



MARYLAND-NATIONAL CAPITAL PARK POLICE – MONTGOMERY COUNTY DIVISION

STRONGER TOGETHER



2019 YEAR IN REVIEW & STRATEGIC PLAN



MESSAGE FROM THE DIRECTOR OF PARKS

MIKE RILEY



Montgomery County is home to one of the largest and most utilized park systems in the nation. Eleven percent of our county's land area is managed as parkland. The majority of our 37,000 acres of parkland is held in conservation for environmental protection, while the remainder has been developed to provide a diverse array of recreational facilities and programs including 342 athletic fields, 273 playgrounds, 225 basketball courts and much more.

Our nationally recognized park system plays a vital role in achieving Montgomery County's racial equity and social justice goals by assuring all residents have access to public spaces and opportunities to recreate, stay physically and mentally healthy, experience nature, and bond with their neighbors to build strong communities. Our core vision is to provide an enjoyable, accessible, safe, and green park system that promotes a strong sense of community through shared spaces and experiences that is treasured by the people it serves.

Our Park Police play a vital 24/7, 365 day a year role to keep our parks welcoming and enjoyable for all. The proactive presence of our officers in the parks keeps our parks safe, as validated by our most recent crime statistics and increasing visitation. They are key team members supporting many top priority programs for the Parks Department including our park activation events, Vision Zero, white-tail deer management and expansion of our extensive trail network.

At a time when law enforcement agencies across the country face ever-increasing challenges to keep our communities safe, this strategic plan lays out a framework for continued success for our Park Police to meet the needs of the future and to assure our award-winning park system remains a primary reason people choose to live, work and play in Montgomery County.

MESSAGE FROM THE CHIEF OF POLICE

DARRYL MCSWAIN



Greetings!

I am pleased to share this inaugural annual report with you. Montgomery County, Maryland is home to over 1 million people in one of the most diverse communities in the entire Washington Metropolitan Region. One of the County's greatest treasures is its six-time national award-winning Park System managed by the Maryland-National Capital Park and Planning Commission. This multi-faceted 36,991-acre Park System covers all quadrants of the County and encompasses 251 miles of paved/unpaved trails, over 400 parks to include the historical Josiah Henson Park, and hundreds of recreational fields/facilities. Charged with keeping the estimated 14 million annual users of this dynamic Park System safe, are the men and women of the Maryland-National Capital Park Police. As the Chief of Police for the Montgomery County Division, I am proud to serve with the 117 sworn and non-sworn members who work around the clock to consistently provide a pleasant experience for those who visit the Park System.

Our full-service agency proudly welcomes community members and visitors alike while utilizing traditional and non-traditional public safety patrolling means. Officers are trained in a myriad of skills to include horse mounted patrol, all-terrain vehicles (ATV), marine (boat) operations, mountain and electric bicycles, and motorcycles. At other times, some serve on regional alcohol, drug, or gang task forces. We are currently leveraging technology to increase our efficiency, effectiveness, and transparency through the expanded use of various social media platforms, an upgraded computer aided dispatch system, drone technology for life safety missions, body worn cameras, non-lethal options for all patrol officers, and records management automation enhancements.

This report not only serves as a **year in review**, but also a **strategic plan** moving forward. As public servants, the Park Police are committed to listening to the concerns of the community while implementing best practices to meet the challenges of both the present and future. In 2015, a Presidential Task Force was convened to strengthen ties between all communities and law enforcement. The Task Force was comprised of law enforcement officials, technical advisors, youth and community leaders, and nongovernmental organization representatives. This diverse group of people also received community input through a series of listening sessions conducted across the nation. At the conclusion of its work, the Task Force recommended six (6) key pillars every law enforcement agency should incorporate.¹ They include: *I. Building Trust & Legitimacy, II. Policy & Oversight, III. Technology & Social Media, IV. Community Policing & Crime Reduction, V. Training & Education, and VI. Officer Wellness & Safety.* I concur with the spirit of each pillar and have chosen to organize our specific Strategic Plan accordingly.

As we continue to expand our community engagement efforts, I hope to meet you in person. The Park Police cannot reach its full potential without your support and input. I truly believe our greatest strength is our diversity...diversity of thought, experiences, ethnicity, interests, beliefs, and dreams. **We are truly Stronger Together!**

¹ President's Task Force on 21st Century Policing. 2015. *Final Report of the President's Task Force on 21st Century Policing*. Washington, DC: Office of Community Oriented Policing Services.

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ABOUT THE PARK POLICE

MISSION

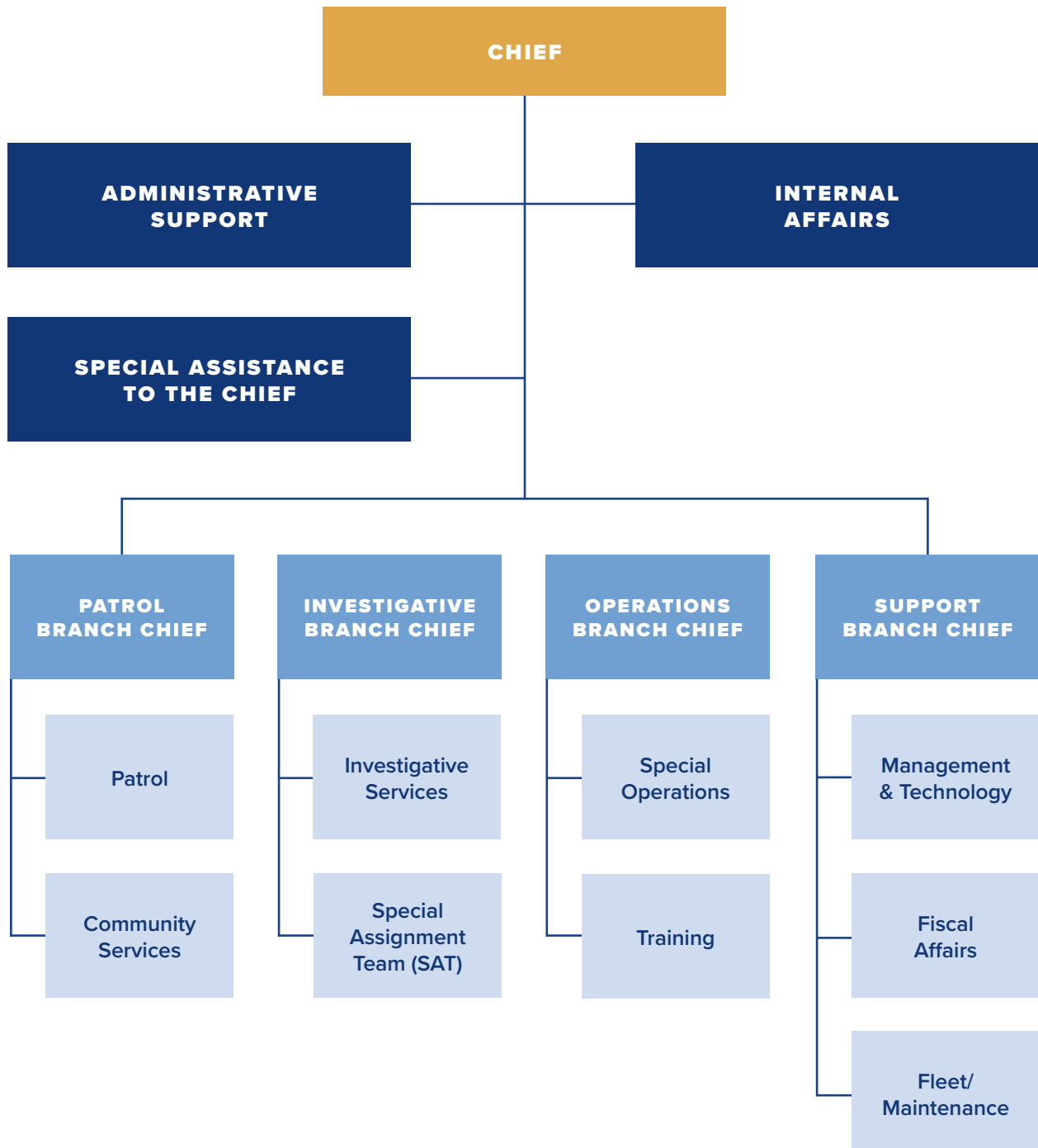
The Maryland-National Capital Park Police, Montgomery County Division, is committed to working in partnership with the community to provide quality public safety services in a professional and timely manner. We value the attendance of all community members and visitors to the park system. We endeavor to facilitate a safe, peaceful and joyous experience for everyone.

