

MEMORANDUM

October 11, 2023

TO: Joint Economic Development & Public Safety Committee
FROM: Susan J. Farag, Legislative Analyst
SUBJECT: Briefing: Police Statistical Data as required by Bill 45-20
PURPOSE: To receive a briefing. No vote required.

Today, the Committee will receive a briefing on the police statistical report required by Bill 45-20. Those expected to brief the Committee include:

Chief Marcus Jones, Montgomery County Police Department (MCPD)
Assistant Chief Darren Francke, Management Services Bureau
Captain Stacey Flynn, Director, Policy and Planning
Tamera Bulla, Deputy Director, Policy and Planning

Overview

- *MCPD is largely in compliance with datasets required by Bill 45-20.*
- *A lack of sufficient staffing and resources significantly impairs rapid, efficient data collection, reporting, and analysis.*
- *The data are spread across multiple platforms, some of which are very helpful to researchers, but not to the general public who would benefit from more user-friendly interactive dashboards.*
- *While these 2022 datasets provide a good baseline for further research, rapid changes from police reform efforts will continue to muddy year-over-year comparisons.*
- *Racial and gender disparities in police encounter data exist across all datasets, but further examination of qualitative data is necessary to better understand what may be driving the disparities, so that they may be more effectively addressed.*
- *Adding disaggregated data on crime victims and synthesizing police encounter and crime victim data with other social determinant datasets could help policy makers with prevention efforts.*

Background

In 2020, the Council passed Bill 33-19, Police – Community Policing.¹ While the bulk of the bill addresses community policing, it also requires that MCPD provide an annual data report to the Council, by February 1 of each year. Those reporting requirements included a variety of demographic data about sworn officers, as well as information on policing, including recruitment events, use of force, community complaints about use of force. A full list is attached on ©1-2.

In 2021, the Council passed Bill 45-20² that added and enhanced reporting requirements based on recommendations made by the Office of Legislative Oversight in their 2020 report, “*Local Policing Data and Best Practices*,”³ including much more disaggregation of demographic data. A full list is attached on ©1-2.

The Council must hold a public hearing on the submitted statistical report.

Police Statistical Data Report (2022)

The Department submitted the required report on February 22, 2023 (attached at ©3-12). The report was released on June 20, 2023, and a public hearing was held on July 11, 2023. There was one speaker, and his testimony (attached ©13-17).

Compliance with Bill 45-20 Data and Reporting Requirements

Council staff reviewed the 2022 annual report provided by the Department, as well as available Data Montgomery datasets. All information is available (see ©18-21 for a checklist), except the following, which may either be entirely absent or require clarification:

- Demographic information for:
 - Citations for smoking cannabis in public;
 - Stops;
 - Searches;
 - Service calls related to substance use;
 - Service calls related to mental health;
 - Unfounded service calls;
- Written trespassing agreements;
- Annual survey of police and community members.

Council staff notes that the CE recommended \$100,000 in FY24 Operating Budget to pay for the survey platform required to comply with Bill 45-20; however, Council did not approve the funding.

The Department’s responses are in italics:

¹ [Bill 33-19](#), Police – Community Policing

² [Bill 45-20](#), Police – Community Policing – Data

³ [Local Policing Data and Best Practices](#), Office of Legislative Oversight (2020)

- Demographic information for:
 - Citations for smoking cannabis in public;

Prior to July 1, 2023, when smoking cannabis in public became its own violation, anyone caught smoking would have been charged with Possession U/10g so, historically, those violations are the Possession of Cannabis dataset. We are reconfiguring the data collection to reflect this specifically in future reports.
 - Stops (Council staff was not certain whether this included field interviews or something different);
 - *Field Interview Reports are listed in DataMontgomery Police Field Interviews | Open Data Portal (montgomerycountymd.gov)*
 - *Traffic Stops are listed in DataMontgomery.*
 - *Alcohol Violations, MJ Violations, and Criminal Citations are listed in DataMontgomery.*
 - *Arrests are listed in DataMontgomery.*

The confusion may be caused by the fact that each of the above Datasets is not labeled "Police Stops." It would be incumbent upon the users to recognize a Police Stop can be an FI report, a Traffic Stop, a Citation Stop, or even an Arrest, which most members of the public may not understand. PPD can include a statement to that effect in our Next Annual Report.
 - Searches;

MCPD has NOT reported out on Consent Searches since the forms only went into effect in February 2023.⁴ The Policy and Planning Division (PPD) is working with Information Management and Technology Division (IMTD) to have the Consent Search dataset added to DataMontgomery. We do have the data on Consent Searches available to report on since the new policy went into effect.
 - Service calls related to substance use;

As we thought through the collection of this data, the only way to immediately collect information was through adding a secondary clearance code. Collecting data on demographics was contingent upon a new RMS or other collection method. We are still trying to determine a way to accomplish the demographic collection, but it is an extremely difficult problem to overcome due to process, privacy, and technology issues.
 - Service calls related to mental health;
 - Unfounded service calls;

The data is currently not reported. The law requires it to be posted online (DataMontgomery). However, there is no way to collect demographic data. MCPD advises they could publish the information in the 2023 report and could post something on the MCPD website in the meantime, i.e., how many unfounded calls they have had, and in next year's report, they can break it down by Police District. (Council staff notes this information is now available on MCPD's [website](#)).
 - Written trespassing agreements;

This is actually posted on our Police website:
[MCPD Trespass Agent Notice Authorization Form](#)

⁴ [MCPD Consent Search Policy](#)

IMTD maintains the Trespass Agent data. MCPD cannot publish the actual written agreement as it contains Personally Identifying Information data. However, the "agreement" being made with each property owner IS listed on our MCPD website. The Law does allow us to explain in our Annual report the reason why any particular dataset cannot be published; in this instance, it would be due to PII. There is no disclaimer to this effect on the Trespass Agent form, so that would also need to be updated if we want to publish the data. We will be including more detailed data in next year's Report, such as a breakdown of Agent Letters per Police District.

The Trespass Database, listed by race/age/ethnicity, etc. is listed in DataMontgomery, and the locations are included. Again, it does not differentiate between locations where Police act as Agents-of-the-Property and locations that specifically called one time requesting an individual be Trespassed.

The Data (Quantitative, Qualitative, and Understanding What it Means)

Police encounter data is crucial to better understand whether policing is fair and equitable, and governments at all levels have pushed for years for better data collection and reporting.⁵ Granular data can help identify any patterns of bias and determine whether and how police operations could be changed to ensure both safer and more equitable policing. Front-facing, easy-to-access data also helps build public trust.

Unfortunately, there is no uniform reporting method for most police encounter datasets, and with 18,000 police departments across the nation, it is difficult to create relatable and comparable datasets for more robust analysis. As such, data is often available but on widely scattered, dissimilar platforms. At the federal level, stakeholders continue to work to standardize criminal justice data and provide incentives to software vendors and law enforcement agencies to adopt guidance.

Current data sources: While the federal government has mandated NIBRS for crime reports, not all departments are in compliance.⁶ The federal government also collects police use of force data, but only when a subject is seriously injured or killed.⁷ There is no widespread data readily available on lower levels of force, which are the great majority of incidents. Further, the FBI also collects information on hate crimes; this dataset is voluntary. Montgomery County Police Department participates in all three data collection processes.⁸

Maryland has long mandated race-based traffic stop data, and has a robust, easy-to-use dashboard that provides comparative data by department.⁹ Maryland's dashboard updates yearly.

⁵ [Equity and Law Enforcement Data Collection, Use, and Transparency](#), A Report by the Criminal Justice Statistics Interagency Working Group of the National Science and Technology Council (May 2023)

⁶ [NIBRS Participation Rates and Federal Crime Data Quality](#), Congressional Research Service (May 2022)

⁷ [National Use of Force Data Collection](#)

⁸ [FBI Crime Data Explorer](#)

⁹ [Maryland Race-Based Traffic Stop Data Dashboard](#)

Montgomery County provides a wide array of public safety dashboards on Data Montgomery,¹⁰ which often update daily, if not several times a day.

