

## Questions and Answers - Chief Jones and Sgt Brewer - PAC March 8 Meeting

1. What **changes or reforms would you like to see** with regards to policing in our county? With so many areas of policing being looked at and so many telling the police how to do their job, what policing areas do you think need improvement and where improvement is actually possible (due to available budget etc)?

- **Chief's response** – Mental health response is at the top of the list. Supports the Crisis Now model. Have collaborated with the hospitals in MoCo to apply for a grant for a restoration center, which would be critical in addressing not only mental health concerns but also substance abuse calls. Would give officers an alternative to charging people with minor offenses and also diverting people from the criminal justice system. This is a long-term goal. In the short-term perspective, we need to figure out how to re-direct calls for service that do not involve violence or a threat of violence away from the police. Encouraged that there are additional resources being committed to this but this is only the start of this process. This would take the burden off of officers. Currently an audit is being conducted by a consultant - Effective Law Enforcement 4 All - and is excited at what type of recommendations will come out of that. Also, engaged Georgetown University to look at Active Bystander training for the Duty to Intervene policy.
- **FOP response** – The FOP has been advocating for more community policing. Also believe MCPD should shift away from arrests as metrics for success and instead look at the number of positive police interactions. Clarified that MCPD does not have quotas. There has also been an impetus to recruit locally and to engage young people if they are interested in a career in law enforcement. There has also been discussion around changing the uniforms to something softer and less militant. Do have the Citizen Academy but it may be too long for many citizens to commit to. A weekly meeting has been created for officers to discuss issues related to race and law enforcement, current events, etc. which is a great thing to foster and expand within the law enforcement community. Can do more to open the dialogue and interact with more people on contentious issues.

### a) Follow-up Questions

- I. Where can we find more information on the MCPD audit?

- **Chief's response** - The consultant has been hired through the CE's office and a preliminary report will be due in June.

- II. What kind of a job evaluation do officers get? Also, while MCPD collects a lot of information on arrests, arrests do not seem to be an effective but don't see outcome measure. A better outcome measure would be to identify the results after an arrest, but there seems to be no connection between MCPD and Courts. Is this true regarding this lack of connection?

- **Chief's response** – It is not so simple to follow an arrest through the court system. If someone is arrested, the State's Attorney handles 50+ cases on

any one docket and within these cases there are plea agreements, diversion programs, and other factors/avenues that a case can take. There is no tracking mechanism but you can look up any case through the courts. Regarding ratings, each position has a different rating system based on the duties assigned. The discussion around revamping the rating system has been ongoing for many years because it can be convoluted. Office of Human Resources for the County also has input on the rating system. There is no easy fix.

2. After the armed insurrection at the National Capitol, the African American Mayors Association (AAMA) and the National Organization of Black Law Enforcement Executives (NOBLE) called for “law enforcement leaders and Mayors to work together to conduct audits of white supremacy and other forms of extremism within law enforcement agencies - and to take steps to curb radicalization internally. We must root out white supremacy within our police departments to have any chance of destroying this threat to our national security.” Chief Jones—

- a) Has there ever been **any audit or other formal attempt to address white supremacy** within the Montgomery County Police Department (MCPD)? How can we assure the residents of Montgomery County that the officers who have sworn to protect and serve them are not aligned with white supremacy?

- **Chief’s response** – Any police officer linked to white supremacy will not be a police officer in MoCo. Have not done a formal audit as this issue has arisen recently. We do monitor officer behavior, social media, or any connection found to any extremist group will not be tolerated. If we receive any complaints of an officer’s social media containing these types of views, this would be investigated. Have not had any instances of officers who were involved in the insurrection aside from working and protecting the Capitol. Has spoken with other City Chiefs to figure out strategies on how to monitor veteran officers and new recruits.

- b) Are the **social media accounts** of prospective police officers reviewed by the MCPD for evidence of the applicant’s involvement in racist or extremist organizations or the expression of **racist, sexist, anti-Semitic or other disqualifying attitudes and beliefs** before they are hired? Is the social media activity of an officer monitored or reviewed when they are **accused of police misconduct** or when they are under **investigation**?

