

# 2025 POLICE STATISTICAL DATA REPORT

MONTGOMERY COUNTY  
DEPARTMENT OF POLICE



**JANUARY 29, 2026**  
PREPARED BY:  
THE POLICY AND  
PLANNING DIVISION

# INTRODUCTION



This report provides an overview of certain statistical data points to raise awareness regarding the Montgomery County Police Department. This report is designed to meet the reporting requirements established by County Bill 33-19, Section 35-6A, Community Policing, 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 Police Department (MCPD) to report specific statistical data annually.

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





# Community Policing

The Montgomery County Police Department (MCPD) understands that its success depends on consistent, positive engagement with the community. Committed to safety, inclusivity, and strong community relationships, the MCPD focuses on two key principles, education and engagement, while setting clear expectations for equitable and effective interactions.

Education ensures the community clearly understands law enforcement actions, from the patrol officers to the Chief of Police, fostering trust and transparency. Engagement goes beyond events—it's about building meaningful relationships. Officers are empowered to address concerns, offer mentorship, and find solutions without relying on the criminal justice system, all while upholding the values of respect and dignity.

To continuously improve, the MCPD seeks two-way communication through assessments and surveys, utilizing community feedback to refine strategies. This ensures the department strengthens connections with the community, supports road and traffic safety, and better engages marginalized populations, with a focus on fairness and respect in every interaction.

Each district station's community engagement efforts are led by a dedicated Community Services Officer (CSO) Sergeant and an experienced Police Officer, who work daily to engage the community. These officers lead proactive meetings, education, and outreach efforts and provide immediate support after major incidents, ensuring coordinated services and fostering collaboration across communities. By regularly measuring the impact of these efforts, the MCPD remains responsive to the needs of all residents while maintaining a commitment to equity and respect.

The Crisis Response and School Resources Division (CRSRD), formerly the Community Engagement Division (CED), comprises the Community School Resources Section (CSRS), the Crisis Response Resource Section (CRRS), the Hispanic Community Liaison, and the Hate Bias Coordinator.

Throughout the year, the CRSRD organizes and participates in many community events. For example, the COPE (Community Opioid Prevention Education) trailer demonstrates the warning signs of drug abuse, the Civilian Response to Active Shooter Event, (CRASE) provides guidance and a plan with best practices for surviving an active shooter event, the Law Enforcement Torch Run benefiting the Special Olympics and collaborative events distributing toys, clothing, and holiday gifts to children and families in need.

The CSRS is the department's version of a school resource officer program. The Community Engagement Officers (CEO's) are assigned to high school clusters, providing mentorship and educational opportunities to students. Partnering with Montgomery County Public Schools (MCPS), the CEO's host several summer camps for middle and high school students that focus on developing leadership, decision-making, and career-building skills, as well as the Law Enforcement and Leadership program, a career-readiness initiative that introduces students to the fields of law enforcement and criminal justice.

The Crisis Response Resource Section is responsible for the department's co-response Crisis Response Team (CRT), which responds to individuals in crisis with a certified onboard therapist to provide fast and high-level service to those in need. The CRRS also oversees the Autism Intellectual Developmentally Disabled Unit (A-IDDU), a nationally recognized unit that handles outreach, education, and coordination for individuals in this community.

The Montgomery County Hispanic Liaison is committed to fostering trust, promoting open communication, cultivating positive relationships, addressing safety concerns, and educating the Hispanic community about their rights, Maryland laws, and available resources.

The Hate Bias Coordinator reviews bias incidents and reported hate crimes, provides victims with information about available resources, and prepares monthly and annual statistical reports.



# TRAINING

On average, the MCPD Entry Level (recruit) Academy session consists of over 1,000 hours of training; notably more than the State of Maryland's requirement for 850 hours<sup>1</sup>. Recruit training covers the following areas: department administration and organization; the Maryland Criminal Justice System; law; patrol operations; traffic enforcement; and law enforcement skills (e.g., firearms, driving, first aid, hazmat, etc.). The patrol operations portion of the training introduces many essential skills police officers need to do their job effectively: de-escalation techniques, 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. Additionally, the recruits visit the National Museum of African American History and Culture. The recruits attend a virtual Holocaust Museum Anti-Defamation League (ADL) presentation on policing. This report 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 in police technology (i.e., body-worn cameras, Mobile Data Computers (MDC), etc.), driving, firearms, and court procedures. Additional education is also provided, including health and wellness, performing under pressure, water survival training, and familiarization with real-time intelligence technology.

Implemented in 2023, new officers also attend a course on racial and social justice, following the County Council's passage of Bill 17-21, the Community Informed Police Training Act. In 2025, the Community Informed Law Enforcement Seminar (CILES) was introduced, expanding education on the six competencies mandated by law.

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 exceeds the State's requirement of 240 hours. Following FTEP, all new officers complete a 40-hour Crisis Intervention Training (CIT) for recognizing and managing people in mental crisis. This course builds upon the basic 8-hour course instructed to all recruits, adding more knowledge on communication, de-escalation, and available interventions and services.

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

In addition to exceeding the State standards, the MCPD also meets or 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 training annually for sworn officers, the MCPD delivers 21.5 hours of training, nearly 20% above the minimum requirement. Two hours of state-mandated firearms instruction are also included. In-service training varies and is updated by the MCPD Public Safety Training Academy (PSTA) every year following a review of any changes to policy and law. The PSTA must also meet all minimum training requirements (County, State, and CALEA). In-service training is delivered in-person and online to meet all requirements. It includes the use of force and de-escalation (biennially), biased-based policing (annually), and mental illness (annually), among other subjects. CALEA requires the Use of Force training 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 Assessment and Tactics Training (ICAT) program for de-escalation. This program is comprised of approximately 18 training hours (divided among different instruction blocks) provided during entry-level 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.

