

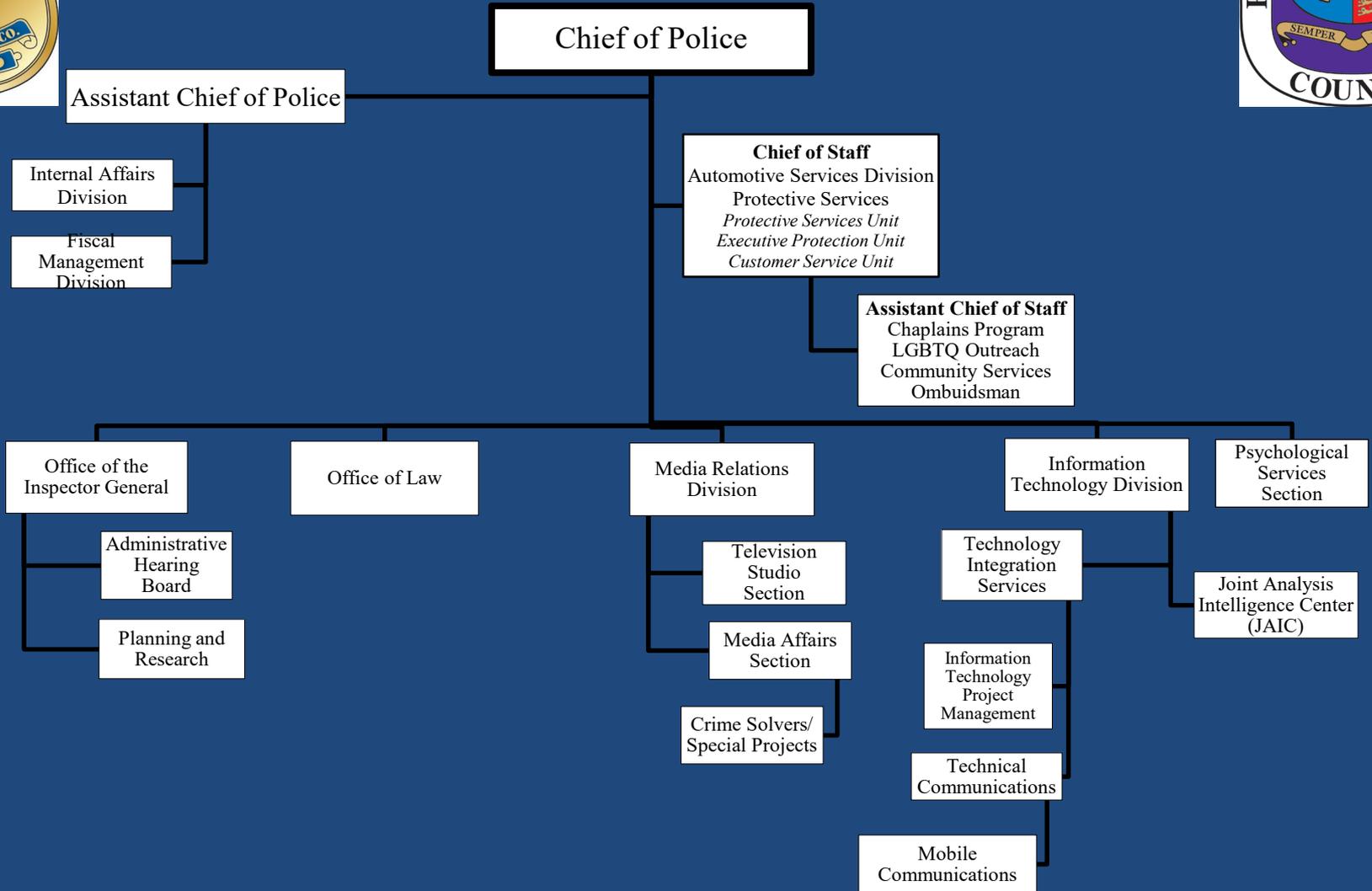


Prince George's County Police Department

Interim Chief
Hector Velez

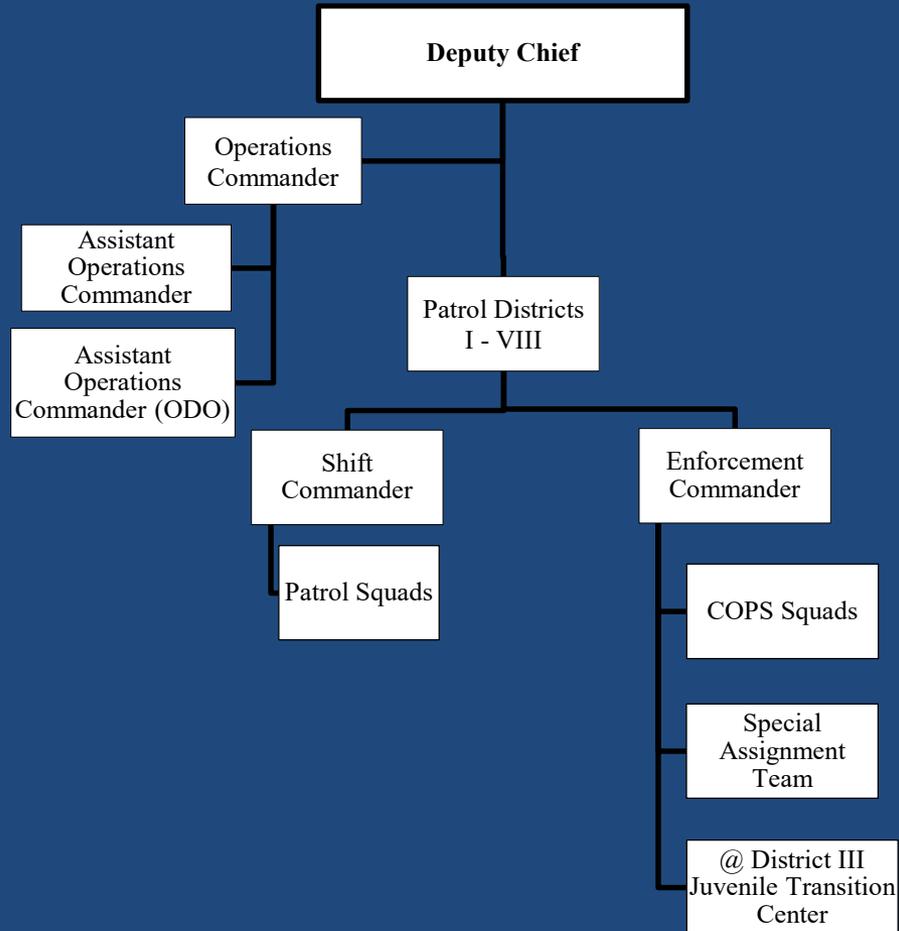


Office of the Chief



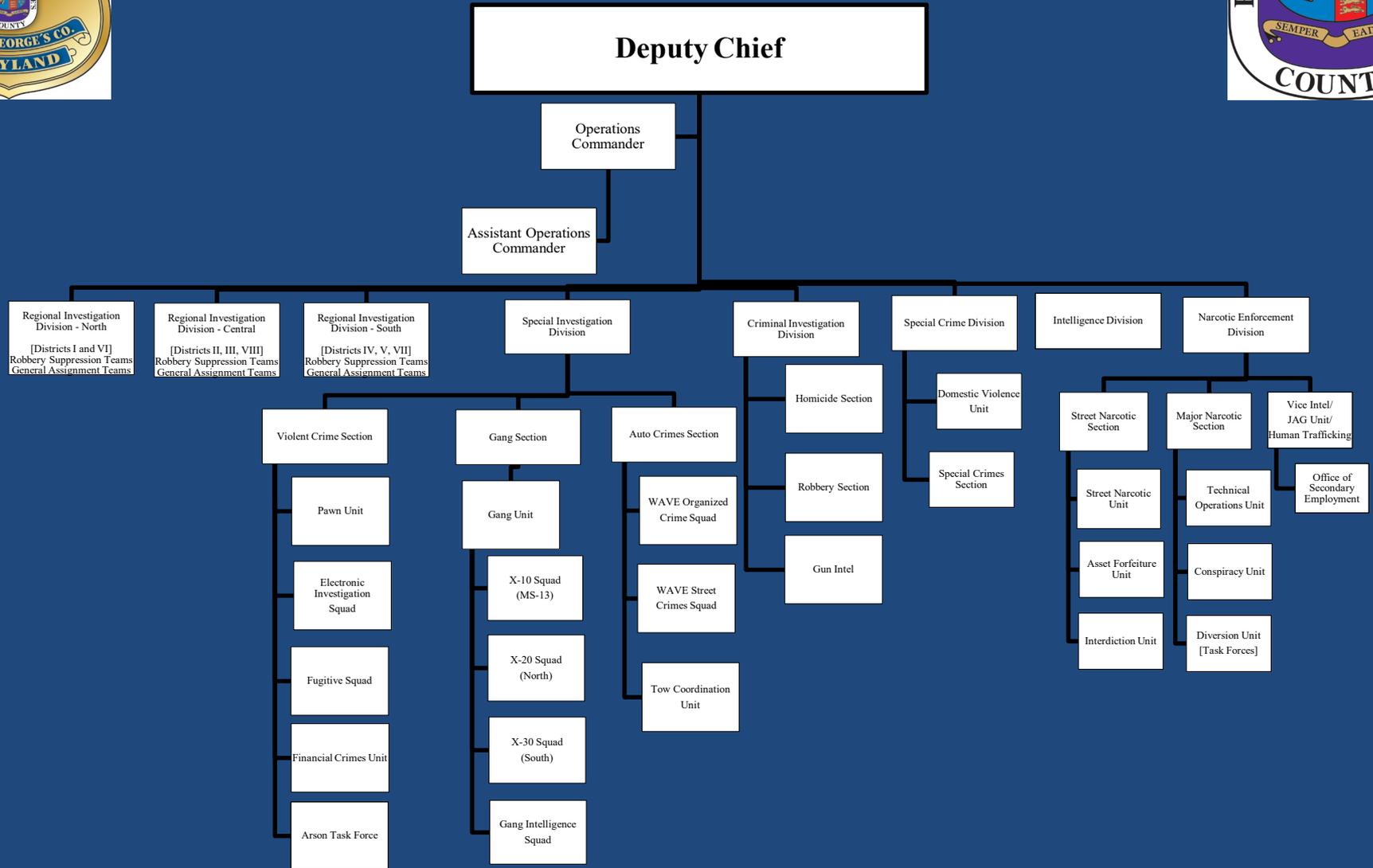


Bureau of Patrol



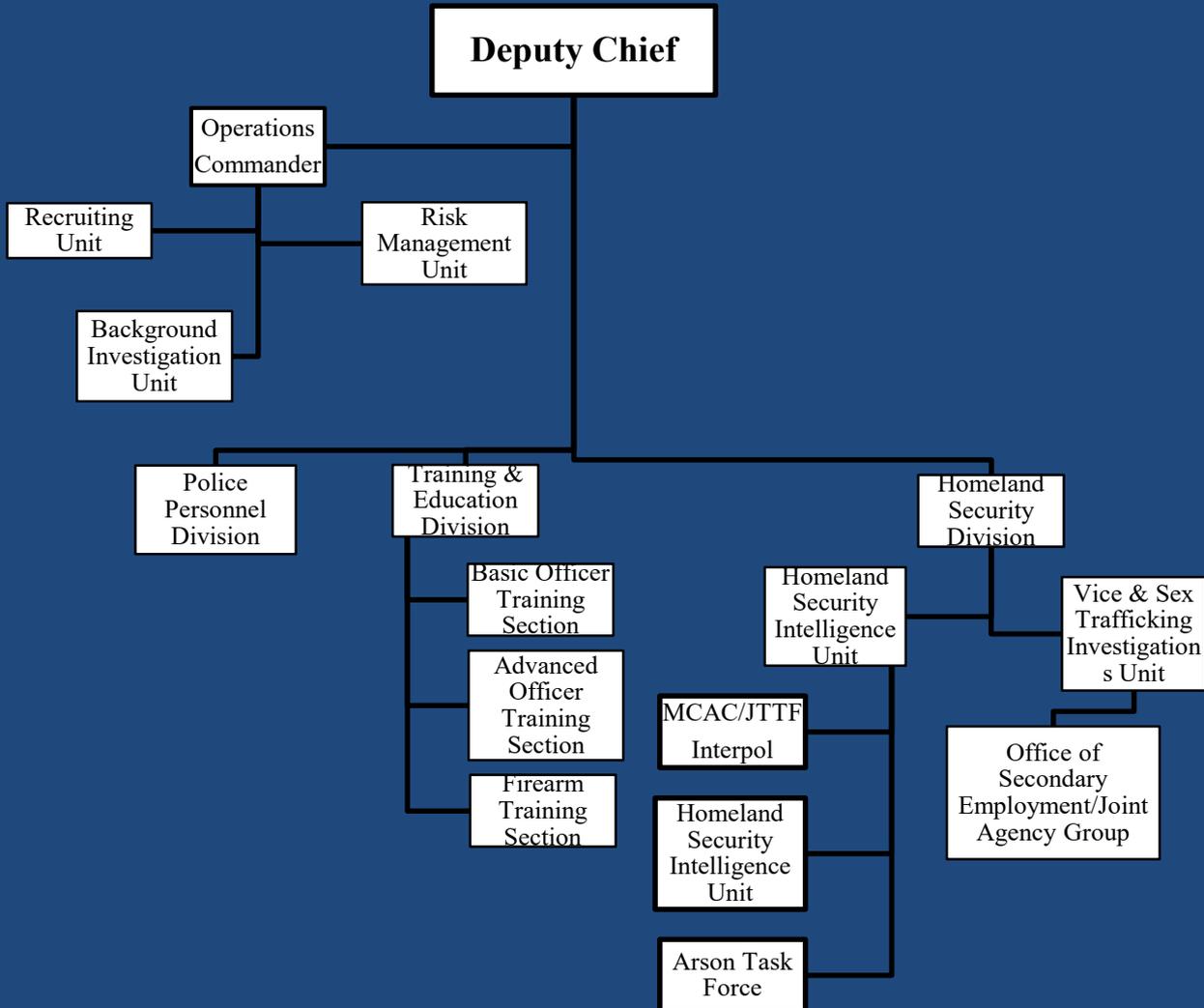


Bureau of Investigations



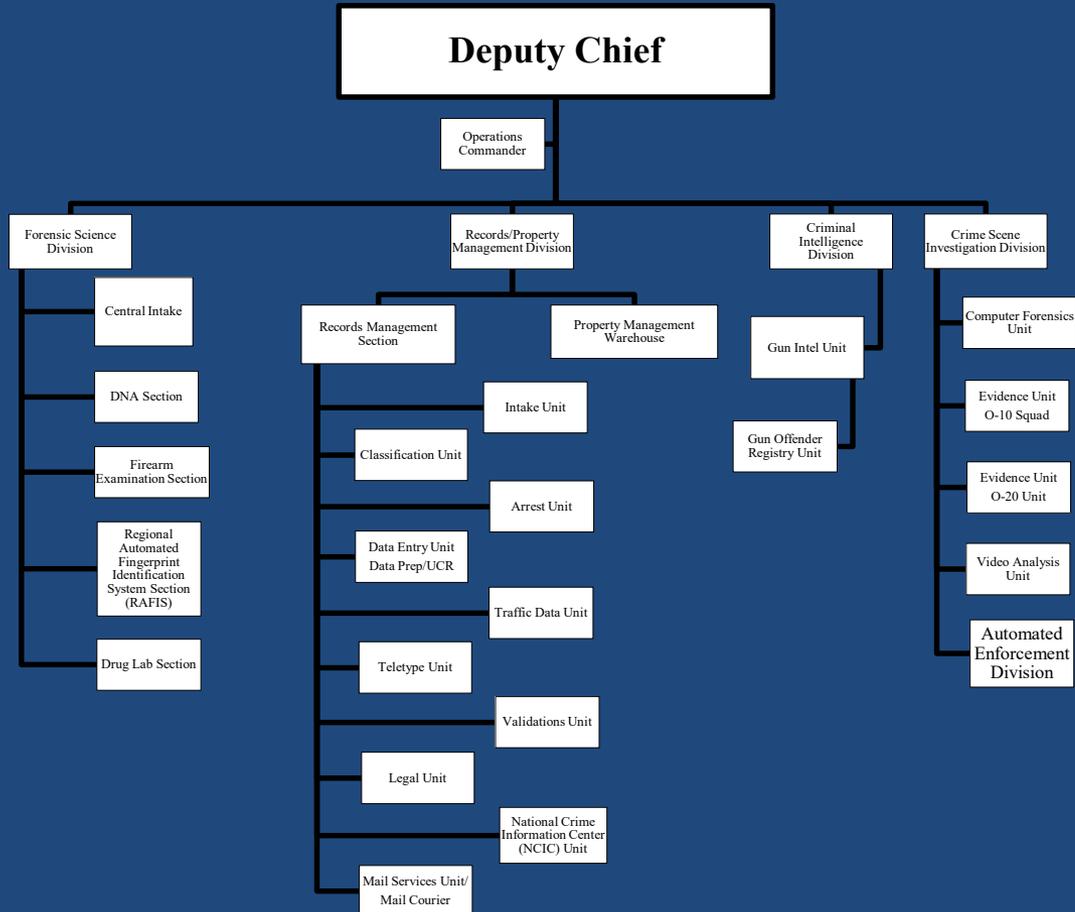


Bureau of Administration & Homeland Security





Bureau of Forensic Science & Intelligence



All Employees by Race/Gender

Total Employees	Employee Count		
Race/Gender	Civilian	Sworn	Grand Total
American Indian/Alaskan Native	1	2	3
Female	1	1	2
Male		1	1
Asian	10	57	67
Female	5	3	8
Male	5	54	59
Black/Not Hispanic origin	191	661	852
