

## 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>	Complete - Ongoing Practice	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. <b>Effective October 9, 2022, all SROs began reporting to the newly created School Liaison Unit. The Unit is under the command of a Captain and three Sergeants who are responsible for the schools in their assigned geographical regions.</b>
<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>	Complete	<b>PGCPS has reduced the number of security personnel with arrest powers. Currently, there is no plan to phase out all security personnel.</b>

<p><b>e. Invest in prevention and intervention programming for students.</b></p>	<p>Complete – Ongoing Practice</p>	<p>The student services department has focused heavily on therapeutic intervention to address student delinquent behaviors. Pupil Personnel Workers combined with social workers and the services they provide are the primary means for addressing issues from fighting to drug use. PGCPS has committed to having at least one pupil personnel worker or social worker at every school and two at the larger schools.</p>
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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.**

<p><b>a. Map the crisis response system.</b></p>	<p>Complete – Ongoing Practice</p>	<p>Best practices are continually reviewed to ensure the County is providing the best response.</p>
<p><b>b. Train law enforcement.</b></p>	<p>Complete – Ongoing Practice</p>	<p>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</p> <p align="center"><b>CIT 40-hour courses are ongoing via the HD utilizing their contracted vendor Sante and the TED.</b></p> <p align="center"><b>Officers trained in CIT: Total to Date: 107 officers.</b> (This includes the April 2021 training of the Crisis Negotiation Team - 27 officers)</p> <p align="center"><b>Recruit classes have been receiving the CIT curriculum, which includes one site visit, since 2019.</b></p>
<p><b>c. Secure a new (best) mental health provider.</b></p>	<p>Complete</p>	<p>Community Crisis Services Inc. has been selected as the provider</p>
<p><b>d. Structuring mobile crisis teams: Determine the appropriate model that works best for the County.</b></p>	<p>Complete</p>	<p><b>It was determined that a co-responder model would not be feasible at this time. Therefore, mobile crisis teams will be civilian based with law enforcement support, as necessary</b></p>
<p><b>e. Create a "warm line" for mental health services.</b></p>	<p>Complete</p>	<p>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.</p>
<p><b>f. Establish and fund a mental health crisis facility.</b></p>	<p>Complete</p>	<p><b>The Luminis Behavioral Health Facility opened July 2022</b></p>

<b>#3: BOLSTER THE 9-1-1 CALL CENTER'S CAPABILITIES TO ENSURE IT ATTRACTS AND RETAINS THE STAFF NEEDED TO PROVIDE VITAL SERVICES.</b>		
<b>a. Innovate the 9-1-1 Call Center.</b>	Complete	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.
Create and launch an online web-based program for community members to report lower-level, non-emergency requests for police services.	Complete	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>
Prince George's County should promote a public service campaign to direct community members to appropriate, non-emergency services	Complete - Ongoing Practice	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
<b>b. Collect data.</b>	Complete	Work with the Police Department to move this important data collection process to a more formal collection process within the appropriate agency.
<b>c. Revitalize staffing.</b>	Complete - Ongoing Practice	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.

<b>#4: EMPOWER AND CULTIVATE UNDERSERVED COMMUNITIES THROUGH THE EXPANSION OF COMMUNITY-ORIENTED POLICING SERVICES (COPS) TRAINING PRINCIPLES AND PRACTICES.</b>		
<b>a. PGPD's goal is to train all officers on COPS principles.</b>	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>b. COPS officers will submit regular reports summarizing ongoing activities and community concerns in their designated areas.</b>	Complete - Ongoing Practice	Bureau of Patrol (BOP) will ensure COPS officer reports are now regularly incorporated into Roll Call.
<b>c. New recruits to the Police Department will be required to engage in community service.</b>	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.
<b>d. After the Academy, as part of the FTO program, officers will be required to spend a week with the COPS Unit within their respective Division Station.</b>	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.

