

## Tracking Progress: Prince George's County Police Reform

On February 5, 2021, County Executive Angela Alsobrooks accepted 46 out of 50 recommendations of the Prince George's County Police Reform Work Group. Comprised of community advocates and public officials, the Work Group was tasked with providing a comprehensive operations and policy review of the Prince George's County Police Department to develop recommendations to help guide the County's police reform efforts. The Work Group's review included the full spectrum of law enforcement operations including hiring, training, and use of force policies.

The Work Group was established by Executive Order in July 2020 to ensure that the Prince George's County Police Department became a model for the nation. County Executive Alsobrooks adopted recommendations focusing on the areas below, and in just three months tremendous progress has been made to implement many of reforms. While the hard work of police reform continues, the County Executive is committed to providing the public with regular updates on the status of these reforms. Reforms are marked "complete" or "in progress." In some cases, "complete" reforms will require ongoing actions that PGPD has implemented. "In progress" reforms indicates that while some actions have been taken, the particular recommendation is not yet complete. PGPD has convened weekly coordination meetings to implement these reforms.

Community Engagement  
Employee (Law Enforcement Officer) Recruitment and Engagement  
Financial Management  
Independent Oversight, Compliance, and Integrity  
Internal Polices and Regulation

### COMMUNITY ENGAGEMENT RECOMMENDATIONS

#### #1: INVEST IN MENTAL HEALTH PROGRAMS AND RESTORATIVE APPROACHES TO STUDENT DISCIPLINE TO HELP DISMANTLE THE SCHOOL-TO-PRISON PIPELINE.

RECOMMENDATION	STATUS	ACTION TAKEN
<b>a. Realignment of PGCPS Security protocol.</b>	In Progress	PGCPS has begun the realignment process
<b>b. Restructure SROs and security personnel: PGPD and PGCPS should ensure all SROs supervisors routinely check-in with SROs (during school hours) and with PGCPS administration.</b>	Complete - Ongoing practice	Effective April 1, 2021, in line with school openings all SRO's uniform of the day will be the gray shirt, French blue uniform pants, and black tie. Follow up inspections will be conducted throughout the school year. All SROs have been issued Body Worn Cameras, and District COPS supervisors will monitor SROs in their District.
<b>c. Update school safety training requirements.</b>	Complete - Ongoing practice	Maryland Center for School Safety to continue providing SRO training to all SROs and supervisors.
<b>d. Establish school safety data metrics to eventually phase out security personnel.</b>	In Progress	

<b>e. Invest in prevention and intervention programming for students.</b>	In Progress	
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**#2: OVERHAUL THE COUNTY'S CRISIS RESPONSE SYSTEM TO INCLUDE MAPPING RESOURCES, TRAINING LAW ENFORCEMENT, SECURING A NEW (BEST) PROVIDER, STRUCTURING MOBILE CRISIS TEAMS, AND ESTABLISH A NEW INNOVATIVE CRISIS CENTER.**

<b>a. Map the crisis response system.</b>	In Progress	Best practices under review.
<b>b. Train law enforcement.</b>	In Progress	The Health Department and PGPD are currently working together to train all officers in the Mental Health First Aid 8 hour class. This undertaking will continue into FY22. Training for this began at the end of April 2021
<b>c. Secure a new (best) mental health provider.</b>	Complete	Community Crisis Services Inc. has been selected as the provider.
<b>d. Structuring mobile crisis teams: Determine the appropriate model that works best for the County.</b>	In Progress	The Berkeley Model has been selected as the model of choice.
<b>e. Create a "warm line" for mental health services.</b>	In Progress	Community Crisis Services Inc. operates a hotline with some warmline capacity. There will be some improvements with the movement towards the national 9-8-8 number in 2022.
<b>f. Establish and fund a mental health crisis facility.</b>	In Progress	Plan to establish next calendar year.