HISTORY

The Maryland-National Capital Park Police was founded in 1953. It began with three officers who worked six days a week for an annual salary of \$3,000. The officers shared one police car until it broke down and the Commission purchased two used cars to replace the initial vehicle. The Montgomery County Division has grown into an agency with an authorized staffing level of 117 position-94 sworn and 23 civilian. Park Police operates 24 hours a day throughout a park system that is comprised of 37,000 acres, which are spread across 496 square miles of Montgomery County. This includes 422 parks, 251 miles of trails, 273 playgrounds, 134 picnic areas and 342 athletic fields; in addition to numerous pools, campgrounds, horse stables, golf courses and a soccer stadium. The parks accommodate an estimated 14 million visitors each year.

ABOUT THE PARK POLICE

ORGANIZATIONAL OVERVIEW



ABOUT THE PARK POLICE

MEET THE COMMAND STAFF

CAPTAIN NICOLE ADAMS ASSISTANT CHIEF-SPECIAL OPERATIONS



Captain Adams began her law enforcement career with the Metropolitan Police Department in Washington D.C. and transferred to the Maryland-National Capital Park Police- Montgomery County Division in 1996. She has served as an Officer, Detective, Patrol Sergeant, Lieutenant in Patrol, Administration, and Internal Affairs. Captain Adams was the agency's first female Firearms Instructor. Captain Adams served as Acting Captain of the Patrol, Operations and Support Branches, and was the first African-American female promoted to the rank of Assistance Chief in the history of the Park Police. She is also the agency's secondary Public Information Officer. Captain Adams is an alumna of Howard University where she studied Business Management and a 2015 graduate of the Northwestern University School of Police Staff and Command.

CAPTAIN SHIBU PHILIPPOSE ASSISTANT CHIEF-SUPPORT BRANCH



Captain Shibu Philipose is a 21-year veteran with the Maryland-National Capital Park Police. He is the first Indian-American Officer to hold the rank of Assistant Chief in Park Police history. Captain Philipose has served in both Prince George's and Montgomery Counties. Past assignments have included: Acting Captain of the Operations Branch and Patrol Branch; Commander of the Internal Affairs Section and the Special Operations Section; Supervisor of the Management and Technology Section; Backgrounds and Recruitment Section; Internal Affairs Section and Patrol Unit. He earned a Bachelor of Arts in Criminology and Criminal Justice from the University of Maryland. In 2016 Captain Philipose was awarded the Silver Medal of Valor by the Montgomery County Chamber of Commerce.

CAPTAIN MICHAEL MURPHY
ASSISTANT CHIEF-INVESTIGATIONS BRANCH



Captain Michael Murphy is a 21-year veteran of the Maryland-National Capital Park Police. He has served with both the Montgomery and Prince George's County Divisions. Past assignments have included: Patrol Officer, Tactical Officer; Task Force Officer on the ATF Regional Area Gang Task Force; Patrol Sergeant; Police Community Action Team (PCAT) Sergeant; Detective Sergeant; Commander of Investigations; Commander of Management and Technology; Evening Shift Patrol Commander; and Special Operations Commander. In addition to earning a Bachelor of Science Degree in Business Administration from the University of Baltimore, Captain Murphy attended the FBI Law Enforcement Executive Development Association (LEEDA) Training Program and is also a graduate of the Southern Police Institute Administrative Officers Course at the University of Louisville.

Captain Murphy is a well decorated veteran with several commendations to include multiple Commendable Service and Meritorious Service Awards, the U.S. Attorney General's Distinguished Service Award for Law Enforcement and Officer of the Year. Captain Murphy continues to represent the Park Police, Montgomery County Division, on the FBI Joint Task Force.

CAPTAIN JEFFREY COE
ASSISTANT CHIEF-PATROL BRANCH



Captain Jeffrey Coe is a 21-year veteran with the Maryland-National Capital Park Police. Prior to joining the Park Police, Captain Coe served with the Montgomery County Sheriff's Office for 3-years. None the less impressive, he also served our nation as a member of the U.S. Army for 9-years. As a Park Police Officer, Captain Coe has a very diverse work history with several assignments. His most recent assignment was the Special Assistant to the Chief where he assisted with policy development, the oversight of major division projects, Honor Guard Commander, Firearms Program Coordinator and the Primary Public Information Officer. Captain Coe's previous assignments within the Park Police included: Commander of the Special Operations Division, Community Services Supervisor, Mounted Unit Supervisor, and Police Activities League Officer. Captain Coe is a 2018 graduate of the Northwestern University School of Police Staff and Command where he was awarded the Franklin M. Kreml Leadership Award. He completed the M-NCPPC Leadership Development Program in 2014 and has continued to pursue higher education through credits earned at Thomas Edison State College and the Frederick County Community College where he is currently enrolled.



LT. KEVIN COLES

Commander
Investigative Services
Section



**LT. SARAH
MIKALAUSKAS**

Office of the Chief
Special Assistant
to the Chief



LT. CODI EVANS

Commander
Patrol-Midnights



**LT. HECTOR
REYES**

Office of the Chief
Internal Affairs



LT. PATRICK LAU

Commander
Patrol-Evenings



**LT. CHRIS
TIPPERY**

Commander
Management and
Technology



**LT. ADAM
MACLEOD**

Commander
Special Operations
Section



**LT. CINDY
WEISMAN**

Commander
Patrol-Daywork

STATS & DEMOGRAPHICS

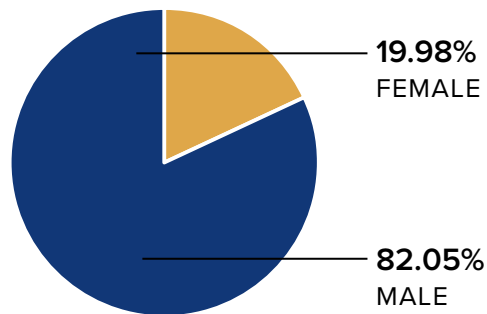
MONTGOMERY COUNTY DIVISION DEMOGRAPHICS

The Recruitment Process was revamped to increase diversity and reduce the time it takes to identify and hire qualified candidates. As such, the Division expects to reach 95% of its currently funded complement of sworn personnel by March 2020 after carrying a significant deficit over the past year. Efforts have included expanding the number of venues attended to recruit, diversifying the types of locations we focused on, encouraging “person to person” recruiting by existing staff, extending the advertising period, providing executive oversight of the recruitment initiatives, centralizing the background investigation process, and streamlining the various vetting steps to minimize inconvenience. We are pleased to receive a grant from The Governor’s Office of Crime Control and Prevention in the amount of \$54,500. This grant will be utilized to entice prospective applicants with additional skill sets such as a second language or honorable military experience. We will also be able to extend a referral bonus to current officers who assist in recruiting qualified candidates. Over the course of the past year, the Division has become more diverse in gender, ethnicity, and work experience with a combination of new and lateral recruits. Despite the success we have realized over the past year we have more work to do in the interest of providing our community with an even more well-rounded agency.

CURRENT SWORN DEMOGRAPHICS

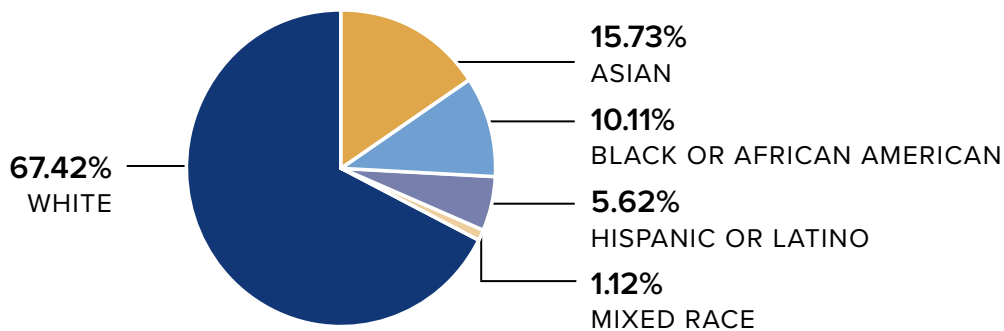
GENDER

GENDER	NUMBER OF EMPLOYEES	% OF SWORN PERSONNEL
Male	73	82.02%
Female	16	19.98%
GRAND TOTAL	89	100.00%



RACE/ETHNICITY

RACE/ETHNICITY	NUMBER OF EMPLOYEES	% OF SWORN PERSONNEL
Asian	14	15.73%
Black or African American	9	10.11%
Hispanic or Latino	5	5.62%
Mixed Race	1	1.12%
White	60	67.42%
GRAND TOTAL	89	100.00%



