



Committee: None
Staff: Susan J. Farag, Legislative Analyst
Purpose: To receive testimony – no vote expected
Keywords: #PoliceStatisticalData; #Bill45-20;

AGENDA ITEM #9
July 11, 2023
Public Hearing

SUBJECT

Public Hearing: Police Statistical Data as required by Bill 45-20

EXPECTED ATTENDEES

Individuals who wish to testify.

DESCRIPTION/ISSUE

Sec. 35-6A(c) requires the Montgomery County Police Department (MCPD) to provide an annual report to Council by February 1 containing specified data elements as required by law. The Council must hold a public hearing on the report. MCPD submitted this report on February 22, 2022. It was released on June 20, 2023.

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MONTGOMERY COUNTY DEPARTMENT OF POLICE MARYLAND



Police Statistical Data Report January 20, 2023

INTRODUCTION

This report provides an overview of certain statistical data points to raise awareness regarding the Montgomery County Police Department in Maryland. This report is designed to meet the reporting requirements established by Montgomery County Bill 33-19, Section 35-6A, *Community Policing Guidelines*, signed into law by the Montgomery County Council on June 15, 2020. Section 35-6A was amended via Bill 45-20 and signed into law by the County Council on February 14, 2022. Both bills present legislative findings, set certain community policing guidelines, and require the Montgomery County Department of Police (MCPD) to report specific statistical data annually.

Further information on the MCPD can be found on the [Department's website](#).

COMMUNITY POLICING

The MCPD understands that community trust-building and engagement are the foundation of providing police services and ensuring safety. As such, every member of this police department – sworn and professional, new or veteran – is expected and encouraged to participate in community policing efforts. All members of the MCPD are encouraged to spend time and effort developing and maintaining relationships with residents, businesses, schools, faith-based, and other community organizations. The best solutions satisfy community members, meet/address their expectations, improve safety, diminish anxiety, increase order, strengthen the ties between the community and police, and minimize conflict.

These relationships are developed daily throughout the County: through patrol assignments to specific beats, the deployment of District Community Action Teams (DCAT) and Central Business District (CBD) Teams, who engage with business and residential communities to identify and respond to crime trends and quality of life issues; District-level Community Service Officers (CSO) identify community concerns, develop strategies, and coordinate resources to implement solutions; District Command Staff actively participate in meetings, briefings, and events designed to inform, educate, and engage their respective communities.

School Resource Officers (SROs), replaced by Community Engagement Officers (CEOs) in 2021, work in partnership with Montgomery County Public Schools (MCPS) to handle police-related concerns within the school system; CEOs are specially trained in emergency preparedness, crisis management, restorative justice, and community policing practices. The CEOs serve as ambassadors, providing positive interactions between youth and law enforcement and delivering prevention programs such as Drug Abuse Resistance Education (DARE) to ensure a safer community.

Montgomery County, Maryland, is again flourishing with activity after the lingering COVID-19 pandemic closures and public event limitations during 2021. In 2022, the MCPD continued to engage the community and recorded 541 events designed to educate, inform, and build relationships with many communities within the county. The department attended homeowners/civic association meetings and continued outreach to businesses, school groups, and many faith communities. Moreover, officers of the MCPD participated in 59 crime prevention and awareness events, addressing community concerns and ensuring the safety and well-being of those who live, work, and play in Montgomery County.



TRAINING

On average, the MCPD Entry Level (Recruit) Police Academy session consists of over 1,000 hours of training, notably more than the State of Maryland's requirement of 750 hours¹. Recruit training at the Public Safety Training Academy (PSTA) covers the following areas: Implicit Bias, De-escalation, Department Administration, and Organization; the Maryland Criminal Justice System; law; Patrol Operations; Traffic Enforcement; and Law Enforcement Skills (e.g., First Aid, Driving, Firearms, Hazmat, etc.). The patrol operations portion of the training introduces many essential skills police officers need to do their job effectively: customer service, community policing; cultural diversity; community relations; ethics and leadership; and conflict management. This is also where Recruits are introduced to encounter and scenario-based learning levels, complemented by an 8-hour Mental Health First Aid class. Additionally, the Recruits visit the National Museum of African American History and Culture and the Holocaust Museum in Washington, DC, where they receive an Anti-Defamation League (ADL) presentation on policing. That includes a summary of these topics as an appendix (A).

Following Academy Graduation and before beginning the Field Training and Evaluation Program (FTEP), graduates undertake an additional 80 hours of training on Police Technology (i.e., body-worn cameras (BWC), Mobile Data Computers (MDC), etc.), special events, safe driving, reactionary drills, and court procedures. In 2023, new officers will also attend a 30-hour capstone course at Montgomery College focusing on racial and social justice, resulting from the County Council passing Bill 17-21, the Community Informed Police Training Act.

