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: 10/29/2024

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Number of sworn members: 1205   Non-sworn members: 603

Jurisdictional Demographics: Population: 1,080,117

Square miles serviced by the agency: 491.25

White: 43%   Black: 21.8%   Hispanic: 19.8%   Asian: 14.4%

Native American: 0.30%   Hawaiian or Pacific Islander: 0.03%   More than one race: 0.67%

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 you 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) has robust approach to community engagement within our community. The department's Community Engagement Division (CED) is the central repository for coordination of community events throughout the jurisdiction. MCPD has six police districts. Each police district has a District Community Service Officer (DCSO). DCSOs are responsible for the local community engagement events in their respective districts. DCSO coordinate a myriad of localized events throughout the calendar year. The DCSO is also our faith and religious liaison in each district. As such, each DCSO educates community members on Civilian Response to Active Shooter Events (CRASE).

When events cross district lines or require more assistance, CED takes the lead to coordinate. CED also funds all community events in the county.

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

Response: CED was created by our current Chief, Marc Yamada more than decade ago. This division was developed to increase MCPD's presence in the community and foster more positive community relationships. Chief Yamada is steadfast in his direction when it comes to community engagement. He believes that community engagement is one of the most important things our police department should focus on. I also believe the same. I believe that more engagement between the police department and the community can only break down barriers and make this jurisdiction safer.

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 conducts training for team members in a variety of ways. For instance, the CED provides a two-hour block of training on community outreach to new police recruits in the police academy, starting their education in community policing from the beginning of their tenure with the department. Executive officers (the rank of lieutenant and above) and civilian directors and managers annually receive a block of instruction on current issues that affect community policing trends during executive in-service training.

The Public Service Training Academy (PSTA) offers the following training to police team members. These courses allow for optimum customer service and positive interactions with the community: 1) Leadership in Police Organizations (LPO). Supervisors augment community-related skills to their toolkits. 2) Crisis Intervention Training (CIT). Police recruits are taught to identify members of the public who may be in a medical or mental crisis. 3) De-escalation Training. Taught in recruit training and during yearly in-service training, department members discuss contemporary issues encountered by the law enforcement community. 4) Educate Beyond

the Classroom Police recruits attend local field trips to the United States Holocaust Memorial Museum and the National Museum of African American History and Culture during their training course. After each trip, community impact is discussed.

In 2021, the Montgomery County Council introduced the Community Informed Police Training Act, mandating the creation of an additional thirty-hour Racial Equality and Social Justice Program for new officers, existing officers, and Executive Officers.

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: CED seeks out input from community members as often as possible. Due to this positive, and on-going, relationship community and faith leaders are more comfortable reaching out than ever before. For example, in the winter of 2023, MCPD was plagued with a series of bomb threats. Most of these were targeted at our county schools. Yet, the suspects turned their attention on religious institutions. Due to our community engagement efforts, the local Mosques that were affected did not hesitate to contact MCPD to discuss these issues. The Mosque leaders were able to effectively communicate to their members how MCPD members would be entering their facilities. In the past, MCPD would have received the call, responded, and confusion would have resulted. Due to the positive engagement efforts, many fears were allayed and the threat was deemed non-credible.

CED is working with the Muslim community on many fronts. The main focus is engagement. MCPD is striving to educate members of the Muslim community that we are here to help. We will continue these efforts with religious leaders in this particular area. To date, MCPD has seen an uptick in calls-for-service from this community. I believe this is due to our positive community engagement efforts.

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: The MCPD Community Engagement Division (CED) was re-created in 2016 after a 7-year hiatus and the elimination of a more informal group, which included the Drug Abuse Resistance Education (DARE) and Police Athletic League (PAL) programs. CED is the central point of contact for community engagement and outreach for MCPD and facilitates the community outreach efforts done by every team member. CED works on long-term, collaborative solutions with residents, business owners, other government agencies, local organizations, schools, youth, community groups, minority groups, hospitals, the senior population, and faith institutions. New partnerships were established, creating updated opportunities to enhance communication and awareness, leading to a mutual understanding between police, the community, and effective service from MCPD. A description of some of our signature CED programs and responsibilities:

COMMUNITY ENGAGEMENT OFFICER (CEO) PROGRAM. CED manages the MCPD School Resource Officer (SRO) Program. In 2021, SROs were removed from public schools at the direction of the County Government. Since the 2018 Safe to Learn Act required adequate law enforcement coverage for all public schools, the former SRO program was modified and rebranded as the Community Engagement Officer (CEO) Program. With the newer program, specially trained CEOs were dedicated to responding to school-related service calls (SSCs) but were no longer assigned to work inside the schools. The CEO program remained an important nexus between the police department, the school system, and the community; interactions with students, teachers, parents, and administrators are vital to relationship-building. CEO s remain effective ambassadors, well-organized and well-trained officers who understand their mission is not to arrest their way through issues at their schools. CEOs use established relationships as a foundation for their work in the schools and with the students. Once the 26* CEOs were removed from the specific schools, they were grouped into Clusters and responsible for handling all SSCs within a geographical area. (*three officers belong to municipal agencies).