Bills 33-19 and 45-20 require numerous data sets, disaggregated by race and ethnicity, to help the Department and the public better understand how different policing policies and actions may influence racial disparities in policing outcomes. Not only will disaggregated data help police departments identify where potential racial and ethnic disparities exist, but ensuring public access to the data helps increase transparency and accountability, and eventually, it may help increase community trust. MCPD has provided the data in its annual report to the Council, on various Data Montgomery dashboards, and on its own website.¹¹

Quantitative Data: These mandated datasets help establish a new baseline measure for several aspects of how police do their jobs. While the Department had been reporting much of this data for years, not all of it had been disaggregated by race, ethnicity, and gender. These new datasets comport with current best practices for reporting data. Bill 45-20, specifically, added reporting requirements to align data with OLO’s recommended data sets:

- define the term “detention” in the County’s Community Policing Law (Bill 33-19) to include all stops, searches, citations, arrests, and use of force.
- track and report to data on street stops (i.e., stop and frisks) and field interviews.
- regularly survey residents and staff on police-community relations and contact.
- build capacity to use policing data to advance best practices in constitutional and community policing.
- collect and report race and ethnicity data for every policing dataset.
- post additional policing data on Data Montgomery that aligns with their internal datasets, including data on criminal and civil citations.¹²

Effective Law Enforcement for All’s final report also recommended certain data collection and presentation changes, many of which have been implemented by MCPD. ELEFA did note additional recommended enhancements:

- The MCPD crime incident dataset does not include any victim demographic information such as age, gender, or race/ethnicity. Such data is critical for understanding crime trends across demographic groups and for informing public policy decisions. This is another significant gap in MCPD’s data reporting.
- MCPD’s open data repository could be further improved by building visualizations and interactive dashboards that display data in a more intuitive format. Examples MCPD could follow include: Ferguson (Missouri) Police Department, Clemson University Police Department, Tucson (AZ) Police Department, or the Seattle Police Department.¹³

Nationally, the President’s Criminal Justice Statistics Interagency Working Group works with the following datasets:

¹⁰ [Data Montgomery’s Public Safety Data Sets](#)

¹¹ [MCPD Public Safety Data](#)

¹² [Local Policing Data and Best Practices](#), Office of Legislative Oversight (July 21, 2020)

¹³ [Review of Montgomery County Police Department](#), Effective Law Enforcement for All (July 2022)

- A. Crime incidents
 - Hate crimes
 - Arrests
- B. Calls for service
- C. Traffic stops, including searches
- D. Officer-initiated (non-motor vehicle) initiated stops
- E. Complaints
- F. Law enforcement demographics
- G. Civil asset forfeiture
- H. Use of force
- I. Citizen contact surveys
- J. Other datasets collected by the federal government
- K. Other important datasets

Qualitative Data: Quantitative data, without context, can be misleading. Qualitative data, in conjunction with other data sets, can help the Police Department, policy makers, and the public get a clearer picture of what the numbers mean. For example, police can collect frequency data on how often officers interact with residents, and then break the data down by demographics. Frequency data alone does not demonstrate police behavior or provide any insight as to whether officers are conducting themselves in a professional and fair manner. Other forms of data, such as body worn camera reviews, help provide more context to frequency data. Some questions may include whether conduct varies by officer, by unit, by section, by district. Does officer behavior differ based on call type? Qualitative data is not always captured by police departments, but it is listed as a best practice by researchers. Bill 45-20 mandates a community and officer survey, which can provide more insight.

There have been some informal examinations of qualitative police data over the past several years.

ELEFA: As part of the police department audit, ELEFA reviewed 500 bodyworn camera recordings “to consider Department and District culture, operations, leadership, and management, as well as officers’ interactions within the Montgomery County community.” Findings include:

- Most officers were courteous and friendly while handling calls for service and traffic stops. The community members reporting incidents were ethnically and racially diverse. Although a representative sample was utilized for the review, few arrests were observed during the BWC audits. In general, there were no indications of racial bias in the BWC incidents observed. Of the traffic stops reviewed in the random BWC sample, most interactions included people of color.
- There was excellent handling of domestic abuse calls for service; officers used appropriate de-escalation where necessary and were empathetic, well-trained and informed.
- There were limited incidents where individuals in crisis were given inadequate explanation prior to transport, which can lead to fear and the mistaken conclusion that the individual is under arrest.
- There was a lack of supervisors observed at the scenes for calls for service. We observed very few supervisors at the scene of most calls for service.

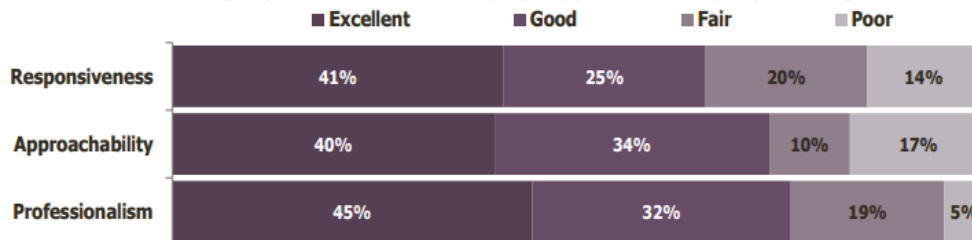
- In most cases, officers did not properly introduce themselves to citizens at the beginning of events. There were some examples of officers being brusque and/or stern in their communications skills with the reporting persons.
- The MCPD has an extensive list of disposition codes that officers can use to reflect the outcome of calls for service. Unfortunately, the audit revealed that officers only use a few of these codes such as code 29911 “Other Miscellaneous” and code 24131 “Disorderly Conduct” to reflect the outcome of most of these calls for service.
- Several Body Worn Camera (BWC) protocol issues, for example BWCs being activated after the officer’s arrival, leading to missing context and data.¹⁴

County Surveys: The County also conducts National Community Livability Surveys every few years. For 2019, this included helpful breakdowns by race, ethnicity, age, and gender, as well as income, in terms of survey respondents’ views of police and crime in the County.¹⁵

Table 11: Governance - Safety

Percent rating positively (e.g., excellent/good)	Number of years in Montgomery County			Annual household income			Race/ethnicity		Age			Overall
	5 years or less (A)	6 to 20 years (B)	More than 20 years (C)	\$49,999 or less (A)	\$50,000 to \$99,999 (B)	\$100,000 or more (C)	White alone, not Hispanic (A)	Hispanic and/or other race (B)	18-34 (A)	35-54 (B)	55+ (C)	
Police services	83%	88% C	80%	82%	84%	84%	87% B	80%	82%	81%	88% B	84%
Fire services	96%	98% C	94%	95%	96%	98%	98% B	94%	97%	96%	96%	96%
Ambulance or emergency medical services	86%	96% A	94% A	91%	95%	94%	95%	93%	92%	94%	95%	94%
Crime prevention	74%	75%	70%	70%	73%	73%	77% B	69%	69%	70%	78% A B	72%

Figure 10: Aspects of Interaction with Montgomery County Police Department Employee
Please rate each of the following aspects of the MCPD employee(s) with whom you personally had contact:



The National Community Survey™

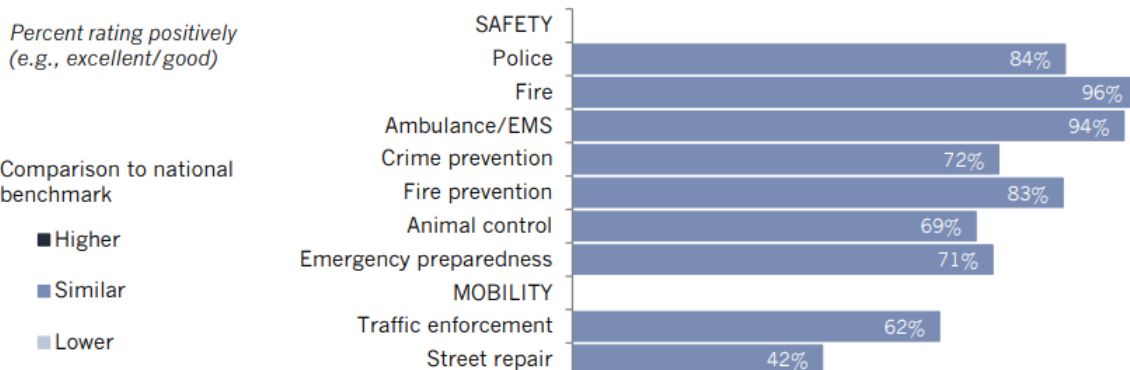
Several County-specific questions asked respondents about interaction with Montgomery County Police Department (MCPD) employees. Most respondents had not had any in-person, phone or online contact with an MCPD employee in the last two years. Of those that did have contact, about four in five agreed that they were treated fairly. Further, at least 7 in 10 residents who had contact with the MCPD gave high marks to the professionalism, approachability and responsiveness of the MCPD employee.

¹⁴ [ELEFA Review of Montgomery County Police Department](#)

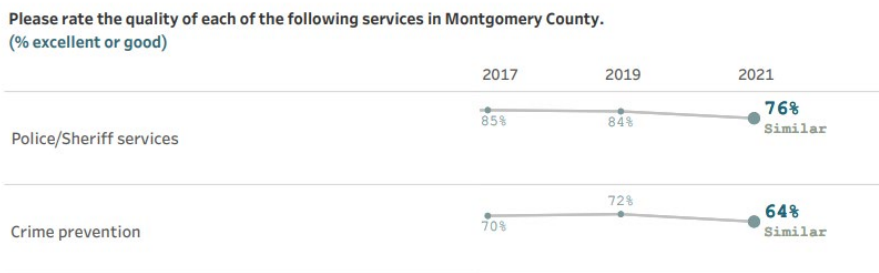
¹⁵ [2019 Montgomery County National Community Livability Report](#)

The National Community Survey™

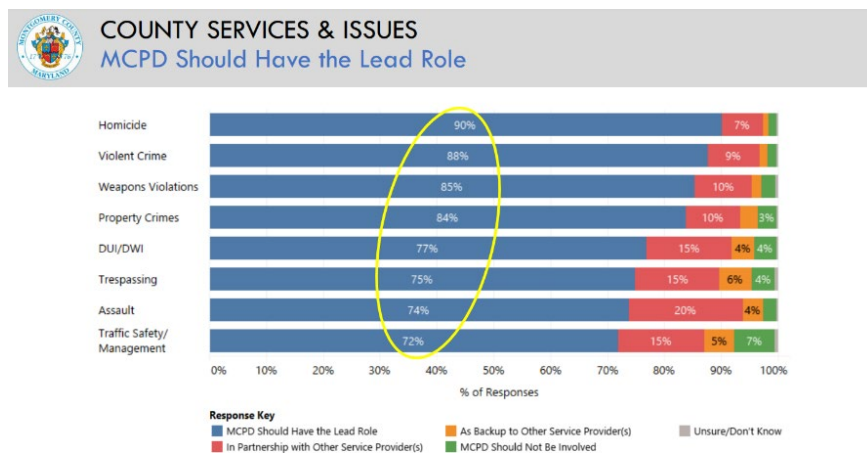
Figure 2: Aspects of Governance



In 2021, the County’s National Community Survey only contained basic information about respondents’ views of police.¹⁶



Executive’s Task Force to Reimagine Public Safety: The task force also conducted a survey to better understand what services residents wanted police to perform.¹⁷



12/3/2020

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¹⁶ [2021 Montgomery County National Community Survey](#)

¹⁷ [2020 Task Force to Reimagine Public Safety Community Survey](#)

Policing Advisory Commission Public Forum on Traffic Enforcement. On January 9, 2023, the PAC held an open public forum on traffic enforcement. Forty people submitted written testimony. Of those, 26 wanted more police traffic enforcement (which included five asking for more automated traffic enforcement and two asking for more parking enforcement), Ten wanted less police traffic enforcement (which included shifting some responses to mental health professionals and one who wanted to shift automated traffic enforcement to the Department of Transportation). Other testimony included individuals who wanted more community engagement, more of a focus on safer road design, and more data transparency. Other comments also included a complaint about a police officer driving badly, and several questions about the PAC traffic enforcement report.¹⁸

MCPD Data: Bill 45-20 helps provide a comprehensive data foundation for analysis. Council staff notes that many data reporting sets have changed year to year, as have certain Departmental policies that may impact data outcomes. As such, year-over-year comparisons may not be accurate, and if compared, any analysis should explicitly state any qualifications/limitations on the data. However, several of these 2022 datasets may be compared to one another to provide a better understanding of some Departmental practices.

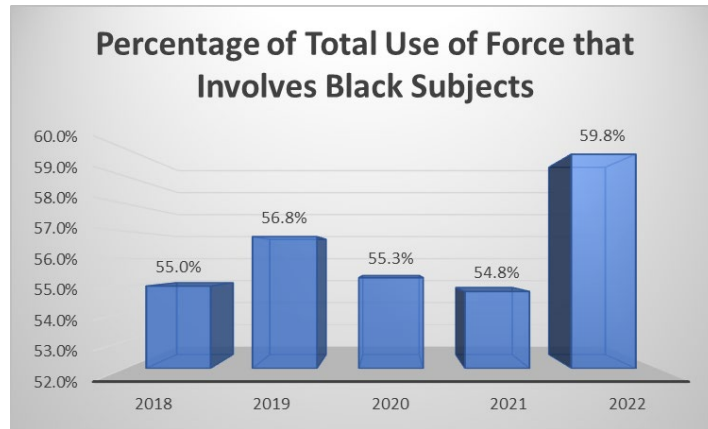
Use of Force: The Committee last discussed Use of Force in depth last winter.¹⁹ The following chart shows demographic data for uses of force over the past several years. Again, Council staff cautions against making year-to-year comparisons because several use of force reporting and training policies have recently changed, which may impact outcomes.

MCPD Use of Force Demographic Data - Subjects					
	2018	2019	2020	2021	2022
Asian Subject	7	11	8	15	21
Black Subject	298	314	262	325	846
Hispanic/Latino Subject	98	104	97	114	288
Native American					2
White Subject	139	112	103	126	222
Other		12	4	13	36
Total	542	553	474	593	1,415
Male Subject	432	429	372	425	1,070
Female Subject	110	123	102	166	340
Unknown		1		2	5
Total	542	553	474	593	1,415

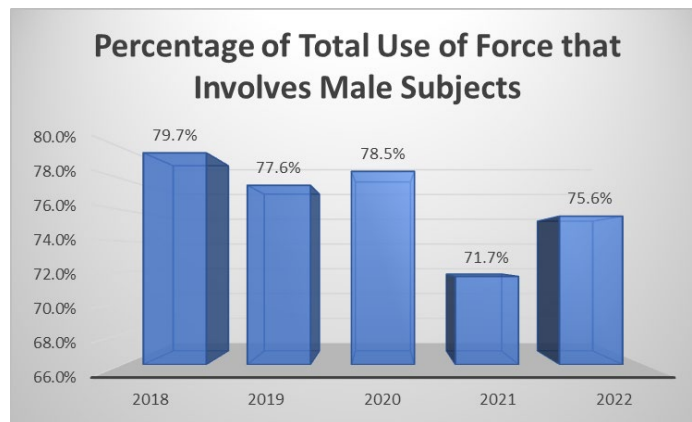
¹⁸ [Policing Advisory Commission Public Hearing on Traffic Enforcement](#) (January 9, 2023)

¹⁹ [Briefing: Use of Force](#) (March 6, 2023)

While year to year comparisons cannot be made, Black subjects are consistently subjected to the largest share of total use of force incidents. Black subjects make up the highest share in 2022, at almost 60% of all force incidents.