Figures Include Candidates, Academy Graduates, Officers, and Command Staff, As of 10/8/19
Does not include current vacancies; numbers subject to change

STATS & DEMOGRAPHICS

CRIME AND PREVENTION EFFORTS



GENERAL TRAIL AND PARK SAFETY TIPS:

- TRAVEL IN PAIRS WHEN POSSIBLE
- REMAIN AWARE OF YOUR SURROUNDINGS AT ALL TIME. IF YOU WEAR EAR PHONES, CONSIDER UTILIZING ONLY ONE SO THAT YOU CAN HEAR AROUND YOU WITH THE OTHER EAR.
- AVOID SECLUDED LOCATIONS WHEN ALONE
- CARRY A PHONE OR SIMILAR COMMUNICATIONS DEVICE WITH YOU
- CONSIDER CARRYING A NOISE MAKING DEVICE SUCH AS A WHISTLE
- NOTIFY SOMEONE OF YOUR EXPECTED ROUTE AND RETURN TIME

Due to the varied terrains and landscapes that our Park System provides, the Park Police employ **several modes of transportation** to maintain a presence within the parks and along miles of paved and unpaved trails. Whether the transportation option is horseback, bike, foot, ATV, or motorcycle, the ultimate goal is to deter crime, while simultaneously providing a sense of safety through our presence. Although the average park patron has **less than a one-tenth of 1%** chance of becoming a crime victim within our Park System, we take the act of any crime seriously and remain committed to consistently evaluating our intelligence gathering methods, deployment strategies, investigative tactics, and community education efforts to best serve the community.

In 2019, our staff members conducted **4,740 trail checks**. On some of our higher usage trails to include: Capital Crescent, Long Branch Trail 1 & 2, Matthew Henson 1–4, Northwest Branch 3, and Sligo Creek Parkway, our **collective efforts on these five trails listed above rose from 570 trails checks in 2018 to 1,698 in 2019 for a 197% increase**.

Vandalism and **theft** remain the two most prevalent crimes committed within our Park System. When compared to 2018, we experienced an increase in vandalisms from 136 to 154. **Sixty percent (60%)** of vandalism incidents were attributed to **graffiti**; 8.4% were gang related. Thefts remained virtually the same moving from 110 in 2018 to 109 in 2019. **Fifty-seven (57%) percent** of the total number of thefts were the result of **thefts from automobiles** on park property while 12% involved thefts from lockers at recreational facilities. Auto thefts **decreased** from 3 to 0, burglaries 6 to 4, weapons offenses 10 to 8, and reported rapes from 4 to 2. The two reported rapes involved parties who were familiar with each other. Our **most disturbing increase** came in the category of **robbery**. In 2018 four (4) robberies were reported, but sixteen (16) have been committed in 2019. Through investigative measures, combining efforts of patrol officers and detectives, 7 of these 16 robberies were closed out with arrests. Forty-four percent (44%) of all robberies involved a known assailant.



Gangs - In comparison to 2017 in which more serious gang related persons crimes were reported to the Park Police-to include two (2) homicides, four (4) serious assaults and five (5) robberies-the years **2018 and 2019 have primarily recorded graffiti as the most prevalent gang related crime in the Park system.** From 2018 to 2019, 1st Degree Assaults decreased from two (2) to one (1); there were no 2nd Degree Assaults in 2019; two (2) reported robberies occurred in 2019; and gang related graffiti instances decreased from fourteen (14) to thirteen (13).

Although these numbers are encouraging, we cannot assume they are entirely representative of reality knowing that some victims of gang related crime are intimidated to come forward. As such, we will continue to maintain a presence in regions where gang members have been known to traverse, while simultaneously forging partnerships with residents to collectively work together. In addition to providing officers to participate on the Montgomery County Police Gang Unit and the FBI's Safe Streets Task Force, we continue to give other Park Officers advanced training in gang interdiction efforts. It is our ultimate goal to prevent youth from joining criminal street gangs by working with them to remain engaged in positive activities. Just as importantly, we will continue to assist with gang intervention and education efforts in order to minimize the chance of an innocent community member becoming a victim of gang violence.

STATS & DEMOGRAPHICS

VISION ZERO



The M-NCPPC is proud to be a partner in the county-wide traffic safety campaign “Vision Zero.” Not only have we participated in area-wide holiday impaired driver task forces for years, we also realize we have a significant responsibility in the day-to-day safety of travelers who cross our trails. Throughout the 500 square miles of the county, our trail crossings create locations where motorist, pedestrians, and bicyclist converge. **As traffic, population, and construction dynamics continue to change within the County, so does our collective approach to enhancing the safety of all motorist, pedestrians, and bicyclist.** The Park Police is committed to working with State and local partners such as engineers, planners, allied agency members, and senior command staff members in this endeavor.

In 2019, the Park Police identified five (5) priority trail crossings in which we mandated regular monitoring by Park Officers. They included:

- Sligo Creek Pkwy / Piney Branch Rd
- Sligo Creek Pkwy / Schuyler Rd
- Veirs Mill Rd/ Turkey Branch Pkwy
- Georgia Ave/Hewitt Ave
- Capital Crescent Trail/ Little Falls Pkwy

These five locations were initially chosen due to multiple factors such as: heavy usage, collision history, public danger perceptions, and/or unique characteristics specific to sight lines, roadway design, etc. In calendar year 2019, Park Officers contributed a combined **811 hours of on-site presence at these five (5) crossings alone.** Although these five (5) were mandated for proactive collision deterrent efforts, officers also monitored **other locations** and engaged motorist, bicyclist, and/or pedestrians who warranted education and/or enforcement of existing law.

As we move forward into 2020, **a constant review of internal data and community concerns will drive our objective work.** In an effort to simultaneously expand our preventative and educational initiatives, “smart” **mobile Speed Sign Boards** will be deployed at various locations. These newly acquired Speed Sign Boards not only display motorist speeds, but also record other analytical data such as the total number of motorists that traverse the area, average speeds, and statistical trends by time of day/night. This analytical information helps us to separate fact from perception so that we can shift resources to where they are needed most during the times that pose that greatest safety risk – thus concurrently maximizing finite resources for greater efficiencies.



Park Police MC
@ParkPolice

We would like to remind everyone to not text and drive, this motorist on Sligo Creek Parkway was very lucky to walk away but could have been hurt or much worse.



Other efforts also include utilizing **unmarked vehicles** and **plainclothes personnel** at various sites in order to best assess the “organic” behavior of motorist, pedestrians, and bicyclist at crossings. The monitoring entails assessing yielding compliance, proper utilization of crosswalks, patience when activating the walk/cross signal, and considering what **engineering changes** could have a positive impact on various locations. These engineering recommendations may be specific to speed limits, the addition or re-routing of sidewalks, placement of static or electronic warning signs, and removal of an at-grade crossing as examples.

Education campaigns include on-site discussions and/or sharing of literature with travelers. The Park Police will work with the Public Affairs & Community Partnership Office to leverage the power of social media by sharing safety tips on neighborhood based social media applications such as Next Door or Facebook.



Image taken from Google Maps; intersection of Veirs Mill Road and Matthew Henson Trail crossing.

STATS & DEMOGRAPHICS

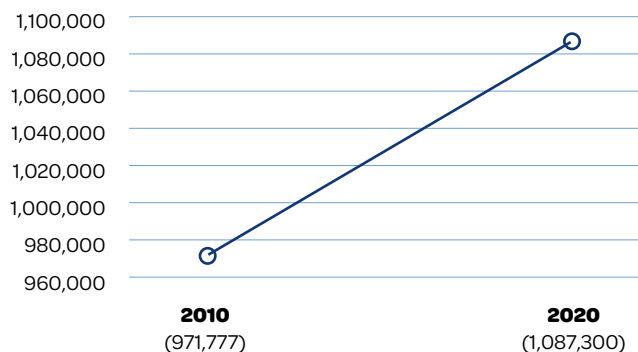
TRENDS IN POPULATION AND WORKLOAD

As noted previously, one of the greatest treasures in Montgomery County, MD is its award-winning Park System. Both the M-NCPPC and local leaders are committed to encouraging continued use, increasing programming, and building additional amenities in communities across the County. The Park Police is charged with the on-site safety and traffic concerns of visitors to the Park System. Although the Park Police wholeheartedly encourages the continued use of the various parks and trails, population increases have expectedly begun to have a direct impact on workload levels. Between 1990 and 2017, Montgomery County gained 293, 334 people, an increase of 38 percent. Over the past 10-years, the County's population has increased by over 11.9% while the Montgomery County Division of Park Police staffing levels have actually decreased by 4% within the same time span.