To enhance leadership development, the department provides an 80-hour First Line Supervisor course, exceeding the State's 40-hour requirement, which focuses on skills such as critical thinking, emotional intelligence, communication, and decision-making. Leadership education and in-service training courses are also offered at all levels of supervision, from corporals to executives and Chiefs.

Additional educational opportunities include Spanish culture and language training, as well as a partnership with the University of Maryland Global Campus (UMCG) to transfer 60 college credit hours for the completion of entry-level and field training programs, helping officers pursue advanced education degrees. Additionally, the University of Maryland (UMD) Criminology and Criminal Justice (CCJS) at the Universities of Shady Grove (USG) offers an internship-like program where law enforcement candidates can earn 12 credit hours of upper division (300 level and above) credit for the completion of 600 hours of entry-level program, and three credit hours of upper division credit for the completion of an academic rigorous course.

# DATA POINTS

The table on Page 8 contains the various data points required under Bill 33-19. Below is a description of each data point and the information source. The numerical references below correspond to the superscript number for each data point in the table.

1. **Demographic information on sworn officers** is provided by the MCPD Personnel Division.
2. **The number of officers who reside in the county** is provided by the MCPD Personnel Division.
3. The **neighborhood patrol** statistic includes all officers (sergeants and below) assigned to a district station for patrol. It does not include the Decentralized Community Action Team (DCAT), Special Assignment Team (SAT), Community Service Officers (CSO), or Patrol Investigations Unit (PIU) staffing numbers. The Patrol Services Bureau (PSB) provided the referenced data.
4. The Personnel Division - Recruitment Section provided data for the **number of recruitment events<sup>4</sup>**.
5. Officers used force in response to resistance on 1,695† subjects in 2025. 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 Policy and Planning Division (PPD) prepared this data.
6. The Internal Affairs Division (IAD) provided data on the **number of complaints filed against officers for use of force**.
7. The IAD provided data for **complaints filed against officers for discrimination and/or harassment**.
8. Bill 33-19 requires the police department to report data to the County Council when police officers are “**suspended, either with or without pay**.” The data is provided by IAD. The chart below reflects non-punitive suspensions as part of an active investigation. These incidents occurred in 2025, but the cases have not yet been finalized.

<sup>4</sup>Reflects data as of January 12, 2026. This number may change as some Use of Force reports may still be in the review and approval process. Complete data will be presented in the Annual Use of Force Report published separately.

# DATA POINTS

It must be noted that there is a myriad of reasons why an officer can be suspended. While the intent of MC Bill 45-20 is believed to be discipline-based, the department seeks to be as transparent as possible and also includes non-disciplinary-based suspensions in their reporting data.

Suspension reasons may include the following: examples of each are included for reference, but do not necessarily reflect current reporting information.

**Non-Punitive/Non-Disciplinary with Pay** (most common) – Officer relieved of duty pending a criminal or administrative investigation, charged with a misdemeanor crime not enumerated in the Maryland Police Accountability Act of 2021 (PAA), involved in a critical incident such as a shooting or an in-custody death; experiencing medical or mental health concerns, failure to complete required state-mandated training, or extended military leave.

**Non-Punitive/Non-Disciplinary without Pay** – Officer charged with a PAA-enumerated crime.

**Disciplinary with Pay** - After a sustained Internal Affairs Investigation or an Administrative Charging Committee (ACC) finding of termination, but pending appeal/Trial Board.

**Disciplinary without Pay** – Penalty resulting from a sustained Internal Affairs Investigation that may include leave forfeiture

9. The **Youth Referral incidents** are collected from the Information Management Technology Division (IMTD)-Juvenile Cases system.
10. The calls for service statistics represent the following call types, from a P1 CAD query: **Mental Disorder, Emergency Evaluation Petition (EEP), Suicidal Persons, Controlled Dangerous Substances (CDS), Drug Overdose, and Driving Under the Influence (DUI)**. The statistics reflect all calls for service, including dispatched calls and other call sources.
11. The **number of community events** was collected from each district's Community Service Officers (CSO), who manage community engagement for their respective districts. Previously, the number was extracted from the Trumba police calendar; however, this proved ineffective at consistently tracking community engagement events, leading to underreporting.

Bill 33-19, Section 35-6A	2024	2025
Total number of sworn officers <sup>1</sup>	1,276 authorized positions: 1,107 filled positions	1,275 authorized positions; 1,086 filled positions
Total # of female officers	224	213
American Indian officers	2	2
Asian-Pacific Islander officers	60	60
Black officers	135	131
Hispanic officers	115	115
White officers	794	774
Other	1	4
Number of officers who reside in Montgomery County <sup>2</sup>	504	488
Percentage of officers assigned to neighborhood patrols <sup>3</sup>	50%	50%
Recruitment events <sup>4</sup>	230	195
Use of force in response to resistance that resulted in an injury to a subject <sup>5</sup>	155	172
Complaints filed against officers for use of force <sup>6</sup>	3	5
Complaints filed against officers for discrimination and/or harassment <sup>7</sup>	18	13
Officers suspended with pay <sup>8</sup>	14	5
Officers suspended without pay <sup>8</sup> (as defined on previous pages)	1	1
Number of youth (under the age of 18) referred to intervention programs <sup>9</sup>	715 youth referred by the MCPD; 143 referred by outside agencies	720 youth referred by the MCPD; 201 referred by outside agencies
Calls for service pertaining to substance abuse <sup>10</sup>	500 overdose calls	355 overdose calls
	1,852 CDS-related calls	1,334 CDS-related calls
	694 DUI-related calls	577 DUI-related calls
	Total calls: 3,046	Total calls: 2,266
Calls for service pertaining to mental health <sup>10</sup>	4,442 Mental Disorder calls	4,299 Mental Disorder calls
	770 Emergency Petition calls	705 Emergency Petition calls
	1,219 Suicidal Persons calls	1,278 Suicidal Persons calls
	Total calls: 6,431	Total calls: 6,282
Community events <sup>11</sup>	313	1,218

# DATA POINTS

The table on the next page contains the various data points required under Bill 45-20. Below is a description of each data point and the information source. The numerical references below correspond to the superscript number for each data point in the table.