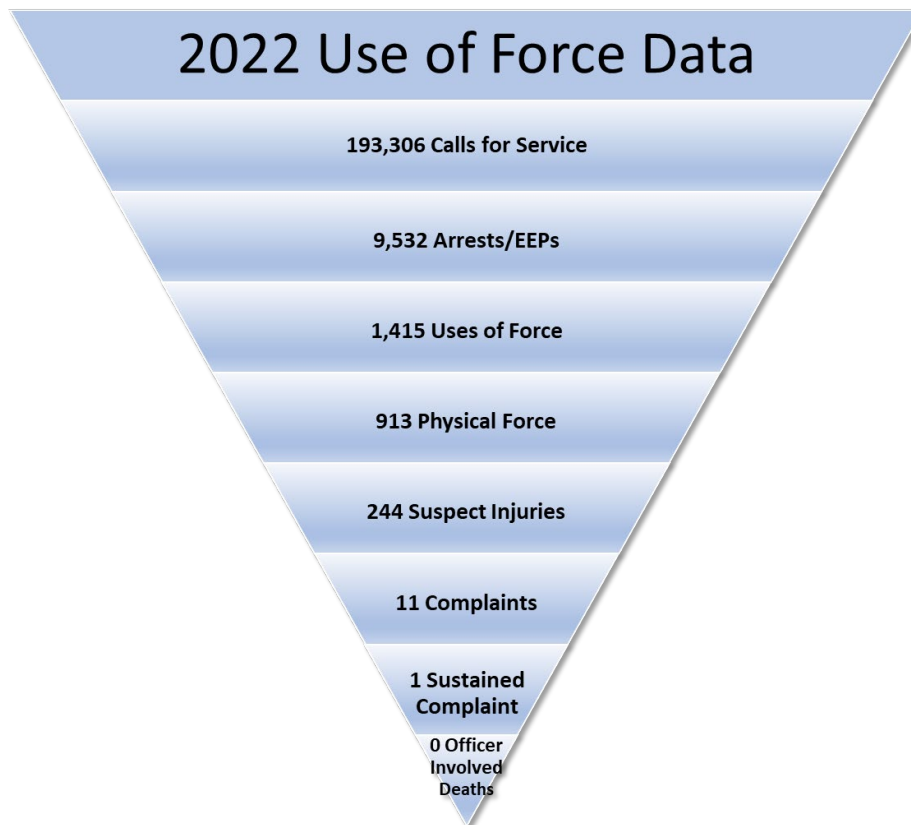
Similarly, most force is used against males.



The Department could further analyze this data to determine if recent changes in use of force laws, legal reporting requirements, or training have possibly impacted these populations. For example, the reporting change that now includes the pointing of a weapon at subjects may have contributed, at least in part, to these 2022 numbers. Council staff cannot make that determination by examining available data, but Police may have relevant information in their use of force reports to detect any potential patterns.

Additionally, use of force data can be compared to other associated data. While some readers may benchmark use of force against census data to determine risk, this is not an accurate universe of which individuals may be exposed to police use of force. Many researchers therefore look at arrests for a more appropriate risk determination. An even more refined level assesses which subjects use force first against police or others. In terms of frequency, when put in context to arrests and Emergency Evaluation Petitions, police used force about 15% of the time in 2022.

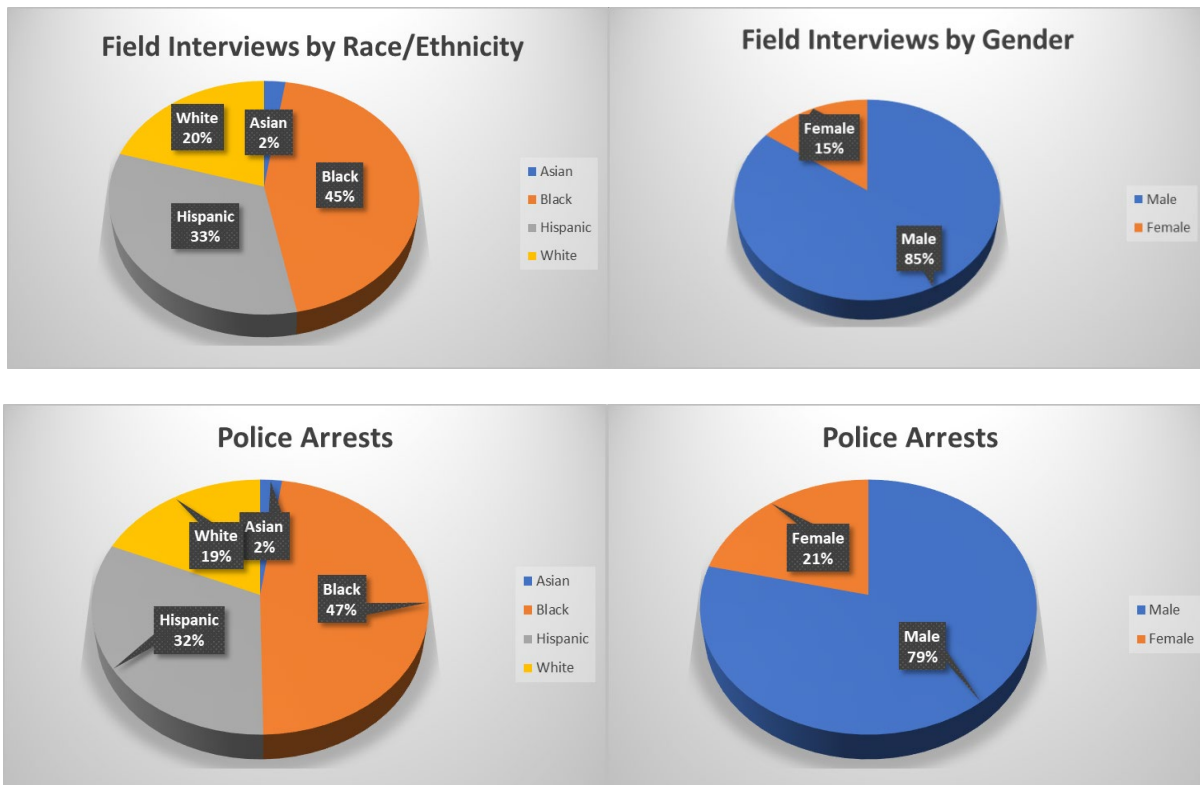
2022 Use of Force Comparative Data			
Calls for Service	193,306		
Arrests/EEPs	9,532	5%	of all calls for service
Uses of Force	1,415	15%	of all arrests or EEPs
Physical Force	913	65%	of all uses of force
Suspect Injuries	244	27%	of all physical uses of force
Complaints	11	5%	of all injuries
Sustained Complaints	1	9%	of all complaints
Officer Involved Deaths	0	0%	of all contact



The number of force-related complaints is also worth examining. In 2022, there were 11 complaints, which is 5% of all complaints and less than 1% of all use of force incidents. Now that an independent body, the Police Accountability Board, is reviewing complaints against police that involve members of the public, it will be valuable to monitor whether complaints increase, theorizing that individuals may place more trust in the complaint process when submitted to an outside entity. Since July 1, 2023, when FOP members became subject to the new disciplinary process, there have been three use of force complaints filed. Two have been declined, and one is under active investigation.²⁰

²⁰ [Internal Affairs Allegations](#), Data Montgomery, accessed October 10, 2023

Field Interviews: While police traffic stops are well documented, police-initiated contact with pedestrians often is not. Bill 45-20 requires field interview data, disaggregated by race, gender, and ethnicity. This dataset was created in September 2022 and did not include the dates of each field interview. Data below show September 2022 through September 2023. During this period, Black subjects comprised 45% of all field interviews and male subjects accounted for 85%. There were only 380 field interviews recorded for the year. Field interview demographic breakdowns closely match those for arrests. Council staff notes that adding dates of each field interview would further assist in longer-term comparative analysis.



