



**PRINCE GEORGE'S
COUNTY POLICE
DEPARTMENT
County Council Briefing
Chief Malik Aziz**

Staffing & Attrition Rates

- It has been a goal to reach an ideal Sworn strength of 1786. In 2013 staffing peaked at 1695 officers and has continued to decline since
 - Actual Strength as of October 1, 2021, is 1473
 - 29 of these positions are being held by 17 recruits, and 12 pre-hires and recycled recruits awaiting the next academy class scheduled for November 29, which will bring us to 1444 active officers
 - 313 Officers short
- As of October 1, 2021, our current authorized strength for Full-Time Civilian is 322
 - Actual Strength for Full Time Civilians is 241
- As of October 1, 2021, our current authorized strength for School Crossing Guards is 154
 - Actual Strength is 85

Staffing & Attrition Rates (Cont.)

- We have 17 Prince George’s County Police Recruits currently in the academy
- The sworn attrition rate is 8 officers per month. YTD 74 have left the department.
- By the end of FY21 approx. 20.5% of sworn personnel will be eligible to retire
- By the end of FY22 approx. 22.2% of sworn personnel will be eligible to retire
- **DROP Program**
 - 72 Officers will be exiting in 2023 at the completion of their three-year term
 - 40 Officers will be exiting in 2024 at the completion of their three-year term

Drop by Month and Year	Year		Grand Total
	2023	2024	
Jan		7	7
Feb		6	6
Mar	18	6	24
April	8	5	13
May	6	5	11
June	7	3	10
July	8	6	14
August	5	2	7
September	3		3
October	6		6
November	3		3
December	8		8
Grand Total	72	40	112

Officers can leave anytime during the three-year term but maybe this can be changed to a required time to stay or extend the terms.

As you can see the numbers above are very concerning. Currently, we have been utilizing overtime funds to supplement patrol service to continue to provide citizens with quality police services.

Recruiting

There has been a steady decrease in the number of applications received over the last 10 years

- 2012 - 7445
- 2013 - 5950
- 2014 - 5168
- 2015 - 3485
- 2016 - 2702
- 2017 - 2466
- 2018 - 2238
- 2019 - 1646
- 2020 - 1185
- 2021 - 849

Recruiting (Cont.)

Recruiting Efforts and Ideas

- We are currently evaluating our standards and physical agility requirements to ensure they are in line with current best practices
- We are exploring a new comprehensive hiring package, pending approval, with the potential for incentives
- Current pay rate: \$54,040 / proposed new pay rate: \$57,889
- Partnering with College and Universities by attending actual criminal justice classes and provide informational sessions. Targeting college seniors, to get them in the process while in school so they can be hired after graduation. From the graduation stage into the academy. Current partnerships established, or in the process of being established include the University of Maryland, University of Maryland Eastern Shore, Frostburg University, the University of Baltimore, Bowie State University, and the Prince George's County Community College
- Exploring partnerships with faith-based communities within the County to include, but not limited to the First Baptist Church of Glenarden, the City of Praise Family Ministries, and Ebenezer AME Church

Recruiting (cont.)

Recruiting Efforts and Ideas (cont.)

- A vast expansion of military installation job fair visitation and military outreach including at military bases within a 300 mile radius of Prince George's County
- Traditional magazine ads, billboards, and job fairs
- Recruiting unit will be cross-training all COPS officers from the county police department on recruiting so expand our recruiting footprint
- New partnerships to be formed with communities that employ seasonal police officers looking for full-time law enforcement employment
- Exploring new social media advertising campaigns including the potential for a new recruiting mobile website that applicants can access from their 'smart' devices
- Continued use of, and possible expansion of recruiting incentive. Since 2015, 105 County Employees have received the \$500 incentive

Police Reform Workgroup Recommendations

- On February 6, 2021, the County Executive adopted 46 of the 50 Police Reform Workgroup recommendations. Since that time, the Police department has been fully committed to the implementations of those recommendations.
- There were 5 core areas of concerns:
 - Community Engagement
 - Employee Recruitment and Retention
 - Financial Management
 - Independent Oversight, Compliance, and Integrity
 - Internal Policies and Regulations

Police Reform-Community Engagement

- All SRO's are equipped with body worn cameras
- Each COPS supervisor will monitor the SRO's in their Division
- COPS training in both AOT and BOT
- New recruits are required to engage in a community service project prior to graduation. "Before the Badge"
- Prior to being released from the FTO program officers must spend their first week in COPS unit at their District
- Community Service Division is now the Office of Community 1st under, the Office of the Chief
- Currently in the request to hire process for a new civilian manager for the Office of Community 1st
- Crime data is currently being reported on the County Website

Police Reform-Employee Recruitment & Retention

- Increased staffing in the Recruiting Unit
- Enhanced recruitment strategies
- Attended regional career day events
- We do not hire officers with a history of misconduct or disciplinary issues

Police Reform-Financial Management

- We do not have military equipment
- We collect, report, and study overtime data to determine opportunities for reducing costs

