



POLICE ACCOUNTABILITY BOARD

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Administrative Director

Laura Byers
Sr. Executive Admin. Aide

MEMORANDUM

December 30, 2025

TO: The Honorable Marc Elrich, Montgomery County Executive
The Honorable Natali Fani-González, President, Montgomery County Council

FROM: Montgomery County's Police Accountability Board

SUBJECT: Montgomery County's Police Accountability Board Annual Report for 2025

Section 35-24(i) of the Montgomery County Code requires the Police Accountability Board (the Board) to submit a report to the Executive and Council on an annual basis that identifies any trends in the disciplinary process of police officers in the County, recommends changes to policy that would improve police accountability in the County, and describes the activities of the Board and the number of complaints received.

In service of that responsibility, the Board submits the enclosed report.

PAB:fgr

Enclosures: Montgomery County's Police Accountability Board Annual Report for 2025

cc: The Honorable Sidney Katz, Chair, Council Public Safety Committee
Richard Madaleno, Chief Administrative Officer, Office of the County Executive
Dr. Earl Stoddard, Assistant Chief Administrative Officer, Office of the County Executive
Howard Craig, Executive Director, Montgomery County Council
Susan Farag, Legislative Analyst, Montgomery County Council
Tricia Swanson, Director of Strategic Partnerships, Office of the County Executive
Melanie Wenger, Director, Office of Inter-Governmental Relations



**Montgomery County's Police Accountability Board
Annual Report for Calendar Year 2025**

Contents

1	Foreword from the Police Accountability Board Chair & Vice Chair	3
2	Executive Summary	4
3	Board Membership and General Activities	5
4	Hiring and Training Ad Hoc Group and Listening Tour Ad Hoc Group	6
4.1	Hiring and Training Ad Hoc Group	6
4.2	Listening Tour Ad Hoc Group	6
5	Data Analysis	7
5.1	Summary	7
5.2	Methodology	8
5.3	Complaints Received by the Board.....	10
5.4	Committee Case Trends	13
5.5	Allegation Categories and Rule Focus.....	14
5.6	Committee Outcomes.....	17
5.7	Discipline	19
5.8	Law Enforcement Agency Staffing and Complaint Ratios.....	20
5.9	Demographic Patterns	21
6	Recommendations	24
6.1	Improvements to the Implementation of the MPAA.....	24
6.2	Improvements to Police Accountability	25
6.3	Recommendation Summary	29
7	Appendix	i
7.1	Board Complaint Dataset Description	i
7.2	Committee Outcome Dataset Description	i
7.3	Categorization of Policies Used in Allegations	iii

1 Foreword from the Police Accountability Board Chair & Vice Chair

Since its creation in 2022, the Police Accountability Board (the Board) has made notable strides up to 2025. Established by the Maryland Police Accountability Act of 2021, the Board aims to foster independent civilian oversight and strengthen trust between local law enforcement and the community. We focus on creating a transparent framework that offers valuable feedback to County leadership. Board members have developed together, cultivating shared values and a strong sense of integrity as we carry out our mission. We believe that robust oversight serves everyone, including police officers, and this principle guides all aspects of our work.

Throughout 2025, the Board convened monthly meetings each third Thursday from 7:00pm to 9:00pm, offering both in-person and virtual options to encourage greater resident participation. Public input enriched our discussions, making our sessions more dynamic. Quarterly meetings with law enforcement leaders gave us regular opportunities to ask questions, receive updates, and maintain open dialogue. This year, we created ad-hoc groups to focus on specific topics, such as complaint patterns, recruitment and training issues, and policing data trends. The findings from these groups are featured in this report and helped shape our recommendations.

Community engagement remains at the heart of our work. Board members met with representatives from African and Caribbean communities, various law enforcement leaders, the Fraternal Order of Police, the Black Ministers Conference, the National Association for the Advancement of Colored People, the Montgomery County Office of Human Rights, Presbyterians for Police Transformation, the Silver Spring Justice Coalition, and other nonprofit organizations. These conversations provided valuable insights into local concerns and enhanced our effectiveness in providing civilian oversight. We also engaged directly with officers and command staff from both the Montgomery County Department of Police and Rockville City Police Department, taking part in “roll calls” at district stations. These exchanges allowed us to listen to officers’ perspectives, clarify our procedures, and build productive relationships.

Our central responsibility is to review the outcomes of community complaints regarding police misconduct and recommend actions to boost accountability and enhance policing practices. We interpret this role broadly, examining everything from complaint handling and officer training to standards of behavior and disciplinary measures. While the County Executive’s Office supplies administrative support, the Board operates independently and remains publicly accountable. Looking ahead, we are committed to promoting transparency, improving accountability mechanisms, and fostering positive community-police relations. We value the contributions of Board members, agency partners, and community members whose participation makes our work possible.

2 Executive Summary

The purpose of this report is to provide a clear, accessible overview of the patterns observed in Board complaint data and cases reviewed by the Administrative Charging Committee (the Committee). It focuses on what the data shows about when and where complaints arise, what conduct is most often alleged, how Committee decisions are distributed across different allegation types, and how discipline is applied. The report is intended to help the public understand the workings of the accountability process and to support policymakers in identifying areas where additional attention or review may be warranted.

Under Maryland's Police Accountability Act of 2021 (the MPAA), the Police Accountability Board serves as an additional intake channel for complaints of police misconduct by members of the public. After receiving a complaint, the Board forwards it to the relevant law enforcement agency (LEA) for investigation. The LEA investigates the matter and forwards it to the Committee. The Committee reviews investigations and issues administrative charging decisions. A police officer who is administratively charged with misconduct can choose to accept the discipline recommended by the Committee, to accept higher discipline offered by the head of their agency, or to contest the allegations of misconduct in a trial board.

The number of complaints received by the Board pursuant to this process has risen steadily over the lifespan of the program from eight complaints in 2022 to 165 complaints in the first 11 months of 2025. This growth in the quantity and rate of complaints has illuminated room for improvement in the framework established by the MPAA. While the Board is required to forward complaints to law enforcement agencies, neither those agencies nor the Committee are required to forward complaints or the associated investigative materials to the Board. As a result, the Board receives limited information about how complaints progress after referral.

Similarly, Committee decisions that once summarized alleged rule violations and provided a rationale for decisions are no longer provided to the Board and thus, not reflected in the data available to the Board. From the data available, the Board observes that the number of Committee-reviewed cases has risen substantially since its establishment. There were 14 Committee-reviewed cases in 2023, rising to 66 cases in 2024, and 85 cases in 2025 through the end of Q3. This growth suggests increasing familiarity with, and use of, the statutory process for evaluating allegations of police misconduct.