<b>#5: BUILD OUT THE POLICE DEPARTMENT'S COMMUNITY SERVICES DIVISION AND HIRE A CIVILIAN COMMUNITY SERVICES DIRECTOR TO OVERSEE THE DEPARTMENT'S COMMUNITY ENGAGEMENT.</b>		
<b>a. Hire a civilian community services director to oversee the Department's community engagement.</b>	Complete	<b>Dr. Daria Bailey was hired on October 9, 2022, as the Director of the Office of Community First.</b>
<b>b. Civilians will fill the front facing roles that engage with the community.</b>	Complete	The Citizens Specialist III position was transferred from the Bureau of Patrol to the newly created Office of Community First, previously known as the Community Services Division. A Civilian Director, Dr. Daria Bailey was also hired on October 9, 2022, to head the Division.
<b>c. The Community Services Division will be moved from under the Bureau of Patrol to the Office of the Chief.</b>	Complete	As a result of the Department's reorganization on September 12, 2021, the Community Services Division was renamed the Office of Community First and now reports directly to the Office of the Chief of Police.
<b>d. The Community Services Division will be moved to the Police Department's Barlowe Road facility to allow for hosting larger community events.</b>	Complete	The Office of Community First, formally known as the Community Services Division, moved to the Barlowe Road facility on October 20, 2022. The Boys and Girls Club is expected to move into the Barlowe Road facility in 2023.
<b>e. The Community Services Division will leverage existing programs such as PAL, Explorers, and the Cadets.</b>	Complete – Ongoing Practice	Community Services Division (CSD) will continue to engage in existing programs, and address specific community needs as the Division expands.

**#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.**

<p><b>a. Navigate internal and external partnerships.</b></p>	<p>Complete - Ongoing Practice</p>	<p>CSD will continue to evaluate potential partnerships with external organizations, such as PALS, Badges for Baseball, Explorers, Cadets, and School Safety Patrol Program.</p>
<p><b>b. Convene a youth group roundtable.</b></p>	<p>Complete - Ongoing Practice</p>	<p><b>In August 2021 TED hosted a 6-week youth Citizens Police Academy. There were 29 participants from the age of 12-17 years old. The Chief and the Office of Community 1st hosted its first Real Talk discussion with the youth. This discussion was exceptionally well received and Since this time the Office of the Chief and Office of Community First have participated in 7 Real Talk Discussions.</b></p>
<p><b>c. Leverage existing youth programs with a special focus on high crime and low-income areas.</b></p>	<p>Complete - Ongoing Practice</p>	<p>CSD will continue to engage in existing programs, and address specific community needs as the Division expands.</p>

**#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.**

<p><b>a. Establish a two to three-year strategic plan.</b></p>	<p>In Progress</p>	<p>Currently being worked on by the OOC.</p>
<p><b>b. Report crime data.</b>  <b>Neighborhood crime data categorized by violent/nonviolent within a neighborhood, city, and district.</b>  <b>Crime Analysis and statistics.</b></p>	<p>Complete - Ongoing Practice</p>	<p>Currently on PGPD Internet site, along with public website <a href="https://www.cityprotect.com/">https://www.cityprotect.com/</a></p>
<p><b>c. Document transparency data.</b></p>	<p>Complete</p>	<p><b>IAD Public Portal web page which will provide community access to statistical information on Use of Force incidents, complaints, and internal administrative investigation outcomes is available for use by the public since 11/30/2023.</b></p>
<p><b>d. Post comparative data.</b></p>	<p>Complete - Ongoing Practice</p>	<p><b>PGPD added pages/links to our Internet site for accessing Comparative Statistics maintained by the State of Maryland and the FBI.</b></p>
<p><b>e. Define and disseminate metrics.</b></p>	<p>Complete</p>	<p><b>The PGPD website has been amended and now includes metrics on crime, arrests, law enforcement officers assaulted, fatal traffic accidents, along with links to websites for obtaining comparative crime statistics and accessing PGC Municipal Police Departments.</b></p>