12. The **number of overtime hours worked per district** was provided by the Management and Budget Division.
13. The **number of investigations conducted by the Internal Affairs Division (IAD)** previously represented the number of formal investigations opened by the IAD. This data now includes *all* investigations conducted by IAD during the calendar year. In 2024, the number was erroneously under-reported as 110 investigations. Due to the change in reporting methodology, this number has been corrected to reflect 258 total investigations for 2024. The 2025 data represent all IAD investigations.
14. IAD provided the data regarding **Use of Force policy violations**.
15. IAD provided data for the **number of officers who violated the Use of Force policy**.
16. IAD provided data for the **number of officers against whom complaints were made**.
17. The **number of civilian complaints per police district** represents complaints against any team member (sworn and non-sworn) who works at one of the six district stations. These numbers exclude officers working at other locations (i.e., the Public Safety Headquarters or PSHQ) and internal complaints by one department member on another. The data, along with the number of officers against whom complaints were made, was provided by IAD.
18. The **number of officers subject to each type of punitive discipline** represents all charge counts, including cases where more than one discipline was administered for the same incident. Only cases in which the discipline process is **finalized** during 2025 are represented. Any open or in-process cases are not included in these final numbers and will be documented after the case. IAD provided the data.
19. The **number of calls for service involving a homeless individual** is extracted from the Police Service Calls for the Homeless database, which can be found on [DataMontgomery](http://DataMontgomery) (data.montgomerycountymd.gov/). On December 1, 2022, the MCPD implemented a mechanism for capturing this data within the CAD system. However, the mechanism has not been effective in consistently tracking all interactions made by MCPD officers and unhoused individuals. For 2025, the data reflects all calls for service at homeless shelters.

20. The **demographic data for those detained by the MCPD** is extracted from the MCPD criminal citation report database, available on [DataMontgomery](http://DataMontgomery) (data.montgomerycountymd.gov/). The chart reflects data as of December 31, 2025.

21. The **demographic data for those subject to a field interview by the MCPD** is collected through a Field Interview/Consent to Search Request application implemented on November 6, 2024. The new tracking application is a software tool designed to streamline the collection of information on Consent Searches, Field Interview Reports, traffic stops, and investigative stops, all within a single application. The data presented in the chart reflects only the Field Interview Reports conducted for calendar year 2025. Previously, data were extracted from the Maryland State Police (MSP) E-tix Field Interview database.

Bill 45-20, Section 35-6A	2024	2025
Number of overtime hours worked per police district <sup>12</sup>	Total hours: 172,690	Total Hours: 172,278
1D	12,347	16,292
2D	15,700	19,538
3D	49,040	49,806
4D	42,004	43,852
5D	23,901	19,239
6D	29,698	23,551
Number of investigations conducted by IAD <sup>13</sup>	258*	247
Number of use of force policy violations <sup>14</sup>	0	0
Number of officers who violated use of force policy <sup>15</sup>	0	0
Number of officers against whom complaints were made <sup>16</sup>	173	165
Number of civilian complaints per police district <sup>17</sup>	Total complaints: 112	Total complaints: 131
1D	5	5
2D	26	25
3D	32	36
4D	20	23
5D	11	22
6D	18	20
Number of officers subject to each type of officer discipline: <sup>18</sup>	Total: 36	Total: 7
Oral Admonishment	2	0
Written Reprimand	7	3
Monetary fine	0	0
Loss of pay	0	0
Suspension with pay	14	0
Suspension without pay	1	0
Demotion	1	0
Dismissal from employment	0**	0
Loss of leave	11***	4
Number of calls for service involving a homeless individual <sup>19</sup>	1,462 calls for service at homeless shelters	1,534 calls for service at homeless shelters

\*In 2024, the number of IAD investigations was underreported as 110. The number has been corrected to reflect all investigations. See Page 10 for explanation.

\*\*One officer was dismissed from employment; however, it was based on PAA criteria, not an IAD investigation.

\*\*\*In 2024, Loss of Leave was inadvertently omitted from the report. The total has been updated to reflect the correct number.

