



Committee: Directly to Council
Staff: Judy Rupp, Clerk of the Council
Purpose: To interview
Keywords:

AGENDA ITEM #4
November 1, 2022
Action

SUBJECT

To interview and approve the appointment of the Assistant Chief of Police (Sworn)

EXPECTED ATTENDEES

Captain Nicholas R. Augustine

COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION

None.

DESCRIPTION/ISSUE

On October 13, 2022, the County Executive transmitted the memorandum to appoint Nicholas Augustine for the position of Assistant Chief of Police (Sworn). His appointment will be effective upon confirmation by the County Council. The County Council will interview Captain Augustine on November 1, 2022.

SUMMARY OF KEY DISCUSSION POINTS

Not applicable.

This report contains:

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OFFICE OF THE COUNTY EXECUTIVE

Marc Elrich
County Executive

MEMORANDUM

October 13, 2022

TO: Gabe Albornoz, President
Montgomery County Council

FROM: Marc Elrich, Montgomery County Executive

RE: Appointment of Assistant Chief of Police (Sworn)

I am transmitting the appointment of Nicholas Augustine for the position of Assistant Chief of Police (Sworn). Mr. Augustine is being appointed at a salary of \$190,000. His appointment will be effective upon confirmation by the County Council.

Enclosures

cc: Judy Rupp, Clerk of the Council, Montgomery County Council
Richard S. Madaleno, Chief Administrative Officer
Fariba Kassiri, Deputy Chief Administrative Officer
Ken Hartman, Director of Strategic Partnerships
Dale Tibbitts, Special Assistant to the County Executive

APPOINTMENT

PURSUANT TO THE AUTHORITY VESTED TO ME UNDER SECTION 215 OF THE
CHARTER OF MONTGOMERY COUNTY, MARYLAND, I HEREBY APPOINT

Nicholas Augustine

TO SERVE AS Assistant Chief of Police (Sworn).

THIS APPOINTMENT SHALL BE EFFECTIVE UPON CONFIRMATION BY THE
COUNCIL FOR MONTGOMERY COUNTY, MARYLAND.



MARC ELRICH
COUNTY EXECUTIVE

10/13/2022
DATE



OFFICE OF THE COUNTY EXECUTIVE

Marc Elrich
County Executive

Richard S. Madaleno
Chief Administrative Officer

MEMORANDUM

October 13, 2022

TO: Gabe Albornoz, President
Montgomery County Council

FROM: Richard S. Madaleno, Chief Administrative Officer *BSM*

RE: Due Diligence on Non-Merit Appointment – Nicholas Augustine

The purpose of this memo is to confirm that in making appointments for non-merit positions, our selection process utilizes thorough reference checks, criminal history, checks for warrants and warrants, credit history and other inquiries appropriate to the position being filled.

Please be assured that due diligence was exercised in determining the suitability of Nicholas Augustine for appointment as Assistant Chief of Police (Sworn). In addition, Mr. Augustine has filed his Financial Disclosure Statement.

cc: Judy Rupp, Clerk of the Council, Montgomery County Council
Fariba Kassiri, Deputy Chief Administrative Officer
Ken Hartman, Director of Strategic Partnerships
Dale Tibbitts, Special Assistant to the County Executive

Resolution: _____
Introduced: _____
Adopted: _____

COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND

By: County Council

Subject: County Executive's Appointment of Assistant Chief of Police (Sworn)

The County Council for Montgomery County, Maryland approves the following resolution:

The County Executive's appointment of Assistant Chief of Police (Sworn)

Nicholas Augustine

The appointment of Mr. Augustine is confirmed by the County Council.

This is a correct copy of Council action:

Judy Rupp
Clerk of the Council

Nicholas R. Augustine, M.A.

SUMMARY

Innovative and engaged leader with 20-years of law enforcement experience including over seven-years in the capacity as a police manager. Committed to progressive leading through transparency, honesty, engagement, and participatory decision-making involving employees, businesses, and residents that reflect the population of the community. Proven track record of initiating programs to address recruitment shortages, traffic safety, revising policies to reflect 21st century policing, and building trust between officers and underrepresented populations.