https://www.montgomerycountymd.gov/pol/Resources/Files/SRO/MCPD-SRO-FAQ.pdf

HATE CRIMES AND BIAS INCIDENTS. CED is responsible for the review of bias incidents and reported hate crimes on behalf of the MCPD. The focus is on establishing if there are trends, especially in schools and faith institutions, to assure adequate follow-up by investigative units,

if warranted, and to examine if there are other resources to which the victims and affected community can be referred. CED gathers information in a monthly report and confers with Maryland on Hate Bias reporting, and that information (redacted) can also be found in the public database, DataMontgomery. An annual report is also issued. CED also participates in the Montgomery County Committee Against Hate Violence (CAHV) under the direction of the Montgomery County Human Rights Commission.

COPE TRAILER. In conjunction with the Montgomery County Police Special Investigations Division (SID), CED has developed the Community Opioid Prevention Education (COPE) Trailer as an educational tool. The trailer is outfitted to look like a bedroom and bathroom in a home. A trained facilitator explains to community groups the areas in those rooms where drugs can be hidden and the appearance of drugs and paraphernalia. It is a very popular role in community education, especially when addressing opioid deaths, which are a priority. A variety of community stakeholders make requests for the COPE trailer. Graduates from the Hispanic Community Academy will be trained to offer the tour in Spanish. Community Members can request the trailer appear at their event via an online link. Active shooter incidents are of utmost importance. CRASE is one of CED's most requested training efforts. Among other department members, CED officers are trained in CRASE and respond to requests from government entities, private organizations, and faith-based communities. CRASE promotes a Run-Fight-Hide platform. The training is offered in person and virtually via Zoom.

LAW ENFORCEMENT & LEADERSHIP PROGRAM (LELP). The Law Enforcement & Leadership Program is another signature CED program. Through it, high school juniors and seniors spend two years learning law enforcement basics. The program is currently run out of the Edison Program at Wheaton High School and was expanded to Seneca Valley High School in 2020. The LELP helps with community outreach to our diverse populations, but it is also a recruiting method for the police department. In partnership with Montgomery College, many students in the LELP get early college credits by completing the program. These students can then continue their education at Montgomery College with a head start.

https://www.montgomeryschoolsmd.org/career-readiness/plans/law-enforcement.aspx

SUMMER RISE INTERNSHIP PROGRAM. The Summer Rise Internship Program is a partnership

between the MCPD and the Montgomery County Public Schools (MCPS). Rising High School juniors and seniors participate in career-based learning opportunities during the summer and engage in hands-on learning opportunities related to their field of interest.

https://www.montgomeryschoolsmd.org/departments/partnerships/summer-rise/

OTHER CURRENT COLLABORATIONS AND PARTNERSHIPS

The Street Outreach Network (SON) of Montgomery County Health and Human Services. SON serves the county's youth in the prevention of gang involvement. MCPD SRO, CSO, and CED officers partner with SON on much of their programming.

Montgomery County Office of Human Rights. The Office of Human Rights investigates incidents of hate/violence in the county, as reported to that office. CED is responsible for monitoring and reviewing reports of hate/violence and bias through police reporting. The Office of Human Rights and CED then work collaboratively to address these issues and provide support and resources for victims. CED officers are also members of the County's Committee Against Hate/Violence (CAHV).

Office of Community Partnerships (OCP): OCP aims to strengthen relationships between the Montgomery County government and the residents it serves, with a special focus on underserved and emerging communities, and works collaboratively with MCPD.

African, Latino, and Asian Affairs Advisory Groups. These are three of six Ethnic Advisory Groups (EAG) of the OCP. The CED works to create relationships with all the EAGs in the county. The

AAC brings the perspective of our diverse African population to relationship-building with the police.

The Faith Community Advisory Council (FCAC) and the Faith Community Working Group (FCWG). MCPD participates in a variety of events with the county's faith communities. The police department understands the value of having relationships built on embracing others' differences, including individual faith. MCPD collaborates with all faiths and is available for various opportunities, such as workshops, security assessments, and fellowship. CED also partners with FCWG to share the community engagement experience with delegations from different territories and countries, such as the Philippines, Africa, and Japan.

Police Advisory Commission (PAC): The PAC was created in 2019 by the Montgomery County Council as part of Bill 14-19 in response to the ongoing public dialogue around policing practices and to increase community involvement in matters of public safety. Comprised of thirteen voting members representing community organizations, nine are nominated by the County Council, and the County Executive nominates four. Two additional non-voting ex officio members are the Police Chief (or designee) and a Police Union representative. The Commission's mission is to advise the Council on policing matters and to recommend policies, programs, legislation, and regulations regarding policing.