- **Chief’s response** – Do an extensive review of any new recruit’s social media account to ensure they meet the criteria of MCPD and do not show extremist views. Would do an internal investigation on anything posted on social media that violates MCPD policy.

- c) The Reimaging Public Safety Task Force (RPSTF) had several recommendations regarding the **law enforcement culture**, for example, “Enhance accountability and establish goals for hiring, promotion, and advancement that support change in

culture.” What are your thoughts about the role of **hiring, promotion, and advancement** in changing culture?

- **Chief’s response** – Are not necessarily looking for candidates that have previous law enforcement experience or a criminal justice degree. Need to continue to look for folks with a variety of backgrounds and experiences. Think it’s important to recruit local officers from MoCo. The Police Cadet program allows us to do this by paying full-time students a part-time salary to gain experience in law enforcement and then later transition to becoming an officer. Want a diverse applicant pool that know MoCo.
3. In response to an Anne Arundel County Police officer being suspended with pay for their participation in the insurrection, the President of Lodge 70 (Anne Arundel) of the Fraternal Order of the Police (FOP) stated, “Our department will do a thorough investigation and we are confident that the officer in question acted in a professional manner in their capacity as a private citizen.” It is concerning that participation in an insurrection that challenged the foundations of our democratic government could be considered “acting in a professional manner.” Sergeant Brewer, at a time when public trust in police is so low, do you understand how officers’ **participation in such activities, even as a private citizen, can erode trust in the policing system**? How can your organization help assure our residents that it is **committed to addressing white supremacy in its own ranks**?
- **FOP response** – Yes, of course can see how things like this can erode public trust and unfortunately we do not have all of the information. All the info I found says that the police dept did not know and was unable to confirm where this individual was during the insurrection at the Capitol. To our knowledge, no one in MCPD took part in the insurrection. We have never as a union received complaints that someone in the dept has had ties to white supremacy but if we ever did, we would ensure that the proper reporting took place within the guidelines of the dept or govt.
4. In July 2000, a 23-page **Memorandum of Agreement (MOA) between the DOJ and MCPD and the FOP** was signed as a product of a DOJ investigation into complaints made against the MCPD by the Montgomery County Chapter of the NAACP. The areas of serious concern addressed in the MOA were (1) traffic stops, (2) relationships between the police and the community, (3) complaints and investigations of misconduct, (4) training and career development, and (5) oversight, reporting and recordkeeping. These are among the same concerns facing the county today and are issues of keen concern to the Policing Advisory Commission and its subcommittees.
- a) What measures were taken by the MCPD and the FOP to meet the terms of the agreement? Are you fully satisfied that today the MCPD remains in **compliance** with the objectives of the Agreement?
- **Chief’s responses** – MCPD instituted mobile video systems in many patrol vehicles and began recording traffic stops into a self-managed database using a palm pilot. Feel that MCPD was in full compliance with the MOA in 2000 and remains in compliance. The MOA expired in 2005.

- **FOP response** - All officers now have to issue a formal written warning citation instead of just a business card during all traffic stops. FOP is not involved specifically with regards to MCPD's community outreach program. Right now, there remains an extended period of time to complete formal investigations. As far as career advancement, a lot of training for career advancement has been denied because of funding issues.

b) Subsequent to the MoA of July 2000, was there **any other litigation** against the MCPD or the FOP alleging racial discrimination? Did any of that litigation result in agreements to change any of the policies or procedures of the MCPD?

- **Chief's response** – Is sure that there has been other litigation but can't think of anything significant, again would have to do some research on that. There has been nothing in the form of formal orders from courts but there may have been other agreements made.

c) Follow-up Questions

i. Much of what was in the MOA dealt with the computerization of data, has this been done?

- **Chief's response** - the focus of the MOA dealt with the computerization of traffic stop data through palm pilots. The process has since changed with the MD state law and the creation of the E-tix data system – all law enforcement depts must report traffic stop data to the state. Are now working with the Council through Bill 45-20 to collect more data and maintain other data sets through a newly created system.

ii. What public reporting does MCPD have detailing changes in policies and programs, as result of this MOA? It would be great for the PAC to have a written narrative of what caused the MOA to occur, the results, as well as for MCPD to identify any changes in policies and practices as a result of litigation.