**#3: BOLSTER THE 9-1-1 CALL CENTER'S CAPABILITIES TO ENSURE IT ATTRACTS AND RETAINS THE STAFF NEEDED TO PROVIDE VITAL SERVICES.**

<b>a. Innovate the 9-1-1 Call Center.</b>	In Progress	PGPD will assist with a public service campaign by directing community members to appropriate, non-emergency services. PGPD COPS officers will provide information of various county resources during community meetings, Coffee-with-a-Cop Clubs, and Citizen Advisory Councils. PGPD currently has an automated information line (301-516-9777) to direct citizen to various PD Divisions based on area of concern.
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<p>Create and launch an online web-based program for community members to report lower-level, non-emergency requests for police services.</p>	<p>Complete</p>	<p>This on-line option allows citizens to submit dispatch requests for common non-emergency incidents requiring police response. More than 1,200 requests for service have been successfully processed with positive community feedback during the soft launch phase. This application will reduce processing time for non-emergency incidents and improve community services and satisfaction. <a href="http://911.mypgc.us/">http://911.mypgc.us/</a></p>
<p>Prince George's County should promote a public service campaign to direct community members to appropriate, non-emergency services</p>	<p>Estimated Completion August, 2021</p>	<p>PSC will update its website and initiate social media information to inform the community on emergency services request processes, to include standard 9-1-1 requests and text to 9-1-1 as well as the impact Next Generation 9-1-1 will have on services. PSC will also include information regarding non-emergency service request options, the online web-based non-emergency application, the non-emergency dispatch number, the centralized police information number and the importance of contacting public safety agencies directly for information. Additionally, PSC will work with the Police Department to have their websites contain this important information.</p>
<p>Plan and transition to Next Generation 9-1-1 Network and Related Core Services</p>	<p>Complete</p>	<p>Prince George's County successfully moved its 9-1-1 network from the antiquated, legacy analog-based E9-1-1 system to a new IP-based ESInet. After more than two years of preparation and planning, Prince George's County's 9-1-1 Center is the first in Maryland to move to a Next Generation 9-1-1 (NG911) network. The network is designed to provide interoperability, reliability, flexibility and redundancy. As we continue to move 9-1-1 service providers onto the new network, Prince George's County's 9-1-1 network will offer better location identification and better call routing for callers. Of primary importance and immediate benefit within Prince George's County, our NG911 system provides location-based routing to the appropriate PSAP.</p>
<p><b>b. Collect data.</b></p>	<p>In Progress</p>	<p>Work with the Police Department to move this important data collection process to a more formal collection process within the appropriate agency. Discussions are underway.</p>

c. Revitalize staffing.	Complete/In progress	Revitalized staffing with online entrance exams and virtual targeted selection interviews are completed. PSC is currently reviewing salary increases and bonuses, and transitioning to a 10-hour shift.
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**#4: EMPOWER AND CULTIVATE UNDERSERVED COMMUNITIES THROUGH THE EXPANSION OF COMMUNITY-ORIENTED POLICING SERVICES (COPS) TRAINING PRINCIPLES AND PRACTICES.**

a. PGPD's goal is to train all officers on COPS principles.	Complete - Ongoing practice	COPS training principles and best practices will continue to be taught to student officers entering the academy during Basic Training. Additional COPS training was incorporated in the 2021 In-Service curriculum which began on March 15, 2021. Best Practices will be researched yearly to stay current.
b. COPS officers will submit regular reports summarizing ongoing activities and community concerns in their designated areas.	Complete - Ongoing practice	Bureau of Patrol (BOP) will ensure COPS officer reports are now regularly incorporated into Roll Call.
c. New recruits to the Police Department will be required to engage in community service.	Complete - Ongoing practice	Beginning with Training Class 145 (graduated in July 2021) each class will come up with a community service project idea and PGPD will support with implementation.
d. After the Academy, as part of the FTO program, officers will be required to spend a week with the COPS Unit within their district.	Complete - Ongoing practice	Beginning with Training Class 144 (graduated in March 2021) each class will spend their first week with the COPS Unit in their District after completion of their 60-day FTO program.