f. Direct resources accordingly.	Complete - Ongoing Practice	Effective January 1, 2022, JAIC implemented a new automated Daily Crime Report (DCR). The DCR provides a detailed analysis of crime tracked at the County and Division level. The DCR is automatically emailed to all PGPD employees daily at 7:45 AM and 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	CNA was hired as the consultant for the PGPD.
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.	Complete - Ongoing Practice	<b>Recruiting Unit researching best practices across the country. Billboard Advertisements and participated in the handshake, networking website. The signing bonus has been increased up to \$15,000</b>
d. Conduct community and career information sessions.	Complete - Ongoing Practice	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.	Complete - Ongoing Practice	Recruiting Unit has attended numerous Virtual Job Fairs in Philadelphia, New York, and Baltimore.
f. Formalize community partnerships.	Complete - Ongoing Practice	PGPD executive command staff will continue to build partnerships with various organizations to better police-community relations.
g. Develop targeted branding campaigns.	Complete - Ongoing Practice	<b>Advertising can now be found on local billboards, television networks and in airports. There is also a recruiting campaign scheduled for Puerto Rico in 2023.</b>
h. Establish recruitment incentives for County residency.	In Progress	Exploratory process CEX/OHRM
i. Provide free tuition for County residency.	In Progress	Exploratory process CEX/OMB

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

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

a. Revise the hiring process.	Complete	<b>The 2023 Public Safety Hiring Standards Revisions, by OHRM, became effective July 1, 2023.</b>
b. Do not hire officers with a history of misconduct or disciplinary issues.	Complete – Ongoing Practice	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.**

a. Formalize the review of training policies, procedures, and requirements annually.	Complete – Ongoing Practice	<b>Training personnel meet annually to discuss recurring/new topics for the upcoming in-service training year. Legislative updates are included in these discussions, as well as topical updates from around the country to ensure we are meeting/beating best practices in law enforcement.</b>
b. Establish required annual training topics.	Complete - Ongoing Practice	Maryland Police Correctional Training Commission provides all our State required training topics.
c. Implement community driven training.	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.
d. Promote supervisory leadership training.	Complete – Ongoing Practice	<b>Annual In-Service Training specific to developing all levels of police supervision and management (Supervisory, Command and Executive). Participation in outside leadership development courses such as Northwestern, FBI LEEDA, PERF and FBI NA. PGPD provides access to various online training platforms for individual officer development. The Emerging Leader Development Program for Lieutenants was also created in January 2021.</b>
e. Incorporate updated or new legislation into mandated training.	Complete – Ongoing Practice	TED discusses these issues during annual in-service; however, we will review process to ensure relevant legislation issues are not missed. PGPD maintains several commanders as part of their legislative team. This team historically tracks pending legislation which may impact law enforcement/public safety and gives feedback to the County in the form of comments in support of or

		opposition to such legislation. TED monitors such legislation and incorporates any legislation which successfully becomes law into annual in-service training as appropriate. In many cases, TED sends out training bulletins to highlight the new law(s) and how rank and file personnel should change/update existing practices.
<b>#5: ENSURE THE MENTAL AND PHYSICAL WELL-BEING OF OFFICERS.</b>		
<b>a. Evaluate mental health and well-being annually.</b>	Complete – Ongoing Practice	As mandated by the MD Police Accountability Act, all police officers must undergo a mental health screening every two years and physical agility assessment yearly. The Department began administering MD State mandated PAAR (Physical Agility Assessment Requirement) Test September 2022. The plans for the mental health screenings are scheduled to begin September 2023.
<b>b. Implement an officer wellness program.</b>	Complete - Ongoing Practice	The Cordico App was introduced as 24/7 wellness resource for personnel on August 25, 2022. On January 30, 2023, Ms. Wendy Contic was also hired to manage the Health & Wellness Unit.
<b>c. Emphasize the mental health of officers.</b>	Complete - Ongoing Practice	Emphasizing to Commanders the importance of check in with their officer to ensure their sound mental health and aid when warranted. Deputy Chiefs are reviewing officers' assignments prior to placing them back in service. Determining factors as to when and if an officer will be transferred to a less eventful area are; nature of event and amount of time assigned to that Division.