- **Chief's response** – Since this happened 15 years, we will have to do some research to get the PAC this info.

iii. Recall the palm pilot program being limited because there was no info as to the individual who uploaded the data. The new system is improved correct?

- **Chief's response** – The E-tix system now records an officer's ID number, so data can be disaggregated that way.

5. Why is the current **collective bargaining agreement** between the FOP and the MCPD not posted online for public view?

- **Chief's response** – The collective bargaining agreement is available on the MCG website under the Office of Labor Relations

6. One of the RPSTF recommendations was to “promote a culture of greater accountability by improving transparency through annual **public hearings**, annual **reports on incidents and discipline**, and inclusion of the **Internal Affairs Division** and the **Office of the Inspector General** in reporting processes.” Chief Jones and Sergeant Brewer, what are your thoughts on this recommendation?
- **Chief’s response** - Fine with the recommendation to have an annual public hearing. Already publish annual reports on Use of Force, IAD, and Community Policing. The Council will also mandate further reports as we get to the end of this legislative session.
  - **FOP response** – The FOP also agrees with the recommendation but personnel information should be redacted.
7. Another RPSTF recommendation was to “conduct a risk assessment of police activities to determine the need for and effectiveness of **having all officers carry firearms at all times**.” Chief Jones and Sergeant Brewer, what are your thoughts on this recommendation?
- **Chief’s response** – The issue with officers not being armed is a liability issue. Officers need to act if something occurs in their presence, it their duty to respond. This would need to be worked through with the County Attorney’s Office. Also, have to think about officer safety and officer’s mindset.
  - **FOP response** – Believe this would negatively impact officer and public safety. Violent crime is increasing, particularly this year in MoCo. Would want to know what would the risk assessment actually look like? What would be calls that an officer would not have to be armed for? We have had an incident where a citizen called in a theft that occurred earlier and then tried to murder a police officer, so it’s almost impossible to know when an officer needs a weapon and when they wouldn’t. When people call 911, police must respond. We cannot simply choose not to respond. Going forward, it may be determined that there are instances where police may not have to respond to an incident and instead other professionals could respond. This would have to be the result of a culture shift.
8. Does the MCPD look for any particular skills or attributes in assigning officers to **plainclothes operations**? Are there any minimum qualifications? Are there any factors that would disqualify an officer from receiving such an assignment?
- **Chief’s response** – It depends on what the plain clothed assignment is. There are officers who focus on crimes in progress – thefts, burglaries, etc. We train officers to at least have the minimum qualifications to do the work that a specific unit entails (e.g. narcotics unit).
  - **FOP response** – There are qualifications that are outlined in a position description. There are things that would disqualify an officer such as previous work performance.
9. During one of the MCPD Citizen's Academy sessions, the presiding MCPD officer stated that the **process to update the database used to store/collect data is especially cumbersome**.

As we work towards recommendations to help MCPD improve overall, one of the obvious improvements relates to data collection and data disbursement. Do you both share the observation that updating the database is cumbersome process? If you don't, why not? What is already being done to ease the process so data can be obtained in a timely fashion?

- **Chief's response:** Compiling data can be a cumbersome task especially if we do not have adequate technology software and personnel to handle such requests. With proposed legislation under bill 45-20, there are multiple data sets that would need to be collected. Our staff are already handling multiple FOIA and MPIA information requests. We are in the process of improving our Records Management System which will help in the requests for information, but we will need to add additional full time positions to manage the data requests and also consider the need to hire a quality assurance staff member to ensure that data is being collected accurately.
- **FOP response:** It is the responsibility of the department to manage these databases, however, as technology has grown so has the ability to collect data. It was not as simple as 'flipping a switch'. Databases were slowly created as the technology became available. Also, when dealing with human beings, relying solely on numbers and data is incomplete.

