

Bill No. 17-21
Concerning: Police – Community
Informed Police Training
Revised: 10/20/2022 Draft No. 4
Introduced: May 18, 2021
Enacted: October 25, 2022
Executive: November 4, 2022
Effective: May 4, 2023
Sunset Date: None
Ch. 29, Laws of Mont. Co. 2022

COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsor: Councilmember Jawando
Co-Sponsor: Councilmember Riemer

AN ACT to:

- (1) require the Police Department to collaborate with local educational partners regarding police cadet recruitment and police training;
- (2) provide for the continuing education of police officers; and
- (3) generally amend laws regarding policing, police recruitment, and police training.

By adding

Montgomery County Code
Chapter 35, Police
Section 35-6B

The County Council for Montgomery County, Maryland approves the following Act:

Boldface	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

1 **Sec. 1. Section 35-6B is added as follows:**

2 **35-6B. Community Informed Police Training.**

3 (a) Definitions. For purposes of this Section, the following terms have the
4 meanings indicated.

5 Active listening means a process by which parties reach a peaceful
6 resolution to a dispute, including through the skills of:

7 (1) managing stress quickly while remaining alert and calm;

8 (2) controlling emotions and behavior;

9 (3) paying attention to the words and feelings expressed by others;
10 and

11 (4) being aware of and respecting differences.

12 Cadet or police cadet means a uniformed civilian employee of the
13 Department who participates in the Cadet Program established by the
14 Department for college students.

15 Civic engagement means participation by community members in social
16 and political processes designed to communicate ideas, values, and
17 beliefs, and to promote legal, political, or social change.

18 Community policing means a policing strategy to develop trusting
19 relationships with the community, and to work in partnership with the
20 community to address crime, public safety, and quality of life issues.

21 Health means a state of complete physical, mental, and social well-
22 being and not merely the absence of disease or infirmity.

23 Police academy means the entry-level police training academy required
24 by the Department for all prospective police officers.

25 Policing history means a social, political, and historical understanding
26 of why and how policing developed in the United States, including an
27 examination of the transitional eras of policing (Political Era, Reform/

28 Professional Era, and Community Era) and the structural changes that
 29 occurred under each of those eras since the mid nineteenth century.

30 Racial equity has the meaning stated in Section 2-64A.

31 Social justice has the meaning stated in Section 2-64A.

32 Wellness means a positive approach to living.

33 (b) [Recruitment programs] Cadet program. The Department must
 34 collaborate and partner with local educational institutions to:

35 (1) expand the recruitment of police cadets who reflect the diversity
 36 of the County;

37 (2) sponsor communication sessions with prospective cadets and
 38 community members; and

39 (3) develop internship programs for prospective cadets.

40 (c) Police academy = [[prerequisite]] required program regarding
 41 community services and social justice.

42 (1) Prior to [[acceptance in]] the commencement of field training, a
 43 member of the police academy[[, an applicant]] must complete
 44 [[an initial]] a program regarding community services and social
 45 justice.

46 (2) The program must consist of 30 [[credit]] hours or their
 47 equivalent.

48 (3) The program must be designed, in collaboration and partnership
 49 with one or more local educational institutions, to develop
 50 competency in the topics of:

51 (A) racial equity and social justice;

52 (B) health and wellness;

53 (C) community policing;

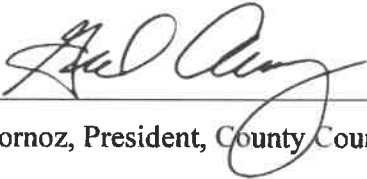
54 (D) policing history;

- 55 (E) active listening and conflict resolution; and
- 56 (F) civic engagement.
- 57 (4) In selecting an applicant for admission into the police academy,
- 58 the Department must consider:
- 59 (A) the applicant’s performance in the program under this
- 60 subsection; and
- 61 (B) the applicant’s performance in any implicit bias test
- 62 required by the Maryland Police Training and Standards
- 63 Commission.
- 64 (d) Continuing Education. The Department must collaborate and partner
- 65 with local educational institutions and national law enforcement
- 66 professional organizations to provide continuing education, as
- 67 demonstrated by the awarding of Continuing Education Units (CEU’s)
- 68 or similar credentialing indicating content mastery:
- 69 (1) to all County police officers regarding:
- 70 (A) socially just policing and community engagement; and
- 71 (B) emerging topics in law enforcement, including
- 72 cybersecurity, human trafficking, and proactive
- 73 community engagement[.];
- 74 (2) to executive-level police officers regarding leadership and
- 75 management challenges in socially just policing; and
- 76 (3) to new police sergeants regarding supervisory skills, with a focus
- 77 on community policing, mentorship, and ethical leadership.
- 78 (e) State requirements. The training provided under this Section must
- 79 incorporate to the extent practicable, and must comply with, the
- 80 requirements of the Public Safety Article of the Maryland Code,
- 81 including the Maryland Use of Force Statute.

82 **Sec. 2. Short Title.** This Act may be cited as the Community Informed Police
83 Training Act.

84 **Sec. 3. Effective Date.** This Act must take effect on the 181st day after it
85 becomes law.

Approved:



10/26/2022

Gabriel Albornoz, President, County Council

Date

Approved:



11/4/22

Marc Elrich, County Executive

Date

This is a correct copy of Council action.



11/14/2022

Judy Rupp, Clerk of the Council

Date