

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: 4/15/2026

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Number of sworn members: 1250

Non-sworn members: 650

Jurisdictional Demographics: Population: 1,074,582

Square miles serviced by the agency: 507

White: 39% Black: 19% Hispanic: 21% Asian: 15%

Native American: N/A% Hawaiian or Pacific Islander: N/A% More than one race: 6%

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.

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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 integrates community policing across all six districts through the combined efforts of patrol officers, District Community Service Officers (DCSOs), and Community Engagement Officers (CEOs). Community policing is a department wide expectation incorporated into daily operations through regular contact with HOAs, civic associations, neighborhoods, schools, religious institutions, and business groups.

In 2025, MCPD staff participated in over 1,218 community events, demonstrating continuous engagement throughout the county. Activities included Hispanic Liaison Committee Resource Fairs, youth 3 on 3 basketball tournaments, COPE Trailer presentations, Narcan training events, neighborhood walk and talks, senior center visits, safety briefings, and participation in county festivals and cultural events.

School engagement is operationalized through the Community Engagement Officer (CEO) Program, which assigns specialized officers by school cluster (not permanently stationed in schools). CEOs respond to school service calls, prioritize de escalation and relationship building, and coordinate emergency preparedness and major event support. The CEO program is codified via a multi agency Memorandum of Understanding (MOU) with MCPS and partner agencies, ensuring roles, information sharing, and response protocols are clear. CEOs provide safety presentations, event coverage, and support student engagement while not participating in school discipline.

This combination of routine contact, programmatic outreach, and sustained partnerships embeds community policing into every facet of daily MCPD operations.

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

Response: MCPD's executive leadership underscores engagement as a strategic priority. In 2024, the County Executive and Council appointed Chief Marc R. Yamada, a former Community Engagement Division Director, reinforcing continuity in community first leadership. His 2024–2025 annual reports highlight investments in the Community Initiatives, the Real Time Information Center, and Drone as First Responder, as well as recruitment incentives tied to service quality, transparency, and education.

Budget decisions also reflect this emphasis. The FY25 approved operating budget and FY26 recommended budget both increase resources for transparency (digitization), recruitment (Cadet program), and tech platforms (FUSUS/DFR), signaling sustained policy level support for community policing outcomes. Executive leadership reinforces community policing through policy direction, resource allocation, and visible involvement in public engagement.

In 2025, leadership participated in outreach programs such as the Older Adult Safety Forum, attended community resource fairs, and supported youth based engagement including recreation partnerships and school programs. Leadership also strengthened educational pathways for officers by launching MCPD's partnership with University of Maryland Global Campus (UMGC), allowing officers to earn

college credit for academy instruction and prior learning—reinforcing professional development aligned with community policing principles.

The Chief's Office meets regularly with county advisory groups—including the Office of Human Rights, the Faith Community Advisory Council, and minority liaison committees—to ensure that strategies remain responsive to community needs. These engagements demonstrate that community policing is not just operational philosophy but an organizational priority supported at the highest levels.

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: MCPD provides recurring training at the Public Safety Training Academy (PSTA), including: Joint Crisis Intervention Team (CIT) MCPD/DHHS training for effective response to behavioral health calls; officers learn to identify crises and leverage co response and referral pathways, De escalation and communication modules including ICAT (Integrating Communications, Assessment, and Tactics), cultural competency and implicit bias instruction, Racial Equity and Social Justice, scenario based training emphasizing youth, behavioral health, and community interactions, restorative practices used in coordination with MCPS, leadership training for supervisors focused on community oriented supervision, and Cultural competency experiences and continued classroom instruction at the PSTA to reinforce respect, legitimacy, and accountability.

In 2025, MCPD expanded professional development through the UMGC partnership, enabling officers to earn college credit for academy training, supporting retention and strengthening community focused service skills. The Crisis Response & School Resources Division also train officers on managing bias related incidents, school based conflicts, victim support, and community specific sensitivities—especially relevant given the trends documented in the 2025 Bias Report.

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: MCPD identifies emerging issues using crime analysis, school reporting, calls for service, community meetings, and direct communication from residents and stakeholders. District commanders, the Crime Analysis Section, CEOs, and DCSOs monitor feedback and trends to coordinate targeted outreach and deploy resources effectively.

In 2025, MCPD recorded 332 bias incidents, including 163 school related and 169 community related cases. This reporting informed joint outreach with MCPS, reinforced restorative approaches for school based incidents, and guided safety briefings for faith institutions, minority communities, and neighborhood groups. Trend identification also guided MCPD's participation at community meetings, public safety days, and targeted educational events.

Trend communication occurs through: Public briefings and press releases, district level meetings and civic association updates, school based coordination through CEOs and MCPS, social media outreach via myMCP News channels, liaison committee meetings (Hispanic, African American, Asian, faith based, LGBTQIA+).

This multi channel approach ensures that residents receive timely, clear information and have multiple pathways to report concerns and participate in solutions.

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, citizens with disabilities, etc.

Response: MCPD maintains partnerships across the full spectrum of county populations:

Youth & Schools - CEO Program, partnerships with Montgomery County Recreation Department and schools for athletic events and other after school leadership and teambuilding programs like DARE, student leadership academies, Police Explorers, internships, the Cadet program, and L.E.A.P. programs.

Minority & Immigrant Communities - Hispanic Liaison Committee Resource Fairs, partnerships with African American, Asian, and multicultural committees and community groups

Faith Based Communities - Security assessments, CRASE Training (Civilian Response to Active Shooter Events), crisis response outreach, participation in multi faith forums

Health & Wellness - COPE Trailer opioid prevention education, Public Narcan training sessions, Keeping Seniors Safe (KSS), Older Adult Safety Forum, LGBTQIA+ community events such as the MoCo Pride Center and safety discussions.

These partnerships ensure equitable outreach and access to MCPD services across all demographics and geographies.

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

Response: MCPD evaluates effectiveness using:

-Engagement volume: 1,218 community events held in 2025

-Hate/Bias reporting volume and granularity via the County's portal/hotline and MCPD's annual/monthly reports indicate both incident trends and growing willingness to report—critical for early intervention and targeted outreach.

-Arrests and case closures tied to verified incidents

-Feedback from residents, schools, advisory groups, and community leaders

-Participation in prevention programs such as COPE Trailer events and senior safety forums

-Visible trust indicators, including increased reporting and more direct community contacts

-Budgeted expansions (Cadet program, FUSUS/DFR, digitization) and UMGC education pathways support recruitment/retention and professionalization—key inputs for community oriented outcomes measured in annual reports.

- CALEA Public Comment Portal - The portal is open year round for public comment on many topics including "engagement in the service community". CALEA shares this feedback with MCPD for consideration and improvement

- MCPD policies for revision are open for public comment prior to implementing changes.

These measures help MCPD understand where community concerns are rising, where interventions are working, and where additional outreach is necessary.

NOTE: Email Agency report and document(s) to: mpctcmandates.dpsc@maryland.gov