

# MONTGOMERY COUNTY, MARYLAND ADVISORY COMMISSION ON POLICING WORK PLAN

The Advisory Commission on Policing (ACP) was created in 2019 by the Montgomery County Council in response to the ongoing public dialogue around policing practices and as an effort to increase community involvement in matters of public safety. ACP's mission is to advise the Council on policing matters and recommend policies, programs, legislation, or regulations with regards to policing.

Montgomery County Code Section 35-6 establishes the 15-member Advisory Commission on Policing and defines ACP's duties to:

- Advise the Council on policing matters;
- Provide information regarding best practices on policing matters;
- Recommend policies, programs, legislation, or regulations;
- Comment on matters referred to it by the Council;
- Conduct community outreach for community input on policing matters; and
- Accept correspondence and comments from members of the public.

**Note:** By July 1 each year, the ACP must submit an annual report on its functions, activities, accomplishments, plans, and objectives. This workplan will be reviewed and revised on an annual basis, or sooner if circumstances require.

**Goal:** To offer guidance and recommendations to the County Council concerning policing, including policies, programs, legislation, or regulations pertinent to the Montgomery County Police Department's (MCPD's) ongoing policing efforts to cultivate alliances and community engagement programs and initiatives fostering trust, transparency, accountability, and public service.

**Objectives:** To ensure that the evolving needs, expectations, and values of Montgomery County's diverse communities are addressed by identifying effective policing policies, programs, initiatives, and strategies, as well as other measures the County Council should consider for improving the delivery of policing services to Montgomery County residents.

**Strategies:** The following are an initial set of strategies to support a path forward for the ACP to successfully accomplish its mission—

1. Proactively gather data and insights from a variety of sources and methods to capture input and feedback on policing matters from both the police department and all segments of Montgomery County’s diverse communities, with particular attention to those who live and/or work in areas disproportionately impacted by crime and policing, and on marginalized groups such as youth, people of color, LGBTQ+, individuals whose primary language is not English, and people with disabilities.
2. Work with MCPD to better understand how certain aspects of police reform have been working, specifically focusing on the Maryland Police Accountability Act of 2021, as well as compliance with Commission on Accreditation for Law Enforcement Agencies (CALEA) standards, relevant laws, regulations, and its adoption of best practices, audit findings, and recommendations to include—
  - a. Reimagining Public Safety Task Force
  - b. Effective Law Enforcement for All (ELE4A)
  - c. Montgomery County (MD) Office of the Inspector General
  - d. Maryland Police Training and Standards Commission
  - e. Office of Racial Equity and Social Justice (ORESJ)

MCPD’s efforts to address these requirements and recommendations should not only meet but exceed the expectations and demands of Montgomery County’s diverse communities.

3. Ensure that MCPD undertakes a robust planning process incorporating the formulation of specific goals, objectives, strategies, performance measures, and outcomes for all significant program areas.
4. Examine MCPD community policing outcomes to ensure that these efforts are focused on priorities that meet the expectations of community members and the County Council.
5. Review MCPD’s data collection, analysis, reporting, and management practices to ensure they meet internal policy and legislative requirements and advance transparency to inform the public of an accurate picture of crime in Montgomery County.
6. Provide recommendations on all pending legislation that impacts policing. This work should focus on communities of color that have been historically overpoliced, and that these same communities are also disproportionately victims of crime and have a real need for effective public safety services.

7. Review and address MCPD's lack of benchmarking against "comparable jurisdictions" which the department could use to help evaluate its performance on many of its important programs and activities.
8. Review the role of police in the probable cause and pretrial release decisions of District Court Commissioners.
9. Contribute to the ongoing discussion regarding the presence of police officers in the County's public school system, including activities disrupting the school to prison pipeline.
10. Prepare and submit reports and recommendations to the County Council in a timely manner consistent with ACP's mission.

**Preferred Outcomes:** Submit recommendations to both the County Council and MCPD that are both feasible, pragmatic, and informed by evidence-based research in addressing the strengths, weaknesses, opportunities, and challenges concerning the provision of policing services in Montgomery County.