

# 2024 POLICE STATISTICAL DATA REPORT

MONTGOMERY COUNTY  
DEPARTMENT OF POLICE



**JANUARY 31, 2025**

**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](#).





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 vulnerable road users, 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 Community Engagement Division (CED) is comprised of the Community Engagement Section (CES) and the Crisis Response Resource Section (CRSS). The CES is the department's version of a school resource officer program. The Community Engagement Officers (CEOs) are assigned to high school clusters. The officers provide mentorship and educational opportunities in their high school and its respective feeder schools.

The Crisis Response Resource Section is responsible for the department's co-response Crisis Intervention Team (CIT), the Behavioral Assessment and Administrative Unit (BAAU), and the Autism Intellectual Developmentally Disabled Unit (A-IDDU). CIT responds to individuals in crisis with a certified onboard therapist to provide fast and high-level service to those in need. The BAAU handles threats and long-term mental health issues. Finally, the A-IDDU is a nationally recognized unit handling outreach, education, and coordination for those in this community.



# 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 750 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 on police technology (i.e., body-worn cameras, Mobile-Data Computers (MDC), etc.), driving, firearms, and court procedures.

Implemented in 2023, new officers also attend a 30-hour capstone course 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 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.

# 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 superscript number references the corresponding data point in the table.

- **Demographic information on sworn officers<sup>1</sup>** and the **number of officers who reside in the county<sup>2</sup>** is provided by the MCPD Personnel Division.
- The **neighborhood patrol<sup>3</sup>** 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.
- The Personnel Division - Recruitment Section provided data for the **number of recruitment events<sup>4</sup>**.
- Officers used force in response to resistance on 1,674† subjects in 2024. The number in the table represents the **number of subjects who sustained an injury<sup>5</sup>** (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.
- The Internal Affairs Division (IAD) provided data on the **number of complaints filed against officers for use of force<sup>6</sup>** and for **discrimination and/or harassment<sup>7</sup>**.
- Bill 33-19 requires the police department to report data to the County Council when police officers are “**suspended, either with or without pay<sup>8</sup>**.” The data is provided by IAD.

In 2024, 14 officers were suspended with pay and one officer was suspended without pay. It must be noted 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.

†Reflects data as of January 9, 2024 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

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

- The **Youth Referral incidents**<sup>9</sup> are collected from the Information Management Technology Division (IMTD)-Juvenile Cases system.
- The calls for service statistics represent the following call types, from a PI CAD query: **Mental Disorder, Emergency Evaluation Petition (EEP), Suicidal Persons, Controlled Dangerous Substances (CDS), Drug Overdose, and Driving Under the Influence (DUI)**<sup>10</sup>, The statistics previously represented dispatched calls only. Starting in 2023, the statistics now reflect all calls for service.
- The **number of community events**<sup>11</sup> is extracted from the Trumba police event calendar managed by the Community Engagement Division.



<b>Bill 33-19, Section 35-6A</b>	<b>2023</b>	<b>2024</b>
Total number of sworn officers <sup>1</sup>	1,280 authorized positions: 1,120 filled positions	1,276 authorized positions: 1,107 filled positions
Total # of female officers	233	224
American Indian officers	2	2
Asian-Pacific Islander officers	52	60
Black officers	132	135
Hispanic officers	107	115
White officers	826	794
Other	1	1
Number of officers who reside in Montgomery County <sup>2</sup>	544	504
Percentage of officers assigned to neighborhood patrols <sup>3</sup>	52%	50%
Recruitment events <sup>4</sup>	274	230
Use of force in response to resistance that resulted in an injury to a subject <sup>5</sup>	252	155
Complaints filed against officers for use of force <sup>6</sup>	17	3
Complaints filed against officers for discrimination and/or harassment <sup>7</sup>	17	18
Officers suspended with pay <sup>8</sup>	4 non-punitive	14
Officers suspended without pay <sup>8</sup> (as defined on previous pages)	1 non-punitive / 6 punitive	1
Number of youth (under the age of 18) referred to intervention programs <sup>9</sup>	1,067 youth referred by the MCPD; 207 referred by outside agencies	715 youth referred by the MCPD; 143 referred by outside agencies
Calls for service pertaining to substance abuse <sup>10</sup>	711 overdose calls	500 overdose calls
	2,227 CDS-related calls	1,852 CDS-related calls
	775 DUI-related calls	694 DUI-related calls
	Total calls: 3,713	Total calls: 3,046
Calls for service pertaining to mental health <sup>10</sup>	4,659 Mental Disorder calls	4,442 Mental Disorder calls
	771 Emergency Petition calls	770 Emergency Petition calls
	1,432 Suicidal Persons calls	1,219 Suicidal Persons calls
	Total calls: 6,862	Total calls: 6,431
Community events <sup>11</sup>	355	313



# 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 superscript number references the corresponding data point in the table.