**#5: BUILD OUT THE POLICE DEPARTMENT'S COMMUNITY SERVICES DIVISION AND HIRE A CIVILIAN COMMUNITY SERVICES DIRECTOR TO OVERSEE THE DEPARTMENT'S COMMUNITY ENGAGEMENT.**

a. Hire a civilian community services director to oversee the Department's community engagement.	In Progress	
b. Civilians will fill the front facing roles that engage with the community.	In Progress	
c. The Community Services Division will be moved from under the Bureau of Patrol to the Office of the Chief.	In Progress	
d. The Community Services Division will be moved to the Police Department's Barlowe Road facility to allow for hosting larger community events.	In Progress	

e. The Community Services Division will leverage existing programs such as PAL, Explorers, and the Cadets.	In Progress	Community Services Division (CSD) will continue to engage in existing programs, and address specific community needs as the Division expands.
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#6: LEVERAGE EXISTING YOUTH PROGRAMS SPONSORED BY THE PGPD AND OTHER ORGANIZATIONS AND COLLABORATE WITH PARTNERS TO PROMOTE QUALITY INTERACTIONS BETWEEN COUNTY YOUTH AND PGPD.		
a. Navigate internal and external partnerships.	Complete - Ongoing Practice	CSD will continue to evaluate potential partnerships with external organizations, such as PALS, Badges for Baseball, Explorers, Cadets, and School Safety Patrol Program.
b. Convene a youth group roundtable.	In Progress	Establish a High School Citizens Advisory Council (CAC) by Fall 2021.
c. Leverage existing youth programs with a special focus on high crime and low-income areas.	Complete - Ongoing Practice	CSD will continue to engage in existing programs, and address specific community needs as the Division expands.

#7: EMPOWER THE COMMUNITY THROUGH INFORMATION BY DEVELOPING MEASURES TO DETERMINE AN EFFECTIVE POLICE DEPARTMENT BE PUBLISHED ANNUALLY ON THE PGPD WEBSITE AND EVALUATED BY AN INDEPENDENT, THIRD PARTY TO ENSURE ACCURACY.		
a. Establish a two to three-year strategic plan.	In Progress	
b. Report crime data. Neighborhood crime data categorized by violent/nonviolent within a neighborhood, city, and district. Crime Analysis and statistics.	Complete - Ongoing Practice	As of April 1, 2021, data available on county website. In conjunction with data being available on <a href="https://www.princegeorgescountymd.gov/2333/Crime-Information">https://www.princegeorgescountymd.gov/2333/Crime-Information</a> , additional information is also now available on <a href="https://data.princegeorgescountymd.gov/">https://data.princegeorgescountymd.gov/</a> .
c. Document transparency data.	In Progress	
d. Post comparative data.	In Progress	
e. Define and disseminate metrics.	In Progress	

f. Direct resources accordingly.	Complete - Ongoing Practice	Effective March 1, 2021, Daily Trends Report (DTR) utilized for data driven policing. DTR provides a detailed analysis of crime tracked at the Police Sector level over the last 7 days, last 30 days and previous 30 days and is utilized by Commanders to deploy officers.
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**EMPLOYEE RECRUITMENT AND RETENTION RECOMMENDATIONS**

**#1: RECRUIT QUALIFIED DIVERSE INDIVIDUALS.**

a. Hire a consultant.	Complete	
b. Create a PGPD and Office of Human Resources Management (OHRM) recruitment partnership.	Complete - Ongoing Practice	Partnership created between PGPD and OHRM Talent Acquisition team. Follow up meetings every 3 weeks.
c. Enhance recruitment strategies.	In Progress	Recruiting Unit researching best practices across the country. Billboard Advertisements and participated in the handshake networking website.
d. Conduct community and career information sessions.	In Progress	Planning virtual career information sessions with PGPD and OHRM. Community information session will be held to solicit feedback and recruiting strategies recommendation from community members who are currently in the Citizen's Police Academy and will continue to do so as an ongoing practice.
e. Attend regional career day events.	In Progress	Recruiting Unit has attended numerous Virtual Job Fairs in Philadelphia, New York and Baltimore.
f. Formalize community partnerships.	In Progress	PGPD executive command staff will continue to build partnerships with various organizations to better police-community relations.
g. Develop targeted branding campaigns.	In Progress	Will be developed by PGPD and OHRM Talent Acquisition team partnership.
h. Establish recruitment incentives for County residency.	In Progress	Exploratory process
i. Provide free tuition for County residency.	In Progress	Exploratory process

**#2: CREATE AN INCENTIVE FOR CURRENT OFFICERS TO LIVE IN THE COUNTY.**

<b>a. Research and establish incentives for County residency among officers.</b>	In Progress	Exploratory process
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**#3: ESTABLISH A FAIR, BALANCED, AND ROBUST HIRING PROCESS.**

<b>a. Revise the hiring process.</b>	In Progress	Under review by PGPD and OHRM Talent Acquisition team partnership.
<b>b. Do not hire officers with a history of misconduct or disciplinary issues.</b>	Complete - Ongoing	Department practice is not to hire candidates with a history of misconduct/disciplinary issues.