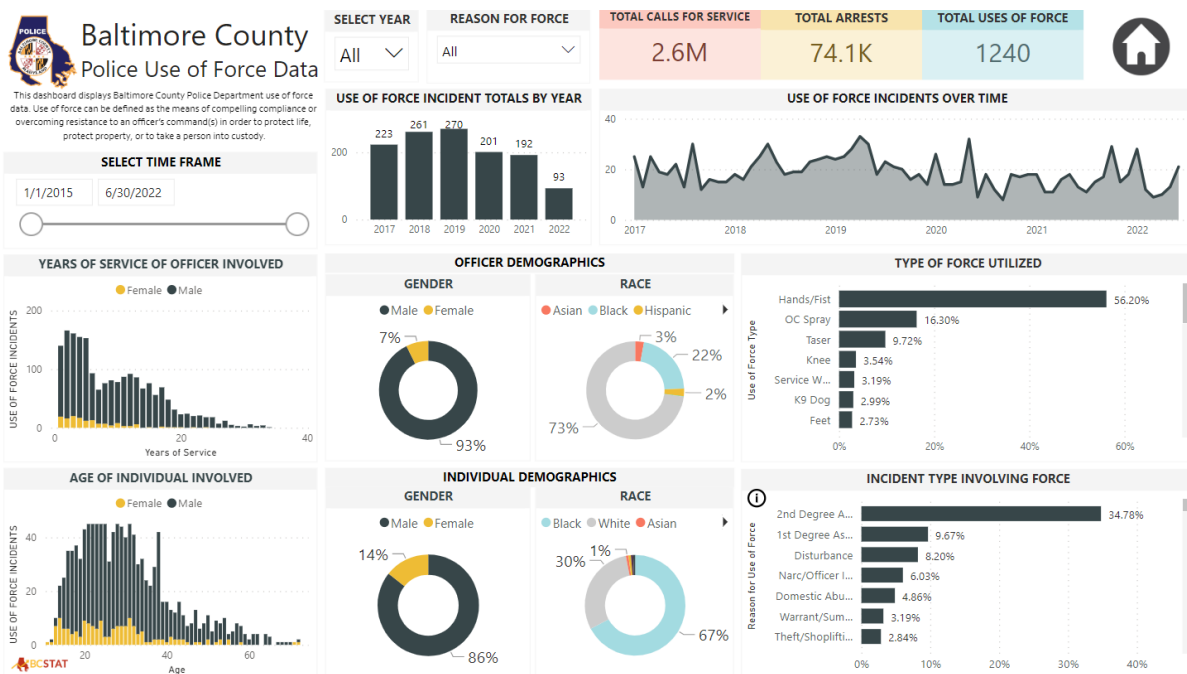
Next Steps

Bill 45-20 has provided a robust foundation of disaggregated data for the department and the public to use, it and provides more insight into daily policing operations. However, as evidenced by the remaining outstanding datasets, MCPD has significant staffing and resource challenges that need to be addressed to further study racial disparity and policing best practices. ELE4FA noted that,

“MCPD’s technology and information systems and consists of the Field Services Section, Records Section, and Technology Section. The division appears to have competent staff that is able to overcome some of the Department’s data and analytic deficiencies through manual workarounds. For example, the Department’s lead programmer and database architect (DBA) performs the critical task of joining data from disparate systems to make their data usable. Competent, but limited, staffing caused long delays in obtaining information. This sole staff member also creates

reporting systems, dashboards, and fulfills open records requests. It is our understanding that the majority, if not all, of their key analytical processes rely on this sole staff member's work.”²¹

- ❖ Council staff recommends prioritizing funding to ensure the Department has appropriate time, talent, and technology to make full use of the data. Additionally, qualitative data is important for understanding public experience and perception of police contact, and Council staff recommends funding the survey platform required by Bill 45-20.
- ❖ Further, while Data Montgomery provides robust data, it is unwieldy to work with, and MCPD data are contained in various places other than Data Montgomery, including their own website, and reports to Council. Council staff recommends serious consideration be given to creating a front-facing data dashboard, like those provided by Baltimore County or Clemson University Police.



- ❖ ELEFA also recommends collecting disaggregated data on crime victims. It advises that victim demographic data is essential “for understanding crime trends across demographic groups and for informing public policy decisions.”
- ❖ Finally, the Criminal Justice Statistics Interagency Working Group recommends synthesizing crime and policing data with local data on “social determinants including socioeconomic status, household composition, disability, demographic information, language, housing type, transportation, health care infrastructure and access, and medical vulnerability. [...] Consistent with prior research, [one] study found a strong association between experiencing poverty and becoming a victim of firearm homicide.”²² There are and will continue to be external factors

²¹ [ELEFA Full Report](#)

²² [Equity and Law Enforcement Data Collection, Use, and Transparency](#)

that contribute to racial and ethnic disparities in police encounter data. Taking these other social determinants into account may help analysts better understand policing among different populations. It would also allow policy makers to target other non-police initiatives to help strengthen specific communities in an effort to prevent violent crime before it ever occurs.

This staff report contains:

Reporting Requirements
Police Statistical Data Report for 2022
Public Hearing Testimony
Bill 45-20 Data Compliance Checklist

Circle #

1-2
3-12
13-17
18-21

Community Policing - Bill 33-19

This bill requires that the Police Department annually report to Council:

- The total number of sworn police officers;
- The total number of sworn racial minority police officers by race and ethnicity;
- The total number of sworn female police officers;
- The number of sworn police officers that reside in the county; and
- Any other demographic information voluntarily provided by sworn officers;
- The number of recruiting events sponsored or participated in the county;
- The number of instances of use of force that resulted in an injury when the injury occurred as a direct result of an officer's actions;
- The number of civilian complaints about the use of force by an officer;
- The number of civilian complaints regarding discrimination and harassment;
- The number of officers who were suspended with pay
- The number of officers who were suspended without pay;
- The percentage of patrol officers who were assigned to neighborhood patrols;
- The number of youth under the age of 18 years referred to intervention programs by officers;
- The number of calls for service involving substance abuse;
- The number of calls for service involving mental health issues;
- Demographic information regarding individuals *detained* by the Department, including race, ethnicity, gender, and any other demographic information given voluntarily;
- A description of the Department's training standards and practices, including training and practices related to de-escalation;
- A description of the Department's community policing efforts.