While the Board appoints civilian members to serve on individual trial boards, the final decisions are not transmitted to the Board pursuant to any legally mandated process. What this entails is that the Board has good visibility into who is filing complaints and what allegations are submitted, but limited visibility into the final stages of the disciplinary process.

Based on its analysis of the available data, the Board recommends both that legislators consider amendments to the MPAA to foster greater information sharing and that County LEAs implement a series of modifications consistent with best practices throughout the State.

3 Board Membership and General Activities

The Board consists of nine voting members, including the Chair, who are appointed by the County Executive and Confirmed by the County Council under Section 35-24 of the Montgomery County Code. Pursuant to that process, Richard Rosano joined the Board on October 21, 2025; that seat had been vacant after the departure of Katharine Manning from the Board on September 30, 2025. The Board elected George Lluberres, Ph.D., as its Vice-Chair on September 18, 2025. The Board currently operates with a full complement under the Montgomery County Code, and its members are:

- Bishop Paul L. Walker, Sr. (Chair)
- Alicia D. Hudson, Esq.
- Alvin Gregory McCray
- Thomas “Chuck” Williams, Jr.
- Christopher Zatrutz, J.D.
- George Lluberres, Ph.D. (Vice-Chair)
- Kenneth E. Kellner, Esq.
- Richard Rosano
- Ronald Wright

The Board is required to meet at least once each month, including quarterly meetings with the directors of one or more local law enforcement agencies. The Board held 14 public meetings in 2025. All meetings, including those occurring in-person, were accessible via the Zoom platform. The dates of this year's meetings are listed below:

<i>Date</i>	<i>Format</i>	<i>Purpose</i>
<i>January 16, 2025</i>	Hybrid In-Person/Virtual	Board Meeting
<i>February 20, 2025</i>	Hybrid In-Person/Virtual	Board Meeting
<i>March 20, 2025</i>	Hybrid In-Person/Virtual	Quarterly Chief's Meeting
<i>April 17, 2025</i>	Hybrid In-Person/Virtual	Board Meeting
<i>May 1, 2025</i>	Hybrid In-Person/Virtual	Quarterly Chief's Meeting
<i>June 5, 2025</i>	Hybrid In-Person/Virtual	Board Meeting
<i>June 11, 2025</i>	Virtual	Board Meeting
<i>July 17, 2025</i>	Hybrid In-Person/Virtual	Board Meeting
<i>August 21, 2025</i>	Hybrid In-Person/Virtual	Board Meeting
<i>September 18, 2025</i>	Hybrid In-Person/Virtual	Quarterly Chief's Meeting
<i>October 16, 2025</i>	Hybrid In-Person/Virtual	Quarterly Chief's Meeting
<i>November 20, 2025</i>	Hybrid In-Person/Virtual	Board Meeting
<i>December 12, 2025</i>	Virtual	Board Meeting
<i>December 18, 2025</i>	Hybrid In-Person/Virtual	Board Meeting

Community members can find copies of the Board's agendas, minutes, and Zoom links for upcoming meetings as the Board's website (www.montgomerycountymd.gov/pab). In addition, recordings of the Board's meetings from February 2025 onward are available on its YouTube channel (www.youtube.com/@MoCoPAB/).

4 Hiring and Training Ad Hoc Group and Listening Tour Ad Hoc Group

In 2023, the Board set up two ad hoc groups (AHG) to deepen their engagement with law enforcement and the community: the Hiring and Training AHG (formed in the fall) and the Listening Tour AHG (formed earlier that year). These groups were created to support the Board's mission of promoting transparency, accountability, and community trust in policing.

These AHGs are composed of Board Members Alicia Hudson, Greg McCray, Ronald Wright, and Kate Manning, with George Lluberes serving as an alternate when needed. Together, they have worked diligently to foster dialogue, gather insights, and inform Board decisions.

4.1 Hiring and Training Ad Hoc Group

This AHG focused on understanding how police officer recruitment and development practices shape community outcomes. Members met with law enforcement professionals and community stakeholders to explore concerns around policing and how hiring and training policies influence those concerns.

Their research included a review of the Montgomery County Department of Police's efforts to align with the MPAA, as well as an examination of the best national practices in law enforcement recruitment and training. These findings helped guide the Board's recommendations and informed its approach to Trial Board appointments in 2025.

4.2 Listening Tour Ad Hoc Group

The Listening Tour AHG was designed to amplify community voices and build bridges between the Board and local organizations. In 2025, members conducted outreach to citizen groups across the county and held focused conversations with law enforcement leadership, including a meeting with the Rockville City Police Department. The AHG also met with the Presbyterians for Police Transformation, who emphasized the importance of community access to the ongoing Dashboard initiative, expressed support for standardized complaint forms across all LEAs, and highlighted the continued need for expanding Mobile Crisis Outreach Teams (MCOTs).

During these sessions, committee members discussed the role of the Board, emphasized the importance of hearing directly from the community, officers and leadership, and invited candid feedback about policing challenges and opportunities for collaboration.

5 Data Analysis

5.1 Summary

This report presents an analysis of complaint data received by the Board and cases reviewed by the Committee.

In this report, the Board aims to examine key trends in complaint submissions, such as the most common types of alleged misconduct, Committee decision outcomes, discipline distribution, demographics of complainants in Committee cases, and the factors that shape the Board's visibility into the accountability process. Findings demonstrate a growing public reliance on the complaint process and offer insight into the kinds of concerns community members raise, how those concerns are evaluated, and the timeframes associated with the administrative charging system.

Across Committee-reviewed cases to-date, there are 434 allegations of rules violations. A significant portion of these, approximately 80 percent, fall within five categories:

1. Conformance to Law/Policy
2. General Unprofessional Conduct
3. Bias/Discrimination
4. Use of Force
5. Specific Duty Violations

These categories represent concerns with respect to officer adherence to policy, their conduct during interactions with community members, any form of discriminatory behavior that may exist, the proper use of force, and carrying out duties as expected. The salience of these categories gives insight into specific areas where additional policy clarity, training, or procedural improvements may be needed.

When focusing on the timelines associated with Committee-reviewed cases, on average, these take 285 days from complaint filing to Committee decision. Most of this period, about 213 days on average, is attributable to LEA investigations. In contrast, the Committee review itself takes an average of 39 days, highlighting that most of the overall duration pertains to investigative demands rather than Committee deliberations.

While case volumes have increased, Committee outcomes remain consistent throughout the years. Of the 434 allegations reviewed between 2023 and Q3 of 2025, 229 were exonerated, 101 were unfounded, 100 resulted in administrative charges, and 4 were deemed ineligible for review. These proportions suggest a stable decision-making pattern despite increases in the number and variety of allegations within cases reviewed.