Bill 45-20, Section 35-6A	2024	2025
Demographic data on subjects detained by the MCPD <sup>20</sup>	Total: 746	Total: 727
Males	555	547
Females	191	180
Asian/Pacific Islander	17	21
Black	270	344
White	456	359
Unknown/Other	3	3
Hispanic	301	240
Non-Hispanic	445	487
Under 18	12	12
18-25	192	155
26-35	190	176
36-45	176	183
46-55	97	106
Over 55	79	94
Unknown	0	1
Demographic data on individuals subject to a field interview <sup>21</sup>	Total: 174	Total: 203
Males	144	177
Females	29	26
Unknown	1	0
Asian/Pacific Islander	0	6
Black	87	109
Hispanic	55	57
White	30	27
Unknown/Other	2	4
Under 18	37	29
18-25	45	63
26-35	36	49
36-45	27	32
46-55	12	15
Over 55	14	14
Unknown	3	1

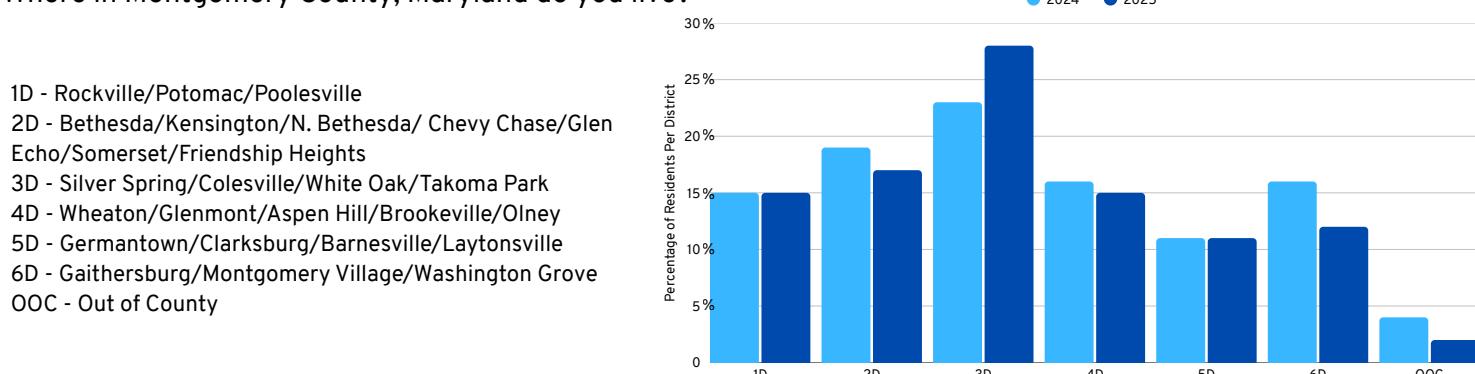
# COMMUNITY TRUST SURVEY

Bill 45-20 requires the MCPD to conduct an annual anonymous survey of residents and officers regarding police-community relations, including the levels of trust communities have in the police. The charts on the following pages illustrate the results of the Community Trust Survey. The results of the Officer Survey begin on page 18.

The following charts compare the 2025 results with those of the previous year. The 2025 survey produced 653 results, compared to 84 in 2024. To boost participation, the 2025 survey was highly publicized on the department's and individual districts' social media sites, through a news release, and distributed to local advocacy groups and county officials.

Due to the large difference in the number of responses, the charts on each page represent the percentage of responses. The actual number of responses is shown next to the legend chart. Respondents might not have answered every question, so the totals could vary across questions.

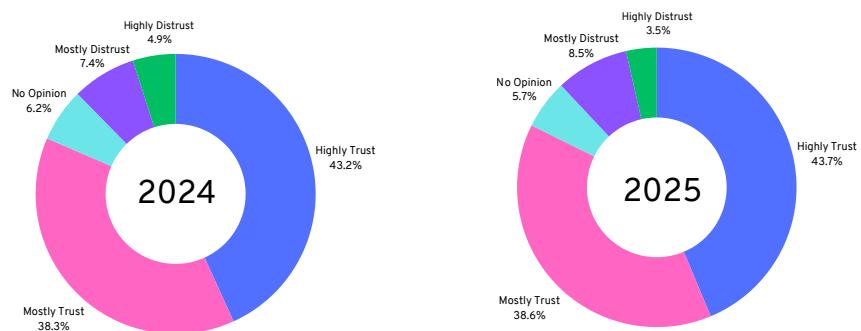
## Where in Montgomery County, Maryland do you live?



In 2024, three respondents (4%) reported living outside of Montgomery County, and in 2025, 10 (2%) also resided outside the county.

## Do you trust the MCPD to provide for your safety?

	2024	2025
Highly Trust	35	284
Mostly Trust	31	251
No Opinion	5	37
Mostly Distrust	6	55
Highly Distrust	4	23

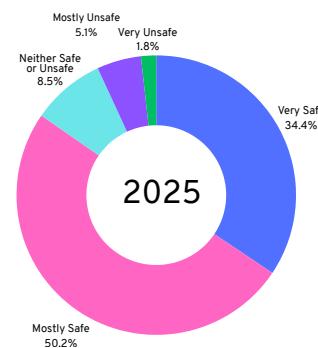
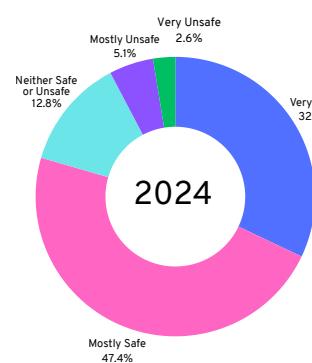


## Perceptions of trust

Overall, residents generally trust the police. To further build this trust, key recommendations include increasing visibility and enhancing community engagement. This can be achieved by adding more neighborhood patrols, especially at night and in parking garages and shopping centers, as well as boosting foot and bike patrols in downtown urban areas. Respondents also suggested hosting more community events and providing opportunities for residents to speak with officers, thereby fostering dialogue to strengthen police-community relationships. Traffic enforcement, particularly in relation to speeding and reckless driving, as well as overall law enforcement and crime prevention, were also among the top recommendations.