<b>#6: PROVIDE CONTINUING EDUCATION OPPORTUNITIES FOR ALL PGPD EMPLOYEES.</b>		
<b>a. Promote financial assistance for continuing education.</b>	In Progress	Exploratory process CEX/OMB

<b>FINANCIAL MANAGEMENT RECOMMENDATIONS</b>		
<b>#1: DEDICATE PGPD REVENUE TO HEALTH AND HUMAN SERVICES NEEDS.</b>		
<b>a. Establish a plan.</b>	In Progress	CEX/OMB
<b>b. Develop a memorandum of understanding (MOU).</b>	In Progress	CEX/OMB

<b>#2: ELIMINATE ALL MILITARY EQUIPMENT FROM PGPD.</b>		
<b>Eliminate military equipment.</b>	Complete	PGPD does not have military equipment.

<b>#3: OVERTIME DATA WILL BE COLLECTED, REPORTED, AND STUDIED TO DETERMINE OPPORTUNITIES FOR REDUCING COSTS.</b>		
<b>Collect, report, and study overtime data to</b>	Complete -	Executive Command staff receives weekly overtime data and meets



determine opportunities for reducing costs.	Ongoing Practice	quarterly with the Comptroller to evaluate and discuss OT usage and processes.
<b>#4: PRIORITIZE FILLING CURRENT AND/OR VACANT CIVILIAN ROLES WITH CIVILIANS, AND RE-ASSIGN SWORN OFFICERS FROM CIVILIAN POSITIONS.</b>		
a. Secure civilian positions.	Complete-Ongoing Practice	From January 1, 2021, through August 10, 2023, PPD has filled 139 civilian vacancies through new hires, promotions, and transfers. The current civilian vacancy rate stands at 23%, with all vacant positions actively being processed for filling.
b. Revise hiring protocols to prioritize civilians.	Complete – Ongoing Practice	In 2023, PPD revised its hiring protocol by allowing civilians to be hired prior to the full completion of the criminal background check. Once cursory checks are completed with favorably results, the employee is hired contingent upon the successful completion of the full investigative portion of the background check.
<b>#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.	Complete – Ongoing Practice	Per County Code Section 18-146.02, all police torts claim settlements must be reported in the County’s Annual Report. In addition, per MD Public Safety Article, Section 3 – 528, Use of Force incidents resulting in a monetary judgment or settlement must be entered directly into a site provided by the Governor’s Office of Crime Prevention, Youth and Victim Services.
<b>#6: REIMAGINE PGPD'S BUDGET TO EFFECTIVELY DELIVER PROGRESSIVE PUBLIC SAFETY REFORMS.</b>		
a. Review the cost of policing in Prince George's County.	Complete - Ongoing Practice	The County Finance Department hires an external auditor who conducts a single Financial audit of the County at the end of each fiscal year.
b. Make changes based on the review.	Complete – Ongoing Practice	Spending plans have become mandatory for every division and random overtime sampling audits are continuously conducted to ensure fiscal accountability.
<b>#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.	In Progress	CEX/OOL

**#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	CEX/COUNTY RISK MANAGEMENT
<b>b. Review and revise settlement processes.</b>	Complete	As defined by police reform laws, settlements awarded because of police misconduct, are approved by through the County Office of Risk Management. If the Office of Law has a concern regarding a training or supervisor issue that it feels impacted liability, the Police Chief (and possibly other relevant commanders) are provided with a memorandum expressing the concerns and possible recommendations. The Public Safety Director is also copied.
<b>c. Consider supplemental individual coverage.</b>	In Progress	CEX/COUNTY RISK MANAGEMENT

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

<b>a. Reduce overtime through automation.</b>	Complete - Ongoing Practice	System processes are continually evaluated to determine if new technology can assist in automation.
<b>b. Research processes for potential automation.</b>	Complete - Ongoing Practice	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>	Complete	Based on CB-021-2022, the Office of Integrity, Compliance, and Police Accountability (OICPA) was created on July 1, 2022. The Inspector General & Director of the OICPA hired February 27, 2023, making the office fully functional as of that date
<b>b. Redefine the position of the Inspector General.</b>	Complete	Position Audit completed and approved by OHRM. New IG 544 position approved
<b>c. Hire a Race &amp; Gender Equity Director.</b>	Complete	Dr. Anthony Ferguson was hired as the Chief Diversity, Equity and Inclusion Officer on July 18, 2022.
<b>d. Provide adequate staffing.</b>	Complete	Inspector General will continue to assess OICPA staffing needs.