Police Reform-Independent Oversight, Compliance, and Integrity

- The Office of Integrity and Compliance was created
- The position of the Inspector General has been redefined, and currently reports to the DCAO for Public Safety
- New 21st Century Policing Division will lead our CALEA recertification process
- Currently in the hiring process for the Chief Equity & Inclusion Officer position

Police Reform-Internal Policies & Regulations

- New General Order revisions were made to prohibit officers from using race, ethnicity, or national origin to determine reasonable suspicion or probable cause.
- New general order that prohibits officers from ignoring or condoning biased policing.
- ABLE training was incorporated in both AOT and BOT, on track for all officers to be trained by the end of the calendar year.
- Business cards have been issued for officers to provide on routine traffic stops and during other interactions with community members.
- Stopped all references of “Paramilitary Organization” within PGPD

Accountability Act of 2021 Implementation Update

Legislation that went into effect October 1, 2021

SB600 – Maryland Police Accountability Act of 2021 – Surplus Military Equipment and Independent Investigative Unit within the Attorney General’s Office Effective October 1, 2021

Surplus Military Equipment

- A Law Enforcement Agency may not receive weaponized aircraft, drone or vehicles.
- A Law Enforcement Agency may not receive a destructive device, firearm silencer, or grenade launcher.
- (This is consistent with the current Federal Regulations and will not alter current practice in Maryland)

Accountability Act of 2021 Implementation Update (Cont.)

Independent Investigations Unit within the Attorney General's Office

All officer involved death's (and at their discretion serious injury cases) will be investigated by a new Independent Investigative Unit within the Attorney General's Office.

- A Law Enforcement Agency shall notify the Independent Investigative Unit within the Attorney General's Office, after an alleged or potential incident involving the death (or serious injury) of a person caused by a Police officer's action and/or inaction.
- The Law Enforcement Agency shall cooperate with Independent Investigative Unit within the Attorney General's Office, with any investigation of an incident involving the death (or serious injury) of a person caused by a Police officer.
- Within 15 days of completing an investigation, the Independent Investigative Unit within the Attorney General's Office shall transmit a confidential report to the SAO of the appropriate jurisdiction for prosecution.

Accountability Act of 2021 Implementation Update (Cont.)

SB178 – Maryland Police Accountability Act of 2021 – Search Warrants, Inspection of Records

Search Warrants

- No Knock Search Warrants may be submitted to a Judge but must have prior approval by the Police Supervisor and the State's Attorney.
- Must be reasonable suspicion that without authorization the life or safety of the executing Officer or another person may be endangered.
- The application for a No-Knock Search Warrant must explain why less invasive methods are not being utilized, why the SW can't be executed during daylight hours, a list of other occupants by age and gender, and if any individuals have cognitive or physical disabilities.
- A No Knock Search Warrant shall be executed between 8 am and 7 pm absent exigent circumstances.
- A Search and Seizure under the authority of a search warrant shall be made within 10 calendar days.
- While executing a search warrant a Police Officer must be recognizable in uniform with a badge, and tag bearing the name and ID # of the Police Officer.
- Body Worn Cameras are mandatory if the law enforcement agency requires BWC's.
- Unless executing a No-Knock Search Warrant, a Police Officer shall allow 20 Seconds for the occupant to respond and open the door.
- Prohibits Flash Bang or stun devices unless exigent circumstances exist.

Accountability Act of 2021 Implementation Update (Cont.)

Inspection of Investigative Personnel Records (Anton's Law)

Excludes various documents from being defined as “personnel records” and allows inspection of such records by various government entities (US Attorney, Attorney General, State Prosecutor)

- Records relating to an Administrative or Criminal Investigation of misconduct by a police officer, including an internal affairs investigatory record, a hearing record and records relating to a disciplinary decision, are not personnel records.
- A record of a technical infraction is a personnel record. (Non-public complaint, not a matter of public concern, and not related to the Officer's investigative, enforcement, training, supervision, or reporting)
- Some redaction requirements prior to the record being inspected/released.

Forensic Science Division

Challenges

- Staffing
- Physical space
- Increasing workloads
- Reduced Budget

Forensic Division (Cont.)

- Backlog numbers (as of October 1, 2021):
 - The backlog include cases that have been submitted for forensic analysis
 - The total DNA backlog includes approximately 2018 Sexual Assault Evidence Kits (SAEKs)
 - There are **many** additional tasks that fall to forensic labs in addition to forensic analysis, so it is not possible to dedicate 100% of work hours/resources to these cases
 - The Drug Analysis Laboratory backlog includes approximately 45% suspected marijuana/THC, approximately 17% suspected cocaine, approximately 2.5% suspected amphetamines, approximately 3% suspected heroin, approximately 8% suspected PCP, approximately 5% suspected prescription drugs, approximately 0.5% synthetic cannabinoids, and approximately 19% of other drugs or items.

Drug Analysis Laboratory	DNA Laboratory	Firearms Examination Unit	Latent Print Unit	FSD Total Backlog
10,930	2,042	129	3,593	16,694

Forensic Division (Cont.)

- The monthly casework submissions in each laboratory in addition to the other tasks completed by the labs (database maintenance, quality control checks, performance evaluations, etc) constitute the workload for each lab. To the right are averages of the monthly case submissions, case completions, and additions to the backlog for each laboratory in 2021 (through August 30, 2021).

