An advocate for innovation and creative thinking with technology, Aaron prioritizes empowering every member of the agency, with a particular emphasis on civilian support staff. He believes that collaboration and fostering innovation among all employees are key to improving agency efficiency. Outside of work, Aaron enjoys spending time with his family and traveling.



Jonathan Holler

Lieutenant- Criminal Investigations Division

Jon Holler has served with the Frederick Police Department for 17 years and currently commands the department's Criminal Investigation Division.

A 2006 graduate of Shippensburg University with a degree in criminal justice, Jon also graduated from the Northwestern School of Police Staff and Command – Class 554 in 2023.

He has a wealth of experience, having served on the department's Special Response Team from 2008 to 2017 and holding supervisor roles in the Patrol Division, Special Operations Division, Criminal Investigation Division, and Training Unit before his promotion to Lieutenant in 2018.

Jon finds great satisfaction in the family atmosphere within FPD and the exceptional support received from the community.



Kevin Meyer

Lieutenant- Technology & Services Division

Kevin Meyer currently serves as the commander of the Technology and Services Division. With over 16 years of dedicated service to the department, Kevin has held various roles on patrol at every level, including Patrol Commander, detective in the drug enforcement unit, and Unit Supervisor in the Training Unit.

A native of Frederick County, Kevin appreciates the opportunity to work in close proximity to his home and values the chance it provides to raise his family in the area.

Recently completing his Master's in Business Administration and graduating from the Northwestern School of Police and Command Staff (class 527), Kevin considers himself a perpetual student and strives to instill a passion for learning in those he works alongside.



Reed Preece

Lieutenant- Patrol Division One

A/Lt. Reed Preece currently leads Patrol Division I and serves as the team leader of the Special Response Team (SRT). With over 17 years of service with the Frederick Police Department, he has held a variety of operational and supervisory roles, including assignments in patrol, the Directed Patrol Unit, the Tactical Investigations Unit, and 14 years with the decentralized Special Response Team.

Reed holds a bachelor's degree in criminal justice from Shippensburg University and a Graduate Certificate from the University of Virginia. In 2024, he further honed his expertise by attending Session 290 of the FBI National Academy, strengthening his leadership and law enforcement aptitude. In addition to his distinguished law enforcement career, Reed honorably served for more than 20 years in the Army National Guard, retiring in December 2023. A/Lt. Preece is deeply committed to the mission of the Frederick Police Department, ensuring that the officers and supervisors under his command are supported, well-trained, and empowered to succeed.



Justin Thomas

Lieutenant- Patrol Division Two

Justin Thomas has been a dedicated member of the Frederick Police Department since 2012. Currently, he holds the position of overseeing FPD's Patrol Division 2. Throughout his tenure, he has served in various capacities including Directed Patrol, Street Crimes, Patrol, and Internal Affairs.

He finds immense satisfaction in working for an agency that garners significant community support by prioritizing officer well-being and citizen safety. As a member of the command staff, Justin consistently advocates for Frederick as an exemplary place to both work and live.

Outside of his professional endeavors, Justin is an enthusiastic outdoorsman, enjoying activities such as hunting, fishing, and camping. He endeavors to share these passions with his wife and four children, encouraging them to join him in experiencing the great outdoors.



Matthew Carrado

Lieutenant- Professional Services Divisionn

Matt Carrado has been a dedicated member of The Frederick Police Department for over 20 years. Prior to joining the department, he obtained his degree in Criminal Justice from the University of Maryland. He is committed to continuous learning and endeavors to position the Frederick Police Department as a frontrunner in areas such as drone technology, canine operations, DUI enforcement, and Drug Recognition Expertise (DRE). Matt's spouse is also a fellow law enforcement officer within the agency, responsible for supervising the School Resource Officers. Outside of his professional pursuits, Matt finds enjoyment in playing golf and cherishing moments with his family.



Kacie Strong

Lieutenant- Support Services Division

Kacie Strong has served with the Frederick Police Department for 16 years, assuming various leadership roles throughout her tenure. Currently, she oversees the Support Services Division and leads the CRASH Reconstruction Team. Throughout her career, she has been entrusted with supervisory responsibilities in units including the Street Crimes Unit, Training Division, Patrol Division, and Criminal Investigations Division.

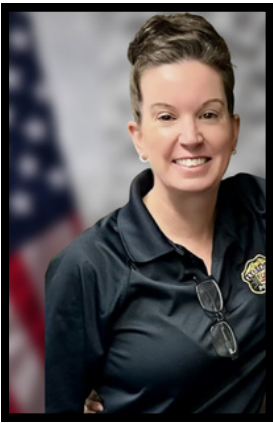
Kacie earned her bachelor's degree from Mount St. Mary's University and her master's degree from American Public University. She values the close-knit relationships within the agency and appreciates the strong support from the community. Outside of work, Kacie enjoys spending quality time with her family and finds fulfillment in coaching her children's soccer team.



John S. Corbett

Lieutenant- Special Operations Division /
Emergency Management & Preparedness

John Corbett has been a member of the Frederick Police Department for 19 years and presently commands the department's Special Operations Division. He is a 1992 graduate of Salisbury University. Throughout his tenure, he has held supervisory positions in the Patrol Division, Special Operations Division, and Professional Services Division, culminating in his promotion to Lieutenant in 2018. John appreciates the familial atmosphere within FPD and values the exceptional support from the community.



Heather Reader

Fiscal Unit Manager

Heather Reader commands the Fiscal Unit at the Frederick Police Department, leveraging 18 years of experience. Joining FPD in 2006, she began as an officer in the police academy and later served in the records section before assuming her current role.