The demographic information available from Committee cases indicate that allegations come from complainants across several racial groups, with a substantial share filed by individuals identifying as African American or Black, followed by smaller numbers from other racial groups.

This pattern suggests that certain communities have more frequent or distinct interactions that lead them to file complaints, although the data cannot by itself explain the underlying causes.

A large portion of complainants do not report their ethnicity, which limits the ability of the Board to draw detailed conclusions. However, the available information still underscores the need to ensure that all community members have equal access to the complaint process. These demographic patterns, and their implications for oversight and policy review, are examined in greater detail later in the report.

With these findings, the Board seeks to provide a clear overview of the landscape of complaints and administrative charges in Montgomery County and provide the foundation for the more detailed analysis and recommendations that follow.

5.2 Methodology

The analysis presented in this report is based solely on the Board's complaint data and data regarding the outcomes of disciplinary matters considered by the Committee.

5.2.1 Extraction and Preparation of Board Complaint Data

This data is derived from uniquely identifiable complaints (a) submitted through the Board's online complaint portal and (b) submitted by LEAs on a monthly basis. Program Staff (the Staff) manually identify and flag duplicate entries to avoid counting any given complaint more than once. The Staff also provides data masks to correct for keying errors in the original submission. For example, if a complainant describes their gender as "man" or "m" in the original complaint, that is treated as though the complainant entered "male" for the purpose of this analysis. The specific types of data from this dataset used by the Board in the course of this report are listed in the appendix on page i.

5.2.2 Extraction and Preparation of Data Regarding Outcomes of Disciplinary Matters Considered by the Committee

At the beginning of each quarter, the Committee provides the Board with data about the outcomes of disciplinary matters considered by the Committee for the preceding quarter. This data is reported directly from the interim system used to manage the Committee's caseload. The original data entry in that system is performed by the Staff. The outcome data provided by the Committee broadly consists of three levels:

- **Case:** a case is a complaint that has been investigated by the appropriate LEA and forwarded to the Committee for review. The specific data provided for this level is listed in the appendix at page i.
- **Allegation:** an allegation is a specific claim of misconduct leveled at a specific police officer (a respondent police officer) within a complaint. The specific data provided for this level is listed in the appendix at page ii.

- **Disciplinary Recommendation:** the Committee must make a disciplinary recommendation in any case in which it administratively charges a respondent police officer in relation to at least one allegation. The specific data provided for this level is listed in the appendix at page ii.

5.2.3 Categorization of Alleged Policy Violations

The Board assigned the Staff to determine how to group and categorize specific allegations based on data provided by the Committee. The Staff ultimately adopted the methodology used by the Police Executive Research Forum (PERF) in its report, *Measuring the Impact of the Maryland Police Accountability Act* (the PERF Report), to group allegations based on the rule or rules alleged to have been violated by each respondent police officer.¹ PERF received funding from the Maryland Governor's Office of Crime Prevention to (1) identify existing Police Accountability Board (PAB) and LEA engagement practices, (2) improve the consistency of PAB practices throughout the state, and (3) improve the accuracy of PAB and LEA compliance with the requirements of the MPAA.² PERF's approach to categorization of allegations allows for comparison of allegations and outcomes across counties despite varying statutes, departmental rules, and MPAA implementations throughout the state.

The Staff applied the same multi-stage recoding process as PERF, except that it used PERF's existing categories rather than creating new categories and groupings. A list of all constitutional provisions, statutes, and departmental policies and the categories to which they were assigned may be found in the appendix starting at page iii; these categorizations may be compared to those of the PERF.³ For the purposes of the analysis in this Annual Report, the Board used the results of the second recode, found in the appendix starting at page viii.

Many allegations (130, or 30 percent) include both a charge (the principal policy alleged to have been violated) and a reference (a more specific policy incorporated into the charge). For example, Committee Case 25-068 involved the following allegations:

- **Allegation One**
 - **Charge**
 - Policy/Law: Function Code 300: Department Rules, Section III, Rule 1: Conformance to Law
 - Category: Conformance to Law/Policy
 - **Reference**
 - Policy/Law: Function Code 710: Consent to Search Requests
 - Category: Conformance to Law/Policy

¹ Police Executive Research Forum, *Measuring the Impact of the Maryland Police Accountability Act*, 9–11, (2025) available at <https://www.policeforum.org/assets/MPAA.pdf> (summarizing the process of grouping and categorizing alleged instances of misconduct from complaints).

² *Id.* at 5.

³ *Id.* at 60–80.

- Allegation Two
 - Charge
 - Policy/Law: Function Code 300: Department Rules, Section III, Rule 12: Conduct Unbecoming
 - Category: Conformance to Law/Policy
 - Reference
 - None

In the above example, the charge and the reference for Allegation One have the same category: Conformance to Law/Policy. To avoid double counting categories in such instances, matching categories within the same allegation are only counted once. That is, to be counted, a category assigned to an allegation must be *unique* within an allegation. Allegation Two only includes a charge and no reference, so there is no risk of duplication. For Committee case 25-068, therefore, each allegation above is described by one instance of the “Conformance to Law/Policy” category.

When a charge and reference have different categories, both categories are counted only if the category assigned to the charge is something other than Conformance to Law/Policy. This addresses the fact that the Conformance to Law/Policy category contains departmental catch-all rules that can be applied to *any kind of misconduct*. For example, MCPD’s Department Rules, Function Code 300, Section III, Rule 1: Conformance to Law provides that:

Employees are required to adhere to Departmental Rules and Regulations, Departmental Directives and Memoranda, Montgomery County Personnel Regulations, County Administrative Procedures, Executive Orders, Montgomery County Code, and conform to all laws applicable to the general public.

This rule imposes a general requirement that police officers employed by MCPD follow the law and departmental policy.