### Do you feel safe in your Montgomery County, Maryland neighborhood?

	2024	2025
Very Safe	25	215
Mostly Safe	37	314
Neither Safe or Unsafe	10	53
Mostly Unsafe	4	32
Very Unsafe	2	11

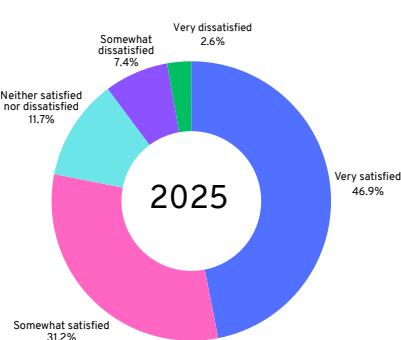


## Perceptions of safety

Overall, residents feel safe living in Montgomery County. The most common suggestion for enhancing safety perception was to increase visibility and conduct more neighborhood patrols. Many residents would feel more secure just by seeing patrol vehicles on their streets. Traffic enforcement was also recommended. While some suggested expanding the use of cameras and drones, residents primarily want patrol officers to actively address speeding and reckless driving to protect other drivers and pedestrians.

### In general, how satisfied are you with the level of service the MCPD provides?

	2025
Very satisfied	304
Somewhat satisfied	202
Neither satisfied nor dissatisfied	76
Somewhat dissatisfied	48
Very dissatisfied	18



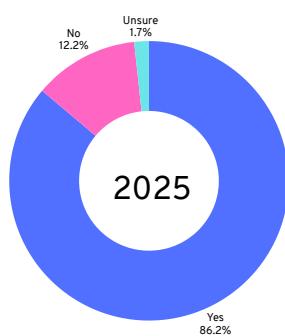
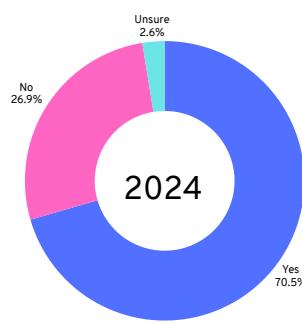
Note: This was a new question added to the 2025 survey, so there are no previous results for comparison.

## Additional feedback

Generally, Montgomery County residents want police to do their jobs by preventing crime, enforcing laws, and protecting the community. Many residents recognize that the MCPD needs to hire more officers to serve the community effectively. They also understand that local and national views of police make it harder for officers to do their work. Many residents hope to strengthen the relationship between county officials and the police, ensuring that officers have the necessary resources and support to do their jobs successfully.

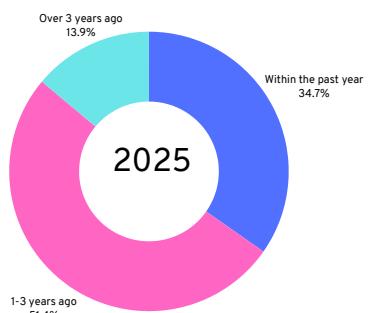
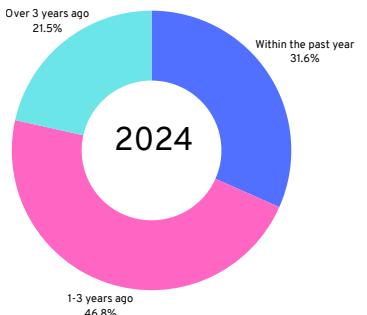
### Have you ever had a personal interaction with an MCPD Police Officer?

	2024	2025
Yes	55	560
No	21	79
Unsure	2	11



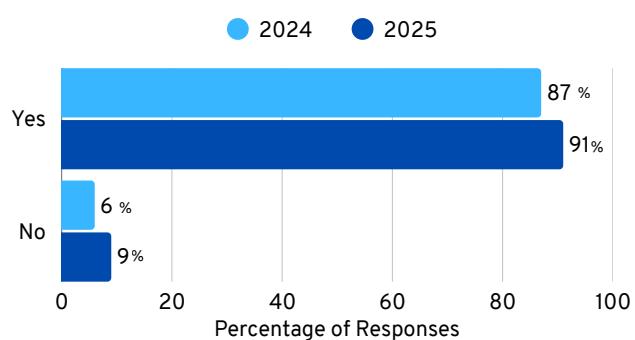
### How recent was your interaction with the MCPD Officer?

	2024	2025
Within the past year	25	237
1-3 years ago	13	155
Over 3 years ago	17	195