Female	152	132	284
Male	39	529	568
Hispanic	12	162	174
Female	7	20	27
Male	5	142	147
Native Hawaiian/Pacific Island		2	2
Male		2	2
White/Not Hispanic origin	112	653	765
Female	65	67	132
Male	47	586	633
Other		1	1
Male		1	1
Grand Total	326	1538	1864

Sworn Employees by Rank/Race/Gender

Employee Count	By Rank									
Race/Gender	Interim Chief of Police	Deputy Chief	Police Major	Police Captain	Police Lieutenant	Police Sergeant	Police Corporal	Police Officer First Class	Police Officer	Grand Total
American Indian/Alaskan Native						1	1			2
Female						1				1
Male							1			1
Asian			1		6	3	37	4	6	57
Female					1		1		1	3
Male			1		5	3	36	4	5	54
Black/Not Hispanic origin		2	9	6	25	84	369	81	85	661
Female			3	1	7	15	82	11	13	132
Male		2	6	5	18	69	287	70	72	529
Hispanic	1		2		5	11	92	16	35	162
Female					1	1	9	2	7	20
Male	1		2		4	10	83	14	28	142
Native Hawaiian/Pacific Island							2			2
Male							2			2
Other							1			1
Male							1			1
White/Not Hispanic origin		2	13	25	56	104	328	68	57	653
Female		1	2	5	3	11	35	5	5	67
Male		1	11	20	53	93	293	63	52	586
Grand Total	1	4	25	31	92	203	830	169	183	1538

Executive Command Staff by Rank/Race/Gender

Employee	Rank		
Race/Gender	Deputy Chief	Interim Chief of Police	Grand Total
Black/Not Hispanic origin	2		2
Male	2		2
Hispanic		1	1
Male		1	1
White/Not Hispanic origin	2		2
Female	1		1
Male	1		1
Grand Total	4	1	5

Police Majors by Rank/Race/Gender

Police Captains Rank/Race/Gender

Employee	Rank
Race/Gender	Police Major
Asian	1
Male	1
Black/Not Hispanic origin	9
Female	3
Male	6
Hispanic	2
Male	2
White/Not Hispanic origin	13
Female	2
Male	11
Grand Total	25

Employee	Rank
Race/Gender	Police Captain
Black/Not Hispanic origin	6
Female	1
Male	5
White/Not Hispanic origin	25
Female	5
Male	20
Grand Total	31

Police Lieutenants by Rank/Race/Gender Police Sergeants Rank/Race/Gender

Employee	Rank
Race/Gender	Police Lieutenant
Asian	6
Female	1
Male	5
Black/Not Hispanic origin	25
Female	7
Male	18
Hispanic	5
Female	1
Male	4
White/Not Hispanic origin	56
Female	3
Male	53
Grand Total	92

