



## ADVISORY COMMISSION ON POLICING

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December 18, 2023

Chief Marcus G. Jones  
Montgomery County Police Department  
J. Thomas Manger Public Safety Headquarters  
100 Edison Park Drive  
Gaithersburg, MD 20878

Re: Role of issuing traffic citations in officer evaluation

Dear Chief Jones:

As you know, the Advisory Commission on Policing has been working on issues regarding traffic enforcement since its inception. We remain unclear about the role of issuing traffic citations in the evaluation of officers in the Bureau of Patrol Services.

Function Code 370 II.C re: Performance Evaluation for Police Employees provides that a goal is to “Keep employees informed of what is expected of them and how well they are meeting those expectations.” Is there any document or policy that sets forth any kind of expectation regarding the issuance of traffic citations?

Relatedly, Function Code 300 III-Department Rule 16.B regarding “Unsatisfactory Performance” provides that “Employees will demonstrate an ability or willingness to perform assigned tasks, take appropriate action in a situation deserving police attention, and conform to work standards established for the employee’s rank, grade or position.” Are there any statements that address traffic enforcement or the issuance of traffic citations in connection with “assigned tasks,” “situations deserving police attention,” or “work standards” for officers in the Bureau of Patrol Services?

We would greatly appreciate being briefed on this subject at our next meeting on January 8, 2024. What data are collected are collected per officer? Who gets to see that information?

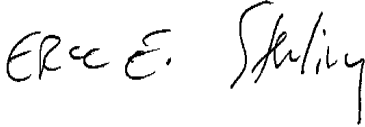
What is the correlation between the data and the officers’ performance evaluation? Is this an issue that has been addressed in the context of collective bargaining?

Advisory Commission on Policing

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Thank you very much.

A handwritten signature in black ink, reading "Eric E. Sterling". The signature is written in a cursive, flowing style. The first name "Eric" is written in a more compact, blocky cursive, while "E." is a simple cursive "E" followed by a period. "Sterling" is written in a more elongated, flowing cursive script.

Eric E. Sterling, Chair  
Advisory Commission on Policing

cc: Councilmembers