

Maryland Police Training and Standards Commission
Community Policing Program
Annual Report

Section I

Appendix C

Agency: Montgomery County Police Department

Region #: II

Date Report Submitted: _____

Submitted By: Name: Jordan Satinsky

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Number of sworn members: 1205

Non-sworn members: 603

Jurisdictional Demographics: Population: 1,062,061

Square miles serviced by the agency: 507

White: 35% Black: 15% Hispanic: 16% Asian: 12%

Native American: .55% Hawaiian or Pacific Islander: .05% More than one race: 18.0%

Section II

Instructions: Provide a detailed description of your agency's Community Policing Initiative by responding to the following **key points**. These key points address the Guiding Principles of Community Policing, as well as the Six Pillars identified in the Task Force on 21st Century Policing Report (see Guidelines for Reporting for explanation). Examples of specific programs, initiatives, and partnerships with community groups should be discussed along with any statistics or other relevant information. See *Appendix D: Examples of Best Practices in Community Policing* for your convenience and consideration.

Key Points:

- How community policing is integrated throughout your agency and how your agency incorporates community policing into its daily operation.
- How top management emphasizes or supports community policing within the agency.
- Training your agency has received in community policing and future plans to provide additional or specialized training to agency members to improve interaction with community members or problem solving efforts.
- How crime problems or community issues are identified and the method of communicating any trends with communities the agency services.
- How your agency partners with all segments of the community to prevent crime and address identified community problems. Segments of the community should include residential and business communities, schools, youth, minority groups, hospitals, senior population, faith based organizations, etc.
- How your agency measures the effectiveness of its community policing program.

ANNUAL REPORT

1) *How is community policing integrated throughout your agency and how does your agency incorporate community policing into its daily operations?*

Response: The Montgomery County Police Department (MCPD) maintains a high commitment to the pillars of community policing. Law enforcement provides a service to the community. In order to ensure the service is effective it is imperative that the community has trust in this agency. MCPD has strived to engage the community in a positive and consistent manner.

Presently, MCPD has six district police stations located in geographically strategic areas of the county. Each district station has a District Community Operations Section (DCOS). Each DCOS has a Sergeant and two Police Officers. The DDSS are well integrated into the fabric of their communities. The DCOS present at all manner of events in their areas of responsibility (i.e. schools, religious establishments, community associations). The DCOS units also work with patrol officers and other agencies to promote the tenants of community policing.

2) *How does top management emphasize or support community policing within your agency?*

Response: MCPD Executive Staff have all training in community policing and it something MCPD tests executives for prior to promotion. MCPD Executives weave the concepts of community policing into every project or assignment. MCPD Executives mentor first-line supervisors in these concepts. First-line supervisors are rating on their ability to integrate community policing into the work and into the work of their direct reports. Furthermore, MCPD Executives are rated by their supervisors in the same manner. The MCPD Public Safety Training Academy (PSTA) provides community policing concepts and definitions in stand a-lone and other training. This training occurs on-line and in-person. The International Association of Chiefs of Police (IACP) Leadership in Police Organizations (LPO) provides community policing concepts to new and aspiring leaders in MCPD and other law enforcement agencies. The MCPD Crisis Intervention Team (CIT) works with the county's Department of Health and Human Services (DHHS) to train officers and clinicians in many aspects of responding to mental health calls-for-service. CIT outlines the need to have a community focused approached when responding to these calls-for-service. The police department's Behavioral Assessment and Administrative Unit (BAAU) has the Autism and Intellectual Developmental Disabilities Unit (A/IDDU). The A/IDDU works with a special population to provide education about the police department and direct these individuals to DHHS services. Further, A/IDDU provides training to officers in Montgomery County and other jurisdictions on best practices when interacting with this special population.

3) *Describe training your agency has received in community policing and future plans to provide additional or specialized training to agency members to improve interaction with community members or problem solving efforts.*

Response: The MCPD Public Safety Training Academy (PSTA) provides community policing concepts and definitions in stand a-lone and other training. This training occurs on-line and in-person. The International Association of Chiefs of Police (IACP) Leadership in Police Organizations (LPO) provides community policing concepts to new and aspiring leaders in MCPD and other law enforcement agencies. The MCPD Crisis Intervention Team (CIT) works with the county's Department of Health and Human Services (DHHS) to train officers and clinicians in many aspects of responding to mental health calls-for-service. CIT outlines the need to have a community

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4) Describe how crime problems or community issues are identified and addressed, and the method of communicating any trends with communities the agency services.

Response: All MCPD Police Commanders and front-facing Police Directors review crime trends and feedback received from the community. These executives process this information with their respective teams and utilize community policing concepts to find solutions. Some of these may be increasing patrols in a certain area. Yet, this is not to increase arrests, this is done to provide education to the residents of the area. Also, to get their feedback and adjust the department's response as necessary. The department has several Twitter, Facebook, and Nextdoor accounts to conduct outreach to the community.

5) Identify how your agency partners with all segments of the community to prevent crime and address identified community problems. Segments of the community should include residential and business communities, schools, youth, minority groups, hospitals, senior population, faith based organizations, etc.

Response: Overall, the department's DCOS units provide the most active contacts with the residents of the areas they serve. This is done by hosting events, conducting safety presentations, and responding to areas as requested by the areas they serve. The department's Community Engagement Division (CED) has BAAU, CIT, and the Community Engagement Section (CES). The CES is the county's School Resource Officer Program. The CES utilizes the community policing concepts in the schools, the classrooms, and the interactive youth events they facilitate.

CED also is the clearing house for all hate/bias incidents in this jurisdiction. CED has worked to create sustainable relationships with several different groups that advocate for answers when these unfortunate incidents occur. The result has been a well-informed public and has increased trust in the department.

6) How does your agency measure the effectiveness of its community policing program?

Response: Presently, MCPD has reviewed and assessed the need for a survey to the public. The department is working actively to locate and secure a vendor for these services. For the time being, MCPD relies on phone calls, emails, and social media to review and respond to feedback.

NOTE: Email Agency report and document(s) to: pctc.mandates@maryland.gov