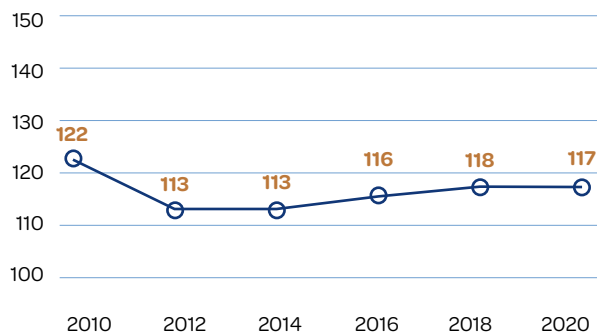
POPULATION FOR MONTGOMERY COUNTY

(BASED ON 2010 CENSUS DATA AND 2020 FORECAST)



AUTHORIZED POSITIONS

(SWORN AND CIVILIAN)



Source: 1940-2010 Census, U.S. Census Bureau; Washington Council of Governments Cooperative Forecast Round 9.1, Research and Special Projects



Rendition of new M-NCPPC Headquarters in Wheaton.

In order to meet the workload demand and standard of excellence expected, the Park Police will be seeking to **leverage technology** to maximize effectiveness and efficiency moving forward. Examples include installation of additional cameras at high usage locations, upgrading our computer aided dispatch system to employ geo-based dispatching of officers, stationing marked patrol cars in high visibility areas, changing beat configurations to even out geographic workloads, supplementing patrol staffing with members of the Special Operations Section for day-to-day demands, and prioritizing the apprehension of repeat criminal offenders by our plainclothes Special Assignment Team.

According to the Cooperative Forecasting Process of the Metropolitan Washington Council of Governments 5-Year Forecasts, Montgomery County can expect to see a continued population growth of approximately 7% (2015-2025). These **increases will be most noticeable in communities** such as Clarksburg (170%), Glenmont (110%) and Wheaton (139%). For the Park Police, these predicted increases represent increased park usage, special event permitting requests, traffic control demands and other public safety needs.

In the Spring of 2020, M-NCPPC will occupy a **new Headquarters building** located off of Reddie Drive in Wheaton. It's occupants will include hundreds of employees from both the Park and Planning Commission and numerous County government agencies; while simultaneously contributing to the revitalization process of downtown Wheaton.



BRANCHES

SPECIAL OPERATIONS

INVESTIGATIONS

PATROL

SUPPORT



BRANCHES

SPECIAL OPERATIONS BRANCH

JUST SOME OF COMMUNITY EVENTS SOS PARTICIPATES IN

- PRE-SCHOOL REGISTRATION AT WHEATON REGIONAL
- 5.11 GRAND OPENING
- SLIGO CRK PKWY/GRANVIEW HALLOWEEN
- POTOMAC HUNT RACES DEMONSTRATION
- MONTGOMERY COUNTY THANKSGIVING PARADE
- GAITHERSBURG ST. PATRICK'S DAY PARADE
- WHEATON HALLOWEEN PARADE
- LAYTONSVILLE DAY CHRISTMAS PARADE
- POLICE MEMORIAL DAY IN WASHINGTON, DC
- HORSES HEALING MARYLAND'S MILITARY VETERANS
- MEADOWBROOK STABLES 85TH ANNIVERSARY
- WASHINGTON REDSKINS STADIUM/FEDEX FIELD
- HEROES AND HELPERS
- WREATHS ACROSS AMERICA
- GAITHERSBURG SUMMERFEST
- JULY 4TH FIREWORKS CELEBRATIONS


All members of the Special Operations Section are **cross-trained** in **horse-mounted**, **marine**, and **motorcycle** operations. This Section manages special events in the parks from a few hundred to thousands. In addition to participating in over 200 community outreach requests such as parades, school based "show and tell" demonstrations, and neighborhood celebrations per year, they are also in great demand for traffic and crime prevention efforts at various events.

In addition to award winning horse-mounted teams, the Section has a **dedicated non-sworn group who care for and help train our fleet of horses**. Their tireless efforts help us to remain ready for various time sensitive missions such as wide-scale searches for critically missing persons and riot control in locations throughout the Washington-Metropolitan Region. At other times, members of the Section seamlessly transition on to a motorcycle to lead or assist in high profile escorts of dignitaries, military heroes, or disabled children.

With the addition of two recently acquired bloodhound puppies, the Park Police Canine Unit is formally **expanding its search and rescue capabilities**. As the prevalence of those diagnosed with dementia, Alzheimer's, autism, and other intellectual and developmental disabilities rises, the Park Police is committed to assisting care takers/guardians with educational information to minimize the chance of elopement and/or participating in the quick recovery of those reported missing. The Section as a whole will soon sponsor on-site outreach visits to our Woodlawn facility where children and adults alike with developmental disabilities can interact with our animals and staff in a fun and controlled environment.





 **The World According to Jake & Empowering Autism Caregivers, LLC** TM added 16 new photos to the album: **Montgomery County Park Police.**

Yesterday at 4:21 PM · 

What a special afternoon. Autism Ambassador Jake was honored to be the first to tour the MoCo Park Police horse barn as part of a new partnership with the MCPD Special Operations Autism (DD, Dementia and Alzheimer's Outreach Unit. What a great collaboration! Can't wait to bring my Upcounty Community Resources, Inc. peeps for a tour to meet these characters! Thanks Laurie! Captions below photos





COMPETITIVE EQUESTRIAN EVENTS RESULTS FROM LAST TWO YEARS

HORSES HEALING MARYLAND'S MILITARY MILITARY VETERANS & MOUNTED POLICE HORSE SHOW

2018

- **Obstacle Class**
1st Place: tie between Lt. MacLeod and Sgt. Gratton
- **Equitation Class**
2nd Place: Sgt. Gratton
5th Place: Lt. MacLeod
- **Equitation Champion Class**
5th Place: Sgt. Gratton

2019

- **Obstacle Class**
1st Place: Sgt. Gratton
2nd Place: Cpl. Lainhart
- **Equitation Class**
3rd Place: Sgt. Gratton

NATIONAL MOUNTED POLICE COLLOQUIUM

2018

- **Team Obstacle Class**
5th Place: Lt. MacLeod and Sgt. Gratton
9th Place: Cpl. Hagen
- **Equitation Class**
4th Place: Cpl. Hagen

2019

- **Individual Obstacle Class**
4th Place: Sgt. Gratton

NORTH AMERICAN POLICE EQUESTRIAN COMPETITION (NAPEC)

2019

- **Team Obstacle Class**
2nd Place: Sgt. Gratton, Cpl. Fanelli, Cpl. Lainhart
- **Individual Obstacle Class**
4th Place: Sgt. Gratton
- **LEO Combined Expert**
(Avg. of Equitation & Obstacle scores)
4th Place: Sgt. Gratton





K-9 OPERATIONS

The Canine Unit is comprised of one (1) sergeant and four (4) officers. There are seven (7) specially trained dogs in the unit. In 2019, this unit responded to 545 calls for service ranging from tracks for wanted suspects who fled a crime scene, detection of illegal narcotics, search of a building due to an alarm signal, and other needs to assist allied agencies. After adding in other assignments and outreach engagement requests such as demonstrations at schools or community events, the Canine Unit completed well over 700 demands.



MEET THE TEAM!

Currently there are four K-9 handlers and one sergeant. This unit consists of three patrol dogs, one search and rescue dog and an explosive ordinance dog. In October, two search and rescue bloodhounds were added to the unit and will soon be fully trained.



Sergeant Harrington and his partner Clutch. Clutch is an Explosive Detection K-9. Clutch will scan areas at any large events and respond to calls for suspicious packages.



Corporal Andrews and his partner Tango. Tango is a patrol dog who assists on traffic stops, locating contraband, building searches and other fluid situations.