In her leadership of the Fiscal Unit, Heather excels in budgetary oversight, resource allocation, and tailored financial planning to meet departmental operational needs. Her contributions were instrumental in the development of the new police headquarters, ensuring efficient resource allocation to support infrastructure needs.

Heather holds a Bachelor's Degree in Psychology from Eastern Connecticut State University. Outside of work, she enjoys spending time with her family and has been a caretaker for many years. Heather looks forward to activities such as cooking, camping, visiting vineyards, and hosting friends.



Joseph Hayer

Lieutenant

Joe Hayer is a distinguished police executive, leader, and investigator with a robust background encompassing over twenty-three years of experience in law enforcement.

With a hands-on approach, Joe is recognized for his extensive expertise in various facets of operations and administrative management. He excels in policy formulation and implementation, possesses comprehensive knowledge of union-related labor laws, pensions, recruiting strategies, employee training, and other essential human resource functions.

MULTI-CULTURAL LIAISON UNIT

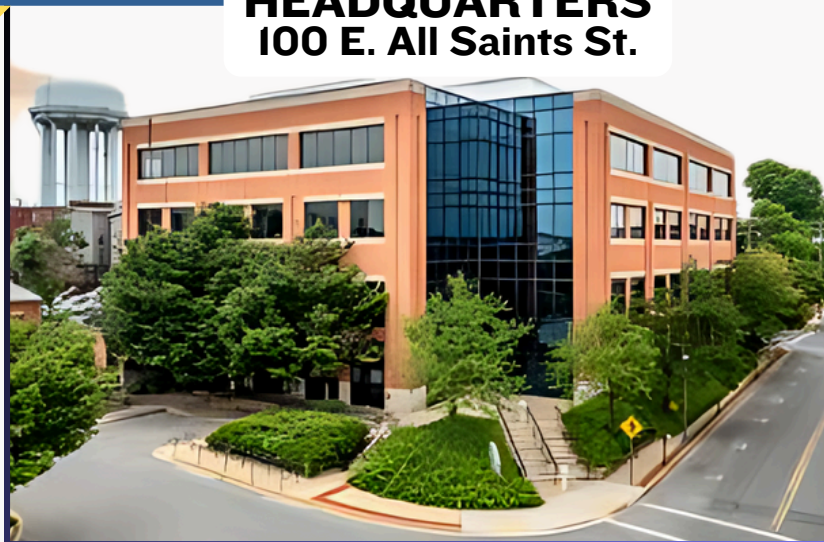


Established in June, 2021, the Multi-Cultural Liaison Unit (**MCLU**) is comprised of officers assigned to 5 communities across Frederick:

Hispanic/Latino, Black/African American, Asian American, LGBTQIA+, and Deaf/HOH. Officers participate in community events, conduct business checks, and assist in the handling of sensitive situations within their assigned communities.

NEW

HEADQUARTERS
100 E. All Saints St.



**Purchased in August 2022
and set to open in Spring 2025**

LEAD PROGRAM

Law Enforcement Assisted Diversion (LEAD) launched in 2022. An effort between FPD, SAO, the Public Defender's Office, the Frederick County Health Department, Parole/Probation, and the Mayor's Office. LEAD addresses non-violent, lower-level offenses associated with addiction, homelessness, and behavioral health issues. The focus is on addressing root causes for better outcomes.

GET TO KNOW YOUR NEW 5-0

Brand new to FPD, we are providing our student officers in the police academy with opportunities during their training to meet residents and community leaders so they will already have those important relationships established by the time they graduate from the police academy.



CITIZENS POLICE ACADEMY

An 8-week program designed for residents to become familiar with the day-to-day operations of FPD. The **CPA** provides hands-on instruction to better understand the procedures, responsibilities, guidelines, and policies that guide our agency.



CRISIS RESPONSE TEAM

Established in Spring, 2021, the Crisis Car is a mental health co-responder program that consists of a police officer, an EMT/paramedic, and a mental health clinician. The team provides emergency response support for individuals facing mental health crises. Our program delivers a unique and effective response, ensuring individuals in crisis receive the necessary medical attention, mental health support, and law enforcement assistance as needed. The Crisis Car responded to 246 CFS in calendar year 2024

CADET PROGRAM #118

The mission of the Frederick Police Department Cadet Program is to provide a positive relationship between Officers and Youth who wish to learn about careers in Law Enforcement. This career-oriented program is for young adults between the ages of 14 to 20.



NIGHTTIME ECONOMY TASK FORCE



Established in September 2021, the NET, a collaboration between FPD, DFRS, Health Department, Downtown Partnership, and residents, aims to address violence and quality of life complaints from bars and clubs. The NET convenes monthly to tackle these issues.

PROGRAMS AND INITIATIVES

Established in Spring, 2023, the RWG is an internal program for FPD staff and their families. Comprised of sworn and professional staff, the RWG recently created a strategic plan focusing on physical, emotional, and financial wellness for employees, their families, and retirees. We believe when our team is healthy, we will take better care of our community!



RESILIENCY & WELLNESS GROUP



“Thrive is the vibe.”

CHIEF’S COMMUNITY ADVISORY BOARD



Established in April, 2021 the CCAB is comprised of Frederick community members representing: residents, faith leaders, school officials, social service providers, community activists, business owners, and police officers. The CCAB meets quarterly for dinner and presentations on police-related topics as voted on by members of the Board.

Answer the call to serve and protect
with the Frederick Police Department,
where we lead the charge in safeguarding
and empowering the City of Frederick.



SCAN TO APPLY



FACEBOOK

FACEBOOK.COM/FREDERICKPOLICE

INSTAGRAM

@FREDERICKMDPOLICE



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