Age-Friendly Montgomery (AFM): Comprised of public and private leaders, the group oversees plans to improve resources and services, focusing on our rapidly growing and diverse older population. AFM supports residents aging locally and contributes to a more inclusive community. Consisting of stakeholders from public safety, Health & Human Services, faith-based, and business organizations, the CED participates on the Senior Public Safety Committee and the planning of Senior Safety Forums.

Regional Service Centers (RSCs). There are five RSCs in Montgomery County. RSCs provide effective, timely liaison between Montgomery County, its residents, and businesses. RSCs work with individuals, community groups, regional Citizens' Advisory Boards, and other public agencies. RSCs identify, assess regional concerns, and recommend and implement solutions. RSCs are a great way for the community to determine the pressing police-related issues in a particular region. The CED attends regional meetings and community events. The CED provides support, subject matter assistance, and training.

Montgomery County Public Schools (MCPS). Besides managing the CEO program, CED provides training for MCPS staff, including the Safe-Plans curriculum from the Maryland Safe Schools Act. The Maryland Center for School Safety, Safe to Learn Act mandates that each school district develops a behavioral threat assessment (BTA) policy. CED has worked with MCPS to establish school-based BTAs, including the principal, school staff, mental health professionals, and SROs.

African-American, Latino, and *Asian-American Pacific-Islander Liaison Committees: The
The Chief's Office meets monthly with these committees to provide pertinent crime and safety
information and receive feedback, input, and suggestions. In response to anti-Asian sentiment,
the AAPI Liaison Committee was recreated in 2021.

The Latino Public Safety Workgroup (LPSWG). This workgroup is an umbrella group of representatives from Montgomery County that address concerns to our Latino population, including immigration and law enforcement relationships. CED meets with the workgroup monthly to address policing concerns.

Montgomery County Fire-Rescue (MCFR) Service. We have a historically effective partnership with MCFR (the unit formerly known as EEO and Diversity), as our missions and visions are parallel. We have mutual stakeholders, and the communities we serve are the same. Being in collaboration with MCFR is a force multiplier for both groups. One of our most popular joint

events is the Public Safety Day at the PSTA, where citizens and students can interact with police and MCFR personnel and learn about the work of public safety.

Positive Youth Development Initiative (PYDI). CED is committed to taking as much opportunity as possible to engage youth. PYDI is another multi-agency approach to addressing family concerns and youth and gang violence. CED serves with this important group as a representative of the Police Department.

Collaboration Council of Montgomery County for Children, Youth, and Families. CED represents the police department on the board of directors of the Collaboration Council to address pressing needs for our youth and families in Montgomery County.

The Montgomery County Family Justice Center (FJC). The FJC collaborates with public and private county agencies seeking to provide services to families impacted by domestic violence.

CED Expansion: The County Council approved the creation of a fifth bureau within the Police Department, known as the Community Resource Bureau (CRB). The CRB includes the CED, the Media Relations Section, the School Resource Officers (SROs), the Crisis Response and Support Section, which includes the Crisis Intervention Team (CIT), and the AIDDAD (Autism, Intellectual Developmental Disability, Alzheimer's, and Dementia) Outreach Unit. The goal is to make more efficient efforts in community policing. Increased CED staffing will allow DARE and PAL to be re-established and focus on additional initiatives, such as LGBTQIA (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual) concerns.

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

Response: MCPD measures effectiveness in our community engagement efforts in several manners. The first is the willingness for people to come forward with information about crime. Over the past several years we have seen an increase in our hotline tips that have lead directly to arrests. We believe that this increase is based on many factors, but a main factor is our community engagement efforts. Our residents understand more than ever that we are here to help.

Another method for capturing this information is by how many entities contact MCPD for information and/or presentations. As COVID ended, MCPD saw the online engagement efforts waning. Citizens wanted to meet us in-person and we obliged. Every week the DSCOs and others in our department are meeting with community organizations and religious groups to provide them information and answer their questions.

The final metric, is mostly subjective, but a metric none-the-less. The more engagement MCPD has done, the more empowered we are seeing our neighborhoods. Neighborhoods are banding together to take back their streets. Using a model from the Chicago Police Department, MCPD walks with community leaders through neighborhoods to show potential criminals that neighborhoods are alive, vibrant, and not there for the criminals taking. As we have developed these events we have seen decreases in crime in those affected areas.   These associations led to more reporting, more investigations, more arrests, and results in less criminal activity. An actively engaged community is a low-crime community.

NOTE: Email Agency report and document(s) to: *pctcmandates.dpscs@maryland.gov*