EDUCATION

FBI National Academy- Session 283 *Expected graduation: September 2022*

Arizona State University- *Master of Arts Criminal Justice*, May 2016

Northwestern University Center for Public Safety- *School of Police Staff & Command*, April 2015

University of Maryland University College- *Bachelor of Science Criminal Justice*, May 2012

PROFESSIONAL EXPERIENCE

Police Captain

April 2018 to Present

District Commander, 4th District [Wheaton]

May 2021 to Present

- Responsible for 180 employees assigned to the 4th District that provides service over 82 square miles and serving a diverse population of 215,000.
- Developed partnerships with community stakeholders to address mutual concerns to including violent crimes, traffic safety, and quality of life issues.
- Utilized statistical data to redeploy two central business district teams to better serve the community and respond to calls for service.
- Addressed Field Training Officer (FTO) retention concerns through informal program to address their concerns and incentivize participation.
- Reviewed completed Internal Affairs investigations to determine if violations of department policy should be sustained, unfounded, policy failure, or have lack of evidence to make a finding.
- Created of District Youth Advisory Committee to develop an open dialogue about community safety with high school students.
- Developed and implemented innovative initiative to address increase of auto thefts within the 4th District.

Director, Major Crimes Division

February 2021 to May 2021

- Responsible for overall command of employees assigned to division which includes Homicide Section, Robbery Section, Cold Case/Missing Person Section, Fugitive Section, and Victim/Witness Coordinators.
- Oversee the investigation of law enforcement in-custody and/or use of force deaths. Provide case updates to appointed officials and liaison between MCPD and the investigating States Attorney's Office.
- Served as Acting Investigative Services Bureau Chief in absence of Assistant Chief overseeing 20 investigative units and over 300 employees.

Nicholas R. Augustine, M.A.

Director, Personnel Division

March 2019 to February 2021

- Responsible for overall command of employees assigned to the division which includes Administrative Support Section, Background Investigation Section, Recruitment Section, Volunteer Resource Section, Polygraph Examination Unit, and Restrictive Duty Unit.
- Increased social media presence and followers by 51% ultimately reaching a larger diverse population and increasing the number of applicants for career opportunities.
- Progressively implemented virtual hiring processes prior to COVID-19 pandemic which provided a continuity of human resource services.
- Directed the human resource functions to include hiring and promotional process of both sworn and professional staff positions ranging from entry level to executive.
- Created and implemented innovative methods to recruit applicants while maintaining high-hiring standards.
- Researched, drafted, and implemented Standard Operating Procedures (SOP) related to the procedure in conducting pre-employment background investigations and equality in the hiring practice for police officer applicants.
- Reduced division's overtime expenditures by 50% through analysis of past practices and implementing new cost-efficient procedures.
- Obtained \$75,000 in grant funding for recruitment initiatives and maintained compliance with reporting outcomes.
- Ensured employees mental health by drafting Special Medical Examination requests when employees are in a mental health crisis.
- Coordinate Americans with Disability Act (ADA) accommodations for employees through liaising with medical professionals and employee's supervisor.
- Served as Acting Management Services Bureau Chief in absence of Assistant Chief overseeing an annual budget of \$280 million and over 350 employees in the bureau.

Director- Policy, Planning & Quality Assurance Division

April 2018 to March 2019

- Directed department policy development and revisions to reflect 21st Century Policing best practices in collaboration with labor unions. The number of policies revised in 2018 increased by 200% compared to 2017.
- Managed employees responsible for compliance inspections and The Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA).
- Coordinated with legislative and elected officials to represent department's legislative priorities.
- Directed the operation of Health & Wellness Division that monitors restricted duty employees.
- Implemented online Use of Force Reporting to increase the efficiency and accuracy of reporting.
- Member of department Use of Force Committee to review incidents for compliance and determine policy failures.

Police Lieutenant

February 2015 to April 2018

Executive Officer to the Chief, Management Services Bureau

October 2017 to April 2018

- Managed the operations of the department Evidence Control Unit.
- Implemented innovative process to reduce outstanding evidence purge notice which ultimately increased capacity of evidence storage.
- Oversaw of department award committee to include administration of award ceremonies, nomination tracking, and liaison to the Chamber of Commerce Awards Committee.

Nicholas R. Augustine, M.A.

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- Drafted and created department's First Responder Award to recognize employee's contribution to lifesaving efforts.
 - Oversaw Secondary Employment of all department employees and review requests.
 - Coordinated outside agency training through IACP and international leadership organizations.

