

MONTGOMERY COUNTY DEPARTMENT OF POLICE



INTERNAL AFFAIRS DIVISION ANNUAL REPORT 2024

DIRECTOR'S MESSAGE

The Montgomery County Police Department (MCPD) remains steadfast in its mission to serve our community with integrity, transparency, and accountability. In 2024, the Internal Affairs Division (IAD) continued to play a vital role in ensuring that all MCPD employees—sworn and civilian—uphold the highest standards of professionalism and conduct. We understand that public trust is earned, and we are committed to fostering that trust through fair and impartial investigations and open communication with our community.

This year marked the first full year under the Maryland Police Accountability Act of 2021 (House Bill 670), following the expiration of the collective bargaining agreement on June 30, 2023. The repeal of the Law Enforcement Officers' Bill of Rights and the establishment of the Police Accountability Board (PAB) and Administrative Charging Committee (ACC) introduced important changes to the oversight process for sworn law enforcement officers. MCPD responded proactively to these legislative changes by implementing technological solutions to ensure a seamless flow of information with the PAB, while continuing to handle complaints with the same rigor and impartiality as before.

The Internal Affairs Division remains the central point for reviewing all complaints regarding employee misconduct, regardless of the source or method of submission. Complaints may be submitted through multiple channels, including the PAB website, MCPD website, by phone, email, or in person at any police facility. Each complaint is carefully reviewed by IAD leadership, and if applicable, investigated thoroughly and promptly to ensure accountability and fairness.

In 2024, IAD continued its responsibilities under the new disciplinary process, forwarding cases under ACC jurisdiction for administrative charging decisions. For complaints outside the ACC's purview, IAD conducted internal reviews and ensured disciplinary decisions were consistent with the Uniform State Disciplinary Matrix.

We recognize that each complaint provides us with a valuable opportunity to reflect on our practices, improve training and performance, and engage meaningfully with the community. Whether the resolution involved corrective action, counseling, or clarification of departmental policy, each interaction contributed to our overall commitment to growth and integrity.

As we present this 2024 Internal Affairs Division Annual Report on behalf of Chief Marc Yamada, we reaffirm our dedication to transparency and accountability. We are grateful to all who came forward with concerns—it is through this shared responsibility that we improve our service and uphold the community's trust.

Looking ahead to 2025 and beyond, MCPD encourages continued dialogue between the public and our department. Your input is essential as we strive to enhance our service delivery and maintain the highest standards of professionalism in public safety.

Sincerely,



Captain Brian Merryman
Director, Internal Affairs Division
Montgomery County Police Department

THE INTERNAL AFFAIRS PROCESS

Montgomery County Police Department (MCPD)

The Montgomery County Police Department (MCPD) is committed to ensuring transparency, accountability, and fairness in addressing complaints and allegations of employee misconduct. The Internal Affairs Division (IAD) manages this process to protect community trust while holding employees to the highest standards of conduct.

Filing a Complaint

Community members are encouraged to report any concerns or complaints about police conduct. Complaints may be submitted:

- In person at any MCPD District Station or the Executive Office Building (Rockville, MD)
- Online at: <https://www.montgomerycountymd.gov/pol/internal-affairs.html>
- By mail, email, or through the Police Accountability Board (PAB)
- Anonymously or with contact information

Complaint forms are available in English and Spanish both online and at police facilities.

How Complaints Are Investigated

As of July 2023, all misconduct complaints are investigated by the Internal Affairs Division. Investigations are classified into three categories:

1. Command Level Investigation (CLI) - For minor violations of department policy (e.g., Discourtesy, minor traffic violations, inappropriate language).
2. Internal Administrative Investigation (IAI) - For serious violations or criminal behavior (e.g., Excessive force, discrimination, theft, criminal conduct).

If a complaint involves possible criminal behavior, a separate criminal investigation occurs alongside the internal investigation.

3. Administrative Inquiry- When a preliminary investigation conducted by the IAD executives determines that the complainant did not include sufficient information to identify a potential violation of department policy or county, state, or federal law, the alleged involved employee cannot be identified, or the subject of the complaint is not employed by MCPD.

What Happens After an Investigation

Once an investigation is completed, the findings are reviewed by the Internal Affairs leadership. For ACC-qualified cases, the case is forwarded to the Administrative Charges Committee (ACC) for review and a determination on misconduct and disciplinary recommendations. All sustained non-ACC cases are sent to the Internal Investigations Review Panel (IIRP) for review and disciplinary recommendations. The Chief of Police has the authority to impose disciplinary action, which may include increasing or agreeing with the recommendations provided by the ACC.

Disciplinary Process

If it is determined that an officer violated laws or department policy:

- The officer is provided with a written statement outlining the charges.
- The officer may accept the discipline or appeal the decision.
- Appeals are handled by an Administrative Trial Board, where the officer can present their case.

Hearings are generally open to the public unless sensitive information requires them to be closed.