Cpl. Andrews and Cpl. Burroughs also have Roxy and Chloe, just puppies now, but soon will be trained as search and rescue dogs.



Corporal Burroughs and his partner Brody. Brody is also a patrol dog that assists on traffic stops, locating contraband, building searches and other complex situations.



Corporal Girgenti and his partner Xena. Xena is a search and rescue dog. She helps to find missing people, whether lost in the woods, suffering from memory impairment, a mental health crisis, or another situation that presents a hazard to the person.



Corporal Byers and his partner Duke. Duke serves as a patrol dog. Duke assists on traffic stops, locating contraband, building searches and other complex situations.



PARK POLICE-BASED SHARPSHOOTING PROGRAM FOR DEER MANAGEMENT

The Park Police has served as the **primary law enforcement agency in the M-NCPPC Deer Management Program since 2001**. Each winter, several specially trained sharpshooter members of the Division join the Park Planning & Stewardship Division in this vital and physically challenging task to control the county's deer populations. On average, they devote approximately 1,600 officer hours to on the ground night operations; this number does not include the additional hours spent devoted to area security and required shooting range training. As the years have passed, the **demand for this service has only grown** due to its obvious benefit in **reducing the potential for life threatening vehicular collisions, harm to natural ecosystems, damage to agriculture and private landscapes, and the spread of lime disease**.

Deer population reductions are conducted from sunset to sunrise while the parks are closed to the public. Programming is designed with **public safety as the paramount priority**. Deer are removed in a safe, humane, and discreet manner. The meat product of all harvested deer is **donated to the Capital Area Food Bank** for distribution to the region's charitable organizations. In 2019, the total donation for the operations was 25,125 pounds of meat for those in need. To date, the Department of Parks has donated more than **315,000 pounds** of venison since 2001.



BRANCHES

PATROL BRANCH

The goal of the Patrol Branch is to provide a highly visible presence in the Parks, their trails, and surrounding areas 24-hours per day by car, foot, ATV, or bicycle. These officers are responsible for maintaining safety on two parkways, hundreds of miles of trails, playgrounds and enterprise facilities such as tennis bubble complexes, swim centers, and recreational buildings. In the 2019 calendar year, the men and women of the Patrol Branch responded to **7,192 calls for service**. At other times, they assisted on hundreds of community and commercial events to facilitate traffic flow, deter crime, assist in finding missing children, addressed permitting disputes, and otherwise ensured the peaceful enjoyment of the Park System for millions of annual users. During natural or man-made disasters, Patrol members help to evacuate patrons from fast flooding areas, investigate and clear roadways of collisions, and temporarily cordon off areas that may not be safe to enter due to unavoidable conditions such as snow or ice.

PATROL NOTABLE EVENTS



REGIONAL GANG CRIMES

In the Summer of 2019, a Park Police Officer stopped a suspicious group of youth in a park at 6:00 a.m. in the morning. The investigation determined they were members of a transnational gang. They were discovered to be in possession of a ski mask (with a gang name written across the face). The on-scene investigation led to the recovery of 2 pellet guns, 1 handgun, and 1 knife that were attributed to this group. Some of the subjects were in possession of evidentiary items taken from robbery victims in a Washington, D.C. case.

DEALING WITH PERSONS IN CRISIS

On occasion, officers come into contact with citizens suffering from mental and/or emotional crisis. Many of our officers are specially trained in ways to deescalate the situation so that no, or the least amount, of force is used. In one such instance our patrol officer was confronted with a subject who was making bizarre statements and challenging the officer with a fixation on the officer's firearm. The subject was taken into custody without injury and was found to have multiple knives on him.



DRUG DISTRIBUTION AND GUN OFFENSES

Patrol officers have on various occasions apprehended individuals found to be in possession of guns and illegal drugs in amounts that are indicative of distribution. These arrests help keep the parks and surrounding communities safer.

AFTER HOURS BURGLARY

Officers responded to Glenmont Pool after receiving information that subjects were seen on cameras in the pool area. Officers witnessed four subjects jump the fence to exit the pool, a short foot pursuit ensued and the four subjects were apprehended. Upon investigation, it was determined that there was an outstanding fifth subject. Officers entered the pool area and located the fifth subject inside the locker room. Five apprehensions were made.

VANDALISM TO PARK FIELDS

Officers received a call of an off road complaint coming from Columbia Local Park. Once officers arrived on scene they noticed in the fresh snow tire marks had been made on the baseball fields. Officers conducted surveillance at the entrance to the park and soon noticed a green Chevrolet truck drive by with what appeared to be newly coated wet mud on the exterior. A vehicle stop was made and subsequent investigation revealed that the person operating the vehicle had just driven through the park fields, intentionally damaging them. Due to the excellent operational plan of the officers, those involved were appropriately charged and restitution will be sought for the damages incurred.

CLUB ADVENTURE

This is an **afterschool program** for kindergarten through fifth (5th) grade youth. During Club Adventure, Park Police officers engage the participants in fun, organized activities. Participants and officers have the option to learn and enjoy in the variety of recreational activities including sports, crafts and dance. The program currently operates on a rotating basis out of Long Branch Recreation Center, Mid-County Recreation Center, Coffield Community Center, White Oak Community Center and Plumgar Recreation Center.

DECRIMINALIZATION OF HOMELESSNESS

The Park Police is partnering with government and non-profit groups in an effort to **decriminalize the condition of homelessness**. Alternative efforts that divert those in transition to treatment options and more stable housing arrangements are being prioritized.







COMMUNITY SERVICES

The Community Services Section helps to coordinate various engagement events between the Park Police and the Community. These gatherings combine **educational opportunities** such as bicycle safety and situational awareness classes with family friendly events like *Bring Your Kid to Work Day* and *Special Olympics* fundraisers. Other popular free outreach services include surviving active assailants in the workplace, Rape Aggression Defense (RAD) courses and Crime Prevention Through Environmental Design surveys to minimize the potential of becoming a victim at home or in the workplace.



RANGERS

Our Park Rangers are called upon to perform a myriad of duties, including:

- Agricultural property management
- Community outreach programs, which include educational presentations and outdoor events
- County-wide special event support
- Safety checks of facilities and parks
- Natural resources conservation and education
- Park permit enforcement
- Wildlife response

PERMITTING

The Community Services Section works with the Office of Public Affairs and Community Partnerships (PACP) to review park usage permits. This joint effort ensures the event organizers are equipped with the requisite knowledge to host a gathering in a manner that is safe, respectful of other park patrons, and logistically feasible. In 2019, the Community Services Section reviewed 230 permits, with 408 officer assignments to work these special events which ranged from road races to festivals.





VOLUNTEERS

After celebrating their 25th Anniversary in November of 2018, this unit is stronger than ever. Participating in many events across the county, the volunteers can always be counted on to lend assistance to Park Police and the community. Our Volunteers patrol the parks, on **foot, bike or horse**. With their eyes on safety and the surrounding environment, they help ease the load during some of our busier park usage seasons. Since the inception of the Volunteer Program, over **30,000 service hours** have been completed!



BRANCHES

INVESTIGATIVE BRANCH

Detectives within the Investigative Branch have primary investigative responsibility for all crimes that occur on park property with the exception of human deaths, first degree rapes, and second degree rapes. They utilized numerous investigative methods to include best practices in evidence collection, search of various public safety electronic databases, and the sharing of intelligence with allied agency members. Some detectives serve on regional gang and drug task forces for the betterment of the County and region as a whole. As the “information age” has ushered in expanded uses of electronic devices, it has also led to the unintended increase in digitally based crimes such as fraud, child porn, and cyber threats. The Park Police is responding by sending detectives to more specialized training to meet today’s challenges. A detective recently **completed a demanding course in electronic recovery forensics through the Secret Service** and obtained needed equipment to **enhance the team’s investigative capacity.**

Within the Investigative Branch is the plainclothes unit The Special Assignment Team (SAT). By blending into a region, they conduct surveillance undetected in order to apprehend persons attempting to commit serious crimes and/or to assist detectives in the closure of an existing case. Their work is invaluable in addressing both acute and chronic community trends.