Executive Officer to the Chief of Police, Office of the Chief *February 2016 to June 2016*

- Selected by Chief of Police to this temporary position for professional development.
- Developed community outreach presentations, researched policing strategies, and created correspondence on behalf of the Chief of Police.

Deputy Commander, 4th District [Wheaton] *February 2015 to October 2017*

- Managed the overall daily operations of approximately 50 employees assigned to uniform patrol, Central Business District Unit, and covert Special Assignment Team.
- Implemented data-driven methods to address criminal, traffic, and other community concerns.
- Developed partnerships with intergovernmental regional center and community advocates to address safety concerns.
- Served as Acting District Commander during line of duty death of officer assigned to the district.
- Assisted in serving as department liaison at the Baltimore City Police Command Center during period of civil unrest.
- Established and hosted quarterly LGBTQ community meetings to build trust between LGBT community and law enforcement.
- Member of the Wheaton Safety Task Force established by Westfield Wheaton Mall to address perception and safety concerns in the surrounding community.

Police Sergeant/Detective Sergeant *September 2012 to February 2015*

Police Corporal *July 2009 to September 2012*

Police Officer/Detective *November 2002 to July 2009*

Hagerstown Community College- Hagerstown, MD *June 2015 to December 2017* Adjunct Professor

Maryland-National Capital Park & Planning Police, [Wheaton] *March 2001 to November 2002* Police Officer

PROFESSIONAL DEVELOPMENT

International City/County Management Association (ICMA)- Establishing Inclusion as Value	2021
ICS 400: Advanced ICS for Command and General Staff Complex Incidents	2019
PIO and Community Engagement Course- Dearborne, MI	2017
ICS 300: Incident Management/Unified Command	2016
National Highway Traffic Safety Administration Drug Recognition Expert Instructor	2008
U.S. Department of Homeland Security Technical Emergency Response Training-	2006
Maryland Police and Corrections Training Commission- Instructor	2004

Nicholas R. Augustine, M.A.

AWARDS & ACCOMPLISHMENTS

Hosted webinar <i>Responding to your Recruiting Crisis</i> through Justice Clearinghouse	2020
Featured on ABC The Race 2020- <i>U.S. are battling an officer shortage</i>	2020
Nominated by superiors for <i>IACP 40 Under 40 Award</i>	2018
Featured on WUSA 9- <i>Montgomery County Police work with LGBTQ Community</i>	2016
Amici curiae in brief <i>Supreme Court of the United State Obergefell V. Hodges 576 U.S. 644</i>	2015
Unit Citation for actions as a tactical medic during hostage incident at Discovery Channel HQ	2011
Awarded Citation of Bravery from Greater Gaithersburg Chamber of Commerce	2008
Awarded Police Officer of the Year by local Knights of Columbus chapter	2004

COMMUNITY SERVICE

Maryland Commission of LGBTQ Affairs- Commissioner	2021 to Present
Frederick County Government Parks & Recreation- Commissioner	2021 to Present
United Steam Fire Engine Company- Director to the Board of Directors	2021 to Present
Emergency Medical Technician/United Steam Fire Engine Company	2016 to Present
Emergency Medical Technician/Damascus Volunteer Fire Department	1999 to 2016

PROFESSIONAL MEMBERSHIP

FBI National Academy Associates (FBINAA)
International Association of Chiefs of Police (IACP)
Police Executive Research Forum (PERF)
International City/County Management Association (ICMA)



OFFICE OF THE COUNTY EXECUTIVE

Marc Elrich
County Executive

Richard S. Madaleno
Chief Administrative Officer

September 21, 2022

Nicholas Augustine

Dear Mr. Augustine,

I am pleased to offer you the position of Assistant Chief of Police (Sworn) in the Montgomery County Police Department for Montgomery County Government. The salary offered for this position is \$190,000, plus benefits. The benefits are summarized in the enclosed document.

I look forward to your acceptance of this employment offer. Note, your appointment is subject to confirmation by the County Council and is a non-merit, at will position. If you have any questions about this offer, please do not hesitate to contact me.

Sincerely,

Richard S. Madaleno
Chief Administrative Officer

Enclosure: Total Rewards At-a-Glance

Accept X

Not Accept

Signature

09/21/2022

Date