Employee Rights & Hearings

Officers may request a hearing before the Administrative Trial Board if they dispute the investigation findings or the proposed discipline.

Hearing dates and details will be posted on the IAD website:

<https://www.montgomerycountymd.gov/pol/internal-affairs.html>

To confirm a scheduled hearing or for additional information, contact the Internal Affairs Division at: 240-773-6000

All visitors attending hearings must pass through security screening upon entry.

OVERVIEW

Overview of Internal Affairs Activity — 2024

Montgomery County Police Department (MCPD)

This section provides a summary of the Internal Affairs Division's (IAD) activity and outcomes for the year 2024.

Complaint Overview

- MCPD received a total of 258 complaints in 2024 — this reflects a 9% decrease compared to 2023.
- IAD opened 119 cases for In-depth investigation:
 - 33 cases were classified as Internal Administrative Investigations (IAI) for more serious allegations.
- The remaining cases were Command Level Investigations (CLI) for less serious policy violations:
 - 87% of all cases were CLI investigations.
 - 13% were IAI investigations.

Investigation Trends

- CLI investigations decreased by 2% from 2023.
- IAI investigations decreased by 38% from 2023.
- IAD categorized 139 complaints as administrative inquiries and closed them based on specific criteria.

Case Resolution

- Of the 33 IAI investigations started in 2024, 10 have been closed.
- On average, it took 201 days to close each case.

Who Were the Subjects of Complaints?

- 89% of complaints involved sworn police officers.
- 11% involved civilian personnel.

Most Common Allegations

The three most frequent allegations made against employees were:

1. Conformance to Law – 42%
2. Neglect of Duty/Unsatisfactory Performance – 17%
3. Courtesy (lack of professionalism) – 12%

Together, these three categories made up 71% of all allegations.

Additional Statistics

- A total of 209 employees were the subject of at least one complaint.
- 66 employees had more than one complaint filed against them.
- There were 26 employees identified with more than one complaint.
- In 46 complaints, the employee could not be identified.¹

Assignment & Demographics of Employees Investigated

- 73% of allegations involved employees assigned to the Patrol Services Bureau (PSB).

Race/Ethnicity of Employees Investigated:

- 66% identified as White
- 18% identified as Black
- 12% identified as Hispanic
- 4% identified as Asian-American Pacific Islander (AAPI)

Gender of Employees Investigated:

- 76% identified as Male
- 24% identified as Female

Age of Employees Investigated:

- 14% were between 21-29 years old
- 43% were between 30-39 years old
- 24% were between 40-49 years old
- 19% were 50 years old or older

Years of Service:

- 18% served with MCPD for 0-5 years
- 49% served for 6-15 years
- 33% served for 16 years or more

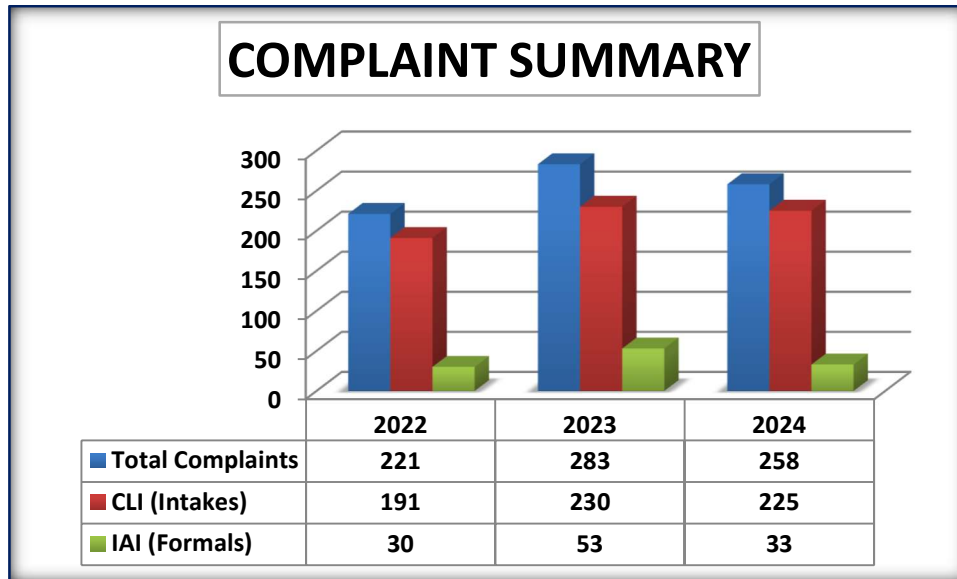
¹ The complainant has not provided enough information to identify the individual involved as an MCPD employee. In some cases, the complainant chooses to submit their complaints anonymously, which limits our ability to gather the necessary details. As a result, the Internal Affairs Division is unable to reach out to the complainant for additional information.

COMPLAINT SUMMARY

In 2024, there were 119 cases opened by the Internal Affairs Division, with a total of 292 allegations recorded. 87% of the cases were assigned as *CLI* investigations, while 13% of the cases were assigned as *IAI* investigations.

