



**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 January 1, 2022, is 1467
 - 33 of these positions are being held by 32 recruits, and 1 recycled recruit awaiting the next academy class scheduled for March 28, which will bring us to 1434 active officers
 - 319 Officers short
- As of January 1, 2022, our current authorized strength for Full-Time Civilian is 322
 - Actual Strength for Full Time Civilians is 233
- As of January 1, 2022, our current authorized strength for School Crossing Guards is 154
 - Actual Strength is 76

Staffing & Attrition Rates (Cont.)

- We have 32 Prince George's County Police Recruits currently in the academy
 - The sworn attrition rate is 8 officers per month. (2021) YTD 102 have left the department.
 - By the end of FY21 approx. 20.5% of sworn personnel were eligible to retire
 - By the end of FY22 approx. 17% of sworn personnel will be eligible to retire
 - By the end of FY23 approx. 19% of sworn personnel will be eligible to retire
- DROP Program
 - 71 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

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.

Drop by Month and Year	Year		Grand Total
	2023	2024	
Month			
January		7	7
February		6	6
March	18	6	24
April	8	5	13
May	6	5	11
June	7	3	10
July	8	5	13
August	4	2	6
September	3	1	4
October	6		6
November	3		3
December	8		8
Grand Total	71	40	111

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 - 1003
- 2022 - 24

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

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

In April of 2021 the Maryland Police Accountability Act passed. Listed below are several bills that will impact and/or mirror recommendations adopted by PRWG:

- **Five Bills**
 - **SB600** – Surplus Military Equipment and Investigation of Deaths Caused by Police Officers
 - **SB178** – Search Warrants and Inspection of Records Relating to Police Misconduct (Anton’s Law)
 - **SB71** – Body-Worn Cameras, Employee Programs, and Use of Force
 - **HB1248** – Data Collection and Reporting
 - ***HB670** - Police Discipline and Law Enforcement Programs and Procedures

I. 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

I. Police Reform-Community Engagement Cont..

- Mobile crisis teams will be civilian based with law enforcement support only as necessary. Teams will be dispatched through PSC.
- A third -party vendor will staff the mobile crisis team. Health Department is still trying to finalize a vendor.
- An independent consulting group has been secured to investigate the feasibility of a pilop to divert individuals from law enforcement to behavioral health responses as safe and appropriate.
- Community Crisis Services Inc operates a hotline with some warmline capacity. The new federally designated mental health line, 988, will go live in July 2022 and will utilize the call center from CCSI. .
- The Luminis facility won't be open until June or July. Please note that this will not be serving as the crisis center.

II. 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

Comprehensive Police Reform Legislation Maryland Police Accountability Act of 2021

HB670

- **Law Enforcement Programs**
- Two programs established by the Maryland Higher Education Commission –
 - Loan repayment program for current officers (\$1.5 million across the State)
 - Tuition assistance program for students “pursuing career in law enforcement with the intent to be a police officer after graduation or a current police officer attending an eligible institution” (\$8.5 million funding provided across the State)

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

HB670

- **Prior Marijuana Use as a Disqualifier for Police Service**
 - “Prior marijuana use is [**no longer**] a disqualifier for police certification as a police officer.”

(Reform Recommendation 3(a) – Repeal prior marijuana use as disqualifying factor in hiring)

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

HB670

- **Revoking Police Officer Certification Under Certain Circumstances**
 - The Maryland Police Training and Standards Commission (MPTSC) shall revoke the certification of a police officer who was
 - Convicted of a felony, perjury, or another misdemeanor relating to veracity; or
 - Previously fired or resigned while being investigated for serious misconduct or use of excessive force
 - MPTSC shall create a statewide database to track police officer decertification due to improper use of force
 - Police applicants must shall disclose prior police officer employment and authorize the prospective employer to obtain the officer's full personnel and disciplinary record
 - The prospective law enforcement agency must certify to MPTSC that it reviewed the applicant's disciplinary record prior to hiring

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

HB670

- **Altering Certification Requirements**
 - MPTSC shall certify a police officer who submits to a mental health screening *by a licensed mental health professional*
 - Further, as a condition of certification, a police officer *shall submit to a mental health assessment every two years* and a physical agility assessment annually to establish continuing fitness to carry out the officer's duties

(Reform Recommendation 5(a) – Evaluate mental health and well-being annually)