- The **number of overtime hours worked per district**<sup>1</sup> was provided by the Management and Budget Division.
- The **number of investigations conducted by the Internal Affairs Division (IAD)**<sup>2</sup> previously represented the number of formal investigations opened by the IAD. As of 2024, this data now includes *all* investigations conducted by IAD during the calendar year. The Maryland Police Accountability Act of 2021 took effect for Montgomery County bargaining unit police officers in July 2023, making 2024 the first full year under the new law. While the total number of complaints remained steady, mandated investigations led to a significant increase in IAD investigations. IAD provided the data.
- IAD provided the data regarding **Use of Force policy violations**<sup>3</sup>.
- The **number of civilian complaints per police district**<sup>4</sup> 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.
- The **number of officers subject to each type of punitive discipline**<sup>5</sup> 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 2024 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.
- The **number of calls for service involving a homeless individual**<sup>6</sup> is extracted from the Police Service Calls for the Homeless database, which can be found on [DataMontgomery](https://data.montgomerycountymd.gov/) (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 2024, the data reflects all calls for service at homeless shelters.
- The **demographic data for those detained by the MCPD**<sup>7</sup> is extracted from the MCPD criminal citation report database, which can be found on [DataMontgomery](https://data.montgomerycountymd.gov/) (data.montgomerycountymd.gov/). The chart reflects data as of December 31, 2024.
- The **demographic data for those subject to a field interview by the MCPD**<sup>8</sup> is extracted from the Maryland State Police (MSP) E-tix Field Interview database, which can also be found on [DataMontgomery](https://data.montgomerycountymd.gov/) (data.montgomerycountymd.gov/). The chart reflects data as of December 31, 2024. In 2025, the department began using a Field Interview/Consent to Search Request application to collect additional demographic information for next year's report.

<b>Bill 45-20, Section 35-6A</b>	<b>2023</b>	<b>2024</b>
<b>Number of overtime hours worked per police district<sup>1</sup></b>	<b>Total hours: 122,549</b>	<b>Total hours: 172,690</b>
1D	10,239	12,347
2D	13,444	15,700
3D	36,663	49,040
4D	29,382	42,004
5D	16,413	23,901
6D	16,408	29,698
<b>Number of investigations conducted by IAD<sup>2</sup></b>	<b>53</b>	<b>110</b>
<b>Number of use of force policy violations<sup>3</sup></b>	<b>1</b>	<b>0</b>
<b>Number of officers who violated use of force policy<sup>3</sup></b>	<b>1</b>	<b>0</b>
<b>Number of officers against who complaints were made</b>	<b>226</b>	<b>173</b>
<b>Number of civilian complaints per police district<sup>4</sup></b>	<b>Total complaints: 112</b>	<b>Total complaints: 112</b>
1D	11	5
2D	25	26
3D	29	32
4D	15	20
5D	20	11
6D	12	18
<b>Number of officers subject to each type of officer discipline<sup>5</sup>:</b>	<b>Total: 18</b>	<b>Total: 25</b>
Oral Admonishment	2	2
Written Reprimand	4	7
Monetary fine	0	0
Loss of pay	0	0
Suspension with pay	4 non-punitive	14
Suspension without pay	1 non-punitive / 6 punitive	1
Demotion	1	1
Dismissal from employment	0	0*
<b>Number of calls for service involving a homeless individual<sup>6</sup></b>	<b>964 adult homeless calls; 13 calls for juvenile homeless</b>	<b>1462 calls for service at homeless shelters</b>

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

Bill 45-20, Section 35-6A	2023	2024
Demographic data on subjects detained by the MCPD <sup>7</sup>	Total: 592	Total: 746
Males	435	555
Females	157	191
Asian/Pacific Islander	32	17
Black	235	270
White	325	456
Unknown/Other	0	3
Hispanic	208	301
Non-Hispanic	384	445
Under 18	27	12
18-25	190	192
26-35	157	190
36-45	113	176
46-55	62	97
Over 55	43	79
Unknown	0	0
Demographic data on individuals subject to a field interview <sup>8</sup>	Total: 223	Total: 174
Males	191	144
Females	31	29
Unknown	1	1
Asian/Pacific Islander	4	0
Black	102	87
Hispanic	75	55
White	39	30
Unknown/Other	3	2
Under 18	60	37
18-25	74	45
26-35	36	36
36-45	32	27
46-55	8	12
Over 55	12	14
Unknown	1	3

# 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.

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.

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 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).