Employee	Rank
Race/Gender	Police Sergeant
American Indian/Alaskan Native	1
Female	1
Asian	3
Male	3
Black/Not Hispanic origin	84
Female	15
Male	69
Hispanic	11
Female	1
Male	10
White/Not Hispanic origin	104
Female	11
Male	93
Grand Total	203



COPS Officers



- PGPD currently has (64) COPS Officers
 - (30) Black Males
 - (12) Black Females
 - (14) White Males
 - (6) Hispanic Males
 - (2) Asian Males



Prince George's County Police Department Training & Education Division 2020



Deputy Chief Robert Harvin

Major William Alexander

Captain Kevin Tongue

Lt. Erica McCreary (BOT)

Lt. Lovita Bryant (AOT)

Mr. James Baden (Range)



Basic Officer Training



- Staff facilitates full training of basic recruits and occasional classes of experienced police officers
- Staffed to handle up to 3 classes at any given time
- Average basic class runs approximately 1350 hours, equivalent to roughly 9 months – Almost twice what MPCTC requires (750 hrs))
- Full training covers a broad spectrum of classes, some of which MPCTC mandates, and others which PGPD feels are necessary/appropriate



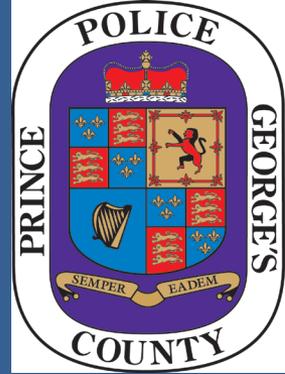
Basic Officer Training Hours Breakdown



- Orientation 39.5 hours
- Administration 122.5 hours
- Arrest, search, & seizure 120 hours
- Patrol procedures 645.5 hours
- Traffic 122 hours
- Criminal Investigation 46 hours
- Emergency med car/T.E.C.C./CPR 40 hours
- Firearms 116 hours
- Miscellaneous 101 hours
- **Total 1352.5 hours**



Notable Blocks of Instruction Basic Training



- Domestic Violence/Lethality Assessment
- Workplace Harassment Avoidance Training (WHAT)
- Equal Employment Opportunity (EEO)
- Emergency Commitments (EPS)
- Mental Health/Crisis Intervention
- Implicit Bias Training - Dr. Marsh
- Active Threat Training (Active shooter)
- Full day at National Museum of African American History & Culture



Notable Blocks of Instruction Basic Training



- Use of Force/Patrol Procedures with heavy emphasis on de-escalation using the ICAT model
- ICAT – Integrating Communications, Assessment, and Tactics – Developed by Police Executive Research Forum (PERF)
- ICAT teaches officers to use time, distance, and cover to limit force, and retain options to resolve conflict, particularly mental health crises



Notable Blocks of Instruction Basic Training



- Use of MILO (Interactive video scenarios) and live action role play scenarios to engage officers
- Most scenarios are designed to teach officers to resolve conflict without force, particularly deadly force
- Officers are evaluated specifically on their ability to de-escalate and resolve conflict using as little force as possible



Notable Blocks of Instruction Advanced Officer Training

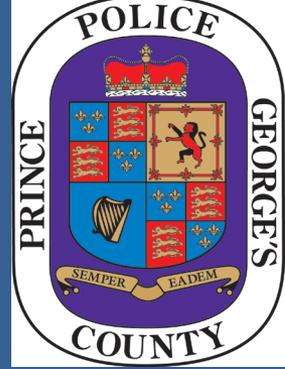


Recurring annual training on a variety of rotating topics, to include:

- Mental Health/Mental Illness/Dementia/Autism
- EEO – Equal Employment Opportunity
- Citizen Interactions/Courtesy
- LGBTQ- Lesbian, Gay, Bi-Sexual, Transgender and Queer
- Use of Force (ICAT)
- Arrive Alive – Officer safety while driving
- Implicit Bias – Dr. Marsh
- Biased Based Policing – Dr. Marsh/Mr. Turner



Notable Blocks of Instruction Advanced Officer Training



EPIC – Ethical Policing is Courageous

- Peer intervention program developed by the New Orleans Police Department
- Being in 2017 1st Sgt. Gleason began teaching all sworn officers EPIC training in annual in-service
- EPIC teaches officers to intervene if/when they see a fellow officer get emotionally involved and/or begin to escalate a situation
- This training has been incorporated into scenarios for both advanced and basic officers



Prince George's County Police Department

Recruiting



PGPD Recruiting



- Identify and Employ the best Candidates available.
- PGPD is committed to recruiting and selecting the most qualified applicants while maintaining a complement that is reflective of the community



PGPD Recruiting (cont'd)



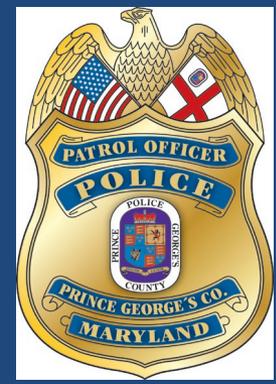
- All District COPS officers are provided with hiring materials *to hand out at community meetings, community centers etc.*
- Recruitment Flyers disseminated at all District Stations as well as the following:
 - Colleges and Universities
 - County High Schools
 - Military Institutions



PGPD Recruiting



- Souvenirs for use at Job Fairs and community events.
- Purchased 15 billboards through Clear Channel Advertising to be displayed in the DMV Areas Using PGPD message boards throughout the County to notify citizens that we are hiring
- All recruiting vehicles have been upgraded and wrapped with recruiting/hiring graphics.