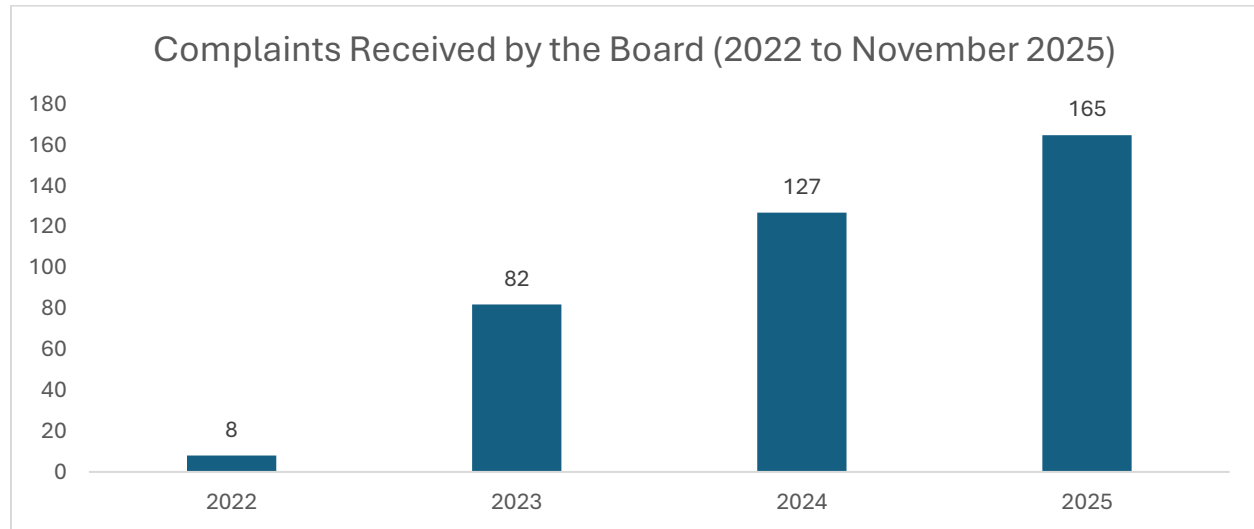
To date, there have been only eight allegations involving a charge and reference which satisfy the criteria of being unique and specific. Thus, while the total number of allegations reviewed in the Board’s analysis is 434, this analysis contemplates 442 instances of category usage.

5.3 Complaints Received by the Board

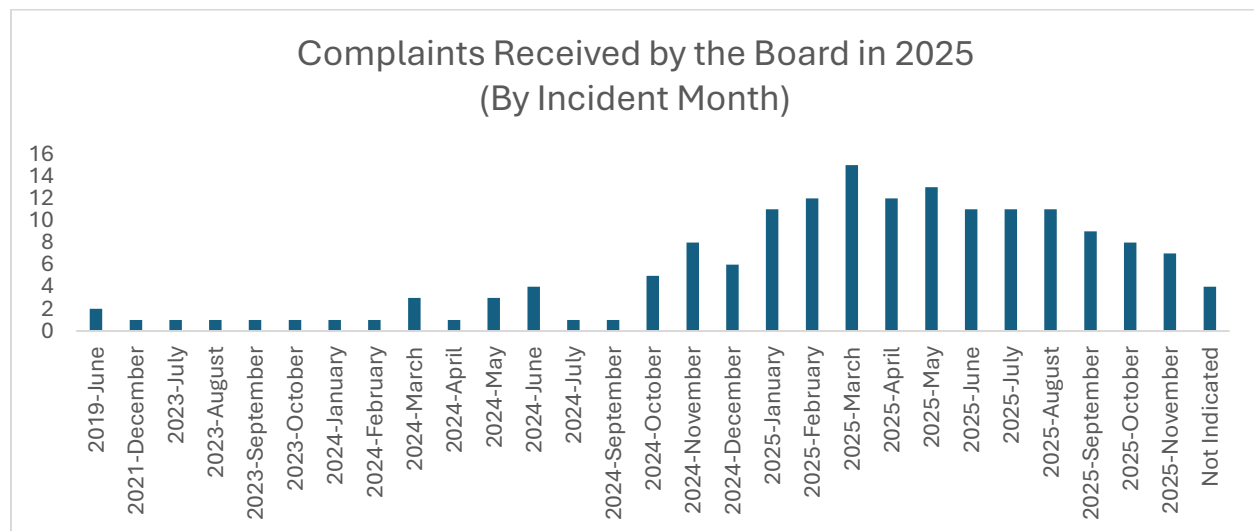
As the intake body, the Board receives a wide range of concerns, including issues that may be informational, outside its jurisdiction, or better suited to other processes. The Committee, by contrast, conducts a legally defined review limited to allegations of police misconduct that fall within its statutory authority.

The number of complaints received by the Board has grown steadily over the past three years. In 2022, the Board received eight complaints, rising to 82 complaints in 2023, 127 complaints in 2024, and 165 complaints in 2025 through November 30. Of the 165 complaints received in

2025, 57 complaints (approximately 35 percent) proceeded to a Committee case, while 108 complaints (approximately 65 percent) did not or have not yet.



A closer look at 2025 shows that complaints were submitted throughout the year at a relatively consistent pace. Monthly totals range from five complaints in September to 38 complaints in November, with both an average and median rate of 14 complaints per month. This distribution suggests that concerns brought to the Board are not confined to specific periods but arise regularly as community members interact with law enforcement.



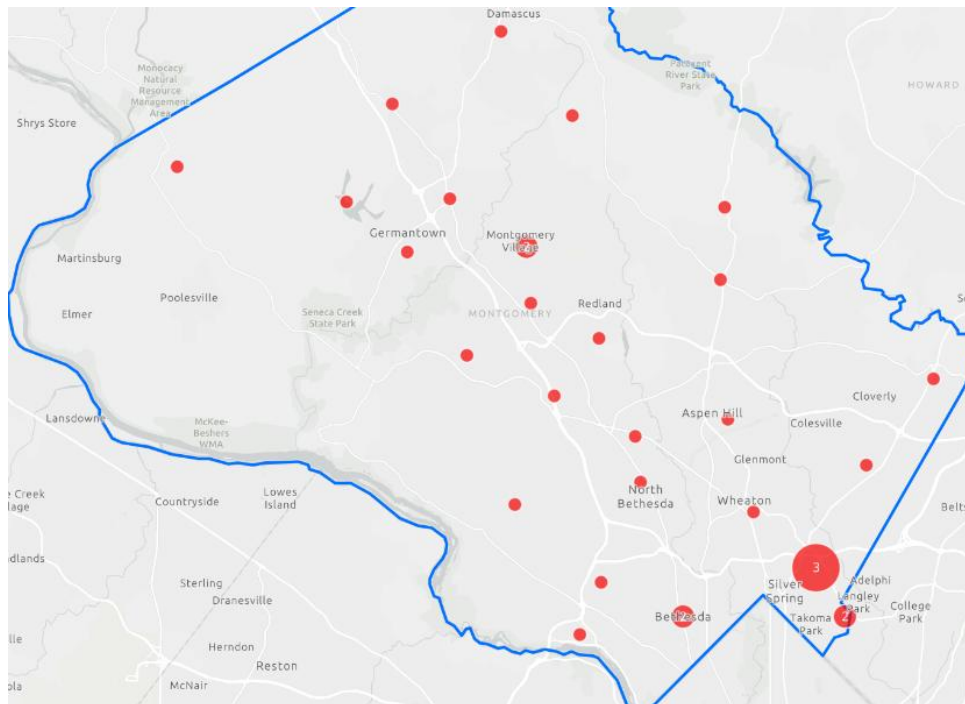
It is important to note that these figures may not represent the full number of complaints submitted to LEAs, as current law requires the Board to forward complaints to LEAs but does not require LEAs to forward all complaints they receive back to the Board. As a result, the

complaints summarized here reflect those that were submitted directly to the Board⁴ and may undercount the total number of complaints filed across the County.