INVESTIGATIONS NOTABLE EVENTS



- Investigation and arrest of a suspect who struck a marked police vehicle then tried to flee the scene while in possession of a handgun and multiple containers of PCP.
- Arrest and conviction of a serial sex offender, who is now banned from all park trails.
- Investigation and arrest of a juvenile who is a suspect in several misdemeanor sex offenses (unwanted touching) on Sligo Creek Parkway.
- The arrest of a subject who was caught exposing himself to patrons at a swimming pool.
- The investigation and arrest of a suspect who threatened others with a knife, charges of 1st Degree Assault obtained.
- Of the 16 robberies reported to Park Police in 2019, 7 were closed out with arrests made.
- A detective was recently trained and certified through the Secret Service Fraud Task Force to be a Computer/Cell Phone Forensic examiner.
- Created a drone program with licensed pilot for varying life safety missions to include critically missing persons.
- Coordinated security camera installations in Long Branch Community and Wheaton Regional with enhanced monitoring capabilities to assist in crime prevention and promote public safety.

BRANCHES

SUPPORT BRANCH

If the other three (3) branches were considered the legs, arms, and torso of the Park Police “body,” the Support Branch could be compared to the **nervous system that connects it all together**. Consisting of the Communications, Records, and Management & Technology Services Sections, members of this branch often carryout vital missions “behind the scenes.”

COMMUNICATIONS SECTION

This unit is responsible for all emergency calls transferred to it from the County Police 911 system and non-emergency calls that come directly in via park patrons. This section is staffed 24-hours a day by trained dispatchers. This group of professionals triage various requests and dispatch Park Police Officers for public safety needs. They also help to coordinate a myriad of resources on large scale incidents and process database checks for on-scene law enforcement personnel.

RECORDS SECTION

The Records Section process all incident reports and criminal/civil/ traffic citations. They are the primary point of contact for requests from the judicial system regarding court and juvenile justice matters. They recently secured the means to accept in-person electronic payments and expect to add web-based payment services in the near future in order to decrease community inconvenience and enhance customer satisfaction.

MANAGEMENT & TECHNOLOGY

Charged with everything from budget review, to fleet control, to mobile data terminals, the Management & Technology Section keeps the every day needs of the entire agency functioning in order for all other units to acquire needs and carryout their respective duties.





GOALS AND OBJECTIVES



GOALS & OBJECTIVES

BUILDING TRUST AND LEGITIMACY

GOALS

Foster positive relationships with all citizens through professional interactions and programs. Implement transparent accountability measures that promote trust and legitimacy. Provide easy access to opportunities for the community to engage with police officers, share input into policy decisions, and enhance rapport through constructive partnerships for the good of the community as a whole.

OBJECTIVES

- Develop a **community survey** to gain a baseline of current sentiments towards Park Police employees, while simultaneously seeking input on holistic methods to improve a park attendee's experience. **TIMELINE – FALL 2020**
- Sponsor several Park Police Officers to attend the “Train the Trainer” course of the nationally recognized **Fair and Impartial Policing®** training to better equip all park employees with the tools to recognize and address hidden biases. **TIMELINE – COMPLETED WINTER 2019**
- Increase the use of **social media platforms** such as Twitter, Facebook, and Nextdoor to provide real time information or updates on public safety matters in or near park property. Enhance our social media monitoring efforts in order to receive concerns of the public on various issues to include those specific to quality of life incidents, property crimes, suspicious activity, etc. **TIMELINE – SPRING 2020**
- Provide all command staff and supervisors with **cultural immersion** awareness experiences via established public safety initiatives offered through the United States Holocaust Memorial Museum (USHMM) and the National Museum of African History and Culture. **TIMELINE – THE USHMM VISIT WAS COMPLETED IN FEBRUARY OF 2019. THE NATIONAL MUSEUM OF AFRICAN HISTORY AND CULTURE VISIT IS EXPECTED TO BE COMPLETED BY THE FALL OF 2020 IF NOT SOONER.**
- Provide an **on-line portal** for community members to share any compliment or complaint against a Park Police employee. The portal will be made available in multiple languages common within Montgomery County, allow for anonymity, as well as a reply from an Internal Affairs Detective within 24-48 hours. Community members will be kept abreast on the progress of the matter at every stage. **TIMELINE – FALL 2020**



Shop with a Cop, 2019

- **Expand community programming initiatives** to include: sponsoring at least five (5) “Park Police” days at recreation facilities throughout the county, host “Coffee with a Cop” sit downs, sponsor “movie nights” in area parks, and facilitate tours of the Woodlawn Facility for children/adults with Autism/Intellectual and Developmental Disabilities. **TIMELINE – SUMMER 2020**
- Designate community relations as an integral part of every members’ **performance evaluation**. Courtesy, timely follow-up of community concerns, and evidence of working in partnership with community groups on quality of life matters will also be measured. **TIMELINE – SPRING 2020**
- Maintain a minimum **95% compliance rate** on the use of In-Car video and Body Worn Camera usage in interactions with community members within established policy requirements. **TIMELINE – SPRING 2020**
- Maintain current controlled asset, overtime, and use of force quarterly/annual audit reports. **TIMELINE – ONGOING**
- Increase levels of sworn and non-sworn employee **diversity to include language, ethnicity, experiences, gender, education levels, and age** to better reflect the community we serve. **TIMELINE – ONGOING**
- Maintain current efforts such as attendance at community meetings, demonstrations by the Horse Mounted and Canine Units, as well as positive interactions through Club Adventure, National Night Out events, and the Keith Joseph Memorial Basketball Tournament. **TIMELINE – ONGOING**
- Through a **weekly command staff analysis and intelligence meeting**, examine empirical data on processes specific to the budget, crime prevention initiatives, community engagement efforts, internal affairs case updates, training outcomes, vision zero deployments, and records management as examples. **TIMELINE – ONGOING**
- Post copies of all policy directives and collective bargaining agreements on the **website** in PDF format for public review and downloading. **TIMELINE – COMPLETED**





GOALS & OBJECTIVES

POLICY AND OVERSIGHT

GOALS

Establish policies that are consistently aligned with best practices that promote fairness and inclusion, meet community expectations, are in line with legal precedents at the Federal, State, and Local levels, reflect current collective bargaining agreements, and promote overall employee wellness. Develop protocols which ensure periodic review and real time adjustments for maximum efficiency and effectiveness.

OBJECTIVES

- **Reorganize the Division for better oversight within each Branch.** This was actually completed by the Fall of 2018. It involved several restructuring efforts to include the creation of the Investigative Branch to consolidate all detective units, redirecting administrative audit and background duties under the Internal Affairs Section, and re-aligning the Community Services Section with the Patrol Branch to name a few. **TIMELINE – COMPLETED**
- Establish specialty committees (sworn, non-sworn, management, and bargaining unit members) where needed for a **broader range of input into the policy development process.** Such committees may include use of force review, peer support, and training. Also encourage regular peer review of critical incidents for collective growth. **TIMELINE – ONGOING**
- Develop an **Internal Investigation Review Panel (IIRP)** to ensure a holistic review of each formal complaint in the disciplinary process by various levels of expertise, to include the primary investigator, Internal Affairs Director, Branch Chief, Office of General Counsel, and the Office of the Chief. **TIMELINE – SPRING 2020**
- Continue to **engage with community** public safety liaison groups within the County to remain abreast of community interests, needs, and concerns while simultaneously sharing policy goals for feedback. **TIMELINE – SPRING 2020 AND BEYOND**
- Subscribe to national public safety publications and mandate senior command staff members attend respected conferences to remain abreast of current issues, lessons learned, and emerging best practices. **TIMELINE – COMPLETED AND ON GOING**
- Require an annual review of all internal unit Standard Operation Procedures to certify they are consistent with existing Division policy. **TIMELINE – SPRING 2020**
- Revamp the **Ranger Program** to increase productivity and reduce the level of turnover due to pay and benefit challenges. **TIMELINE – SUMMER 2020**
- Work with the Maintenance Division to improve the timeliness of the fleet preventive maintenance process and change internal usage protocols to eliminate waste. **TIMELINE – CURRENTLY IN PROGRESS**