**#4: PROVIDE INNOVATIVE, CONSISTENT, AND COMPREHENSIVE TRAINING FOR ALL PGPD STAFF.**

<b>a. Formalize the review of training policies, procedures and requirements annually.</b>	In Progress	Reviewed annually. Will also take into consideration legislation passed by the Maryland General Assembly in 2021 session.
<b>b. Establish required annual training topics.</b>	Complete - Ongoing Practice	Maryland Police Correctional Training Commission provides all of our State required training topics.
<b>c. Implement community driven training.</b>	Complete - Ongoing Practice	COPS training principles are currently taught to student officers entering the academy during Basic Training. Additional COPS training was incorporated in the 2021 In-Service curriculum that began March 15, 2021. This will be an ongoing practice and PGPD will review other areas within its training curriculum where this can be implemented.
<b>d. Promote supervisory leadership training.</b>	In Progress	Current leadership training under review.
<b>e. Incorporate updated or new legislation into mandated training.</b>	In Progress	

**#5: ENSURE THE MENTAL AND PHYSICAL WELL-BEING OF OFFICERS.**

<b>a. Evaluate mental health and well-being annually.</b>	In Progress	
<b>b. Implement an officer wellness program.</b>	In Progress	
<b>c. Emphasize the mental health of officers.</b>	In Progress	

**#6: PROVIDE CONTINUING EDUCATION OPPORTUNITIES FOR ALL PGPD EMPLOYEES.**

<b>a. Promote financial assistance for continuing education.</b>	In Progress	
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**FINANCIAL MANAGEMENT RECOMMENDATIONS**

**#1: DEDICATE PGPD REVENUE TO HEALTH AND HUMAN SERVICES NEEDS.**

<b>a. Establish a plan.</b>	In Progress	
<b>b. Develop a memorandum of understanding (MOU).</b>	In Progress	

**#2: ELIMINATE ALL MILITARY EQUIPMENT FROM PGPD.**

<b>Eliminate military equipment.</b>	<b>Complete</b>	PGPD does not have military equipment.
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**#3: OVERTIME DATA WILL BE COLLECTED, REPORTED, AND STUDIED TO DETERMINE OPPORTUNITIES FOR REDUCING COSTS.**

<b>Collect, report, and study overtime data to determine opportunities for reducing costs.</b>	<b>Complete - Ongoing Practice</b>	Executive Command staff receives weekly Overtime data, and meets quarterly with the Comptroller to evaluate and discuss OT usage and processes.
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**#4: PRIORITIZE FILLING CURRENT AND/OR VACANT CIVILIAN ROLES WITH CIVILIANS, AND RE-ASSIGN SWORN OFFICERS FROM CIVILIAN POSITIONS.**

<b>a. Secure civilian positions.</b>	<b>Complete</b>	<b>Eight general clerk positions budgeted for FY22</b>
<b>b. Revise hiring protocols to prioritize civilians.</b>	In Progress	

**#5: CONDUCT AN ANNUAL FINANCIAL AUDIT OF ALL PAYOUTS, LAWSUITS, SETTLEMENTS, AND FINES RELATED TO PGPD.**

<b>Conduct an annual financial audit of all payouts, lawsuits, settlements and fines related to PGPD.</b>	In Progress	
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**#6: REIMAGINE PGPD'S BUDGET TO EFFECTIVELY DELIVER PROGRESSIVE PUBLIC SAFETY REFORMS.**

<b>a. Review the cost of policing in Prince George's County.</b>	Complete - Ongoing practice	
<b>b. Make changes based on the review.</b>	In Progress	

**#7: IMPROVE ACCESSIBILITY TO THE BUDGET PROCESS, COLLECTIVE BARGAINING AGREEMENT DOCUMENTS, AND ARBITRATION HEARING RECORDS. (CEX/OOL)**