A map of reported incident locations submitted via complaint information to the Board from 2022 to 2025 shows that incidents originate from communities across the county, with higher concentrations in several of Montgomery County's most populated ZIP codes. These high-concentration ZIP codes include:

- 20906 (Glenmont/Wheaton/Leisure World)
- 20904 (Calverton/White Oak)
- 20850 (Rockville), 20852 (North Bethesda)
- 20854 (Potomac)
- 20878 (Kentlands/North Potomac)
- 20886 (Montgomery Village)

These areas encompass large residential populations and major commercial corridors, resulting in more frequent interactions between residents and law enforcement. Other ZIP codes, including 20902 (Wheaton), 20903 (Hillandale), 20874 (Germantown), 20876 (Germantown/Middlebrook), 20877 (Gaithersburg), and 20879 (Gaithersburg/Laytonsville area), also show steady complaint activity, indicating that incidents that lead to complaints are geographically dispersed rather than concentrated in a single part of the county.



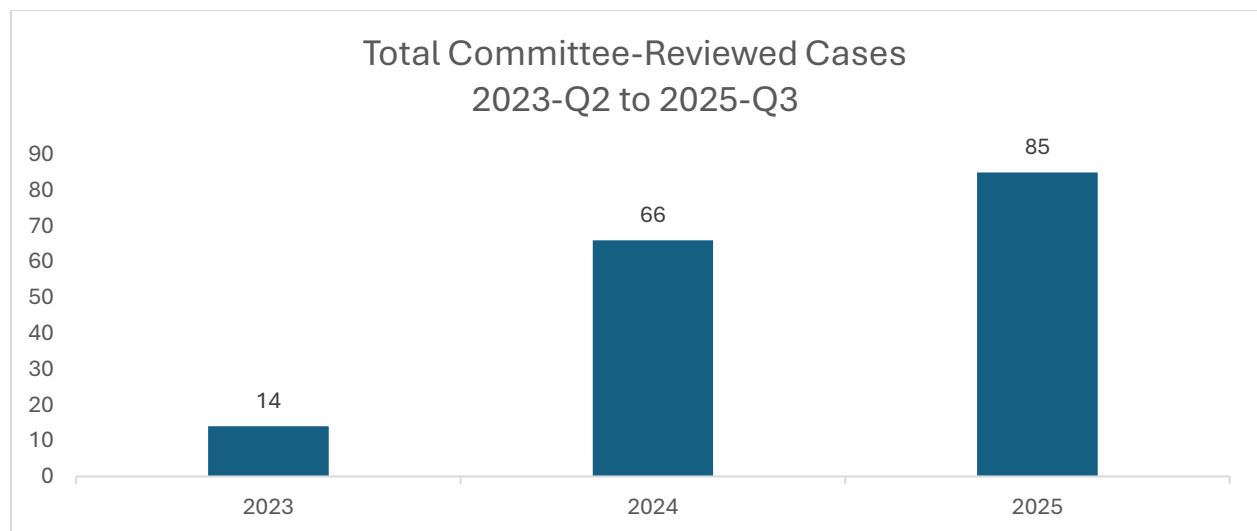
⁴ See *supra* 5.2.1.

Importantly, the incident map reflects only complaints submitted directly to the Board. Since current State and local laws do not require LEAs to forward all complaints they receive, this geographic distribution represents a partial view of overall complaint activity. Population density, the presence of commercial centers, and the volume of police-community interactions likely influence where complaints arise. As such, ZIP codes with higher complaint counts should not be interpreted as having higher rates of misconduct, but rather more frequent opportunities for complaint-eligible encounters.

5.4 Committee Case Trends

5.4.1 Volume Over Time

Since 2023, Committee case volume has grown substantially.



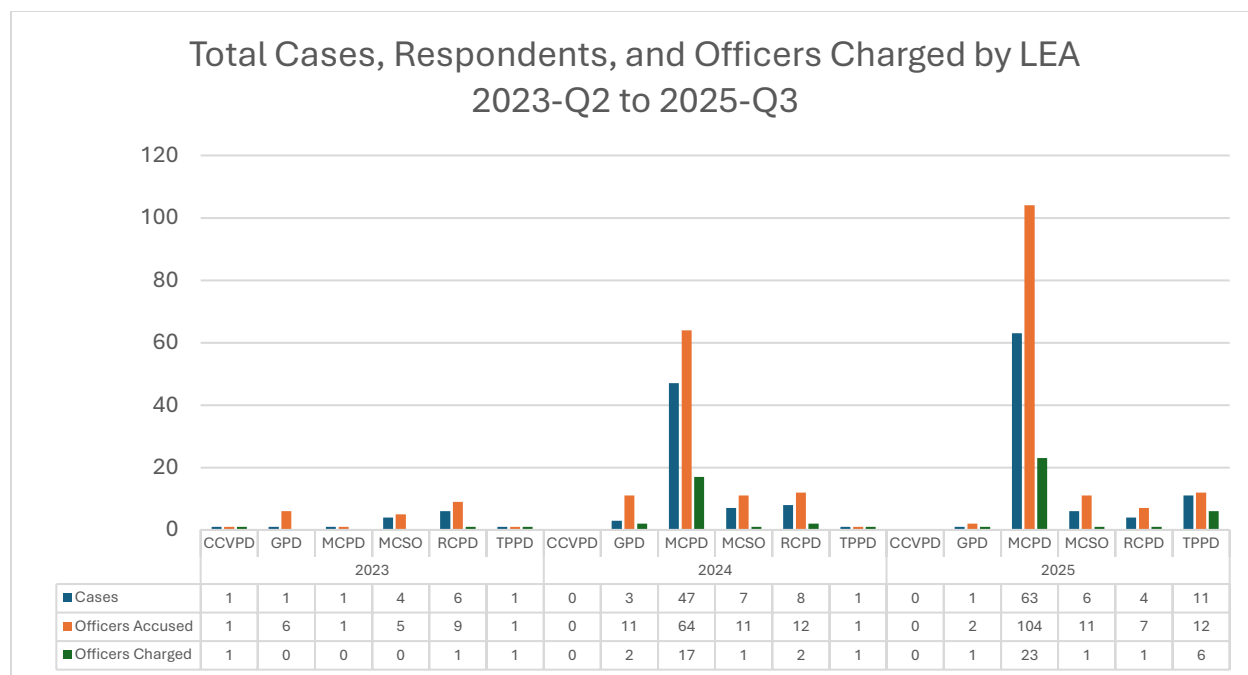
These numbers reflect cases that reached a Committee decision and therefore comprise a subset of all complaints received. The steady increase suggests that more complaints are advancing through the full investigatory and charging process.