Police - Community Policing – Data – Bill 45-20

This bill added additional reporting requirements:

- Data regarding the number of calls for service for substance abuse and mental health issues must be in a manner prescribed by the Director of the Department of Health and Human Services (DHHS), and it must include the responses to, and the outcomes of, those calls;
- Changed the demographic information required for individuals *detained* by police, to those *stopped* by police, including stop and frisk that does not result in a citation or arrest, as well as those who are searched, cited, arrested, or the subject of a use of force incident. It also added age as a demographic data point the Department must track.
- Demographic information of individuals subject to a field interview;
- The number of officers subject to each type of officer discipline;
- The number of violations of the use of force policy, and the number of officers who violated the use of force policy;
- The number of investigations conducted by the Internal Affairs Division;

- The number of civilian complaints by police district, the number of officers against whom the complaints were made, and the outcome of the complaints;
- The number of overtime hours worked per police district;
- Data, in the manner prescribed by the Director of DHHS, regarding the number of service calls involving a homeless individual, the responses to those calls, and the outcomes of those calls.
- For every dataset the Department maintains regarding interactions with individuals, it must collect race, gender, and ethnicity data and post the data on Data Montgomery.
- The Department must maintain the following public datasets including demographic data, and data by district, division, and bureau:
 - Use of force incidents;
 - Field interview reports;
 - Juvenile citations;
 - Criminal citations;
 - Alcohol beverage violations;
 - Possession of cannabis violations less than 10 grams;
 - Smoking cannabis in public places;
 - Pointing a service weapon, Taser, or pepper spray;
 - Issuing a stay-away order for trespass enforcement and the location of the property where the enforcement occurs;
 - Activation, deployment, and results of the SWAT team;
 - Arrests, including arrests on or immediately adjacent to school property;
 - Searches
 - Stops
 - Service calls related to mental health
 - Service calls related to substance abuse
 - Service calls related to homeless
 - Service calls determined to be unfounded.
- The department must also post online each written agreement it has entered into with a property owner regarding the enforcement of trespass laws.
- Additionally, the Department must conduct an annual anonymous survey of residents and officers regarding police/community relations, including, at a minimum, the levels of trust communities have in the police. The survey must be in multiple languages and must contain respondents' demographic information. The Department must post the survey results on Data Montgomery.

MONTGOMERY COUNTY DEPARTMENT OF POLICE MARYLAND



Police Statistical Data Report January 20, 2023

INTRODUCTION

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

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

COMMUNITY POLICING

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 – sworn and professional, new or veteran – is expected and encouraged to participate in community policing efforts. All members of the MCPD are encouraged to spend time and effort developing and maintaining relationships with residents, businesses, schools, faith-based, and other community organizations. The best solutions satisfy community members, meet/address their expectations, improve safety, diminish anxiety, increase order, strengthen the ties between the community and police, and minimize conflict.

These relationships are developed daily throughout the County: through patrol assignments to specific beats, the deployment of District Community Action Teams (DCAT) and Central Business District (CBD) Teams, who engage with business and residential communities to identify and respond to crime trends and quality of life issues; District-level Community Service Officers (CSO) identify community concerns, develop strategies, and coordinate resources to implement solutions; District Command Staff actively participate in meetings, briefings, and events designed to inform, educate, and engage their respective communities.

School Resource Officers (SROs), replaced by Community Engagement Officers (CEOs) in 2021, work in partnership with Montgomery County Public Schools (MCPS) to handle police-related concerns within the school system; CEOs are specially trained in emergency preparedness, crisis management, restorative justice, and community policing practices. The CEOs serve as ambassadors, providing positive interactions between youth and law enforcement and delivering prevention programs such as Drug Abuse Resistance Education (DARE) to ensure a safer community.

Montgomery County, Maryland, is again flourishing with activity after the lingering COVID-19 pandemic closures and public event limitations during 2021. In 2022, the MCPD continued to engage the community and recorded 541 events designed to educate, inform, and build relationships with many communities within the county. The department attended homeowners/civic association meetings and continued outreach to businesses, school groups, and many faith communities. Moreover, officers of the MCPD participated in 59 crime prevention and awareness events, addressing community concerns and ensuring the safety and well-being of those who live, work, and play in Montgomery County.



TRAINING

On average, the MCPD Entry Level (Recruit) Police Academy session consists of over 1,000 hours of training, notably more than the State of Maryland's requirement of 750 hours¹. Recruit training at the Public Safety Training Academy (PSTA) covers the following areas: Implicit Bias, De-escalation, Department Administration, and Organization; the Maryland Criminal Justice System; law; Patrol Operations; Traffic Enforcement; and Law Enforcement Skills (e.g., First Aid, Driving, Firearms, Hazmat, etc.). The patrol operations portion of the training introduces many essential skills police officers need to do their job effectively: customer service, 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, complemented by an 8-hour Mental Health First Aid class. Additionally, the Recruits visit the National Museum of African American History and Culture and the Holocaust Museum in Washington, DC, where they receive an Anti-Defamation League (ADL) presentation on policing. That 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 (BWC), Mobile Data Computers (MDC), etc.), special events, safe driving, reactionary drills, and court procedures. In 2023, new officers will also 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 far exceeds the State's requirement of 240 hours. Following FTEP, all new officers complete a 40-hour Crisis Intervention Training (CIT) hosted by the Montgomery County Department of Health and Human Services (HHS), teaching officers to recognize and aid those in mental crisis. This course builds upon the basic course instructed to all recruits, adding more knowledge on communication and de-escalation, as well as available interventions and services.

In addition to exceeding the State standards, the MCPD also 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 annually for sworn officers, MCPD delivers 21.5 hours of training, 20% above the minimum requirement. Two hours of state-mandated firearms instruction are also included. In-service training varies and is annually updated by the PSTA following a review of any changes to policy and law. The PSTA ensures that all minimum training requirements (County, State, and CALEA) are met. In-Service training is delivered both in-person and online and includes the use of force and de-escalation (biennially), biased-based policing (annually), and mental illness (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,

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

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 the next page contains the various data points required under Bill 33-19.

- The ***neighborhood patrol*** statistic includes all officers (Sergeants and below) assigned to a district station for patrol. It does not include the DCAT, Special Assignment Team (SAT), CSO, or Patrol Investigations Unit (PIU) staffing numbers.
- Officers used force in response to resistance on 1,312 subjects in 2022. 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 number of ***officers suspended with pay*** relates to events opened in 2022 and does not include those placed on administrative leave for non-disciplinary reasons.
- The number of ***officers suspended without pay*** reflected officers with forfeiture of annual leave time due to disciplinary proceedings. The loss of leave in Montgomery County is considered Leave Forfeiture that is deducted from the officers' Annual Leave Bank. According to the Law Enforcement Officers' Bill of Rights (LEOBR), officers are subject to suspension without pay if they are charged with a felony. MCPD has not had an officer charged with a felony during this reporting period.
- The ***calls for service*** statistics represent the number of times officers were **dispatched** to the denoted call type (source: P1 CAD query on *InitialIncidentTypeName*). Dispatched calls for service increased by 3% in 2022 (193,300). Mental health-related calls accounted for 3.4% of the dispatched call volume, while substance-related calls accounted for 1.6% of the call volume.



Bill 33-19, Section 35-6A	2022
Total # of Sworn Officers	1284 authorized positions: 1,181 filled positions
Total # of Female Officers	245
White Officers	876
Black Officers	143
Hispanic Officers	106
Asian/Pacific Islander Officers	54
American Indian Officers	2
# of Officers who reside in-county	591
# of Officers assigned to neighborhood patrols	611
Recruitment events	131
Use of Force in response to resistance that resulted in an injury to a subject	209
Complaints filed against Officers for a Use of Force	11
Complaints filed against Officers for discrimination/harassment	14
Officers Suspended with Pay	3 (disciplinary only)
Officers Suspended without Pay (as defined on the previous page)	0
# of Youth (under age 18) referred to intervention programs	857 youth referred by the MCPD; 32 referred by outside agencies
Calls for Service pertaining to Substance Abuse	733 overdose calls
	1,485 CDS-related calls
	833 DUI-related calls
	Total calls: 3,051
Calls for Service pertaining to Mental Health	4,723 Mental Disorder calls
	402 Emergency Petition calls
	1,499 Suicidal Person calls
	Total calls: 6,624
Community Events	541

DATA POINTS

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

- The ***number of investigations conducted by IAD*** represents the number of formal investigations completed by IAD during the calendar year 2022.
- The number of ***civilian complaints per police district*** represents complaints against any team member (sworn and un-sworn) who works at one of the six district stations. These numbers exclude officers working at other locations (i.e., PSHQ) and internal complaints by one department member on another.
- The number of ***officers subject to each type of discipline*** represents all counts, including cases where more than one discipline was administered for the same incident. Only cases in which the discipline process is finalized are represented. Any open or in-process cases are not included in the total numbers.
- The number of ***calls for service involving a homeless individual*** represents data from December 2022. The mechanism for capturing this data went into effect on December 1, 2022.
- The ***demographic data for those detained*** by the MCPD will be extracted from the MCPD citation report database. This database is not currently approved for publication. The statistics will be available once approval is granted.
- The ***demographic data for those subject to a field interview*** by the MCPD will be extracted from the MCPD field interview report database. This database is not currently approved for publication. The statistics will be available once approval is granted.