<b>#2: ESTABLISH A MORE ROBUST AND EQUITABLE CITIZEN COMPLAINT OVERSIGHT PANEL (CCOP).</b>		
<b>a. Amend County code.</b>	Complete	CB-022-2022 repealed the CCOP effective June 30, 2022. CB-021-2022 established the Police Accountability Board, the Administrative Charging Committee, and the Trial Board based on state police reforms within HB670. The department is officially named the <b>Office of Integrity, Compliance, and Police Accountability (OICPA).</b>
<b>b. Bolster CCOP membership, staff, and budget.</b>	Complete - Ongoing Practice	The Police Accountability Board, the Administrative Charging Committee, and the Trial Board were created in July 2022 headed by the Inspector General and Director of the OICPA and housed under the authority of the Office of the County Executive. The PAB, ACC, and Trial Board each have separate operating budgets and staff based on legislation.
<b>c. Require the Chief of Police to give equal weight to reports.</b>	Complete	Based on HB670, and subsequently CB-21-2022, the Chief of Police cannot ignore, or lower disciplinary rulings handed down by the Administrative Charging Committee (ACC). The Chief can either issue the same discipline recommended by the ACC, or give a higher degree of discipline within the applicable range of the Disciplinary Matrix set by the Md Police Training and Standards Commission
<b>d. Create an appeal process.</b>	Complete - Ongoing Practice	The OICPA has secured a MOU with the State of Maryland Office of Administrative Hearings (OAH) to supply Administrative Judges to lead the appeal process. In addition, civilian board members have been identified by the Police Accountability Board (per legislation), sworn in, and trained to fulfill their respective AHB duties. The OICPA is finalizing the selection protocol that will comply with legislative mandates. AHB process will be ready to hear requested appeals pending the protocol finalization.
<b>e. Allow CCOP investigation authority.</b>	Complete	The Administrative Charging Committee currently has subpoena and investigative power. The Police Accountability Board currently has subpoena power but no investigative authority.
<b>f. Provide automatic notification.</b>	Complete - Ongoing Practice	Continuing working out processes with Internal Affairs to notify OICPA of all citizen-based complaints.
<b>g. Expand the data capacity.</b>	In Progress	All requests for the case management system, which includes the expansion of data capacity, has been submitted to OIT and OMB for inclusion in the FY24/25 budget. The IG office will continue to monitor to see if it has cleared all hurdles and receives a final vote for funding by the council. Upon that vote completion, the IG office will work with the vendor on the data capacity build out.

**#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>	<b>Complete</b>	County Executive supported repeal
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**#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>a. Increase time to file a complaint.</b>	<b>Complete – Ongoing Practice</b>	<b>OICPA currently working to refine complaint process</b>
<b>b. Change investigation timeline.</b>	<b>Complete - Ongoing Practice</b>	<b>OICPA currently working to refine investigative process</b>
<b>c. Conduct concurrent investigations.</b>	<b>Complete – Ongoing Practice</b>	<b>Under HB670, Criminal and Administrative Investigations can be conducted concurrently. This was established as of July 1, 2022.</b>
<b>d. Eliminate time gaps.</b>	<b>Complete - Ongoing Practice</b>	<b>OICPA currently working to refine overall complaint process</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>a. Enhance the role of the Administrative Law Judges.</b>	<b>Complete- Ongoing Practice</b>	<b>AHB are currently being chaired by Administrative Trial Judges.</b>
<b>b. Include community members.</b>	<b>Complete- Ongoing Practice</b>	<b>Civilian Hearing Board Members are currently being appointed through the Police Accountability Board. The civilian members will sit as part of the three person Trial Board member.</b>
<b>c. Revise delivery time of board report.</b>	<b>Complete - Ongoing Practice</b>	<b>Board Reports are completed within 90 days of the conclusion of the AHB.</b>
<b>d. Eliminate expungement.</b>	<b>Complete</b>	<b>According to HB670, law enforcement records related to a disciplinary decision MAY NOT be expunged.</b>