5.4.2 Committee Case Characteristics

Each complaint case includes information on the associated LEA, respondent police officers, and the number of allegations. Complaints often involve multiple respondent police officers and multiple allegations. From 2023-Q2 to 2025-Q3, all Committee-reviewed cases consist of:

- Total Respondent Police Officers: 258
- Respondent Police Officers Administratively Charged: 58

These figures underscore the complexity of many cases and the range of alleged rule violations that may arise from a single case



5.4.3 Complaint Case Timelines

On average, the Board's data shows that complaint cases take several months to move from complaint submission to issuance of the Committee's written opinion. The duration is driven primarily by the LEA investigation.

Across all Committee-reviewed cases, the Board finds the following:

- Mean days from incident to Committee Decision: 285 days
- Mean days from complaint to Committee Decision: 253 days
- Mean LEA investigation length: 213 days
- Mean Committee review length: 39 days

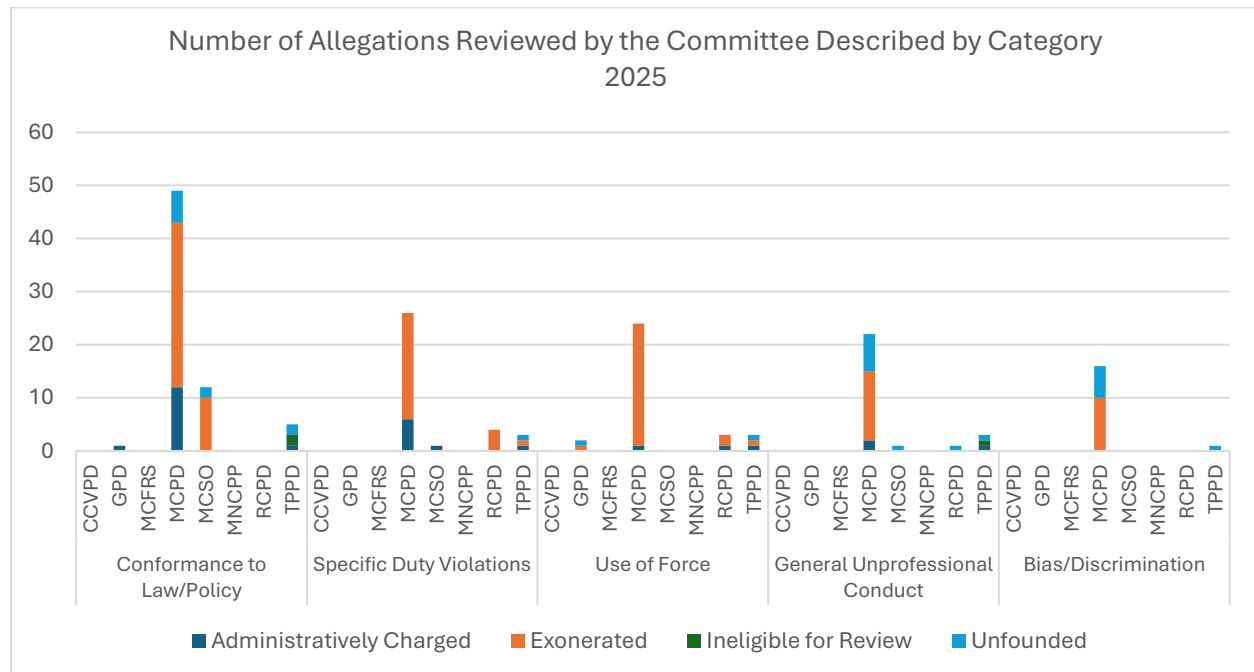
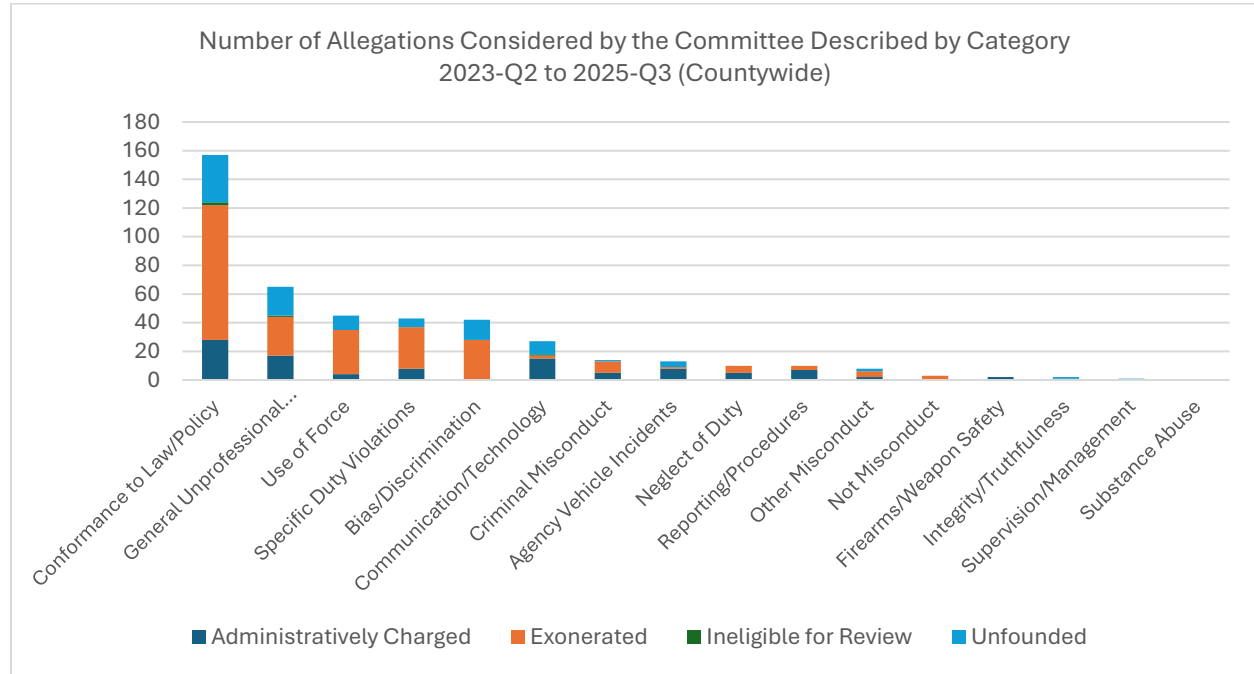
These metrics indicate that Committee review constitutes a relatively small portion of the overall process, while LEA investigations account for most of the duration.