Complaint Types

The following statistics reflect a three-year comparison, as well as an analysis of the complaints received involving both *sworn* and *civilian* personnel.



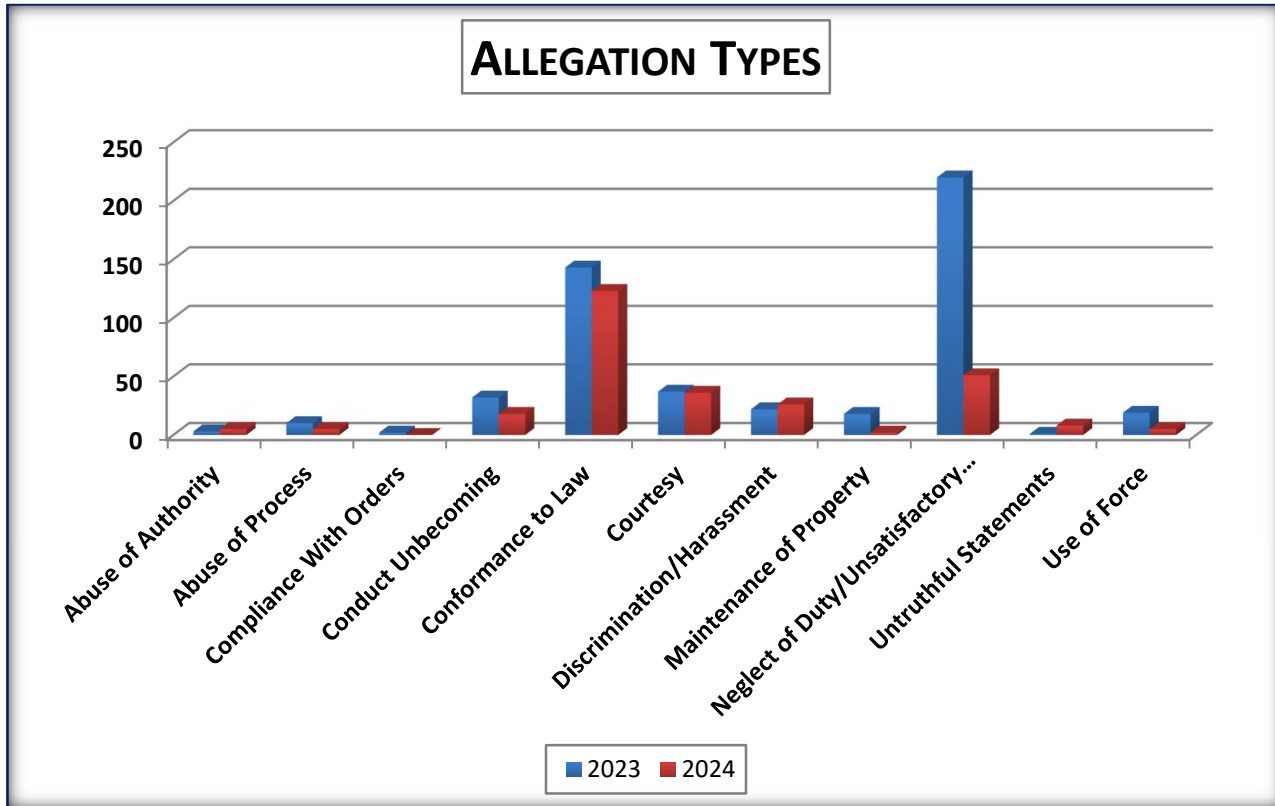
The data reflects a 9% decrease in the number of complaints received in 2024 compared to 2023, and a 17% increase from 2022. *CLI* investigations decreased from 2023 to 2024 by 2%, and *IAI* investigations decreased by 38%.

There was a total of 139 complaints that were categorized as administrative inquiries and closed based on specific criteria in 2024.²

² A complaint is categorized as an administrative inquiry and is closed when an executive review and preliminary investigation determine that the complaint did not include sufficient information to identify a potential violation of department policy or county, state, or federal law; the alleged involved employee cannot be identified; the subject of the complaint is not employed by MCPD.

Allegation Types

The following chart summarizes the *types of allegations* received by IAD in 2024.



Note: There may be more than one allegation made against an employee.

In 2024, *Conformance to Law* was the most common allegation received, which comprised (42%) of the allegations made against department employees, followed by *Neglect of Duty/Unsatisfactory Performance* (17%) and *Courtesy* (12%). Overall, these three complaint types were responsible for almost three-quarters (71%) of the allegations received in 2024, which is consistent with data from 2023. Some examples of these allegations include an employee failing to perform a duty/task in an appropriate and satisfactory manner, committing a traffic violation (such as speeding or a parking offense), cursing at members of the public, acting in a rude manner, or losing their temper.