	Drug Analysis Laboratory	DNA Laboratory	Firearms Examination Unit	Latent Print Unit	FSD Total
Average Monthly Submission	269	25	56	31	381
Average Monthly Completion	53	30*	46	14	144
Average Monthly Addition to Backlog	216	-7*	10	17	237

Forensic Division (Cont.)

- The backlogs will continue to increase over time unless resources are dedicated to meeting the incoming workload
- The DNA Laboratory's backlog has only decreased with extensive grant funds **dedicated solely** to reducing the backlog, specifically of untested SAEKs
- The continually increasing backlogs make it impossible for the laboratories to enhance their capabilities with new instrumentation or research as there is no time to complete these tasks
- The high demand for forensic analysis also makes it difficult to complete other necessary tasks (such as database maintenance, continuing education, quality assurance activities, procedure enhancement and review – at times, these tasks take priority and forensic casework must wait, making it difficult to meet court dates)

Forensic Division (Cont.)

Staffing

- Staffing has been an ongoing issue with extended vacancies that are difficult to fill. Frequent disruptions to staffing makes it very difficult to have continuity in workload and make the balance of forensic casework and other tasks even more critical. ALL cases completed by a forensic laboratory must undergo full **technical** review, so every case requires time and attention from a **minimum** of **two fully qualified** forensic scientists.
 - It is critical to fill ALL vacancies as soon as possible
 - Additional staffing beyond the current vacancies is needed to meet current workload
 - Training in all laboratories is extensive and a new forensic scientist can take up to 3 years to fully train; therefore, it is critical to retain currently trained scientists
 - There are currently 39 members of FSD which includes 4 TDY sworn personnel
 - Laboratory Managers are also full casework scientists
 - Specialized FSD staffing require yearly specialized training to maintain knowledge in scientific fields

	Drug Analysis Laboratory	DNA Laboratory	Firearms Examination Unit	Latent Print Unit	FSD Total
Full Casework Scientists	7	4	6	4	21
Casework Trainees	0	2	0	2	4
Evidence Management	3	1	3	2	9
Administrative	1	0	0	0	1
Vacancies	1	3	1	1	6

Forensic Division (Cont.)

Facilities

All laboratory facilities are now over 20 years old with minimal changes in that time. As desperately as additional staffing is needed, there is no physical lab space for additional personnel. This includes no physical space for most of the vacancies that currently exist.

- \$30 million is being spent to upgrade the Forensic facilities
- \$14 million has been allocated for this year

Increasing Workload

The case submissions for each laboratory have increased over the last several years (2020 being an exception). Increased case submissions have not been met with increased resources, straining the staff of FSD to meet the demands of the Police Department and State's Attorney's Office.

- The Firearms Examination Unit has had a yearly increase of approximately 20% over the last 3 years
- New legislation requires almost every SAEK to be tested by the DNA Laboratory
- One case for the PD/SAO could equal 4 cases for FSD

Body Worn Camera (BWC) Implementation Update

- 873 BWC's have been issued
- Currently there is no standing inventory to pull additional cameras
- All initial funding, contracts, staffing, equipment ordering, etc. has been the responsibility of OHS/PSC/MTC.
- OHS Responsibilities are for Storage & Maintenance
 - OHS has funding to purchase about 20 BWC's annually

Body Worn Camera's Currently deployed by Division

- Hyattsville Division I 136 BWC in Patrol/ CAT/ COPS
- Bowie Division II 113 BWC in Patrol/ CAT/ COPS
- Landover Division III 77 BWC in Patrol/ CAT/ COPS
- Oxon Hill Division IV 142 BWC in Patrol/ CAT/ COPS
- Clinton Division V 71 BWC in Patrol/ CAT/ COPS
- Beltsville Division VI 57 BWC in Patrol/ CAT/ COPS
- Ft. Washington Division VII 49 BWC in Patrol/ CAT/ COPS
- Westphalia Division VIII 77 BWC in Patrol/ CAT/ COPS
- Special Operations Division 115
- Special Investigations Division 18
- Training and Education Division 14 (student officers)
- Internal Affairs Division 2
- Office of the Chief 0
- Technology 2

Bureau of Patrol Overtime Budgets FY2021/2022

Bureau Special Crime Control OT: Cast/Fixed Post/Holiday
 Allotted \$3.6 million
 Current balance \$2,811,687.00

	<u>Starting Balance</u>	<u>Remaining Balance</u>
CAST Grant funded overtime	\$475,000	\$475,00 (New fiscal grant cycle)
Hyattsville Division I	\$385,000	\$222,412
Bowie Division II	\$180,000	\$146,666
Landover Division III	\$142,500	\$114,169
Oxon Hill Division IV	\$385,000	\$305,306
Clinton Division V	\$109,000	\$68,595
Beltsville Division VI	\$115,000	\$73,932
Ft Washington Division VII	\$80,000	\$49,248
Westphalia Division VIII	\$200,000	\$173,219
Eastern Avenue	\$282,000	\$144,369