5.5 Allegation Categories and Rule Focus

5.5.1 Distribution of Allegations

Across all Committee-reviewed cases from 2023 to 2025, there are 434 allegations spanning several rule and policy areas. Five categories—Conformance to Law/Policy, General Unprofessional Conduct, Bias/Discrimination, Use of Force, and Specific Duty Violations—account for approximately 80 percent of all allegations reviewed. The frequency of allegations in these categories provides insight into where community concerns most often arise and where

clearer policy guidance, more consistent expectations, or enhanced training may help reduce recurring issues.



5.5.2 Conformance to Law/Policy

This is the largest category, with more than 150 allegations referencing broad provisions that require officers to comply with legal standards and department rules. The most frequently cited rules include:

- Department Rules, Function Code 300, Section III, Rule 1: Conformance to Law (MCPD)
- Department Rules, Function Code 300, Section III, Rule 16: Unsatisfactory Performance (MCPD)
- Rules and Regulations, General Order 8-3, Section IV, Rule C: Obedience to Laws and Orders (RCPD)
- General Orders/Personnel Procedures, General Order 2.02, Section II, Order 1: Conformance to Law (MCSO)

5.5.3 General Unprofessional Conduct

More than 60 allegations describe concerns about officer demeanor, tone, courtesy, or respect. Although the language differs slightly across departments, the most frequently appearing rules include:

- Department Rules, Function Code 300, Section III, Rule 16: Courtesy (MCPD)
- Department Rules, Function Code 300, Section III, Rule 12: Conduct Unbecoming (MCPD)
- Rules and Regulations, General Order 8-3, Section IV, Rule O: Courtesy and Human Relations (RCPD)

5.5.4 Bias/Discrimination

These allegations raise concerns about equitable treatment and perceptions of fairness. Several rules appear repeatedly in these cases, including:

- Department Rules, Function Code 300, Section III, Rule 20: Discrimination/Harassment and Use of Derogatory Language (MCPD)
- Biased-Based Policing, General Order 619.3, Section 2: Prohibited (GPD)
- General Orders/Personnel Procedures, General Order 2.02, Section II, Order 26: Discrimination or Harassment (MCSO)

5.5.5 Use of Force

These allegations, though fewer in number, carry significant public impact. They reinforce the need for explicit expectations around de-escalation, proportionality, and detailed reporting.

- Response to Resistance/Aggression, General Order 600.1, Section 4, Rule 4.1: General Provisions (GPD)
- Response to Resistance/Aggression, General Order 600.1, Section 4.2, Rule 4.2.2.3: Pointing a Firearm (GPD)
- Response to Resistance and Use of Force, Function Code 131 (MCPD)
- Use of Force, General Order 617, Section III, Rule A: Use of Force (TPPD)

5.5.6 Specific Duty Violations

Allegations under this category involve failures to carry out required actions, such as completing procedural steps, documenting activities, or following directives. Many of these allegations cite broad provisions such as:

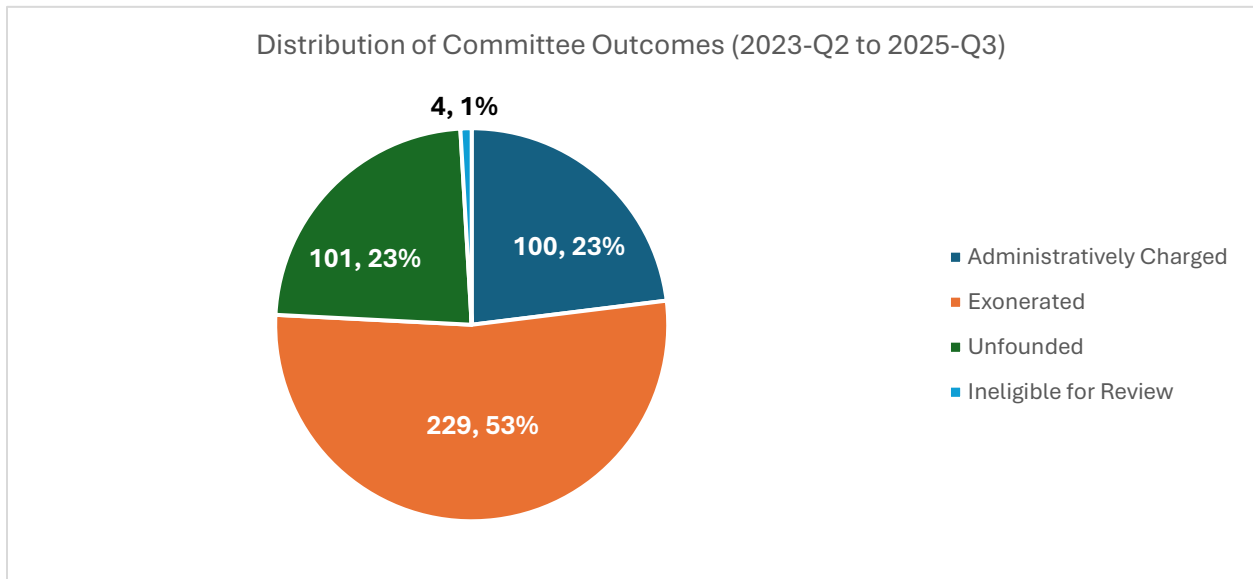
- Department Rules, Function Code 300, Section III, Rule 17: Property (MCPD)
- Traffic Enforcement, General Order 4.18, Section IX: Use of Emergency Equipment in Traffic Enforcement (RCPD)

Because these five categories account for the vast majority of allegations, clearer rule language, particularly in areas where broad, catch-all language is currently in use, would help officers better understand what compliance requires in day-to-day situations.