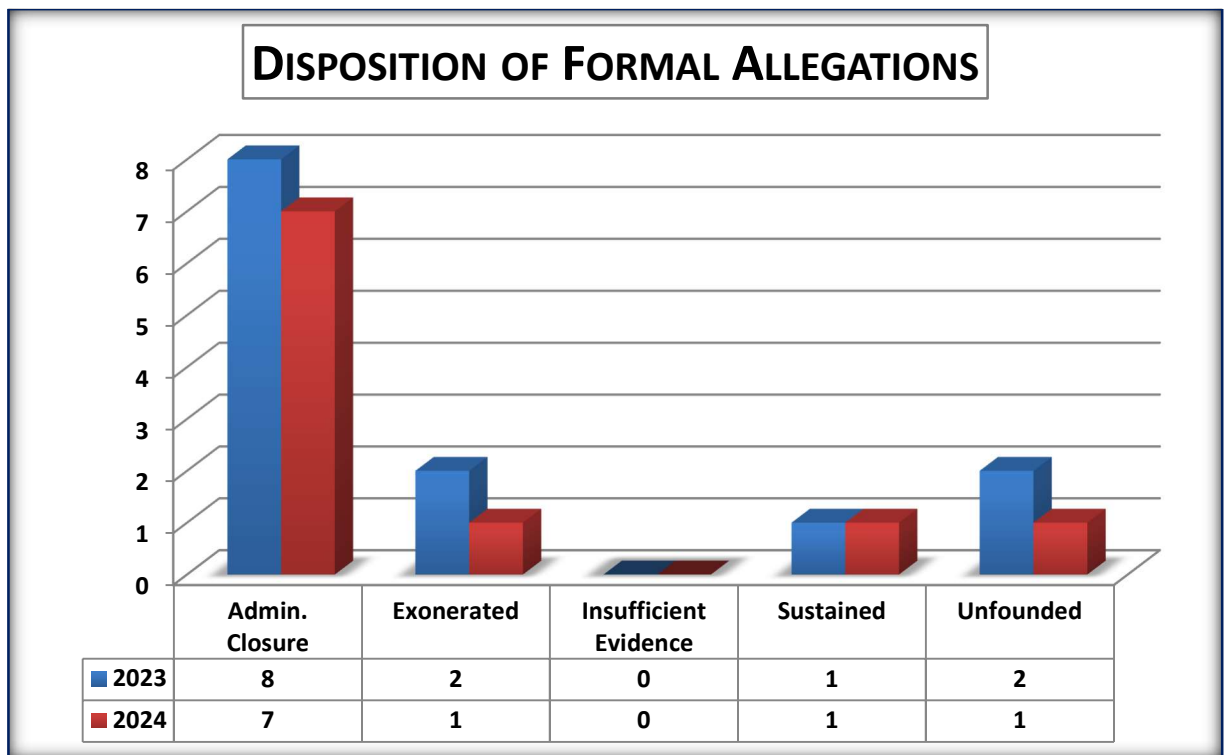
Disposition of Investigations

In 2024, a total of 33 IAI investigations were assigned to IAD investigators. Of those cases assigned in 2024, 10 are now closed. Those cases averaged 201 days to close. Cases are put on hold pending the completion of all criminal investigations involving the matter, but the number of days the case is held is still included within this average.³

In 2024, there were 66 complaints which involved multiple allegations, and there were 26 employees who had multiple complaints.

In 2024, there were 33 IAI investigations involving 70 allegations against 35 individual employees (and no allegations which involved non-employees) compared to 2023 in which there were 53 IAIs involving 185 allegations against 70 employees. The data indicates that while the number of IAIs decreased, the number of allegations contained within those IAIs also decreased from 2023 to 2024.

The chart below provides a summary of the *dispositions* of the IAI investigations opened in 2024 which are now closed.



Note: There are 23 (out of 33) IAI investigations initiated in 2024 that remain open at the time of this report.