The MCPD FTEP comprises approximately 560 hours of training in which each academy graduate is paired with a Field Training Officer (FTO); again, the MCPD far exceeds the State's requirement of 240 hours. Following FTEP, all new officers complete a 40-hour Crisis Intervention Training (CIT) hosted by the Montgomery County Department of Health and Human Services (HHS), teaching officers to recognize and aid those in mental crisis. This course builds upon the basic course instructed to all recruits, adding more knowledge on communication and de-escalation, as well as available interventions and services.

In addition to exceeding the State standards, the MCPD also exceeds dozens of separate CALEA (the Commission on Accreditation for Law Enforcement Agencies, Inc.) training standards, which establish minimum requirements for recruiting and in-service training content, including ethics and bias-based policing, use of force, and interacting with persons suspected of suffering from mental illness.

Although the State requires 18 hours of in-service annually for sworn officers, MCPD delivers 21.5 hours of training, 20% above the minimum requirement. Two hours of state-mandated firearms instruction are also included. In-service training varies and is annually updated by the PSTA following a review of any changes to policy and law. The PSTA ensures that all minimum training requirements (County, State, and CALEA) are met. In-Service training is delivered both in-person and online and includes the use of force and de-escalation (biennially), biased-based policing (annually), and mental illness (annually).

Currently, de-escalation training occurs at the entry-level and in-service training environments. It is instructed in the classroom and central to reality-based training scenario drills. The Department provides training on the Police Executive Research Forum's (PERF) Integrating Communications,

¹ Code of Maryland Regulations, [Title 12 Department of Public Safety and Correctional Services](https://www.mdle.net/regs/ptcgenregs.pdf).
<https://www.mdle.net/regs/ptcgenregs.pdf>

Assessment and Tactics Training (ICAT) program for de-escalation. This program comprises approximately 18 training hours (divided among different instruction blocks) provided during entry-level training. After receiving an introduction, a portion of the program was taught in 2022 In-Service training. This program helps officers identify and develop better strategies to safely identify and resolve critical incidents in which a subject behaves erratically. De-escalation is also interwoven in many other areas of instruction and training.



DATA POINTS

The table on the next page contains the various data points required under Bill 33-19.

- The ***neighborhood patrol*** statistic includes all officers (Sergeants and below) assigned to a district station for patrol. It does not include the DCAT, Special Assignment Team (SAT), CSO, or Patrol Investigations Unit (PIU) staffing numbers.
- Officers used force in response to resistance on 1,312 subjects in 2022. The number in the table represents the *number of subjects* who sustained an injury (bruise/soreness; laceration/abrasion; bite; gunshot) due to force used by officers in response to resistance.
- The number of ***officers suspended with pay*** relates to events opened in 2022 and does not include those placed on administrative leave for non-disciplinary reasons.
- The number of ***officers suspended without pay*** reflected officers with forfeiture of annual leave time due to disciplinary proceedings. The loss of leave in Montgomery County is considered Leave Forfeiture that is deducted from the officers' Annual Leave Bank. According to the Law Enforcement Officers' Bill of Rights (LEOBR), officers are subject to suspension without pay if they are charged with a felony. MCPD has not had an officer charged with a felony during this reporting period.
- The ***calls for service*** statistics represent the number of times officers were **dispatched** to the denoted call type (source: P1 CAD query on *InitialIncidentTypeName*). Dispatched calls for service increased by 3% in 2022 (193,300). Mental health-related calls accounted for 3.4% of the dispatched call volume, while substance-related calls accounted for 1.6% of the call volume.



Bill 33-19, Section 35-6A	2022
Total # of Sworn Officers	1284 authorized positions: 1,181 filled positions
Total # of Female Officers	245
White Officers	876
Black Officers	143
Hispanic Officers	106
Asian/Pacific Islander Officers	54
American Indian Officers	2
# of Officers who reside in-county	591
# of Officers assigned to neighborhood patrols	611
Recruitment events	131
Use of Force in response to resistance that resulted in an injury to a subject	209
Complaints filed against Officers for a Use of Force	11
Complaints filed against Officers for discrimination/harassment	14
Officers Suspended with Pay	3 (disciplinary only)
Officers Suspended without Pay (as defined on the previous page)	0
# of Youth (under age 18) referred to intervention programs	857 youth referred by the MCPD; 32 referred by outside agencies
Calls for Service pertaining to Substance Abuse	733 overdose calls
	1,485 CDS-related calls
	833 DUI-related calls
	Total calls: 3,051
Calls for Service pertaining to Mental Health	4,723 Mental Disorder calls
	402 Emergency Petition calls
	1,499 Suicidal Person calls
	Total calls: 6,624
Community Events	541

DATA POINTS

The table on the next page contains the various data points required under Bill 45-20.

