

ELEFA AUDIT APPROACH



AREAS REVIEWED

- Mental Health Response
- Use of Force & Internal Affairs
- Early Intervention System
- MCPD Education & Training
- Recruitment & Hiring Practices

III!. ELEFA RECOMMENDATIONS

MENTAL HEALTH RESPONSE

- ☐ Strengthen Crisis Intervention Training
- ☐ Develop recognized specialized crisis response/CIT officer model
- ☐ Mandate CIT Experience at all levels to build a culture of understanding around mental health response issues
- ☐ Appoint a CIT Coordinator and comprehensive strategy
- ☐ Require mandatory crisis response reporting
- ☐ Restructure, strengthen, and increase communication between County & state entities responsible for addressing mental health response issues
- ☐ Enhance internal & external data collection systems
- ☐ Establish Behavioral Health Unit with real time response component

II. ELEFA RECOMMENDATIONS

USE OF FORCE & INTERNAL AFFAIRS

- ☐ Revise use of force policies to be more comprehensive and provide greater guidance
- ☐ Revise internal investigation policies and procedures to provide for independence, uniformity, objectivity, and timeliness
- ☐ All uses of force should be investigated
- ☐ All complaints should be investigated
- ☐ Administrative investigations should parallel, not follow, criminal investigations
- ☐ Develop a Force Investigation Team (FIT) to conduct serious uses of force investigations and review
- ☐ The Internal Investigative Review Panel should evaluate opportunities for improvement when reviews of force incidents present MCPD policy, training, equipment or tactical concerns
- ☐ Expand Body Worn Camera Use

MCPD should adopt an Early Warning & Intervention System (EIS) to improve police officer accountability & support

- Implementing an Early Intervention Policy also provides direction for periodic reviews of officer performance
- EIS benefits officers, their supervisors, the department and the community they serve
- The more information the EIS can make available to the supervisor, the more effective the system will be and the more valuable it will be to the officers and the Department

IV. ELEFA RECOMMENDATIONS

EDUCATION & TRAINING

- ☐ Adopt training constructs to ensure that MCPD remains cognizant of developing a “Whole Officer” who can effortlessly apply a range of 21st century policing skills and techniques
- ☐ Training should reflect a “Guardian” culture
- ☐ Incorporate procedural justice, bias-free, cultural diversity, & de-escalation elements throughout training curriculum
- ☐ Provide peer intervention training
- ☐ Strengthen supervisor training
- ☐ Hire a civilian PhD as the Director of Academics or Co-Director of the MCPD Academy

V. ELEFA RECOMMENDATIONS

RECRUITMENT & HIRING PRACTICES

- ❑ Consider increasing the starting salary for entry-level police officers to become more competitive in the Washington Metropolitan area
- ❑ Assess MCPD employee turnover and reasons officers leave the Department continually
- ❑ Add a cloud-based technology as a streamlining measure to increase effectiveness and efficiency for background investigators & reduce the amount of time it takes to process candidates

Continuing:

- Use of Force & Internal Affairs
- Community Policing & Engagement
- MCPD Operations & Management
- MCPD Systems & Technology
- Bias-Free Policing



Effective Law Enforcement for **ALL**

THANK YOU