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GOALS & OBJECTIVES

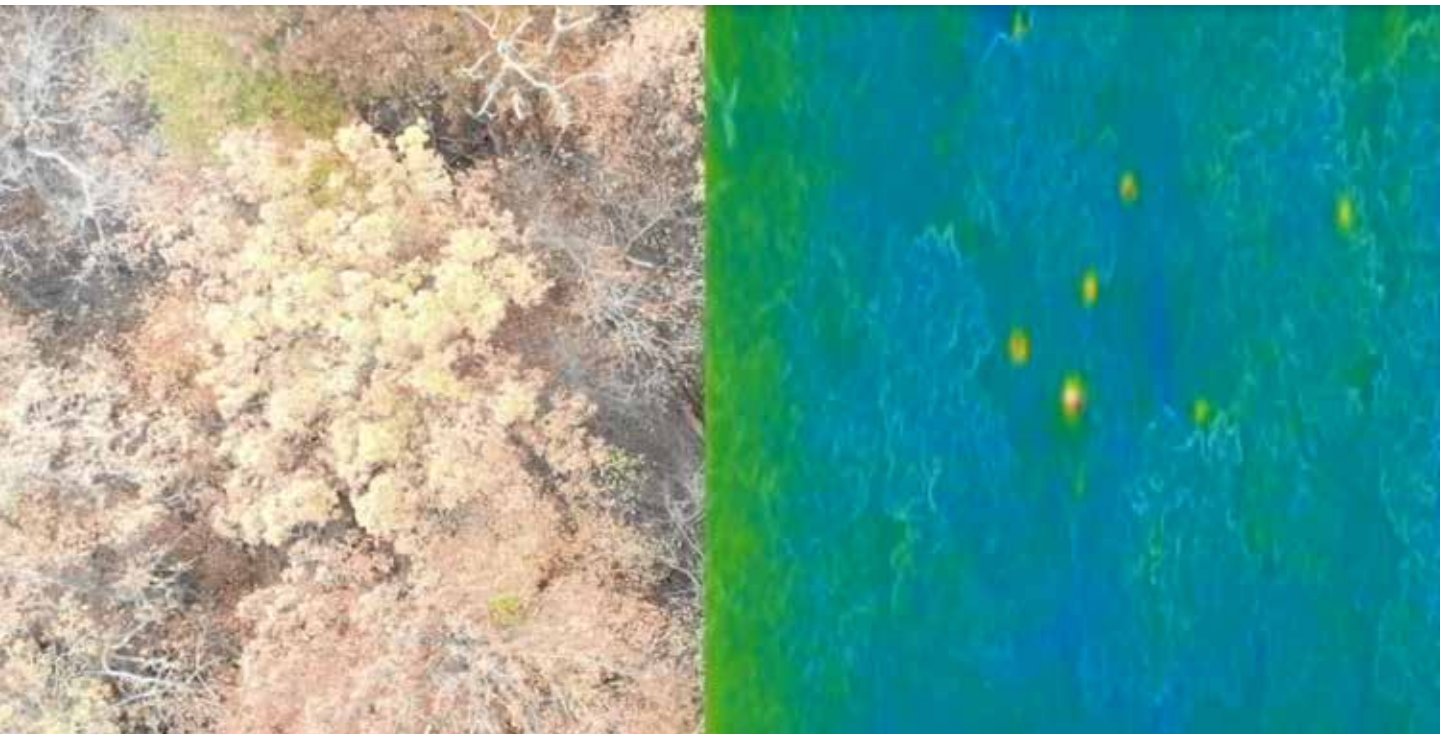
TECHNOLOGY AND SOCIAL MEDIA

GOALS

Leverage technology to create additional efficiencies in service delivery, enhance community safety, provide reliable internal and external ADA compliant portals of communication, and networking systems in the Bi-County region to facilitate information sharing. Harness the power of social media to share authentic and timely information of interest.

OBJECTIVES

- **Renovate the Park Police website** to provide a better customer service experience. Work with the Public Affairs and Community Partnership (PACP) Office to ensure all critical content is ADA compliant and accessible. Updates to include an organizational chart, easy to view and download policy directives, crime alerts, safety notices such as park closures due to inclement weather, an on-line civil citation payment option, and advanced notice of community outreach campaigns. **TIMELINE – WINTER 2020**
- Develop a **Park Police App** for mobile devices to receive and report time sensitive data. **TIMELINE – SPRING 2021**
- Complete a **social media policy** and subsequently expand our social media presence on various platforms. Include the use of neighborhood specific forums such as Nextdoor for greater localized news alerts and public discussion. **TIMELINE – SUMMER 2020**
- **Invest in more less lethal equipment** for every patrol officer. Equip and train every patrol officer on the proper use of pepper spray and an electronic control device. **TIMELINE – FALL 2021 FOR ELECTRONIC CONTROL DEVICE PURCHASING/OUTFITTING. ONGOING TRAINING FOR ALL CURRENTLY EQUIPPED.**
- Create an **electronic Dashboard** that allows patrol and investigative supervisors to host virtual roll call discussions, track the progress of community initiatives, share pertinent documents from one shift to another, and keep a historical record for future retrieval if necessary. **TIMELINE – FALL 2020**
- **Upgrade emergency communications systems** to provide quicker responses to calls for service and a more robust information platform for officers. Work with industry leaders to acquire contemporary infrastructure for various modern capabilities such as: GPS mapping to find community members in distress, dual dispatch servers for redundancy/continuity of operations capabilities with our sister agency in Prince George's County, cloud storage for records management, geographic dispatching, quicker transfer of calls from the County Police, and mobile dispatching on the scene of large events. **TIMELINE – SPRING 2021**



Thermal drone image during brush fire at Black Hill Regional Park. The officer/pilot was able to observe continuing hot spots and then better direct members of the Fire & Rescue Service into those specific locations to extinguish the fire.

- **Records Management System upgrades** that would allow investigators to import their electronic reports, digital evidence, and other pertinent information into secure organized case files for appropriate judicial proceedings. **TIMELINE – SPRING 2021**
- Install the **PowerDMS** program and begin to digitize thousands of documents into searchable online sources. Create greater efficiencies in the dissemination of policy and training materials with real time confirmation of review, signatures, and completion. Reduce training costs while simultaneously providing employees with a mobile platform to access important information. **TIMELINE – SPRING 2020**
- Implementation of a **crime mapping software** that is tied to the Computer Aided Dispatch (CAD) for real time actionable intelligence and accurate record keeping to objectively assess when and where proactive education campaigns and patrols should be deployed to prevent, detect, and close incidents of crime. **TIMELINE – SPRING 2020**
- Deploy **drone technology** for time sensitive public safety incidents such as searches for critical missing persons, the pursuit and apprehension of armed suspects, and quickly determining the location of homeless persons in life-threatening weather emergencies. Policies consistent with applicable laws and civil liberty sensitivities will be developed prior to program utilization. **TIMELINE – SPRING 2020**
- Invest in training and technology that enhances crime scene processing, evidence collection and cataloging, and provides the timely retrieval of electronic based information. **TIMELINE – FALL 2020**

GOALS & OBJECTIVES

COMMUNITY POLICING/CRIME REDUCTION

GOAL

Expand our community outreach efforts by increasing current partnerships while simultaneously creating new avenues for engagement that develop and establish lasting relationships built on empathy, mutual respect, and integrity.

OBJECTIVES

- **Host five (5) “Park Police Community Days”** in which representatives from all branches of the agency provide an open house experience in communities throughout all quadrants of the County. These events will include static displays, informational sessions, and demonstrations by our mounted, canine, and motorcycle units. **TIMELINE – BEGAN IN SUMMER OF 2019 AND WILL CONTINUE ANNUALLY.**
- Provide *Civilian Response to Active Shooter (CRASE)* training to Commission civilian staff and interested community members. **TIMELINE – ONGOING**
- Incorporate a **Speaker Series** in the various Community Home Owners Associations, or like groups, near Park Property for healthy dialogue and to foster partnerships. **TIMELINE – SUMMER 2020**
- **Expand the use of high visibility patrols** with modes of transportation that put officers and our volunteer corps in closer contact with community members for greater accessibility and to increase the likelihood of less formal, but positive interactions. Greater emphasis is being placed on modes of transportation that do not include the patrol vehicle, but instead horse, mountain bikes, ATV, motorcycle, and foot. We recently purchased two electric bikes due to their quiet and environmentally friendly qualities. **TIMELINE – ONGOING**
- Implement a formal **“Adopt a Recreation Center, School, or Organization.”** Every Park Patrol Officer is expected to develop and create professional partnerships with various recreation centers, schools, or other organizations near a park. This includes developing rapport with facility supervisors while serving as a liaison for public safety and community engagement. This duty will be added to every Patrol Officer’s annual performance evaluation. **TIMELINE – SPRING 2020**