<b>Improve accessibility to the budget process, collective bargaining agreement documents, and arbitration hearing records.</b>	In Progress	
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**#8: INCREASE FUNDING FOR THE DIVERSION EXPANSION PROGRAMS THROUGH A COLLABORATION WITH PGPD AND THE PRINCE GEORGE'S COUNTY STATE'S ATTORNEY OFFICE (SAO). (OMITTED)**

**#9: EXPLORE THIRD PARTY LIABILITY COVERAGE OPPORTUNITIES FOR PGPD.**

<b>a. Explore external liability insurance.</b>	In Progress	
<b>b. Review and revise settlement processes.</b>	In Progress	
<b>c. Consider supplemental individual coverage.</b>	In Progress	

**#10: EXPLORE AND ADOPT A NEW AUTOMATED OPERATIONS SYSTEM.**

<b>a. Reduce overtime through automation.</b>	In Progress	System processes are continually evaluated to determine if new technologies can assist in automation.
<b>b. Research processes for potential automation.</b>	In Progress	Currently evaluating build out of IAPro Software, which will allow the integration of data from the RMS and Kronos.

**#11: REVIEW THE CURRENT FUNDING ALLOCATION FOR SPECIALTY UNITS. (OMITTED)**

**INDEPENDENT OVERSIGHT, COMPLIANCE, AND INTEGRITY**

**#1: ESTABLISH THE OFFICE OF INTEGRITY AND COMPLIANCE WHERE THE INSPECTOR GENERAL WILL SERVE AS THE DIRECTOR; A RACE & GENDER EQUITY DIRECTOR SHOULD ALSO BE HIRED.**

<b>a. Create the Office of Integrity and Compliance.</b>	In Progress	
<b>b. Redefine the position of the Inspector General.</b>	In Progress	
<b>c. Hire a Race &amp; Gender Equity Director.</b>	In Progress	Funding allocated in the FY22 Budget
<b>d. Provide adequate staffing.</b>	In Progress	

**#2: ESTABLISH A MORE ROBUST AND EQUITABLE CITIZEN COMPLAINT OVERSIGHT PANEL (CCOP).**

<b>a. Amend County code.</b>	In Progress	
<b>b. Bolster CCOP membership, staff, and budget.</b>	In Progress	Under review due to new state legislation
<b>c. Require the Chief of Police to give equal weight to reports.</b>	In Progress	
<b>d. Create an appeal process.</b>	In Progress	
<b>e. Allow CCOP investigation authority.</b>	Complete - Ongoing Practice	CCOP currently has subpoena and investigative power.
<b>f. Provide automatic notification.</b>	Complete - Ongoing Practice	Internal Affairs Division notifies CCOP within 24 hours of all new cases.
<b>g. Expand the data capacity.</b>	In Progress	CCOP continuing to explore data capacity options.

**#3: SUPPORT THE REPEAL OF THE LAW ENFORCEMENT OFFICERS' BILL OF RIGHTS (LEOBR) IN THE GENERAL ASSEMBLY SESSION FOR 2021.**

<b>Support Repeal of LEOBR in General Assembly</b>	Complete	County Executive supported repeal
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<b>#4: MODIFY CERTAIN SECTIONS OF THE LAW ENFORCEMENT OFFICERS' BILL OF RIGHTS (LEOBR), IF REPEAL OF THE LEOBR IS NOT MADE POSSIBLE BY THE MARYLAND GENERAL ASSEMBLY.</b>		
<b>a. Increase time to file a complaint.</b>	In Progress	Under review due to repeal of LEOBR
<b>b. Change investigation timeline.</b>	In Progress	Under review due to repeal of LEOBR
<b>c. Conduct concurrent investigations.</b>	In Progress	Under review due to repeal of LEOBR
<b>d. Eliminate time gaps.</b>	In Progress	Under review due to repeal of LEOBR

<b>#5: CHANGE THE ADMINISTRATIVE HEARING BOARD (AHB) PROCESS IN THE LAW ENFORCEMENT OFFICERS BILL OF RIGHTS (LEOBR), IF REPEAL OF THE LEOBR IS NOT MADE POSSIBLE BY THE MARYLAND GENERAL ASSEMBLY.</b>		
<b>a. Enhance the role of the Administrative Law Judges.</b>	In Progress	Under review due to repeal of LEOBR
<b>b. Include community members.</b>	In Progress	Under review due to repeal of LEOBR
<b>c. Revise delivery time of board report.</b>	In Progress	Under review due to repeal of LEOBR
<b>d. Eliminate expungement.</b>	In Progress	Under review due to repeal of LEOBR

