2023 POLICE STATISTICAL DATA REPORT

MONTGOMERY COUNTY DEPARTMENT OF POLICE

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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 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, from the Chief of Police to officers-in-training, is responsible for and involved in community policing. All members of the MCPD are encouraged to spend considerable time and effort developing and maintaining relationships with residents, businesses, schools, and community organizations. This is accomplished daily throughout the County: through patrol assignments to specific beats; the deployment of district community action teams and central business district teams, who specifically engage the business and residential communities to identify and respond to crime trends and quality of life issues; community services officers (CSO) in each district who help identify community concerns, develop strategies, and coordinate resources to implement a solution; and district command staff, who actively participate in meetings, briefings, and events designed to inform, educate, and engage their respective communities, so they are part of the solution when issues arise. In 2021, School Resource Officers (SRO) were replaced with Community Engagement Officers (CEO) who are specially trained in emergency preparedness, crisis management, and community policing practices and work in cooperation with Montgomery County Public Schools (MCPS) to handle police-related concerns or incidents within the school system. The CEOs actively engage the community to provide numerous awareness and prevention programs such as Drug Abuse Resistance Education (DARE), traffic safety and enforcement during community and school activities, and support gang investigations to ensure safety within the community.

Montgomery County Police Department Community Service Officers have worked tirelessly in 2023 to engage the community. With the end of the pandemic, more meetings moved to in-person. This allowed for more direct interaction with community members. Due to this, MCPD has strengthened relationships in many areas, including our faith-based partners. International events from the Middle East in October 2023 have impacted the United States. These impacts were widely felt in Montgomery County as well. The County Executive Office, county-level commissions, and the police department proactively engaged the faith-based community. This was done to create new relationships, enhance current relationships, and provide resources to these entities.

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[1]. 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 now 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 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; and frequency.

Although the State requires 18 hours of in-service annually for sworn officers, 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 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 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 Page 8 contains the various data points required under Bill 33-19.

- Demographic information on sworn officers and the number of officers who reside in the county is provided by the Personnel Division.

- 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.

- The Personnel Division - Recruitment Section provided data for the number of recruitment events.

- Officers used force in response to resistance on 1,670[1] subjects in 2023. 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.

- 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 the Internal Affairs Division (IAD).

For transparency, it should be noted that an officer can be suspended either *pending* and/or *after* an administrative investigation. The former, while **non-punitive**, can be with or without pay, depending upon the seriousness of the charge or accusation. The latter is a Disciplinary suspension, **punitive** in nature, and without pay.

In the case of a non-punitive suspension, a criminal or administrative case against an officer is brand new and likely still under review. Officers are subject to suspension-without-pay if they are charged with a felony and to suspension-with-pay when charged with a serious administrative or misdemeanor criminal offense.

In the case of a Disciplinary or **punitive** suspension, administrative charges against an officer have been sustained and adjudicated; the outcome is reported in the calendar year the case is resolved. While being suspended without pay is one of the disciplinary penalty options, the officer may elect to forfeit their leave time instead, with the Leave Forfeiture deducted from their Annual Leave Bank.

[1]Reflects data as of January 16, 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

Due to the nuances of a Suspension-Pending-Investigation (non-punitive) vs. a Disciplinary Suspension (punitive), readers should be made aware that a complaint involving a single officer and a single incident may be reported over multiple reporting periods and by utilizing multiple platforms, which can appear to inflate the Suspension reporting numbers inadvertently.

For example, it is possible to report the same officer being suspended non-punitively during one calendar year at the **beginning** of their case. Then, the same officer is penalized later in the year, or the following calendar year, once their investigation has **concluded;** both reported suspensions having stemmed from one officer and one complaint.

The number of officers suspended with or without pay in the following chart reflects pending investigation (non-punitive) and Disciplinary Suspensions (punitive).

- The Youth Referral incidents are collected from the Information Management Technology Division (IMTD)-Juvenile Cases system.