Recruiting – Hiring Process



- APRT (Applicant Physical Requirement Test)
- Written Examination



Online Job Announcement



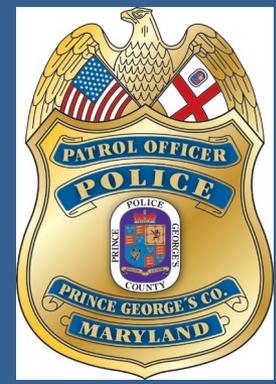
- An announcement is created by Police Personnel Division in NEOGOV
- This announcement is created at the end of June for the next fiscal year
- An applicant can access this announcement via www.pgpolice.org
- This step is self-initiated by the applicant on the aforementioned website
- An announcement stays open for the duration of the fiscal year
- Applications are completed online; to include all the eligibility questions and submit the applications



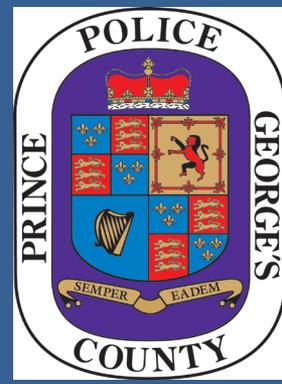
Application Evaluation



- Once application is submitted by the applicant, the application goes to the next step of Auto Scoring in NEOGOV
- This step is completed by Police Personnel Division
- Applications are checked for errors and compared against the set standards
- Applications which meet standards are sent an invite to schedule for the APRT (Applicant Physical Requirement Test)
- Duration: 1-2 Days



APRT (Applicant Physical Requirement Test)



- This test is scheduled by applicants via the invite email
- Approved applicants are sent weekly reminders to schedule
- Scheduled applicants are sent directions and location information
- Applicants are required to bring a completed waiver form signed by the applicant's personal care physician.
- Applicants are required to pass all three events. (1.5 Mile, Sit-Ups, Push-Ups)
- The results are good for one year
- APRT is given Tuesday and Thursday every week (COVID Schedule)
- Social Distancing guidelines are followed. 10 Applicants per session.
- Duration: 2 hours



Written Exams



- Written Exams are the next step after the APRT
- Applicants passing the APRT are given an opportunity to take the Written Exam on the same evening
- Applicants are also given the option to schedule it for another day
- This is a 100 questions exam. Applicants need a score of 70 to pass.
- The Written Exam score is good for one year
- Duration: 2 hours



Background Investigations



- Preliminary Review
- Initial Interview
- Polygraph and Psychological Examination
- Medical Examination
- Oral Board
- Ride Along
- Agency Checks, Criminal Checks, Credit Checks, Neighborhood Checks, Domestic Inquiries, Employment Verifications etc.



Preliminary Review



- This is the next step after passing written exam
- The applicant file is transferred to the custody of Background Investigations Unit
- The case manager then checks the file for accuracy
- NCIC and MVA checks are done by PSI
- The file is then assigned to the background investigator
- Duration: 1 week



Initial Interview



- Applicant will be scheduled for an initial interview by the assigned investigator
- Applicant is sent the information on date, time, documents to bring, location and dress attire information in an email
- Applicant is also sent a packet of forms as an attachment which the applicant is required to fill out and bring with them
- This interview is scheduled within 48 hours of the file assignment
- Polygraph and Psych exam appointments are made
- Duration: 2-3 hours



Polygraph and Psychological Exams



- These exams are scheduled after a successful initial interview
- These exams are scheduled by the investigator for the next available and open slot for these exams
- Each exam takes about 2 hours to complete
- Results are provided to the investigator
- Successful completion of these exams are required to move forward in the hiring process



Oral Board Interview and Ride Along



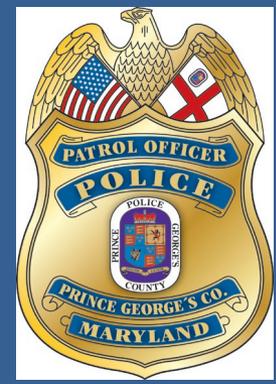
- Oral Board and Ride Along is scheduled for the applicant during the background process
- This process has been deferred to the end of the Background Investigations due to COVID 19 restrictions
- Oral Board is a panel of three officers of different ranks which conduct a face to face interview with the applicant. Duration: 30 minutes
- Ride along is an applicant riding with an officer for an entire shift at a District Line Station. Duration: 10 hours



Medical Examination



- Medical examination is scheduled by the investigator after the successful completion of Psychological and Polygraph Examination
- This is administered by Concentra
- The results are sent back to the Investigator
- Duration: 2-3 Hours



Case Review



- Once the applicant file is completed by the assigned investigator, the file is presented to the OIC of Background Investigation Unit for review.
- Once the OIC approves the file, the file is then presented to Commander of Background Investigation Unit for review.
- This process acts as a peer review before the file is provided to the Deputy Chief of BOAHS.
- Duration: 1 Week



Deputy Chief Review



- Once the file is approved by Commander of Background Investigation Unit, the file is presented to the Deputy Chief of BOAHS for review
- A Deputy Chief file review is scheduled where all the Deputy Chiefs or their Designees meet to review each file
- Once the file is approved by all the Deputy Chiefs, the file is marked approved for hire
- The file is then forwarded to Police Personnel Division for hiring process



Internal Affairs Division

Major James McCreary #2729



Complaint Process





Early Warning System



- The Early Warning System provides alert of a potential employee stress problem by means of monthly and quarterly reports. These reports are designed strictly to highlight tendencies that may otherwise be overlooked with regard to complaints or allegations and use of force incidents.