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

SB71

- **Employee Programs (Early Warning System; Employee Assistance)**
 - Each law enforcement agency shall establish a confidential and nonpunitive “*early intervention system*” to identify officers who are at risk of engaging in the use of excessive force ... to reduce the risk of the use of excessive force.”
 - Each law enforcement agency shall further provide:
 - All its officers with access to an employee assistance program (EAP) that includes “access to voluntary and confidential services to address the mental health issues of an officer stemming from personal and work-related concerns, ... financial [and] legal issues, ... family problems, and ... alcohol and substance abuse disorders”
 - *Voluntary* mental health consultation and counseling services to an officer if the officer is involved in an accident resulting in a fatality; and *mandatory* mental health consultation and voluntary counseling services if the officer is seriously injured during an incident, or is involved in an officer-involved shooting or any use of force incident resulting in a fatality or serious injury

(Reform Recommendations 2(c), 5(b) – Secure a New Mental Health Provider; Implement an Officer Wellness Program)

III. Police Reform-Financial Management

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

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

SB600

- **Surplus Military Equipment**

- A Law Enforcement Agency may not receive the following equipment from a *surplus program*:
 - A weaponized aircraft, drone, or vehicle
 - A destructive device
 - A firearm silencer
 - A grenade launcher

(NOTE: A surplus program is a program operated by the federal government for the transfer of surplus military equipment. Legislation does not deal with equipment already owned by police agencies; *however*, PGPD does not currently own any military equipment)

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

HB1248

- **Report on Monetary Payouts**
 - Each law enforcement agency shall report on each use of force incident involving a police officer that resulted in a monetary settlement or judgment against the agency
 - Information must include age, gender, ethnicity of each individual involved including the police officers, a description of the circumstances, date when the civil action was filed and resolved
 - Information is due annually on March 1, 2022

(Conduct Annual Audit of Payouts, Lawsuits, and Settlements Related to PGPD)

IV. Police Reform-Independent Oversight, Compliance, and Integrity

- The Inspector General/Director of the Office of Integrity and Compliance currently reports to the DCAO for Public Safety; in addition, the Office is in the process of hiring new staff to fulfill all responsibilities under the Reform Recommendations
- New 21st Century Policing Division will lead our CALEA recertification process
- The County has decided to expand the Chief Equity Officer Position for all of County Government rather than just the Police Department; it is in the hiring process for the position

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

SB600 (cont.)

- **Investigation of Deaths Caused by Police Officers**
 - Creates an Independent Investigative Unit Within the OAG
 - Investigates all alleged or potential police-involved deaths of civilians
 - Also may investigate any other crimes related to police misconduct that are discovered during a police-involved investigation
 - Each law enforcement agency must cooperate with the Independent Investigative Unit during its investigation
 - Within 15 days of completing the investigation, the Independent Investigative Unit must transmit a confidential report to the SAO of the appropriate jurisdiction for prosecution
 - Effective date is October 1, 2021

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

HB670

- **Establishment of a Police Accountability Board**
 - Each county shall have a *Police Accountability Board*. The Board
 - Shall hold quarterly meetings with heads of law enforcement agencies and otherwise work with law enforcement agencies and the county government to improve matters of policing
 - Receive complaints of police misconduct filed by members of the public
 - Appoint civilian members to charging committees and trial boards
 - Review outcomes of disciplinary matters considered by the charging committees
 - By December 31 annually, submit a report to the governing body of the County that
 - Identifies any trends in the disciplinary process of police officers in the county; and
 - Makes recommendations on policy changes that would improve police accountability
 - Is appointed by the County Executive with County Council confirmation

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

HB670

- Establishment of one Administrative Charging Committee
 - Authority of the *Administrative Charging Committee* includes reviewing the evidence and findings of a law enforcement agency's investigation regarding an officer's alleged misconduct and determining whether or not the officer will be administratively charged
 - Recommend discipline for the officer, consistent with a Uniform Disciplinary Matrix
 - Review body camera footage
 - Issue a written opinion that describes in detail the charging committee's findings, determinations and recommendations to the head of the agency, involved officer and complainant
 - *Duties of the PAB and ACC overlap with role of the CCOP*

(Reform Recommendation 2 – Establish a more robust CCOP)

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

HB670

- **Administrative Charging Committee** (cont.)
 - The five-person membership is comprised of the following:
 - The Chair of Police Accountability Board (or their designee)
 - Two civilian members appointed by the Police Accountability Board.
 - Two civilian members appointed by the Chief Executive Officer of the County

(Reform Recommendation 2 – Establish a more robust CCOP)

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

HB670

- **Administrative Hearing Boards**

- Each law enforcement agency in the County shall establish a trial board process to adjudicate matters for which a police officer is subject to discipline
- Small agencies may use the trial board process of another agency by mutual agreement
- A trial board shall be composed of –
 - An actively serving or retired administrative law judge, or a retired District or Circuit Court judge, appointed by the Chief Executive Officer of the County
 - A civilian who is not a member of the Administrative Charging Committee, appointed by the Police Accountability Board
 - A police officer of equal rank
- Trial board proceedings shall be open to the public except under certain circumstances

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

HB670

- **MPCTC to Establish a Uniform Disciplinary Matrix**
 - MPCTC shall develop a model uniform disciplinary matrix
 - Each law enforcement agency shall adopt the Uniform State Disciplinary Matrix
 - Disciplinary Matrix will include a written, consistent, progressive and transparent tool or rubric that provides ranges of disciplinary actions for different types of misconduct.