- 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), Dispatched calls for service increased by 11% in 2023 (214,156). Mental health-related calls accounted for 3.2% of the dispatched call volume, while substance-related calls accounted for 1.7%.

- The Community Engagement Division (CED) provided the number of community events.

Bill 33-19, Section 35-6A	2023
Total number of sworn officers	1,280 authorized positions: 1,120 filled positions
Total # of female officers	233
American Indian officers	2
Asian-Pacific Islander officers	52
Black officers	132
Hispanic officers	107
White officers	826
Other	1
Number of officers who reside in-county	544
Percentage of officers assigned to neighborhood patrols	52%
Recruitment events	274
Use of force in response to resistance that resulted in an injury to a subject	252
Complaints filed against officers for use of force	17
Complaints filed against officers for discrimination and/or harassment	17
Officers suspended with pay	4 non-punitive
Officers suspended without pay (as defined on previous page)	1 non-punitive / 6 punitive
Number of youth (under the age of 18) referred to intervention programs	1,067 youth referred by the MCPD; 207 referred by outside agencies
Calls for service pertaining to substance abuse	711 overdose calls
	2,227 CDS-related calls
	775 DUI-related calls
	Total calls: 3,713
Calls for service pertaining to mental health	4,659 Mental Disorder calls
	771 Emergency Petition calls
	1,432 Suicidal Persons calls
	Total calls: 6,862
Community events	355

DATA POINTS

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

- The number of overtime hours worked per district was provided by the Management and Budget Division. The data does not include December 31, 2023, as the year's final day fell into another pay period and could not be calculated in time for this report's due date.

- The number of investigations conducted by the Internal Affairs Division (IAD) represents the number of formal investigations **opened** by the IAD in 2023. IAD provided the data.

- IAD provided the data regarding Use of Force policy violations.

- 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 Services 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 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 2023 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 is extracted from the Computer-Aided Dispatch (CAD) database. The mechanism for capturing this data went into effect on December 1, 2022.

- The demographic data for those detained by the MCPD is extracted from the MCPD criminal citation report database, which can be found on DataMontgomery (data.montgomerycountymd.gov/). This data is effective December 31, 2023.

- The demographic data for those subject to a field interview by the MCPD is extracted from the Maryland State Police (MSP) E-tix Field Interview database, which can also be found on DataMontgomery (data.montgomerycountymd.gov/). This data is effective December 31, 2023.

Bill 45-20, Section 35-6A	2023
Number of overtime hours worked per police district	Total hours: 122,549
1D	10,239
2D	13,444
3D	36,663
4D	29,382
5D	16,413
6D	16,408
Number of investigations conducted by IAD	53
Number of use of force policy violations	1
Number of officers who violated use of force policy	1
Number of officers against who complaints were made	226
Number of civilian complaints per police district	Total complaints: 112
1D	11
2D	25
3D	29
4D	15
5D	20
6D	12
Number of officers subject to each type of officer discipline:	
Oral Admonishment	2
Written Reprimand	4
Monetary fine	0
Loss of pay	0
Suspension with pay	4 non-punitive
Suspension without pay	6 punitive / 1 non-punitive
Demotion	1
Dismissal from employment	0
Number of calls for service involving a homeless individual	964 adult homeless calls; 13 calls for juvenile homeless

Bill 45-20, Section 35-6A	2023
Demographic data on subjects detained by the MCPD	Total: 592
Males	435
Females	157
Asian/Pacific Islander	32
Black	235
White	325
Hispanic	208
Non-Hispanic	384
Under 18	27
18-25	190
26-35	157
36-45	113
46-55	62
Over 55	43
Demographic data on individuals subject to a field interview	Total: 223
Males	191
Females	31
Unknown	1
Asian/Pacific Islander	4
Black	102
Hispanic	75
White	39
Unknown/Other	3
Under 18	60
18-25	74
26-35	36
36-45	32
46-55	8
Over 55	12
Unknown	1

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.

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.