10. The July 2000 MOA states "MCPD and the FOP shall work together to develop **surveys** to better understand whether MCPD is continuing to meet the **needs and concerns of the people of Montgomery County**" (Section V. E, p. 11).

- **FOP response:** Both the FOP and the Police Department entered into a voluntary agreement with the DOJ after the investigators found that officers did not discriminate in traffic stops and policy.

a) When was the most recent survey of this kind? Please provide the results of past surveys.

- **Chief's response:** A survey was just completed in the Fall of 2020 through the Reimagining Public Safety Task Force and the results of that survey are available online. Here is a [link](#) to the results. Moreover, a UMD student completed a community survey for the department in 2018. The results can be accessed using this [link](#). Montgomery County Government also conducted a county wide survey in 2017 about overall government services to include policing.
- **FOP response:** There has not been a collaborative survey since 2005.

b) In what ways has information from the surveys informed or changed MCPD policing practices, procedures or training?

- **Chief's response:** We are constantly looking for ways to improve policies and trainings, but understand that policies take a while to develop with extensive research being completed, legal review, and in some cases collective bargaining must take place based on our labor agreements with the FOP and MCGEO. Surveys are assessed and information is shared with executives of the department to implement changes in the strategic planning addressing policy changes.

- **FOP response:** Any changes must be researched and follow current state and national law guidelines.

11. What considerations determine when to (and when not to) **stop a person on the street?**

- a) Are there rules governing this interaction—for example, is the officer's body camera supposed to be on? Body worn cameras are required to be activated for each officer's encounter with a community member, a call for service, traffic stop, etc., via departmental policy.

- **FOP response:** Yes, body worn cameras are required to be activated during citizen reactions that may result in police action. For example, if an officer is buying a cup of coffee at 7-11 they are not required to turn it on. However, if a dispute begins in that 7-11, the officer would turn on their body worn camera as contacting the citizens. Officers must also turn on the body worn camera when they are responding to calls and making traffic stops.

- b) Is the subject within their rights to not speak to the officer, walk away from the officer or otherwise not respond? What do officers do in these circumstances?

- **SEE BELOW**

- c) Are these interactions logged in any way if there is no arrest and no conflict? Is there a way to log positive interactions with the public?

- **SEE BELOW**

- d) More generally, how are officers expected to report their activities to their supervisors?

- **FOP response:** As I work at the academy, I offered to answer the sections of this question as it is a topic that is instructed at the academy. This is the response for all sections of the question:

First, I want to explain again that stop and frisk is not a policy, there is constitutional and a Supreme court standard. Person stops fall within the 4<sup>th</sup> amendment. The stop and frisk, better referred to as a Terry stop or Terry frisk, was named after the United States Supreme Court (USSC) case Terry v. Ohio, and therefore it is a federal standard.

A citizen can ALWAYS ask if they are free to go. Officers are instructed to explain, if asked, to the citizen if they are free to go, and if they are not. However, there may be a situation where an officer will not immediately explain the reason for the stop but officers must tell the citizen if they are legally free to leave.

All constitutional law training is created by and instructed by Montgomery County States Attorneys that work with and at the academy. When citizen stops and Terry stops/frisks are instructed, we refer to levels of encounter. There are 4 levels of

encounter that we discuss in recruit training and during in-service training:  
Accosting, Seizure, Frisk, Arrest.

An accosting is defined as a voluntary encounter. Police may talk to someone on the street to simply engage a community member, or a citizen may begin a conversation with the police officer. During an accosting, the citizen is free to go.

Seizure can be done when there is reasonable articulable suspicion (which is a legal standard) of criminal conduct or of a traffic violation. Traffic stops fall within a seizure.

When referring to a person stop, it is most often when police are handling a call for service where a crime has occurred, and a lookout is provided by a victim or a witness. For example, someone is robbed and physically assaulted, they then provide responding officers with a lookout (for example: 30yr old white male wearing a black hooded sweatshirt and jeans). As police are responding to the scene and looking for the suspect, if they see someone matching that description that is in the proximity of the location of the crime, they have the legal authority to stop that person, to seize them. The legal authority is that they have a reasonable articulable suspicion that they may have been involved in a crime (based on the victim/witness lookout). At this point, the person is not free to go until police can confirm or dispel the person's involvement in the robbery. This may happen by conducting a victim/witness show-up or taking the person's name and information (which they are legally required to provide during this level of encounter). If it is determined that they were not involved, it is still required that the stop be documented in the event report documenting the robbery. It is not a separate documentation.