(Reform Recommendation 6 – Codify a New Disciplinary Matrix)

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

HB670

- **Victims' Rights Advocate**

- Each law enforcement agency must designate an employee as a Victims' Rights Advocate to act as the contact for the public within the agency on matters relating to police misconduct
- The Victims' Rights Advocate shall –
 - Explain the complaint process and notify complainants of case status
 - Explain any decision to terminate an investigation
 - Explain the decisions of Administrative Charging Committee and the Trial Board
 - Provide the complainant with an opportunity to review the officer's statement, if any, before the end of an investigation by the agency
 - Notify the complainant of the case at every stage; and
 - Provide a case summary to a complainant within thirty (30) days after final disposition of the case
- A law enforcement agency must also create a database that enables the complainant to enter the case number to follow the status of the case

V. 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 bystander 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

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

SB178

- **Search Warrants (No-knock Warrants)**
 - Absent exigent circumstances, no-knock search warrants must be executed between 8 a.m. and 7 p.m.
 - The application for the warrant must be signed by a police supervisor and the State's Attorney of the jurisdiction prior to being submitted to a judge for approval
 - Must exist reasonable suspicion that without a no-knock warrant, the life or safety of the executing officer or another person may be endangered (statute eliminates the justification that evidence could be destroyed or disposed of)
 - The application for a no-knock warrant must also explain
 - Why less invasive methods are not being utilized
 - Why the SW cannot be executed during daylight hours
 - And include, if known, a list of other occupants in the premises by age and gender, and an indication whether any individuals with cognitive or physical disabilities or any pets reside at the premises
 - Wearing body worn cameras while executing a warrant is mandatory in Prince George's County
 - Absent exigent circumstances, *prohibits flashbang, stun, or other similar militaristic devices*

(Reform Recommendation 3(a), (b) & 12 – Revise No-Knock Warrant Protocols and Process; Require Extensive Training for Use of Flashbangs)

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

SB178 (cont.)

- **Inspection of Records Related to Police Misconduct (Anton’s Law)**
 - Excludes various documents from being defined as “*personnel records*” and allows inspection of such records by various government entities, unless certain circumstances exist –
 - “A record 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, is *not a personnel record*...”
 - Previously, because records related to misconduct were deemed personnel records, they were not subject to disclosure
 - In addition, a custodian **MUST** allow inspection of a record described above by the:
 - United States Attorney
 - Attorney General
 - State Prosecutor
 - *State’s Attorney* for the jurisdiction relevant to the record

(Reform Recommendation 7 – Increase Access to Internal Affairs Documents with the SAO)

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

SB71

- Use of Force (Duty to Intervene; Documentation of UOF Incidents)
 - A *police officer shall*
 - Intervene to prevent or terminate the use of force by another police officer beyond what is authorized
 - Render basic first aid to a person injured as a result of police action and promptly request appropriate medical assistance
 - Fully document all use of force incidents that the officer observed or was involved in

(Reform Recommendation 11(a) – Establish a Duty to Intervene Policy)

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

SB71

- **Use of Force (Supervisor Presence & Review of UOF Incidents)**
 - A *police supervisor* shall
 - Respond to the scene of an incident in which a police officer used physical force and caused serious physical injury; and
 - Gather and review all known video recordings of a use of force incident
 - A law enforcement agency shall have a written de-escalation of force policy, and adopt a written policy requiring supervisory and command-level review of all use of force incidents

(Reform Recommendations 4(b) & 11(b), (c) – Require Submission of an Annual UOF Report; Require Supervisor Presence & Review of Uses of Force)

Comprehensive Police Reform Legislation

Maryland Police Accountability Act of 2021

SB71

- **Use of Force (UOF Standard Modified; Sanctity of Life Pledge)**
 - A police officer may not use force against a person unless under the totality of the circumstances, the force is *necessary and proportional* to
 - Prevent an imminent threat of physical injury to a person; OR
 - Effectuate a legitimate law enforcement objective
 - Each police officer must stop using force as soon as
 - The person on whom the force is used is under the officer's control, no longer poses an imminent threat of physical injury or death to the officer or another person, or the officer determines that force will no longer accomplish a legitimate law enforcement objective
 - Each police officer must sign a written sanctity of life pledge to respect every human life and act with compassion toward others

(Reform Recommendation 14(a) – Revise UOF Language in PGPD General Orders)