Bill 45-20, Section 35-6A	2022
Number of overtime hours worked per police district	Total hours: 79,554
1D	7,775
2D	8,744
3D	24,836
4D	20,538
5D	8,233
6D	9,428
Number of investigations conducted by IAD	30
Number of Use of Force policy violations	0
Number of Officers who violated the Use of Force policy	0
Number of Officers against whom complaints were made	234
Number of Civilian complaints per Police District	Total complaints: 102
1D	9
2D	21
3D	30
4D	14
5D	17
6D	11
Number of Officers subject to each type of Officer Discipline	
Written Reprimand	12
Loss of leave	9
Loss of pay	0
Suspension without Pay from duties	0
Demotion	0
Dismissal from Employment	0
Suspension with Pay from duties	3 (disciplinary only)
Monetary Fine	0
Oral Admonishment	3
Number of Calls for Service involving a homeless individual	147 adult homeless calls; 1 call for juvenile homeless (please refer to the previous page)
Demographic data on subjects detained by the MCPD	<i>This database is not currently approved for publication. The statistics will be available once approval is granted.</i>

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:12

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.

Conflict Management / Dealing with People Hours: 70

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 play the role of 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 Holocaust Museum is conducted later after this course.

Ethics & Leadership Hours: 2

The purpose of this block of instruction is 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 Hours: 12

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 report. Questions may be directed to MCP.PolicyandPlanning@montgomerycountymd.gov.





**Silver Spring Justice Coalition Written Testimony Pursuant to Bill 45-20
on MCPD Data**

July 11, 2023

My name is Robert Landau, and I am submitting this testimony on behalf of the Silver Spring Justice Coalition regarding the data that MCPD is required to make publicly available pursuant to Bill 45-20 and more generally County Code 35-6A(c).

SSJC represents community members, faith groups, and civil and human rights organizations from throughout Montgomery County committed to eliminating harm caused by police and empowering those communities most affected by policing. Fundamental to SSJC's work is public access to data about policing in our County, and since MCPD is, by far, the largest policing unit in the County, it has an out-sized obligation to function in a transparent manner that enables the public – and in particular those communities most impacted by policing – to monitor and examine how MCPD interacts with members of the public.

While we appreciate much of the information provided under County statutes, we are troubled by the following issues that we discovered during the course of our careful review of the MCPD data:

Missing Critical Required Demographic Data

MCPD omitted entirely from its reporting on stops and field interviews the required reporting of race, ethnicity, age, gender, and any other demographic information voluntarily provided by the detainee. The absence of this critical demographic information undermines a significant purpose of the data collection, namely, to provide the transparency necessary to evaluate racial disparities in policing, including disparate harm based on these key factors.

MCPD pushed back on the need to collect racial and ethnic data when this bill was first discussed and its failure to produce the data now that it is required is inexcusable. Bill 45-20 was enacted November 2, 2021, and became effective February 14, 2022. MCPD had more than a year to compile the report information and get approval for its publication. As many pointed out during the bill's worksessions, our County is capable of collecting race and ethnicity data, as evidenced, among other things, by our success in collecting such data in the public

health arena. We urge the Council to set a definite deadline for MCPD compliance with this reporting requirement, with appropriate sanctions for non-compliance.

Specific Omissions and Concerns

1. **Subparagraph (c)(1)(C) - Use of Force.** MCPD reported, last year, 209 instances of use of force that resulted in an injury when the injury occurred as a direct result of an officer's actions as required to be reported under section (c)(1)(C) of the law.

We are very concerned that MCPD officers are not using de-escalation techniques and strategies to avoid harming members of the public. To create more transparency and accountability, with the aim of reducing the use of force, we urge the Council to amend the code to require MCPD to indicate for each use of force whether the person being apprehended had a visible or known weapon, what type of weapon they had, and the type of de-escalation that was used.

2. **Subparagraph (c)(1)(K) – Stops.** MCPD did not comply with the law, namely subparagraph (c)(1)(K), that requires MCPD to report: “data, in the manner prescribed by the Director of the Department of Health and Human Services, regarding individuals stopped (including a stop and frisk that does not result in a citation or arrest), searched, cited, arrested, or the subject of a use of force incident, including: (i) race; (ii) ethnicity; (iii) gender; (iv) age; and (v) any other demographic information voluntarily provided by the detainee.” In its report MCPD said: “This database is not currently approved for publication. The statistics will be available once approval is granted.” The Council should ask MCPD to explain what “approval” they need and demand a date-certain for publication.

3. **Subparagraph (c)(1)(M) – Field Interviews.** MCPD did not comply with subparagraph (c)(1)(M) that requires MCPD to report: “demographic information regarding individuals subject to a field interview, including: (i) race; (ii) ethnicity; (iii) gender; (iv) location; (v) age; and (vi) any other demographic information voluntarily provided by the detainee.” In its report MCPD said: “The demographic data for those subject to a field interview by the MCPD will be extracted from the MCPD field interview report database. This database is not currently approved for publication. The statistics will be available once approval is granted.”

For the reasons stated above, MCPD's failure to provide the required information is inexcusable. We urge the Council to set a definite deadline for MCPD compliance with this reporting requirement, with appropriate sanctions for non-compliance.

4. **Subparagraph (c)(1)(J) – Drug-related Service Calls.** MCPD did not comply with the parts of the law that require it to report: “data, in the manner prescribed by the Director of the Department of Health and Human Services, regarding . . . the responses to those calls, and the outcomes of those calls” in subparagraph (c)(1)(J) of the law. MCPD only provided the number of “overdose,” “CDS-related” and “DUI-related” calls for service. MCPD should be required to update its report to provide all mandated information.

5. **Subparagraph (c)(1)(N) – Training.** MCPD’s description of its “training standards and practices, including training and practices related to de-escalation,” as required by subparagraph (c)(1)(N) of the law, is grossly insufficient. Appendix A of the MCPD report begins by stating: “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 providing the ideas and practices of Community Policing.” Appendix A proceeds to describe the training provided to new MCPD recruits. The section titled “Use of Force” provides a two-sentence description of this training, with the only reference to “de-escalation” notes that “de-escalation are involved.”

MCPD’s response is deficient and fails to provide information needed to determine if MCPD is complying with County and state laws. It refers only to new officers. MCPD trains approximately 50 new officers each year, half of whom are not even in active service during the year, compared with almost 1,300 active officers. It is both non-responsive and misleading to address de-escalation training for the 50 new officers, and say nothing about de-escalation training for the 1,300 active officers.¹ The law contemplates a full, detailed description of MCPD’s de-escalation training for both new recruits and active officers. While the other information provided by MCPD is of some interest it does not directly fulfill the law’s requirements.

We urge the Council to require a complete MCPD response by August 30, 2023. This deadline should be more than enough time for MCPD to explain what de-escalation training has been done for new and active officers (separate from their future plans) to ensure that active officers comply with state and County use of force laws.