In order for a frisk (which is NOT a search, it is only an ironing of outer garments for the officers to determine if they can feel an object that is immediately recognizable as a weapon) there must be both the legal standard for a seizure (as just explained) AND the reasonable articulable suspicion that the person is CURRENTLY armed and dangerous. Using the same example of the above robbery, but instead it is a robbery with a handgun. In addition to the lookout, the victim/witness provides that they see the suspect put the gun back in their waistband. If police see someone matching the provided description from the victim or witness, they have the legal authority to seize the person (as defined above) and conduct the frisk. If the frisk is conducted and there is nothing immediately recognizable (which is a legal standard) as a weapon, this encounter is documented (on the event report for the reported crime) and the individual is released. If the officer feels what could be immediately recognizable as a weapon (there are various court cases outlining this legal standard), the officer has the legal authority to identify that item (ex: pull it out of the person's pocket) to confirm or dispel that it is a weapon. If the item is a weapon and the person has been confirmed or suspected to be involved in the crime (in this example, the robbery), that person can legally be arrested. As mentioned previously, if there is no weapon located during the frisk AND the person is determined not to be involved in the crime, they will be released. This stop (even if

they are released) will be documented on the event report for the initial crime reported.

There are situations other than a lookout that officers can conduct a frisk, but a majority of the time in Montgomery County, it is based on a lookout provided by a victim or witness. Other investigative units may conduct a Terry stop/frisk based on investigative information and police observations. The Terry v. Ohio, which was a U. S. Supreme Court case and is the legal standard for these cases, allowed for an officer to conduct a frisk based on the police officer's observations.

The last level is arrest. We must have probable cause (not beyond a reasonable doubt) to make the arrest plus the legal authority in the State of Maryland to make the arrest.

**\*\*It is important for all citizens and members of the PAC to understand that Terry stops/frisks are governed by the United States Supreme Court and federal law.**

We do not separately document an interaction as positive. The overwhelming amount of our interactions are positive (or not defined as negative), but they are not documented in that manner. Montgomery County Police have OVER 200,000 interactions a year. Less than 1% of all police encounters in Montgomery County result in **any** level of force. According to our Use of Force policy, we have a very low threshold that requires us to write a use of force report.

Most officer activities are documented in reports. Traffic stops all need to be documented either by a traffic citation, Equipment Repair Order, or written warning. That data is accessible to the supervisor. Any person stop, above an accosting, is documented on reports.

12. What expectations are there for **officers on their beat** in terms of interactions with civilians that are not responses to calls for service?

- **Chief's response:** Officers are expected to be highly visible in their communities to deter and prevent crime as well as to enforce laws for quality of life community concerns and for the safety of all citizens. Officers receive information in roll calls or supervisory direction from citizen requests regarding public safety concerns that may require additional check on patrols for neighborhoods or businesses. We encourage positive community interaction in planned community events and when the opportunity arises to have a positive interaction with the public we serve in order to foster relationships. There are requests from communities that require police community engagement for a variety of programs such as recreational, schools, neighborhoods or religious institutions.
- **FOP response:** Patrol officers are required to respond to calls for service, provide back up for other officers, preserve life, and address observed crimes. When staffing is low, officers need to be available to handle calls as a safety measure for citizens.

13. What are your thoughts about the recommendation to revise the hiring process to repeal **prior marijuana use as a disqualifying factor** in the hiring process for prospective officers?

- **Chief's response:** We take our guidance from the Maryland Police Training Commission regarding hiring standards to become a Maryland Certified Police Officer. The Commission is the regulatory authority for certification requirements.
- **FOP response:** Prior marijuana use isn't currently an automatic disqualifying factor in the hiring process.