<b>#6: CODIFY THE NEW DISCIPLINE MATRIX UNDER REVIEW BY THE CHIEF OF POLICE.</b>		
<b>a. Execute discipline matrix and apply fairly.</b>	Complete	General Order updated January 26, 2021. Additional review due to police reform legislation in Annapolis.
<b>b. Evaluate some administered punishments and disciplinary actions monthly.</b>	Complete - Ongoing practice	
<b>c. Increase punishment for racial (and other related) bias.</b>	Complete	General Order updated January 26, 2021.

**#7: IMPROVE THE PUBLIC COMPLAINT PROCESS TO ENSURE MORE ACCESS, OVERSIGHT, AND ACCOUNTABILITY IN PGPD.**

<b>a. Create a civilian position to collect complaints against officers.</b>	In Progress	
<b>b. Establish an online complaint portal.</b>	In Progress	

**#8: IMPROVE THE STAFF CAPACITY OF THE PGPD DISCOVERY COMPLIANCE UNIT.**

<b>a. Hire appropriate staff.</b>	In Progress	
<b>b. Share footage across agencies.</b>	In Progress	

**#9: RESEARCH AND ADOPT A NEW INTERNAL DATA COLLECTION SOFTWARE SYSTEM FOR PGPD.**

<b>a. Research and adopt effective data software systems.</b>	In Progress	
<b>b. Ensure system has interagency reporting capacities. *The system should allow for the input of data from several other agencies.</b>	In Progress	
<b>c. Analysis and staff support.</b>	In Progress	
<b>d. Align with municipalities.</b>	In Progress	

**#10: DEVELOP A USER-FRIENDLY DATA DASHBOARD FOR TRANSPARENCY IN PGPD.**

<b>a. Create an interactive online platform for data transparency.</b>	In Progress	
<b>b. PGPD shall post various data points online.</b>	In Progress	Evaluation of listed data points underway to determine framework.

**#11: DEVELOP MODIFICATIONS TO THE MARYLAND PUBLIC INFORMATION ACT (MPIA) FOR BODY-WORN CAMERA FOOTAGE.**

<b>a. Support revisions of MPIA</b>	In Progress	
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<b>b. Provide officer hearings</b>	In Progress	
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<b>#12: PGPD SHOULD PURSUE AND ACQUIRE THE COMMISSION ON ACCREDITATION FOR LAW ENFORCEMENT AGENCIES (CALEA) CERTIFICATION.</b>		
<b>(CALEA) Certification</b>	In Progress	

<b>INTERNAL POLICIES AND REGULATIONS</b>		
<b>#1: ALL STOPS AND SUBSEQUENT ACTIONS WILL BE TRACKED AND REPORTED ON THE POLICE DEPARTMENT'S DATA DASHBOARD.</b>		
<b>Track and report all stops and subsequent actions on the Department's data dashboard.</b>	In Progress	
<b>a. A statement detailing a person's rights during a stop may be read aloud and recorded on body-worn cameras.</b>	In Progress	
<b>b. A consent form is already used in investigative searches. The same form may be used by patrol officers.</b>	In Progress	Cards being printed and will be issued to all officers upon receipt.

<b>#2: REMOVE RACIAL BIASES FROM THE GANG AND CRIMINAL ORGANIZATION REGISTRY, AND UPDATE POLICIES AND PROCEDURES. (OMITTED)</b>		
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<b>#3: NO-KNOCK AND NIGHT-TIME SEARCH WARRANTS WILL BE TRACKED AND REPORTED ON THE POLICE DEPARTMENT'S DATA DASHBOARD.</b>		
<b>No-knock and night-time search warrants will be reported on the Department's data dashboard.</b>	In Progress	