Early Warning System



- The monthly report lists officers who have been the subject of two or more complaints or use of force incidents and/or a combination of one complaint and one use of force incident during a 60-day period.
- The quarterly report lists both complaints and use of force incidents. It lists all officers who have been involved in two or more complaints and/or a combination of three or more complaints and use of force incidents in a three-month period.



Crime Statistical Data



Information Technology

Alan J. Lee

Chief Information Officer



Crime Statistical Data Calls for Service



- Calls for Service – PGPD only
 - CY2016 556,715
 - CY2017 594,328
 - CY2018 522,698
 - CY2019 530,393
- Partial year CFS
 - Jan 1 thru Jun 30, 2019 270,161
 - Jan 1 thru Jun 30, 2020 223,356



Crime Statistical Data Violent Crimes



- Violent crimes include homicide, forcible rape, robbery (commercial, residential, citizen), carjacking, and assault.

– CY2016 2,868 CY2017 2,700

– CY2018 2,390 CY2019 2,174

- Partial year

– Jan 1 thru Jun 30, 2019 1,040

– Jan 1 thru Jun 30, 2020 1,019



Crime Statistical Data Property Crimes



- Property crimes include burglary (commercial, residential, other), all thefts and stolen vehicles.
 - CY2016 14,707 CY2017 15,233
 - CY2018 13,706 CY2019 10,998
- Partial year
 - Jan 1 thru Jun 30, 2019 5,076
 - Jan 1 thru Jun 30, 2020 5,492



Crime Statistical Data

Arrests (per UCR)



	2020 6 mo	2019	2018	2017	2016
Murder/ Manslaughter	31	49	57	38	41
Negligent Manslaughter	0	1	0	0	1
Rape	18	35	65	21	23
Robbery	132	321	302	196	213
Aggravated Assault	141	292	288	307	357
Other Assaults	383	962	901	680	672
Burglary	74	90	183	283	205
Larceny/Theft	288	717	803	944	1,017
Motor Vehicle Theft	76	108	137	231	145
Arson	0	1	1	1	2
Curfew/Loiter Violation	3	2	10	5	10
Disorderly Conduct	315	664	627	590	487
Driving Under Influence	310	668	652	483	590
Drug Related	569	1142	1,257	1,478	1,311
Drunkenness	0	21	34	42	N/A
Embezzlement	5	15	5	0	18
Family/Child Offense	6	8	22	15	10
Forgery/Counterfeit	5	20	17	22	31
Fraud	16	45	50	44	78
Gambling	2	1	7	0	3
Human Trafficking/Sex Acts	0	5	3	4	N/A
Human Trafficking/Involuntary	1	1	2	1	N/A
Liquor Law Violations	3	31	69	85	288
Prostitution/Vice	60	231	161	253	109
Sex Offenses	13	83	85	52	18
Stolen Property	97	137	174	24	103
Vandalism	113	219	179	152	149
Weapons	349	550	488	523	436
Other Offenses	386	828	798	876	941



Body Worn Cameras



Information Technology

Alan J. Lee

Chief Information Officer



Body Worn Cameras & Videos



- Prior to March 2020 PGPD had deployed BWCs to 1 Patrol Squad in each of the 8 District stations, along with 2 of the Special Operations Division Traffic Enforcement Units.
- Panasonic Arbitrator was the selected vendor due to the PGPD's extensive use of their MVS.
- Total of 89 BWCs deployed at that time.



Body Worn Cameras & Videos



- In May 2020 PGSO “loaned” PGPD 100 additional BWCs to assist in deployment. A match number of BWCs will be returned to PGSO when large-scale procurement begins.
- Before those BWCs could be issued multiple tasks had to be accomplished, i.e. purchase of charging bays & mounting clips, coordinate refresh of devices with Panasonic.



Body Worn Cameras & Videos



- Backend storage for all videos is currently being upgraded from Unified Evidence Management Software (UEMS) to Unified Digital Evidence (UDE). UDE will allow for sharing of video links with access control.
- PGPD has uploaded approx. 18,000 videos since implementing UDE two months ago.
- UEMS & UDE contain approx. 1.55 million videos.



Body Worn Cameras & Videos



- OHS is responsible for managing the Panasonic contract, which includes purchasing all BWCs.
- It is anticipated that BWCs will begin arriving in the next few weeks & deployment will continue.
- Plan is to deploy BWCs to all Patrol officers and Special Operations, which will equate to approx. 900 BWCs in use.
- Timeframe for full deployment is by the end of the year.