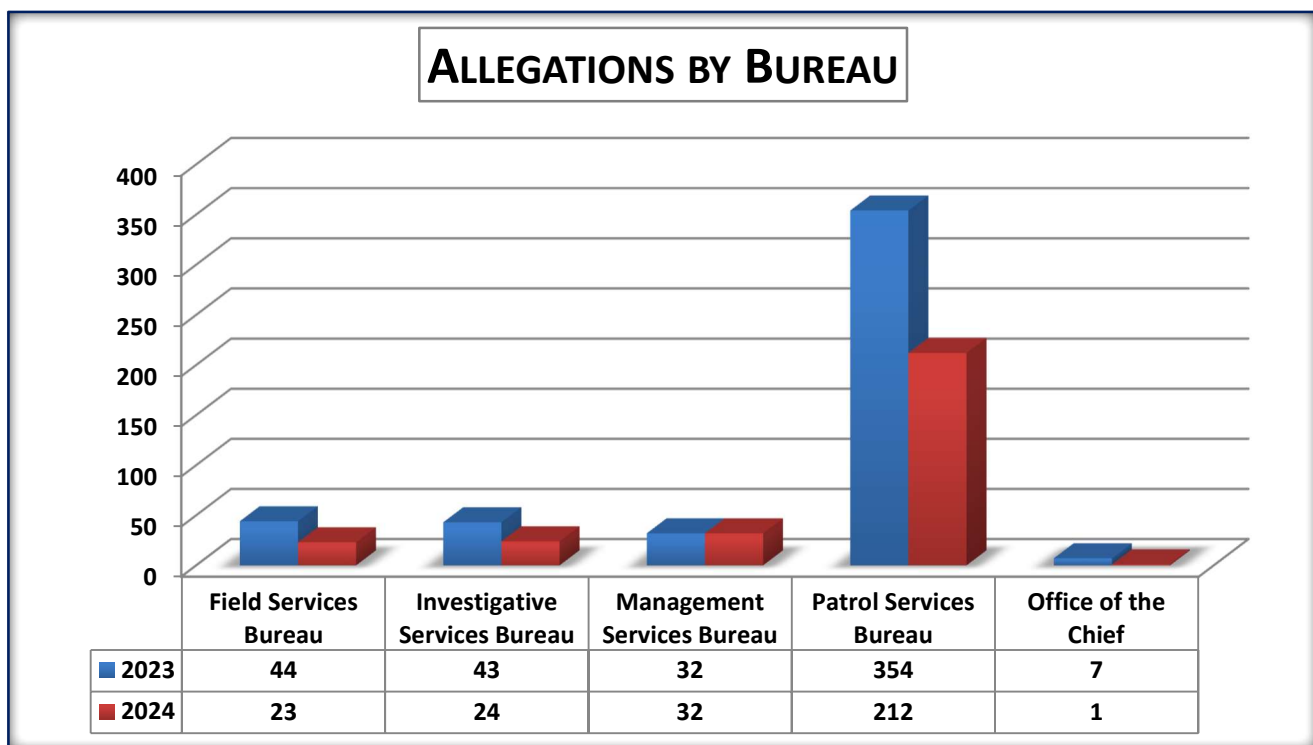
³ IAI investigations generally take longer to complete for a variety of reasons. They often involve multiple allegations, and many involve multiple employees. The nature of these types of investigations can be serious and complex, and all IAI investigations are governed by the laws and procedures relating to employee rights, which also includes the employee's right to appeal.

The following is a list of definitions for each of the dispositions shown in the referenced chart.

- *Policy Failure:* An administrative conclusion used to terminate an internal investigation which cannot proceed to a normal conclusion due to omissions or insufficient/ineffective policies.
- *Exonerated:* The incident did occur, but the actions of the involved employee(s) were justified, lawful, and proper.
- *Insufficient Evidence:* The investigation failed to disclose sufficient evidence to prove or disprove the allegation.
- *Sustained:* The investigation disclosed sufficient evidence to prove an allegation of misconduct.
- *Unfounded:* The investigation of the complaint reveals that the acts complained of did not occur.

Allegations by Bureau

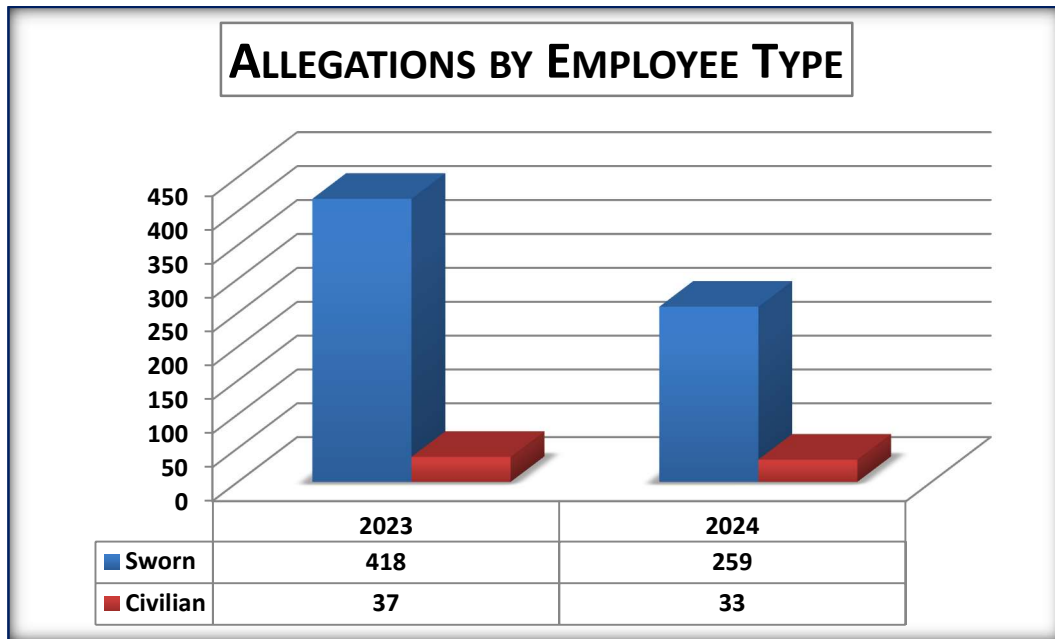
The below referenced chart provides a breakdown of the bureaus within the department that employees were assigned to at the time the allegations were made against them. Each bureau falls under the management of an Assistant Chief of Police.