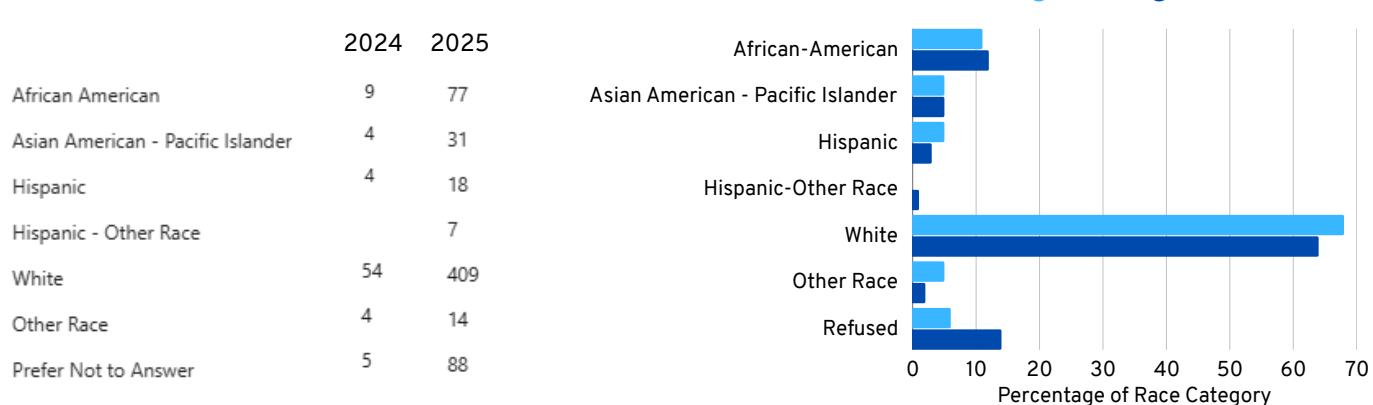


### Were you treated with dignity and respect by the MCPD Officer?

	2024	2025
Yes	47	528
No	7	54



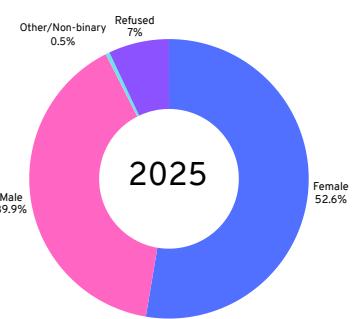
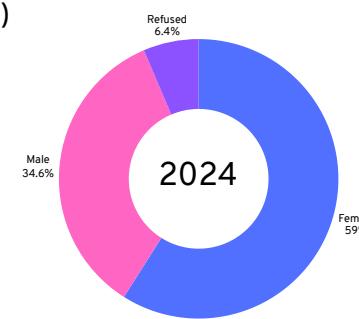
## With which race(s) do you identify? (Optional)



Note: Hispanic-Other Race was added in 2025, so there are no previous results for comparison

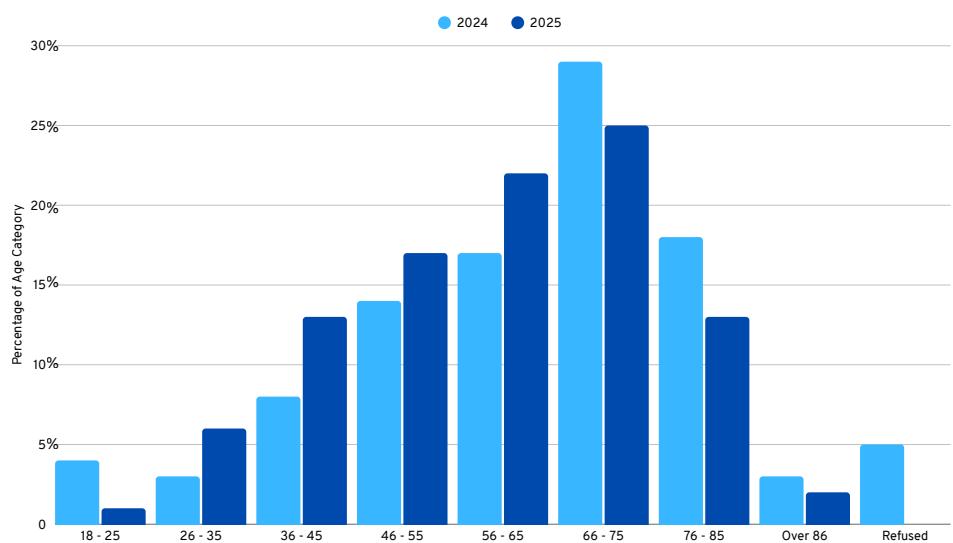
## With which gender do you identify? (Optional)

	2024	2025
Female	46	338
Male	27	256
Other Gender	0	3
Refused	5	45



## What is your age? (Optional)

	2024	2025
Age 18-25	3	7
Age 26-35	2	40
Age 36-45	6	81
Age 46-55	11	107
Age 56-65	13	138
Age 66-75	23	154
Age 76-85	14	84
Age 86+	2	14
Refused	4	0



The Montgomery County Police Department would like to thank the countless community members who shared their opinions and concerns through the online survey. This valuable feedback helps the department grow, innovate, and improve, paving the way for future success. Community input helps identify potential challenges and opportunities from different viewpoints, leading to more comprehensive and resilient plans. While implementing every suggestion may not be feasible, the MCPD takes this input very seriously. Every idea, comment, and piece of advice shared reflects the dedication and passion of the residents of Montgomery County.

# OFFICER TRUST SURVEY

The charts on the following pages illustrate the results of the 2025 Police Officer Trust Survey, required under Bill 45-20. This is the first year the survey has been administered and therefore cannot be compared to the previous year. The survey was available to all sworn MCPD personnel and yielded 210 responses. Respondents might not have answered every question, so the totals could vary across questions.

In which Montgomery County Police District or Bureau do you work?

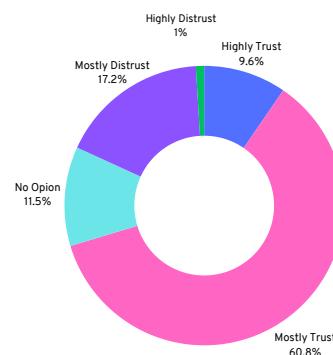
- 1D - Rockville/Potomac/Poolesville/Darnestown 26
- 2D - Bethesda/Kensington/Chevy Chase/Glen Echo/Friendship Heights/Garrett Park 15
- 3D - Silver Spring/Colsville/White Oak/Takoma Park 23
- 4D - Wheaton/Glenmont/Aspen Hill/Brookville/Olney 26
- 5D - Germantown/Clarksburg/Damascus/Laytonsville 23
- 6D - Gaithersburg/Montgomery Village/Washington Grove 26
- PSB (Patrol Services Bureau) 2
- ISB (Investigative Services Bureau) 30
- MSB (Management Services Bureau) 9
- FSB (Field Services Bureau) 21



Note: The Patrol Services Bureau (PSB) includes officers from all six districts. This bureau was presented as an option if officers did not want to identify the district in which they work, or for officers working in a role or capacity outside of a district assignment.