<b>#4: THE POLICE DEPARTMENT WILL BE MORE INTENTIONAL IN WORKING WITH MUNICIPALITIES TO INCLUDE THEM IN TRAINING OPPORTUNITIES.</b>		
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<b>Include municipalities in training opportunities.</b>	Complete - Ongoing practice	PGPD will continue to offer basic officer training, and in-service training, which includes the principles of ABLE (Active Bystandership for Law Enforcement). PGPD will continue to offer all additional training opportunities such as Active Shooter, Crime Scene Investigations and Basic Investigator School through Municipal Chiefs.
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**#5: IMPROVE ACCESS AND OPERATIONS OF ALL PGPD CAMERAS (e.g. BODY-WORN CAMERAS, INTERROGATION ROOM CAMERAS, DASH CAMERAS, AND IN-CAR CAMERAS).**

<b>a. Ensure PGPD cameras are properly working.</b>	Complete - Ongoing Practice	ITD will continue to address technological issues as they arise.
<b>b. Improve access to PGPD camera footage.</b>	In Progress	

**#6: IMPLEMENT AND EMPHASIZE POLICIES AND TRAINING TO PREVENT RACIALLY BIASED POLICING IN PGPD.**

<b>a. Revise policy to prohibit officers from using race, ethnicity, or national origin to determine reasonable suspicion or probable cause.</b>	Complete - Ongoing practice	ABLE training began in early March as part of the 2021 In-Service training. CSO21-003 was submitted and approved, which affected GOM V1 Ch32 Sec18..."Employees are prohibited from using race, ethnicity, or national origin to determine reasonable suspicion or probable cause."
<b>b. Establish policies that prohibit officers from ignoring or condoning biased policing.</b>	Complete - Ongoing practice	General Orders addressing Biased Based Policing were updated on January 21, 2021. CSO 21-003 was submitted and approved; which was updated to address, "Biased policing is prohibited. Officers shall not ignore or condone biased policing."

**#7: THE PRINCE GEORGE'S COUNTY GOVERNMENT WILL DEVELOP A WRITTEN POLICY GOVERNING THE STATE'S ATTORNEY'S OFFICE'S ACCESS TO THE POLICE DEPARTMENT PERSONNEL FILES.**

<b>Develop a written policy governing the State's Attorney's Office's access to the Department's personnel files.</b>	In Progress	
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**#8: IMPROVE PROFESSIONAL INTERACTIONS BETWEEN PGPD AND THE COMMUNITY BY PROVIDING BUSINESS CARDS ON ROUTINE TRAFFIC STOPS AND DURING OTHER INTERACTIONS WITH COMMUNITY MEMBERS.**

<b>Provide business cards on routine traffic stops and during other interactions with community members.</b>	Complete	Cards printed and in the process of being distributed.
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**#9: ESTABLISH A ROBUST "CUSTOMER SERVICE" CAMPAIGN**

<b>a. Establish a customer service policy.</b>	In Progress	
<b>b. Emphasize professional language.</b>	In Progress	

**#10: STOP ALL REFERENCES OF "PARAMILITARY ORGANIZATION" WITHIN PGPD.**

<b>Remove references to "Paramilitary Organization" from with the PGPD.</b>	Complete	Chief's Special Order issued on February 26, 2021 discontinued the use of the word "paramilitary" from the General Order Manual.
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**#11: PRINCE GEORGE'S COUNTY COUNCIL SHOULD ESTABLISH A COUNTY-WIDE USE OF FORCE STATUTE.**

<b>a. Establish a duty-to-intervene policy.</b>	N/A	
<b>b. Require supervisor presence.</b>	N/A	
<b>c. Adopt a policy for supervisory review.</b>	N/A	
<b>d. Mandate and document required training (e.g., use of force and less lethal force training).</b>	N/A	
<b>e. Define parameters for use of deadly force.</b>	N/A	
<b>f. Develop a moving vehicle policy.</b>	N/A	

**#12: USE OF FLASH BANGS AND OTHER SUCH EQUIPMENT WILL BE TRACKED AND REPORTED ON THE POLICE DEPARTMENT'S DATA DASHBOARD.**

<b>The use of flash bangs and other such equipment will be tracked and reported on the Department's data dashboard.</b>	In Progress	
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**#13: CONSIDER FEASIBILITY OF TRANSFER OF TRAFFIC ENFORCEMENT. (OMITTED)**

**#14: UPDATE THE PGPD USE OF FORCE POLICY IN THE GENERAL ORDERS.**

<b>Update the PGPD Use of Force Policy.</b>	In Progress	CSO 21-004 was updated and approved. Will be reviewed in light of state legislation.
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