6. **Subparagraph (c)(1)(P) – Complaints.** Regarding the reporting of discipline of officers in subparagraph (c)(1)(P) of the law, we ask that the Council amend the law to require MCPD to report the number of civilian complaints filed and, separately, the number of external and internal complaints brought against officers, reported on a calendar-year basis. In this connection, we heard Chief Jones report to the PAB that, beginning July 1, 2023, all complaints against officers (including those brought by MCPD management) will be referred to the PAB and the ACC.

7. **Subparagraph (c)(1)(S) – Internal Investigations.** As to the 102 civilian complaints reported in subparagraph (c)(1)(S) of the law, it is troubling to note that MCPD’s Internal Affairs only investigated 30 cases during the year. The Council should ask why only 30 of the 102 cases were investigated last year.

¹ As SSJC has repeatedly noted to the County Executive, the Council, and Chief Marcus Jones, the information we have been able to obtain about MCPD’s de-escalation policy does not reflect all the details of County law. We therefore strongly doubt that the appropriate emphasis on de-escalation training for active officers has been made since the August 10, 2020 effective date of Bill 27-20.

8. **Subparagraph (c)(1)(T) – Overtime.** Problems with excessive overtime have been well-reported and documented, ranging from increases in police injuries, use of force, and misconduct including excessive force, racial bias, and fraud.² While we understand overtime may be largely due to officer shortages, this does not change the problems excessive overtime poses and on its face, 80,000 hours in overtime seems excessive.

We ask the Council to request additional information in its oversight capacity, or as a new reporting requirement, to mitigate the risks of excessive overtime. This would include detailed justification for overtime worked, counts of officers based on their overtime hours, as well as correlations between an officers' overtime and their being flagged in MCPD's Early Warning System.

9. **Subparagraph (c)(1)(U) – Unhoused.** As with previous requirements, MCPD has failed to comply fully with the requirements of subparagraph (c)(1)(U) of the law, which requires MCPD to report "data, in the manner prescribed by the Director of the Department of Health and Human Services, regarding the number of service calls involving a homeless individual, the responses to those calls, and the outcomes of those calls." MCPD reported only that 147 unhoused adults and 1 unhoused juvenile were addressed by service calls. They did not report how the calls were responded to or the outcomes of those calls.

We urge the Council to set a definite deadline for MCPD compliance with this reporting requirement regarding the unhoused, with appropriate sanctions for non-compliance.

Request for MCPD Data Reporting on Mental and Behavioral Health Encounters and Responses

10. We urge the Council to amend the law to include both public reporting under paragraph (c)(1) and DataMontgomery datasets with demographic details under paragraph (c)(3) for:

- a. The total number of mental or behavioral health crisis response dispatches that result in a police co-response with a mobile crisis outreach team (MCOT), with each incident reported in DataMontgomery with the date and time of each dispatch, whether police were at the scene, the resolution of the incident, and demographic information.
- b. The total number of times an MCOT was requested, and the source of that request (e.g., by 911 dispatcher), or was requested but NOT dispatched and the reason an MCOT was not dispatched, with each incident reported in DataMontgomery with the date and time of each such request, and demographic information.
- c. The total number of times police request from the scene an MCOT and whether an MCOT is dispatched, including in DataMontgomery the date and time of each such request. Such reported requests to include times when officers call for an MCOT from their personal cell phone.

²<https://www.baltimoresun.com/maryland/baltimore-city/bs-md-ci-police-overtime-20200207-z43l2amv3vf3lb4rtgsvfeye6i-story.html>

- d. The total number of times police used force when an MCOT was at the scene, the reason for the use of force, and the consequences to the person, including in DataMontgomery the date and time of each such incident, and the (i) race; (ii) ethnicity; (iii) gender; (iv) age; and (v) any other demographic information voluntarily provided by the person.
- e. The number of times a CIT-trained officer responds to a person having a mental or behavioral health crisis, a homeless person, or a person having a drug crisis, and the number of times that use of force is applied to that person, the results of such use of force, including in DataMontgomery the date and time of each such incident, and the: (i) race; (ii) ethnicity; (iii) gender; (iv) age; and (v) any other demographic information voluntarily provided by the person.

DataMontgomery Failures

While beyond the scope of this testimony, we found many instances where MCPD failed to post on DataMontgomery data required by the law. We ask that the Council hold a separate hearing, or at a minimum solicit input, about this important aspect of police accountability.

Please contact Rob Landau at RLandau806@gmail.com, 301.938.9850, if you have any questions in this regard.

Data Reporting Requirements Under Bill 45-20

Compliance

Required Info	2022 Annual Report	Data Montgomery	Online Annual Reports	Other
#sworn officers	✓			
# sworn racial minority police officers by race and ethnicity	✓			
# sworn female police officers	✓			
# sworn police officers that reside in the county	✓			
Any other demographic information voluntarily provided by sworn officers				
# recruiting events sponsored or participated in the county	✓			
# of instances of use of force that resulted in an injury when the injury occurred as a direct result of an officer's actions	✓			
# of civilian complaints about the use of force by an officer	✓			
# civilian complaints regarding discrimination and harassment	✓			
# officers who were suspended with pay	✓			
# officers who were suspended without pay	✓			
% patrol officers who were assigned to neighborhood patrols	✓			
# youth under the age of 18 years referred to intervention programs by officers	✓			
# calls for service involving substance abuse	✓			
# calls for service involving mental health issues	✓			

Description of the Department’s training standards and practices, including training and practices related to de-escalation	✓		
Description of the Department’s community policing efforts.	✓	DM Link	
# calls for service for substance abuse and mental health issues. Must be in a manner prescribed by the Director of the Department of Health and Human Services (DHHS). Must include the responses to, and the outcomes of, those calls;	✓		
Demographic information of those stopped by police, including stop and frisk, that does not result in a citation or arrest, as well as those who are searched, cited, arrested, or the subject of a use of force incident. It also added age as a demographic data point the Department must track.		DM Link	
Demographic information of individuals subject to a field interview		DM Link	
# officers subject to each type of officer discipline;	✓		
# violations of the use of force policy	✓		MCPD Website
# officers who violated use of force policy	✓		
# investigations conducted by IAD	✓	DM Link	MCPD Website
# civilian complaints by police district	✓		
# of officers against whom complaints were made	✓		
# overtime hours worked per police district	✓		

Data, in the manner prescribed by the Director of DHHS, regarding the number of service calls involving a homeless individual, the responses to those calls, and the outcomes of those calls.

✓

For every dataset MCPD maintains regarding interactions with individuals, collect race, gender, and ethnicity data and post the data on Data Montgomery

✓

The Department must maintain the following public datasets including demographic data, and data by district, division, and bureau:

See below

- o Use of force incidents;
- o Field interview reports;
- o Juvenile citations;
- o Criminal citations;
- o Alcohol beverage violations;
- o Possession of cannabis violations less than 10 grams;
- o Smoking cannabis in public places;
- o Pointing a service weapon, Taser, or pepper spray;
- o Issuing a stay-away order for trespass enforcement and the location of the property where the enforcement occurs;
- o Activation, deployment, and results of the SWAT team;
- o Arrests, including arrests on or immediately adjacent to school property;
- o Searches
- o Stops

[DM Link](#)

[DM Link](#)

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[Varies by type of stop](#)

- o Service calls related to mental health
- o Service calls related to substance abuse
- o Service calls related to homeless
- o Service calls determined to be unfounded.

not demographics
 # not demographics
 # not demographics
 # not demographics

[DM Link](#)

The department must also post online each written agreement it has entered into with a property owner regarding the enforcement of trespass laws

[Generic Form Link](#)

MCPD must conduct an annual anonymous survey of residents and officers regarding police/community relations, including , at a minimum, the levels of trust communities have in the police. The survey must be in multiple languages and must contain respondents' demographic information. The Department must post the survey results on Data Montgomery.

Council did not approve funding in the FY24 Operating Budget for this item (\$100,000).