<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	A uniformed State Disciplinary Matrix, created by MPTC, was adopted in accordance with the MD Police Accountability Act on July 1, 2022
<b>b. Evaluate some administered punishments and disciplinary actions monthly.</b>	Complete - Ongoing Practice	A uniformed State Disciplinary Matrix, created by MPTC, was adopted in accordance with the MD Police Accountability Act on July 1, 2022
<b>c. Increase punishment for racial (and other related) bias.</b>	Complete	General Order updated January 26, 2021. A uniformed state Disciplinary Matrix was also adopted on July 1, 2022. Volume I, Chapter 11. Discipline revised 06-2023 to include. Volume I, Chapter 38. Bias Free Policing was newly created and issued 08-2021, including “Violations subject to discipline”
<b>#7: IMPROVE THE PUBLIC COMPLAINT PROCESS TO ENSURE MORE ACCESS, OVERSIGHT, AND ACCOUNTABILITY IN PGPD.</b>		
<b>a. Create a civilian position to collect complaints against officers.</b>	Complete	Identified civilian staff to handle duties and responsibilities of the position. The process is overseen by the Captain, Administrative Investigative Section
<b>b. Establish an online complaint portal.</b>	Complete	The Public Portal application is now live. There are a couple of different ways to access that process; one is a link on the PGPD website ( <a href="https://www.princegeorgescountymd.gov/departments-offices/police/services/submit-compliment-complaint">https://www.princegeorgescountymd.gov/departments-offices/police/services/submit-compliment-complaint</a> ) and it can also be used by going directly to the system ( <a href="https://pgportal.princegeorgescountymd.gov/#/">https://pgportal.princegeorgescountymd.gov/#/</a> ).
<b>#8: IMPROVE THE STAFF CAPACITY OF THE PGPD DISCOVERY COMPLIANCE UNIT.</b>		
<b>a. Hire appropriate staff.</b>	Complete	All three positions have been filled within the Discovery Compliance Unit of IAD.
<b>b. Share footage across agencies.</b>	Complete	Procedures were implemented to provide the SAO access to all video files for arrests. The process is now handled by IAD.

<b>#9: RESEARCH AND ADOPT A NEW INTERNAL DATA COLLECTION SOFTWARE SYSTEM FOR PGPD.</b>		
<b>a. Research and adopt effective data software systems.</b>	Complete	The Internal Affairs Division updated to the latest version of IAPro NextGen which provides enhanced capabilities for oversight, auditing, administrative investigations, early interventions, etc. A new vendor has been contracted to track secondary employment.
<b>b. Ensure system has interagency reporting capacities. *The system should allow for the input of data from several other agencies.</b>	Complete	CI Technologies (Public Portal) is agency specific and does not support multiple agencies. PGPD cannot mandate what other law enforcement agencies utilize. Compliments or complaints can be filed by anyone in the community against any officer; however, the data will only be available to PGPD IAD staff. Incidents involving officers from other agencies will have to be forwarded to those respective agencies accordingly.
<b>c. Analysis and staff support.</b>	Complete	IAPro provides analytical support
<b>d. Align with municipalities.</b>	Complete	Refer to Section b.