- Continue to implement “**Vision Zero**” prevention and education initiatives as we join our fellow public safety colleagues in an effort to create safer roadway crossings for motorist, pedestrians, and bicyclists alike. **TIMELINE – ONGOING**
- Partner with non-profit organizations and governmental entities to better serve **vulnerable populations** in a more holistic manner. Examples include assisting the homeless with transitional services, steering youth away from gang involvement, assisting the State’s Attorney’s Office with its Truancy Program, and supporting the restorative spirit of the judicial system’s work in its drug and mental health court programs. **TIMELINE – FALL 2020**
- Obtain grant funding to participate in the **School Resource Officer Program** at the middle school level in a school adjacent to a park. **TIMELINE – FALL 2020**
- Establish an electronic link to the Public Affairs & Community Partnership Office in order to gain weekly data on **quality of life** complaints that are reported to the Commission by phone or online, but are not initially directed to the Park Police. The rationale is to determine where the presence of the Park Police could serve as a deterrent to activities that negatively impact quality of life such as dogs off leash, excessive noise after hours, or illegal parking that creates a safety hazard. **TIMELINE – SUMMER 2020**
- Continue to work with Park maintenance and stewardship personnel to quickly remove graffiti and also trim back overgrown shrubbery that provides blind spots perpetrators may use to victimize innocent patrons. **TIMELINE – ONGOING**
- **Increase our crime prevention educational campaign** by expanding content on our website, sending out periodic tips to social media followers, and producing literature in several languages common to Montgomery County as a whole. **TIMELINE – SUMMER 2020**
- Work with Maintenance Staff to install “**reminder signage**” at various park locations encouraging patrons to lock their doors and remove valuables out of plain view in an effort to reduce thefts from automobiles. **TIMELINE – FALL 2020**





GOALS & OBJECTIVES

TRAINING AND EDUCATION

GOALS

Implement training programs that are reflective of societal expectations, consistent with proven best practices, and current with Federal, State, and local laws. All training programs will be built upon a standard of excellence, sensitive to all populations, and constantly reevaluated for effectiveness.

OBJECTIVES

- Train every Park Police Officer and dispatcher in **Crisis Intervention** to increase the chances of a favorable outcome for all parties when they come into contact with community members in crisis, under the influence of various substances, and/or affected by a developmental or intellectual disability. **TIMELINE – WINTER 2020**
- Implement an empirical based **Customer Service training curriculum** for all Park Police personnel developed by a University of Maryland academician. Incorporate into this program feedback gained from a panel of community leaders convened in 2019 to solicit their expertise and community sentiments. The officers who were recently certified in a “train the trainer” Fair and Impartial Policing curriculum are expected to assist as well. **TIMELINE – SUMMER 2020**
- Ensure the training coordinator and command staff consistently monitor national publications and attend regional/national conferences to remain abreast of trends and best practices for informed decisions when developing policy and/or training curriculums. **TIMELINE – ONGOING**
- Implement employee specialty training to **enhance officer and non-sworn personnel job satisfaction and capabilities**. Provide subsequent opportunities within the agency for the newly obtained knowledge, skills, and abilities to be utilized for the good of the public while all realizing a return on the investment. **TIMELINE – FALL 2020**
- Continue to provide **leadership training** for new and prospective supervisors and executive staff members. Expand simultaneous opportunities at various levels of development at the local and national level. **TIMELINE – SUMMER 2020**
- Formalize the **first line supervisor’s mentoring program** to facilitate a smoother and more effective transition. **TIMELINE – SUMMER 2020**



- Provide officers with annual **Use of Force training that stresses the sanctity of life, personal and team accountability, and de-escalation tactics**. Training will cover less lethal options to include the utilization of time and distance, verbal commands, open hand defensive tactics when safe to utilize, and the proper use of equipment designed to temporarily incapacitate while simultaneously minimizing the chance for serious injury to the community member and officer. **TIMELINE – ONGOING**
- Develop a formal **Search and Rescue Program** with supervisory oversight by certified team leaders. Provide all patrol officers with industry standard baseline training to make informed decisions upon first learning of a missing person. We have acquired and are in the process of training two bloodhound dogs to serve as pivotal team members along with certified drone operators. **TIMELINE – FALL 2020 FOR THE PATROL TRAINING**
- Continue to offer **community members** and **M-NCPPC employees free training by certified Park Police Officers** in sought after topics such as: Civilian Response to Active Shooter (CRASE), ATV, Rape Aggression Defense (RAD), Crime Prevention Through Environmental Design (CPTED) and First Aid. **TIMELINE – ONGOING**
- Create a skills inventory list of knowledge, skills, and abilities staff members possess to utilize for the betterment of the entire agency. **TIMELINE – SPRING 2020**
- Continue to incorporate other relevant topics into **annual in-service** training such as ADA compliance, applicable criminal/civil law updates, victim services, human trafficking, and equal employment opportunity law as examples. **TIMELINE – ONGOING**





GOALS & OBJECTIVES

EMPLOYEE WELLNESS

GOALS

Provide a healthy work environment that is conducive to an employee's mental, physical, and spiritual health. Utilize reputable resources within and outside of the agency that provide free, confidential, and easily accessible assistance for employees to acquire in times of need. On-going programming, educational opportunities, and training will be offered to employ a holistic approach to overall health and wellbeing.

OBJECTIVES

- Educate each employee on the **Commission's Fitness Incentive programs and wellness initiatives**. Help to facilitate attendance to such events with schedule adjustments and/or leave approvals when possible. **TIMELINE – ONGOING**
- Improve our **on-boarding process** for new recruits and/or laterals from other agencies by involving their family members and loved ones to ensure they collectively know what **mental health, legal, financial, and other resources** the M-NCPPC provides its employees and family members. **TIMELINE – SUMMER 2020**
- 24/7 access to the on-site fitness room for all employees due to varied work schedules. **TIMELINE – ONGOING**
- Expand the number of sworn and non-sworn **Peer Support Program** participants. Make Peer Support Team members available to any employee involved in a critical incident – whether on the job or in their personal lives. **TIMELINE – ONGOING**
- Incorporate an internal **annual employee health awareness training** that provides vital information on various aspects of wholeness to include mental, financial, and physical health. The desired outcome will be to provide all members with crucial information in a non-threatening environment where they can be educated on warning signs, governmental and non-governmental resources, and best practices to increase their odds of success while simultaneously reducing the potential for tragedy. **TIMELINE – SUMMER 2020**
- Implementation of a **Military Deployment/Return support program** facilitated by other veteran-officers. Formal policy will be developed to ensure smooth transitions from civilian life to military deployment and a return to civilian life from military deployment. Policies will include attention to payroll entries, mental health assistance, financial referrals, and various other human resource needs. **TIMELINE – SUMMER 2020**



- Improve the physical workplace environment through **capital improvements** such as investments in ergonomically correct furniture, lighting conditions, HVAC system, and cleanliness. **TIMELINE – ONGOING**
- Continue to invest in **officer safety equipment** to increase the chance of survival in life threatening events. Investments include tactical first aid kits, weapons mounted lights on all hand guns to minimize the potential for mistakes in low light conditions, throw ropes for ice rescues, etc. **TIMELINE – ONGOING**
- When an employee has been involved in a **critical incident**, mandate at least one **confidential consultation** visit with a licensed psychologist before the employee can be considered for a return to duty. This is not only done in the best interest of the employee should he or she receive mental trauma, but also to remove the stigma that seeking help is a sign of weakness. **TIMELINE – SUMMER 2020**
- Encourage **more agency participation** in community events designed to increase awareness of various initiatives such as those involving intellectual and developmental disabilities, post-traumatic stress disorder, and the prevention of domestic violence. **TIMELINE – SUMMER 2020**
- **Continue to foster an all-inclusive workplace environment** in which every employee knows he or she has a voice. Provide employees with opportunities to participate on policy committees and/or submit ideas on matters of concern. Ensure our daily efforts are consistent with the agency motto of “Stronger Together.” **TIMELINE – ONGOING**



CONTINUOUS REVIEW

The Maryland-National Capital Park Police, Montgomery County Division, is pleased to have provided this *Year in Review* and *Strategic Plan*. The lists of accomplishments, initiatives, and objectives are not all-inclusive, but hopefully provided a good snapshot into the commitment, empathy, and genuine concern the Park Police has for the public we are honored to serve and protect. The Park Police is an agency made up of wonderful and dedicated professionals who are here to work in partnership with you. As we continue to listen to the community and our internal agency professionals, we will adjust our efforts accordingly for the good of all. Therefore, the *Strategic Plan* is a **living document** supported by a commitment to excellence.



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