The data indicates that 73% of the allegations made in 2024 involved employees assigned to the *Patrol Services Bureau* (PSB), compared to 71% of the allegations received in 2023. PSB is the largest bureau in the department and is comprised primarily of sworn officers assigned to the department's six police districts.

Allegations by Employee Type

The chart below provides a breakdown of *allegations by employee type* for known employees who were the subject of a complaint in 2024.

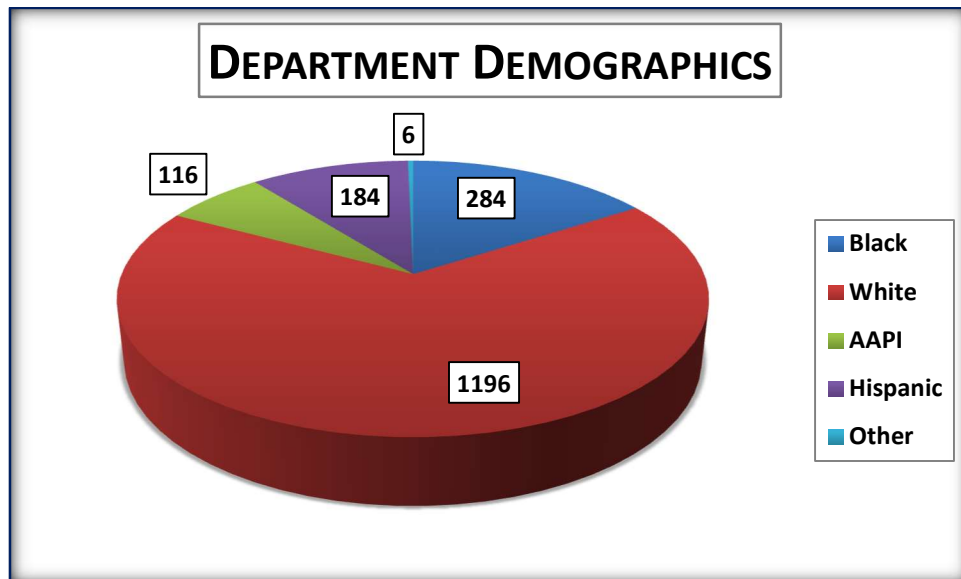


The data shows that 89% of the known employees who were the subject of a complaint were *sworn* personnel, and 11% were *professional or non-sworn* members of the department.

The following series of charts provide a summary of the *demographics* of those known employees who were the subject of a complaint received in 2024. This includes the *race/ethnicity, gender, and age* of the employees, as well as their *years of service* with the department at the time the complaint was made, based on available data. It should be noted that complaints are sometimes made against unknown employees for which the complainant does not have a name and can only provide a partial description.

DEMOGRAPHICS

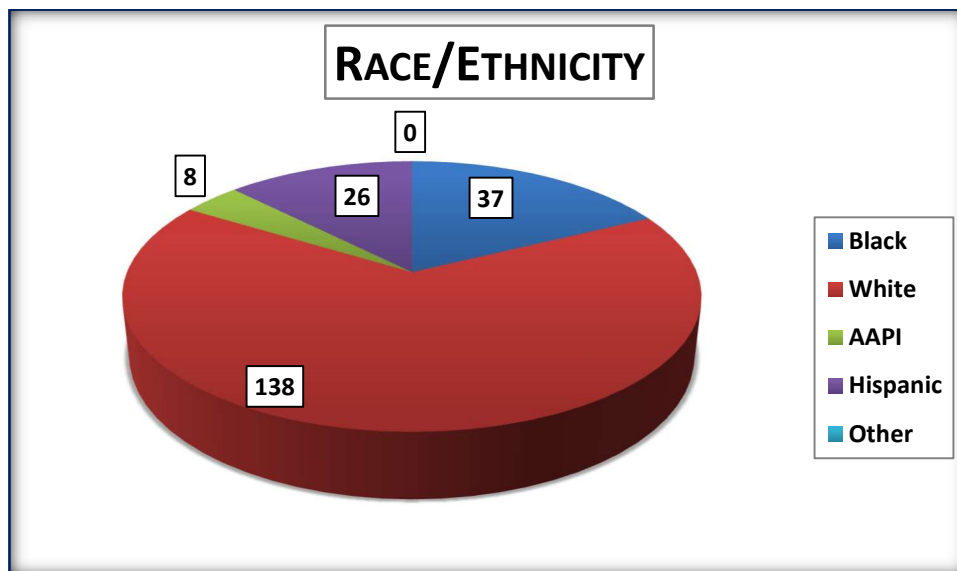
The following chart represents the *department's demographics* as of February 2025.