- The ***number of investigations conducted by IAD*** represents the number of formal investigations completed by IAD during the calendar year 2022.
- The number of ***civilian complaints per police district*** represents complaints against any team member (sworn and un-sworn) who works at one of the six district stations. These numbers exclude officers working at other locations (i.e., PSHQ) and internal complaints by one department member on another.
- The number of ***officers subject to each type of discipline*** represents all counts, including cases where more than one discipline was administered for the same incident. Only cases in which the discipline process is finalized are represented. Any open or in-process cases are not included in the total numbers.
- The number of ***calls for service involving a homeless individual*** represents data from December 2022. The mechanism for capturing this data went into effect on December 1, 2022.
- The ***demographic data for those detained*** by the MCPD will be extracted from the MCPD citation report database. This database is not currently approved for publication. The statistics will be available once approval is granted.
- The ***demographic data for those subject to a field interview*** by the MCPD will be extracted from the MCPD field interview report database. This database is not currently approved for publication. The statistics will be available once approval is granted.



Bill 45-20, Section 35-6A	2022
Number of overtime hours worked per police district	Total hours: 79,554
1D	7,775
2D	8,744
3D	24,836
4D	20,538
5D	8,233
6D	9,428
Number of investigations conducted by IAD	30
Number of Use of Force policy violations	0
Number of Officers who violated the Use of Force policy	0
Number of Officers against whom complaints were made	234
Number of Civilian complaints per Police District	Total complaints: 102
1D	9
2D	21
3D	30
4D	14
5D	17
6D	11
Number of Officers subject to each type of Officer Discipline	
Written Reprimand	12
Loss of leave	9
Loss of pay	0
Suspension without Pay from duties	0
Demotion	0
Dismissal from Employment	0
Suspension with Pay from duties	3 (disciplinary only)
Monetary Fine	0
Oral Admonishment	3
Number of Calls for Service involving a homeless individual	147 adult homeless calls; 1 call for juvenile homeless (please refer to the previous page)
Demographic data on subjects detained by the MCPD	<i>This database is not currently approved for publication. The statistics will be available once approval is granted.</i>

APPENDIX A

Below is a selection of training courses all Police Officer Candidates receive during the MCPD Entry Level Academy, which highlight the Department's commitment and dedication to promoting the ideals and practices of Community Policing.

Community Policing Hours:12

The goal of this course will be to provide the student with a foundation in problem-solving skills that will enhance the student's ability to interact effectively with the public. The student will be provided with the skills to create workable solutions to law enforcement problems in the community.

Conflict Management / Dealing with People Hours: 70

This block aims to understand the police's role in responding to and handling dispute situations. Topics include conflict/crisis dynamics, effects of stress on disputants and conflict/crisis intervention, mental health first aid, effective communication, domestic crisis intervention, mental disorders, suicide intervention, protection/peace orders, and completing emergency evaluation petitions, missing persons. Police officer candidates are taught how to respond to various crises and conflict situations, assume and maintain control, and play the role of an effective, neutral, and third-party authority figure. Police officer candidates are taught to control the scene, manage those involved, and see appropriate solutions. The use of outside state, county, and private sector resources to assist in their efforts will also be discussed. Officer safety is emphasized throughout the course and demonstrated through scenario-based training.

Cultural Diversity/Implicit Bias (FIP) Hours: 30

This course aims to provide the student with an understanding of the multicultural society that makes up Montgomery County. Specific culturally diverse groups will be discussed with emphasis on their views of the police. Instruction on Bias and Fair and Impartial Policing using scenarios and classroom instruction allows officers to understand the science behind various biases. A field trip to the National Museum of African American History and Culture and Holocaust Museum is conducted later after this course.

Ethics & Leadership Hours: 2

The purpose of this block of instruction is to enable the police officer candidate to understand the law enforcement code of ethics, which each police officer is expected to adopt, and to be aware that police officers are expected by society to be role models while on and while off duty. Includes an overview of 21st Century Policing.

Levels of Encounter/Scenario-based learning Hours: 12

Scenario-based exercises that allow officer candidates to apply the law by responding to various mock calls for service. During these exercises, Mock calls for service will require officer candidates to apply law enforcement skills such as problem-solving, crisis intervention, conflict resolution, radio proficiency, report writing, defensive tactics, and knowledge of



the law and arrest procedures.

Use of Force

Hours: 49

The goal of this block is to provide a foundation for the student through a review of case law, department directives, practical examples, and open discussions of the proper circumstances and levels of force to use to control incidents. Communication tactics and de-escalation are involved.

The Policy and Planning Division completed the report. Questions may be directed to MCP.PolicyandPlanning@montgomerycountymd.gov.