What level of trust do you feel the community has in Montgomery County Police Officers?

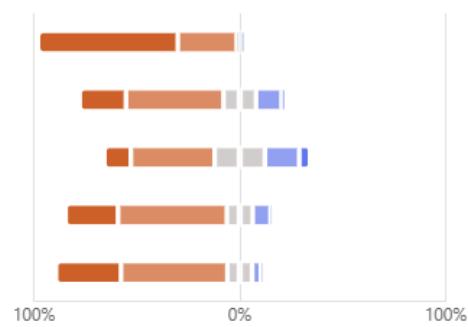
- Highly Trust 20
- Mostly Trust 127
- No Opinion 24
- Mostly Distrust 36
- Highly Distrust 2



Please rate the level to which you agree with the following statements.

Strongly Agree   Agree   Neither Agree Nor Disagree   Disagree   Strongly Disagree

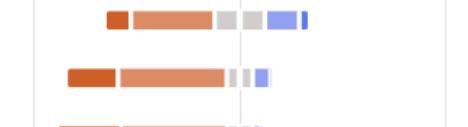
Montgomery County police officers treat community members with dignity and respect.



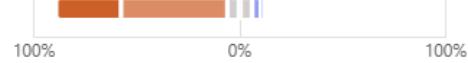
Community members trust MCPD officers to act in a fair and lawful manner.



There is a mutual respect between police officers and community members.



MCPD officers are engaged with the people and areas they serve.



MCPD officers are responsive to community needs.



Montgomery County police officers treat community members with dignity and respect.

Community members trust MCPD officers to act in a fair and lawful manner.

There is a mutual respect between police officers and community members.

MCPD officers are engaged with the people and areas they serve.

MCPD officers are responsive to community needs.

Strongly Agree   Agree   Neither Agree Nor Disagree   Disagree   Strongly Disagree

Strongly Agree   Agree   Neither Agree Nor Disagree   Disagree   Strongly Disagree

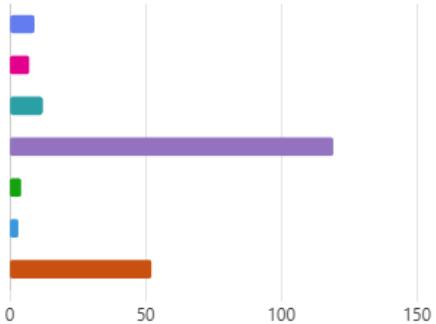
Strongly Agree   Agree   Neither Agree Nor Disagree   Disagree   Strongly Disagree

Strongly Agree   Agree   Neither Agree Nor Disagree   Disagree   Strongly Disagree

Strongly Agree   Agree   Neither Agree Nor Disagree   Disagree   Strongly Disagree

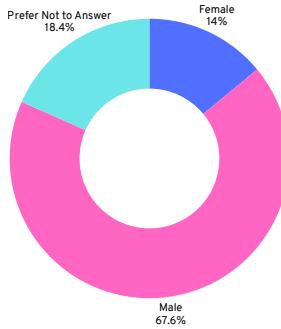
With which race(s) do you identify? (Optional)

African American	9
Asian American - Pacific Islander	7
Hispanic or Latino	12
White	119
Multiple Races	4
Other Race	3
Prefer Not to Answer	52



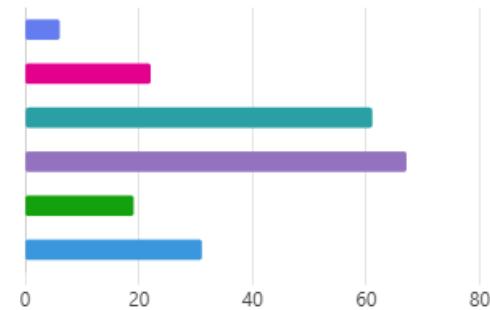
With which gender do you identify? (Optional)

Female	29
Male	140
Prefer Not to Answer	38



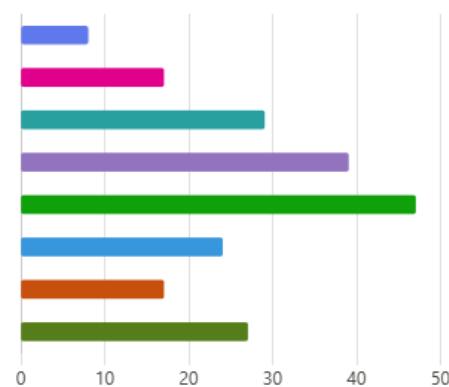
What is your age? (Optional)

25 or under	6
26 - 35	22
36-45	61
46-55	67
Over 55	19
Prefer Not to Answer	31



How many years have you worked for the department? (Optional)

Less than 5	8
5 - 10	17
11 - 15	29
16 - 20	39
21 - 25	47
26 - 30	24
More than 30	17
Prefer Not to Answer	27



Overall, Montgomery County police officers see a positive relationship between the department and the community. There is always room for improvement, and the department will take into consideration the results of both surveys.

The Montgomery County Police Department would like to thank all of the sworn personnel who contributed to this survey. It is important to assess and understand the perceptions of officers who interact with the community on a daily basis, and to use this information to help bridge any gaps. The department will continue to work with the community to establish and maintain high levels of trust among all residents.