The data shows that approximately 16% of the department's personnel identify as *Black*, 67% identify as *White*, 10% identify as *Hispanic*, 6% identify as Asian-American Pacific Islander (AAPI), and less than 1% are identified as *Other*.⁴

Race/Ethnicity

The following chart provides a summary of the *race/ethnicity* of those employees who were the subject of a complaint received in 2024.

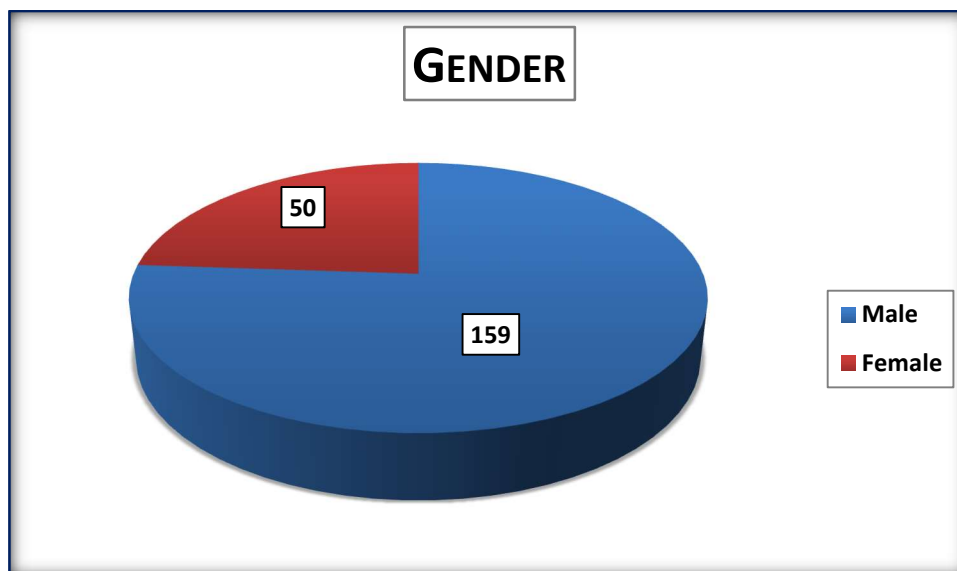


In 2024, 18% of the employees who were the subject of complaints identify as *Black*, 66% identify as *White*, 4% identify as *Asian-American Pacific Islander (AAPI)*, 12% identify as *Hispanic*.

⁴ Race categories were standardized in 2022 to reflect the terms White, Black, Hispanic, Asian-Pacific Islander (API), and Native American. Categories were previously listed as Caucasian, African American, Latino, Asian, or American Indian. It should be noted that these categories are not exhaustive and do not capture the diversity within and among different racial and ethnic groups. Some individuals may not identify with any of these or may identify with multiple categories.

Gender

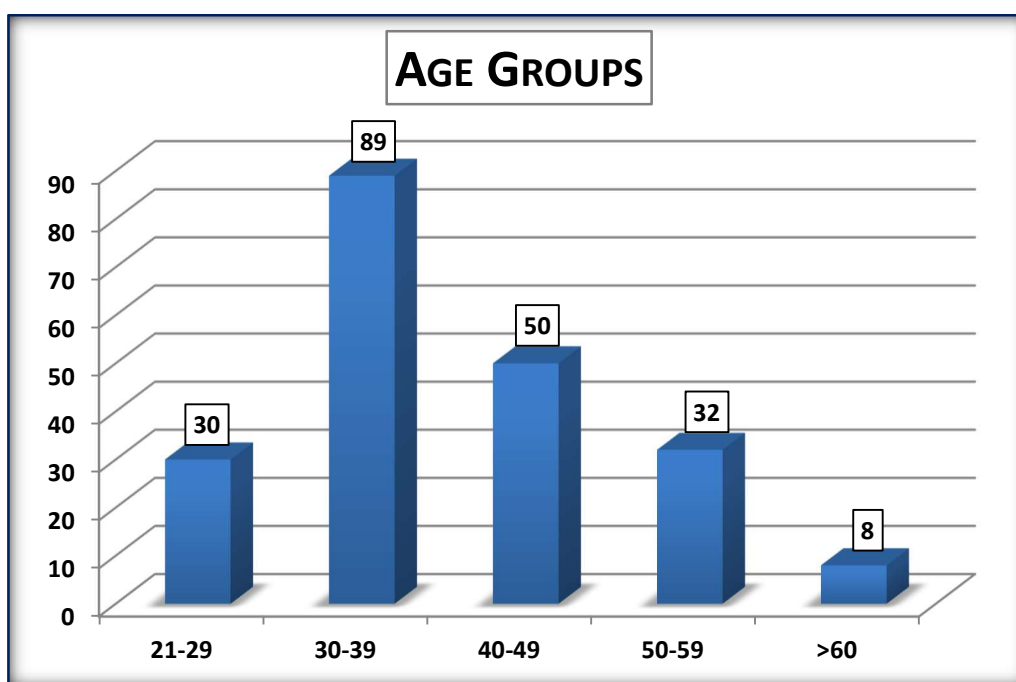
The following chart shows the *identifying gender* of the employees who were the subject of a complaint received in 2024.