United States Justice Department Investigation



Deputy Chief Jackie Rafterry

Major Steven Yuen

Planning and Research Division



Introduction



- In July 1999, the U.S. Department of Justice (DOJ) initiated an investigation of alleged misconduct by the Prince George's County Police Canine Section.
- The following year, in October 2000, DOJ initiated a broader investigation of an alleged pattern or practice of excessive force throughout the Police Department
- In January 2004, DOJ and the Police Department entered into a Memorandum of Agreement (MOA) surrounding the pattern and practice investigation. The MOA set forth a number of benchmarks the Department was required to meet for compliance.
- A third-party monitor was hired to oversee and ensure compliance with the MOA.
- Also in January 2004, through the U.S. District Court, the Police Department entered into a "Consent Decree" in response to DOJ's investigation of the Canine Unit.



Dual Department of Justice Investigations



These dual investigations conducted by DOJ included an examination of the following allegations:

- Constitutional rights violations
- Use of excessive force
- Failure to adequately train, supervise and monitor officers
- Failure to adequately investigate, review and evaluate use of force incidents
- Failure to adequately investigate alleged misconduct and impose discipline on those allegedly engaged in misconduct



Department of Justice Memorandum of Agreement



The MOA was a voluntary agreement in which DOJ did not actually make a finding of wrongdoing on the part of the Police Department. Its purpose was to promote police integrity and prevent conduct that deprived persons of rights, privileges, and immunities secured or protected by the Constitution and laws of the United States.

The agreement specifically addressed reformation of:

- Responding to incidents involving mentally ill persons
- Use of Force Policies, Evaluation, Documentation and Use of Force Review
- Training
- Investigation and Review of Misconduct Allegations
- Management and Supervision
- Monitoring, Reporting and Implementation



Department of Justice Consent Decree



Similarly, the Consent Decree was a mediation agreement between DOJ and the Police Department, which was facilitated through the Court. The decree was specifically designed to address the alleged pattern or practice of excessive force utilized by officers within the Department's Canine Section. Like the MOA, the decree did not include an admission of wrongdoing from the Department, nor a finding of wrongdoing by DOJ. It did, however, reflect the Department's commitment to ensuring constitutional policing and fair treatment of citizens.

The Consent Decree specifically addressed reformation of:

- Canine Section Policy and Procedures
- Accountability
- Review of Canine Deployments
- Training
- Management and Supervision
- Monitoring, Reporting and Implementation



Changes Made



As a result of these pacts with DOJ, with DOJ's guidance, Police Department developed and implemented new strategies, policies, procedures, and guidelines, many of which are still in place today and are continually examined to ensure best practices.

Some examples of changes that were made include:

- Enhancing the employee Early Identification System (EIS)
- Strengthening the partnership with the Mobile Crisis Team.
- Implementing mandatory officer training regarding handling incidents involving mentally ill persons.
- Requiring supervisory approval prior to officers conducting Emergency Petitions
- Enhancement of the Field Training Officer program and selection process
- Ensuring accessible ways in which to file a complaint against police practices



Changes Made (cont.)



- Revising/implementing myriad use of force policies and procedures, including
 - Institution of annual training regarding use of force policies and tactics, including implementation of the “use of force continuum” and de-escalation techniques
 - Creation a standard form and way in which to document use of force incidents
 - Explicitly prohibiting officers from using choke holds or similar carotid holds
 - Adding oversight to use of force reviews conducted by supervisors in order to ensure timely, thorough, and consistent investigations
 - Creation of a special board to review all critical firearm discharges
 - Revision of Canine Section policies and procedures
 - Revision of policy regarding the use of Oleoresin Capsicum (OC) spray
 - Creation of an Executive Review Panel to internally review serious use of force incidents and generate training topic and development of best practices therefrom



Termination of the Consent Decree



- The U.S. District Court for the District of Maryland found that Prince George's County and the Police Department had satisfied all of the prospective relief required by the Consent Decree to correct the alleged violations of federal rights by Prince George's County and the Police Department
- Based on this determination, the Court concluded that the County and Department had demonstrated, for a reasonable period of time, that compliance of the Consent Decree was made in good faith, past unlawful behavior had been eliminated to the extent practicable, and, therefore, the purpose of the Decree had been satisfied.
- By Court Order, termination of the Consent Decree took place on March 11, 2007.



Expiration of Memorandum of Agreement



- Similarly, in its January 15, 2009 final report, the Monitor asserted that the Police Department was in substantial compliance with the provisions of the MOA
- As a result of this substantial compliance and progress made by Police Department, the Department of Justice agreed and deemed it appropriate to close its investigation.
- Accordingly, the Memorandum of Agreement was allowed to expire on January 22, 2009.



Challenges and Successes



Challenges and Successes



Challenges:

- Hiring and retaining skilled civilian employees, particularly qualified skilled technical employees.
 - DNA/ Drug Analyst
 - Latent Print Examiners
 - Recruiting and Retention
 - Trying to hire officers that represent the racial makeup of Prince George's County



Challenges and Successes



Successes:

- The William French Smith Award for Outstanding contributions to cooperative Law Enforcement.
- The Forensic Science Division has maintained accreditation through the American National Standards Institute National Accreditation Board (ANAB) ISO/IEC 17025 standards, including AR3125. The Division has also maintained licensing through the Maryland Department of Health's Forensic Laboratory Advisory Committee (FLAC), and the DNA Laboratory has maintained accreditation from the FBI through the Quality Assurance Standards for Forensic DNA Testing Laboratories. This included a full on-site assessment which took place between September 24 and 27, 2019. Additionally, the Division has made significant progress on the new Forensic Science Division Laboratories, which will enter the last phase of design later this month.