<b>#10: DEVELOP A USER-FRIENDLY DATA DASHBOARD FOR TRANSPARENCY IN PGPD.</b>		
<b>a. Create an interactive online platform for data transparency.</b>	Completed	<a href="https://app.powerbigov.us/links/LBLT6go6nm?ctid=4146bdda-ddc1-4d2a-a1b2-1a64cc3c837b&amp;pbi_source=linkShare">https://app.powerbigov.us/links/LBLT6go6nm?ctid=4146bdda-ddc1-4d2a-a1b2-1a64cc3c837b&amp;pbi_source=linkShare</a>
<b>b. PGPD shall post various data points online.</b>	Completed	<a href="https://app.powerbigov.us/links/LBLT6go6nm?ctid=4146bdda-ddc1-4d2a-a1b2-1a64cc3c837b&amp;pbi_source=linkShare">https://app.powerbigov.us/links/LBLT6go6nm?ctid=4146bdda-ddc1-4d2a-a1b2-1a64cc3c837b&amp;pbi_source=linkShare</a>

<b>#11: DEVELOP MODIFICATIONS TO THE MARYLAND PUBLIC INFORMATION ACT (MPIA) FOR BODY-WORN CAMERA FOOTAGE.</b>		
<b>a. Support revisions of MPIA</b>	Complete	This has been addressed in the MD Police Accountability Act – HB 670.
<b>b. Provide officer hearings</b>	Complete	This has been addressed in the MD Police Accountability Act – HB670

<b>#12: PGPD SHOULD PURSUE AND ACQUIRE THE COMMISSION ON ACCREDITATION FOR LAW ENFORCEMENT AGENCIES (CALEA) CERTIFICATION.</b>		
<b>(CALEA) Certification</b>	Complete - Ongoing Practice	PGPD began the formal CALEA process September 12, 2022. Currently in self-assessment phase. Fulltime Accreditation Manager is currently in background. Staff is going through training CALEA training and reviewing and updating department policies.

**INTERNAL POLICIES AND REGULATIONS**

**#1: ALL STOPS AND SUBSEQUENT ACTIONS WILL BE TRACKED AND REPORTED ON THE POLICE DEPARTMENT'S DATA DASHBOARD.**

Track and report all stops and subsequent actions on the Department's data dashboard.	Complete	Hyperlinks were provided on the new PGPD which link directly to the MSAC (Maryland Statistical Analysis Center) Data Portal, Race-Based Traffic Stop Data Dashboard.
a. A statement detailing a person's rights during a stop may be read aloud and recorded on body-worn cameras.	Complete – Ongoing Practice	Officers are provided double sided business sized cards to carry with them to read aloud upon conducting stops.
b. A consent form is already used in investigative searches. The same form may be used by patrol officers.	Complete – Ongoing Practice	The card described above is a double-sided card. The opposite side will contain a consent statement. All patrol divisions are provided cards to distribute to their personnel.

**#2: REMOVE RACIAL BIASES FROM THE GANG AND CRIMINAL ORGANIZATION REGISTRY, AND UPDATE POLICIES AND PROCEDURES. (OMITTED)**

**#3: NO-KNOCK AND NIGHT-TIME SEARCH WARRANTS WILL BE TRACKED AND REPORTED ON THE POLICE DEPARTMENT'S DATA DASHBOARD.**

No-knock and night-time search warrants will be reported on the Department's data dashboard.	Complete – Ongoing Practice	All information is currently captured as part of EST deployments associated with search warrant executions and provided on a live Intranet PowerBI Dashboard. This data is also collected and reported to the GOCCP per State Laws for inclusion on their dashboard.
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Include municipalities in training opportunities.	Complete -	PGPD will continue to offer basic officer training, and in-service training, which includes the principles of ABDE (Active in
<b>#4: THE POLICE DEPARTMENT WILL BE MORE INTENTIONAL IN WORKING WITH MUNICIPALITIES TO PROVIDE TRAINING OPPORTUNITIES TO OFFICERS.</b>		Systemic Leadership 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.
	Ongoing Practice	

<b>#5: IMPROVE ACCESS AND OPERATIONS OF ALL PGPD CAMERAS (e.g. BODY-WORN CAMERAS, INTERROGATION ROOM CAMERAS, DASH CAMERAS, AND IN-CAR CAMERAS).</b>		
<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>	Complete	<b>SAO now has complete access. All appropriate entities have video access, per policy and security groups.</b>

<b>#6: IMPLEMENT AND EMPHASIZE POLICIES AND TRAINING TO PREVENT RACIALLY BIASED POLICING IN PGPD.</b>		
<b>a. Revise policy to prohibit officers from using race, ethnicity, or national origin to determine reasonable suspicion or probable cause.</b>	Complete	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	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."