# 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: 16.5

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. This also includes instruction on Procedural Justice as outlined by the 21st Century Policing Report. An additional class on Procedural Justice includes a tabletop exercise where the recruits must work through a scenario while properly demonstrating the Pillars of Procedural Justice.

Conflict Management / Dealing with People Hours: 50

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 be 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 a virtual presentation from the Holocaust Museum will be conducted later after this course.

Ethics & Leadership Hours: 2

This block of instruction aims 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(Patrol Procedures) Hours: 72

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.

# APPENDIX B

The following are links to Police statistical datasets required under Bill 45-20. All datasets can be found under the Data Catalog section of [DataMontgomery](https://data.montgomerycountymd.gov/) (<https://data.montgomerycountymd.gov/>)

## **Use of Force**

[https://data.montgomerycountymd.gov/Public-Safety/POL-Use-of-Force/9e9i-8tfp/about\\_data](https://data.montgomerycountymd.gov/Public-Safety/POL-Use-of-Force/9e9i-8tfp/about_data)

## **Field Interview Reports**

[https://data.montgomerycountymd.gov/Public-Safety/Police-Field-Interviews/cw86-y2m7/about\\_data](https://data.montgomerycountymd.gov/Public-Safety/Police-Field-Interviews/cw86-y2m7/about_data)

## **Juvenile Citations**

[https://data.montgomerycountymd.gov/Public-Safety/Police-Juvenile-Citations/3663-2sg9/about\\_data](https://data.montgomerycountymd.gov/Public-Safety/Police-Juvenile-Citations/3663-2sg9/about_data)

## **Criminal Citations**

[https://data.montgomerycountymd.gov/Public-Safety/Police-Criminal-Citations/juxb-wv7p/about\\_data](https://data.montgomerycountymd.gov/Public-Safety/Police-Criminal-Citations/juxb-wv7p/about_data)

## **Alcohol Beverage Violations**

[https://data.montgomerycountymd.gov/Public-Safety/Police-Alcohol-Violations/heap-55cn/about\\_data](https://data.montgomerycountymd.gov/Public-Safety/Police-Alcohol-Violations/heap-55cn/about_data)

## **Possession of Marijuana Violations**

[https://data.montgomerycountymd.gov/Public-Safety/Police-Marijuana-Possession-Violations/8kxe-64dw/about\\_data](https://data.montgomerycountymd.gov/Public-Safety/Police-Marijuana-Possession-Violations/8kxe-64dw/about_data)

## **Marijuana Smoking Violations**

[https://data.montgomerycountymd.gov/Public-Safety/Police-Marijuana-Smoking-Violations/6efs-d6ze/about\\_data](https://data.montgomerycountymd.gov/Public-Safety/Police-Marijuana-Smoking-Violations/6efs-d6ze/about_data)

## **Pointing of a Service Weapon**

[https://data.montgomerycountymd.gov/Public-Safety/Police-Weapon-Pointing/spyjs5cz/about\\_data](https://data.montgomerycountymd.gov/Public-Safety/Police-Weapon-Pointing/spyjs5cz/about_data)

## **Trespass Orders**

[https://data.montgomerycountymd.gov/Public-Safety/Police-Stay-Away-Trespass-Orders/bpgk-qt2q/about\\_data](https://data.montgomerycountymd.gov/Public-Safety/Police-Stay-Away-Trespass-Orders/bpgk-qt2q/about_data)

## **SWAT Deployment and Search Warrants**

[https://data.montgomerycountymd.gov/Public-Safety/Police-Search-Warrants/qyj4-r2cd/about\\_data](https://data.montgomerycountymd.gov/Public-Safety/Police-Search-Warrants/qyj4-r2cd/about_data)

## **Arrests**

[https://data.montgomerycountymd.gov/Public-Safety/Police-Arrests/bep7-ghja/about\\_data](https://data.montgomerycountymd.gov/Public-Safety/Police-Arrests/bep7-ghja/about_data)

## **Service Calls for Mental Health**

[https://data.montgomerycountymd.gov/Public-Safety/Police-Service-Calls-for-Mental-Health/r7cy-t8ms/about\\_data](https://data.montgomerycountymd.gov/Public-Safety/Police-Service-Calls-for-Mental-Health/r7cy-t8ms/about_data)

## **Service Calls Related to Substance Abuse Issues**

[https://data.montgomerycountymd.gov/Public-Safety/Police-Service-Calls-for-Substance-Abuse/vh39-6s5t/about\\_data](https://data.montgomerycountymd.gov/Public-Safety/Police-Service-Calls-for-Substance-Abuse/vh39-6s5t/about_data)

## **Service Calls Related to Homeless Individuals**

[https://data.montgomerycountymd.gov/Public-Safety/Police-Service-Calls-for-the-Homeless/8vrz-nrur/about\\_data](https://data.montgomerycountymd.gov/Public-Safety/Police-Service-Calls-for-the-Homeless/8vrz-nrur/about_data)

## **Service Calls Deemed Unfounded**

[https://data.montgomerycountymd.gov/Public-Safety/Police-Service-Calls-Deemed-Unfounded/5d73-8hsh/about\\_data](https://data.montgomerycountymd.gov/Public-Safety/Police-Service-Calls-Deemed-Unfounded/5d73-8hsh/about_data)

The Policy and Planning Division completed the Police Statistical Data Report utilizing data collected by multiple police department sources. When possible, the party responsible for collecting or gathering the data was included in the notes section.

Questions may be directed to [MCP.PolicyandPlanning@montgomerycountymd.gov](mailto:MCP.PolicyandPlanning@montgomerycountymd.gov).