14. What is the MCPD plan for a open-minded evaluation of the various recommendations of the **Reimaging Public Safety Task Force**?

- **Chief's response:** We have made note of some of the recommendations made by the RPSTF, but will wait until our audit has been completed before moving forward with changes. It is important when making any changes within the department to ensure we have all the facts before making decisions that will impact the department. Also, some decisions that affect the department have to be bargained with the Fraternal Order of Police.
- **FOP response:** Any changes must be done with proper information, research, and within legal standards. Changes that affect pay, benefits, working conditions, and health and safety are subject to collective bargaining.

15. The July 2000 MOA provides for the creation of a **data analysis protocol** to document all **traffic stops** (Title IV, pp. 6-10).

a) Is this traffic stop data still being compiled?

- **Chief's response:** Traffic stop data was collected through palm pilots subsequent to the MOA to a self-managed databased, which was in compliance with the DOJ. In 2015, Maryland State Police created the E-Tix database for which all agencies in the State are required to enter traffic stop data. The E-Tix database is in compliance with DOJ regulations. Our traffic stop data is also reported to Data Montgomery, which is an open-source website where all can view.
- **FOP response:** Data was collected to meet the 2000 MOA. When Maryland State began mandating traffic stop data collection through E-Tix database, Montgomery County was the only agency in the state that was already collecting this data. The police department is able to obtain the traffic stop data through the state system.

b) The MOA states that "copies of all data included in the computerized traffic stop data system will be provided to the FOP and DOJ in an ASCII format on a quarterly basis. The FOP and DOJ also will be provided with computer programs for all

computer-generated reports” (Section L, p.9). When was the last of these quarterly reports transmitted to the FOP and DOJ?

- **Chief’s response:** We are no longer operating under the MOA referenced. The MOA expired on February 22, 2005.
- **FOP response:** The last document the FOP has regarding this is from 2004. The MOA has expired.

16. **Arrests** seem to be a **major metric** for MCPD (as with most police departments), but from the community perspective what matters is the eventual outcome of the case.

a) Does MCPD data connect electronically to prosecutor and court data systems?

- **Chief’s response:** I provided an oral response to this question at the March 8<sup>th</sup> meeting. Charging documents are filed through a court commissioner who determines if there is probable cause that exists for the charges obtained by the officers. The charging documents are then sent over to the State’s Attorney’s Office for prosecution. The officers work with the prosecutor is providing appropriate documents and evidence in preparation for prosecution. MCPD data does not connect to the court database.
- **FOP response:** If I am correctly understanding the question, there is not a database that is directly linked from MCPD to the State’s Attorney’s Office.

b) Does MCPD review data from prosecutors and the court system on a regular basis (i.e. at least quarterly)?

- **Chief’s response:** There are thousands of cases prosecuted every year. We do not share databases with the State’s Attorney’s Office or court system to review cases.
- **FOP response:** There a multitude of reasons that a case may not go forward in court. Some examples include: victim does not wish to proceed in court, victim does not appear in court, defendant and victim resolved the case before court, defendant attended classes (DUI classes, anger management, etc.) prior to the court date, defendant made restitution prior to the court date, there is a plea agreement(ex: in lieu of charges a defendant may agree to later attend classes), etc. The reasons for why a case does not go forward are not specifically documented in the Maryland Court Case system, which is accessible to all citizens. There are too many variables in the court system to only access information based on numbers. I hope this has properly addressed the question.

c) Does this review result in changes to MCPD practices and strategies - are there examples?

- **Chief’s response:** Cases are resolved in a variety of different ways, which is the responsibility of the State’s Attorney’s Office. We work in close cooperation

with the State's Attorney's Office who would advise our department of any problems with cases being brought forward to prosecute. Prosecutors have the final decision in how cases are resolved with some consultation with the officer. Examples would include charges dismissed in lieu of community service, diversion programs or plea agreements for lesser penalties and/or dropping additional charges. There are a variety of factors involving decisions for adjudication of criminal charges.