<b>#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>		
<b>Develop a written policy governing the State's Attorney's Office's access to the Department's personnel files.</b>	In Progress	OOL / OICPA



**#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>	<b>Complete</b>	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>	<b>Complete</b>	Volume I, Chapter 32. Protocol includes Sections 3. Unbecoming Conduct, 4. Use of Language, 18. Individual Dignity, 20. Equality of Service and additional information was added to Individual Dignity per CSO#21-003. Volume I, Chapter 38. Bias Free Policing was newly created and issued 08-2021, including Section 2. Courtesy and Professionalism
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<b>b. Emphasize professional language.</b>	<b>Complete</b>	Volume I, Chapter 38. Bias Free Policing was created and issued 08-2021, including Section I. Courtesy and Professionalism; CSO #21-003 Volume I, Chapter 32. Protocol (April 2021) Section 4. Use of Language - added "All employees are prohibited from using culturally insensitive language. This applies to all communications, both internal and external." Incorporated into the full GOM 7-2021; Volume I, Chapter 32. Protocol Section 15 states "Employees shall use all of their skills in the performance of their duties. This includes any unique knowledge skills and abilities such as foreign language proficiency at whatever level the employee possesses."
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**#10: STOP ALL REFERENCES OF "PARAMILITARY ORGANIZATION" WITHIN PGPD.**

<b>Remove references to "Paramilitary Organization" from with the PGPD.</b>	<b>Complete</b>	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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<b>#11: PRINCE GEORGE'S COUNTY COUNCIL SHOULD ESTABLISH A COUNTY-WIDE USE OF FORCE STATUTE.</b>		
<b>a. Establish a duty-to-intervene policy.</b>	Complete	“Duty to Intervene” is included in the Use of Force policy, Volume II, Chapter 58
<b>b. Require supervisor presence.</b>	Complete	Supervisor’s Responsibilities are included in the Use of Force policy, Volume II, Chapter 58
<b>c. Adopt a policy for supervisory review.</b>	Complete	Supervisor’s Responsibilities are included in the Use of policy, Volume II, Chapter 58
<b>d. Mandate and document required training (e.g., use of force and less lethal force training).</b>	Complete	TED administers, documents, and tracks all mandated training. This is accomplished through online services, MPCTC submission software such as Blue Peake and holding physical copies of training documentation. All mandated training is administered through annual in-service training. These include Use of Force, Less Lethal training, EVOC, Implicit Bias, Judgement Enhancement and Firearms qualifications.
<b>e. Define parameters for use of deadly force.</b>	Complete	Lethal Force is addressed in the Use of Force policy, Volume II, Chapter 58
<b>f. Develop a moving vehicle policy.</b>	Complete	Lethal Force against moving vehicles is addressed in the Use of Force policy, Volume II, Chapter 58

<b>#12: USE OF FLASH BANGS AND OTHER SUCH EQUIPMENT WILL BE TRACKED AND REPORTED ON THE POLICE DEPARTMENT'S DATA DASHBOARD.</b>		
<b>The use of flash bangs and other such equipment will be tracked and reported on the Department's data dashboard.</b>	Complete – Ongoing Practice	Flash bang use is currently captured as part of EST deployments associated with search warrant executions and provided on a live Intranet PowerBI Dashboard. The data is also collected and reported to the GOCCP for inclusion on their dashboard.

**#13: CONSIDER FEASIBILITY OF TRANSFER OF TRAFFIC ENFORCEMENT. (OMITTED)**

<b>#14: UPDATE THE PGPD USE OF FORCE POLICY IN THE GENERAL ORDERS.</b>		
<b>Update the PGPD Use of Force Policy.</b>	Complete	CSO 21-004 was updated and approved. The Use of Force Policy Volume II, Chapter 58 was added to the GOM in July 2021.