In 2024, 76% of the known employees who were the subject of a complaint identify as *male*, and 24% identify as *female*, which is consistent with the data from the previous year (2023).

Age

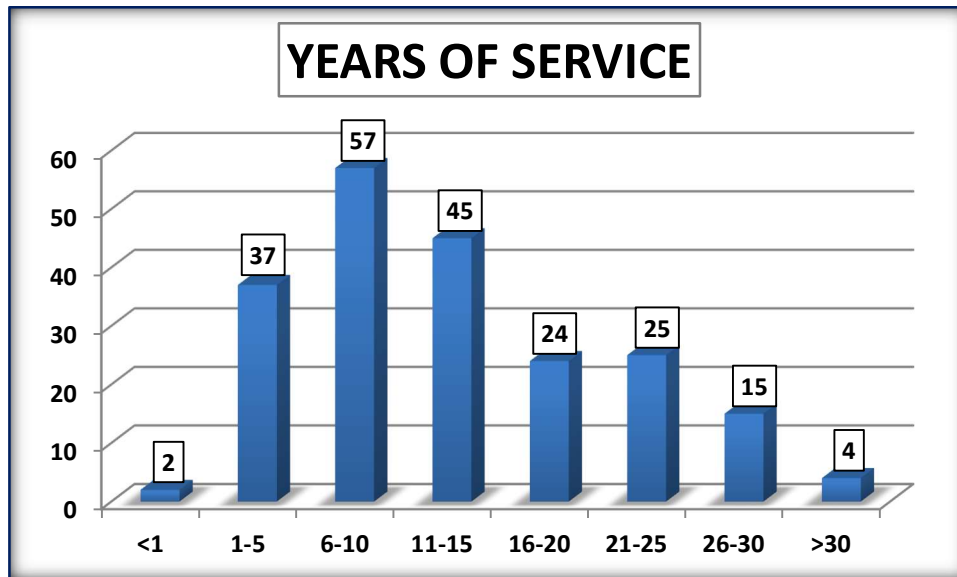
The following chart provides a summary of the *age groups* of the employees who were the subject of a complaint received in 2024.



In 2024, 14% of the known employees who were the subject of a complaint were in the 21-29 age group, 43% were in the 30-39 age group, 24% were in the 40-49 age group, and the remaining 19% were ages 50 and older.

Years of Service

The chart below summarizes the *years of service* with the department for the employees who were the subject of a complaint in 2024.



In 2024, 19% of the employees who were the subject of a complaint served on the department from 0- 5 years, 49% served on the department from 6-15 years, and 32% of employees served on the department for 16 years or more. In 2023, there were more employees in the 1-5 year category (61), and (1) was employed for less than a year.

SUMMARY

The Montgomery County Police Department (MCPD) is committed to transparency, accountability, and building trust with the community.

This report provides an overview of complaints made against employees in 2024, how those complaints were handled, and how the department uses this information to improve operations and services. This is the fifth year this report has been shared publicly to provide clear and accessible information about internal investigations. The full report and data can be found online at:

https://data.montgomerycountymd.gov/Public-Safety/Internal-Affairs-Allegations/uspj-6e2z/about_data

Sharing this information supports MCPD's ongoing effort to be open with the community and to maintain high standards of professionalism.

Commitment to Accountability

MCPD is nationally accredited through the Commission on Accreditation for Law Enforcement Agencies (CALEA), an independent organization that ensures police departments meet professional and ethical standards. MCPD has been CALEA-accredited since 1993.

Part of this commitment includes regular internal reviews of department policies, procedures, and training — including how complaints from the public are handled.

Focus on Training

In 2024, MCPD provided training to both new recruits and experienced officers on how to handle complaints, follow department policies, and interact professionally with the public. This included training through the Citizen's Academy, community groups, and the County Public Safety Committee.

Body-Worn Cameras

MCPD's Body-Worn Camera Program now includes approximately 1,000 officers who wear cameras while on duty. These cameras have helped improve transparency by documenting interactions between officers and the public. They also assist with resolving complaints and provide valuable evidence during investigations.

Our Commitment to the Community

MCPD employees work hard every day to keep Montgomery County safe. Officers have contact with thousands of people each year, and while most interactions are positive, the department recognizes that issues can arise.

Internal Affairs investigations exist to protect the public, hold employees accountable, and correct any improper behavior. The department is committed to treating all members of the public with courtesy, respect, and professionalism.

We welcome feedback from the community and encourage residents to let us know how we are doing — and how we can improve.



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