- **FOP response:** As answered above, there are too many variables in the court system to make changes strictly on numbers. Each year while preparing in-service, the State's Attorney that is permanently assigned to the Training Academy meets with other members of the State's Attorneys office to determine if there are issues seen from Montgomery County Police officers' court cases that need to be reviewed during in-service.

17. The **MCPD Citizens Academy** is an extension of the MCPD's community policing efforts. It was started in 1994.

a) What changes have been made to the content of the classes over the years? Were any changes made in view of the 2000 MOA?

- **Chief's response:** Content is reviewed on a frequent basis to ensure that citizen's are provided with the most up to date information. As noted, the 2000 MOA is no longer in existence.
- **FOP response:** The FOP is not directly involved with the Citizen's Academy however the intent is to provide citizens with an understanding of the Montgomery County Police Department.

b) How long have the various officers served as instructors of the various classes? Has the department considered whether assigning younger and more ethnically diverse instructors might increase the effectiveness of the Citizens Academy in cultivating interest of such persons in becoming police officers?

- **Chief's response:** Our staff of instructors is constantly changing based on changes in job assignments, retirement, and promotions. All presenters are subject matter experts in their field. Instructors have to be certified through the Maryland Police Correctional Training Commission and are sent to various instructor trainings for their expertise.
- **FOP response:** Instructors that speak at the Citizens Academy are subject matter experts in the topics they are asked to present.

c) How is the Citizens Academy publicized? Is there an effort to reach a wide audience by announcing or publicizing it on Black radio stations, Hispanic radio stations, or in publications targeting the foregoing audiences? Is notice provided to the criminal justice and sociology departments at Maryland's HBCUs, Montgomery College, and

other institutions in Maryland and the vicinity that would draw the attention of college age Montgomery County residents?

- **Chief's response:** We publicize the Citizen's Academy through our website, facebook, twitter, Instagram, and through our established community committees throughout the county. We welcome any suggestions to improve our outreach.

18. Does it make sense to have a separate Maryland-National Capitol Park Police (MNCPPC)? Could MCPD effectively provide **police services in parks**?

- **Chief's response:** The Maryland-National Capital Park Police was founded in 1954 by the Maryland-National Capital Park and Planning Commission ([M-NCPPC\(opens in a new tab\)](#)). It has grown into a diverse police department with 116 positions – 94 sworn and 22 civilian personnel. Park Police operate 24-hours per day, seven days per week throughout the park system of Montgomery County. **Our jurisdiction covers 496 square miles or over 36,000 acres of land that accommodates over 14 million visitors each year.** M-NCPPC property includes 418 parks, 235 miles of trails, 282 playgrounds, swimming pools, campgrounds, golf courses, horse stables, soccer stadiums, and stream valleys.

Their highly-visible patrol unit polices parkland 24 hours a day by car, foot, ATV, or bicycle. Our Special Operations Section Officers are cross-trained in horse-mounted, motorcycle, and marine patrols. The Community Services Section interacts with the community through such programs as Crime Prevention through Environmental Design, the Volunteer Program, etc. The Investigative Services Unit provides undercover, intelligence, and recruitment services.

The Montgomery County Police does not have the resources to provide this type of police service with our current complement of officers and staff.

- **FOP response:** The Maryland-National Capital Park Police are not funded or employed by Montgomery County Government. MCPD does not have the staffing to cover the property that MNCPP is responsible for.

19. In the recent case involving **Officer Moris**, the judge sentenced the officer to the type of probation that will allow him to keep his weapon. Also, the press indicated that the internal affairs division is reviewing the case. Will the officer be allowed to return to his regular assignments while the case is under review by internal affairs? Will he be allowed to retain his weapon during this review?

- **Chief's response:** He is still employed here. He will retain his position as a sworn officer. At the conclusion of the criminal trial this matter was referred to the Office of Internal Affairs, consistent with Department policy and Maryland State Law. The result of that investigation was commensurate with the Montgomery County disciplinary process. Internal affairs matters are confidential personnel matters under Maryland State law and therefore no further comment can be made on this matter.

- **FOP response:** The internal review has been completed and he has accepted his discipline imposed by Chief.