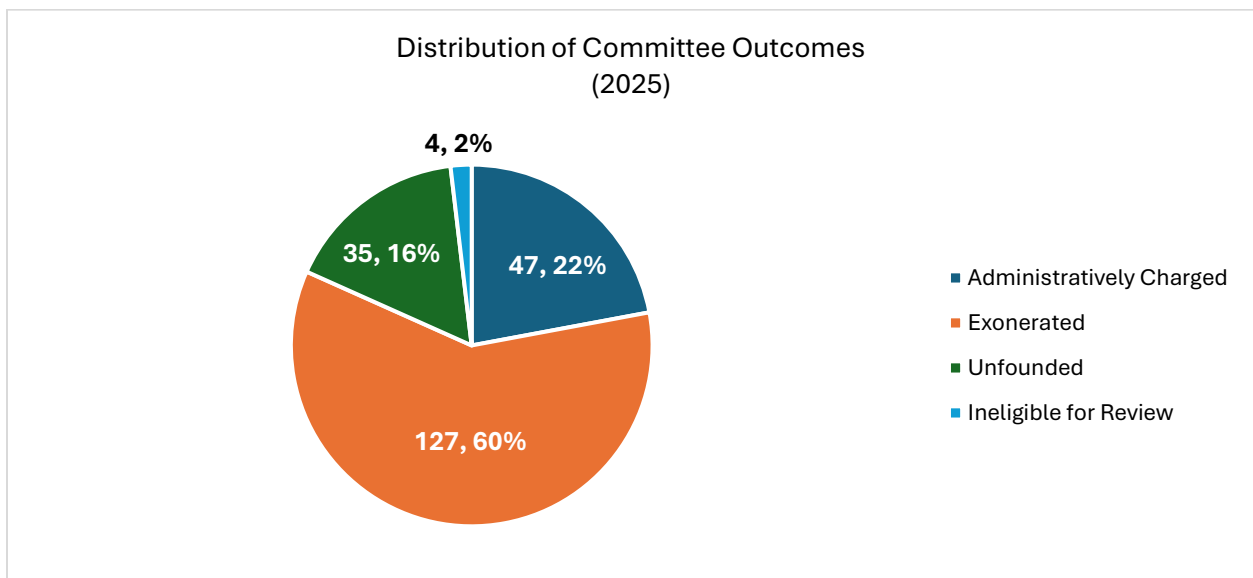
Strengthening scenario-based training is equally important. Realistic, practical training that demonstrates how these rules apply during complex interactions can reinforce expectations more effectively than policy text alone. Given the volume and proportion of allegations tied to these rule areas, improving both policy clarity and scenario-based training is essential to promoting more consistent application across agencies and reducing preventable violations.

5.6 Committee Outcomes

The overall distribution of Committee outcomes from 2023 to 2025 shows a consistent pattern in how allegations are resolved. Across all three years, Exonerated determinations account for the largest share of outcomes (53 percent, or 229 allegations), followed by Administratively Charged (23 percent, or 100 cases), Unfounded (23 percent, or 101 cases), and a small portion classified as Ineligible for Review (one percent, or four cases). The pie chart below illustrates this distribution.



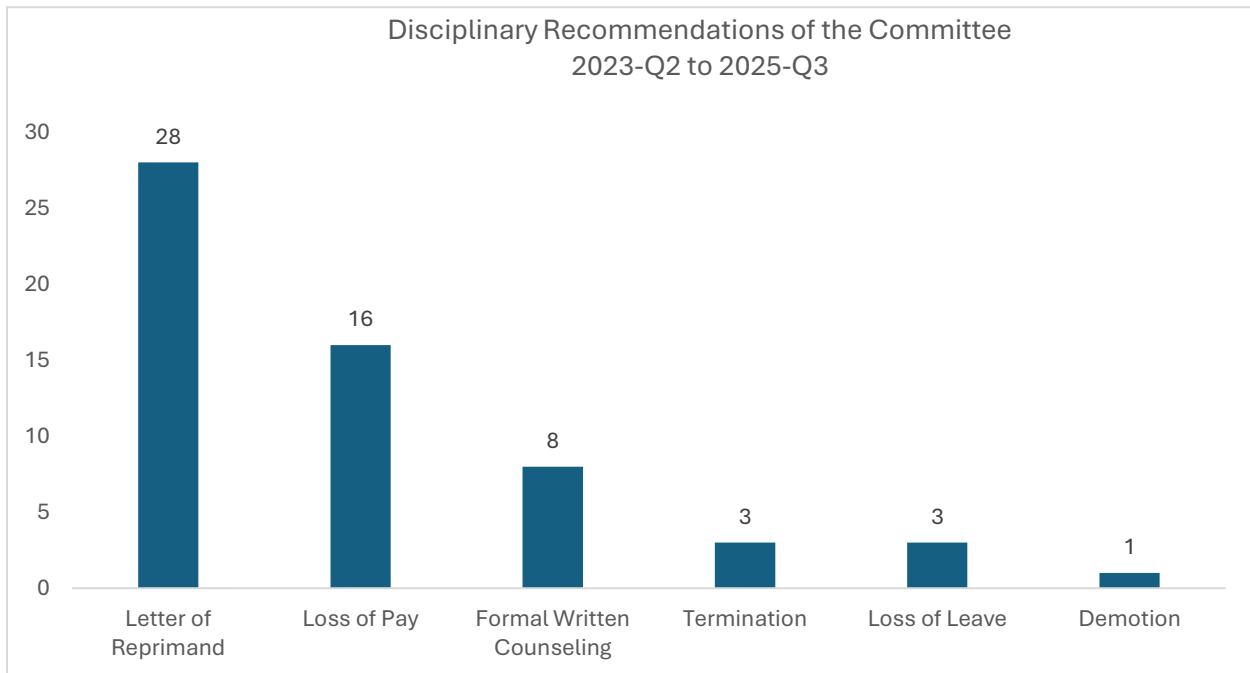
When focusing specifically on 2025, the year that is the subject of this report, the trend aligns with the multi-year distribution. In 2025, Exonerated findings represent nearly 60 percent of Committee outcomes, Administratively Charged accounts for roughly 22 percent, and Unfounded findings make up about 16 percent, with the remaining cases deemed Ineligible for Review.



The data demonstrates that Committee outcomes remain relatively stable over time and that the most common disposition across cases is exoneration.

5.7 Discipline

Disciplinary actions following Committee charges span a range of measures. The majority of sanctions involve letters of reprimand, loss of pay, or formal written counseling, reflecting an approach that emphasizes corrective action for most sustained allegations. More severe sanctions, such as termination or demotion, occur less frequently.



The distribution of discipline outcomes points to a focus on remediation while reserving the strongest penalties for the most significant cases. This also underscores the importance of clear rules, practical guidance, and scenario-based training to address recurring issues upstream, reducing the need for corrective discipline after the fact.

Among discipline cases where acceptance status is recorded, only about nine percent of officers accepted the discipline imposed, while more than 90 percent contested it. This pattern holds across both lower-level sanctions and more severe penalties, with all higher-severity cases (such as termination or lengthy suspensions) being contested.

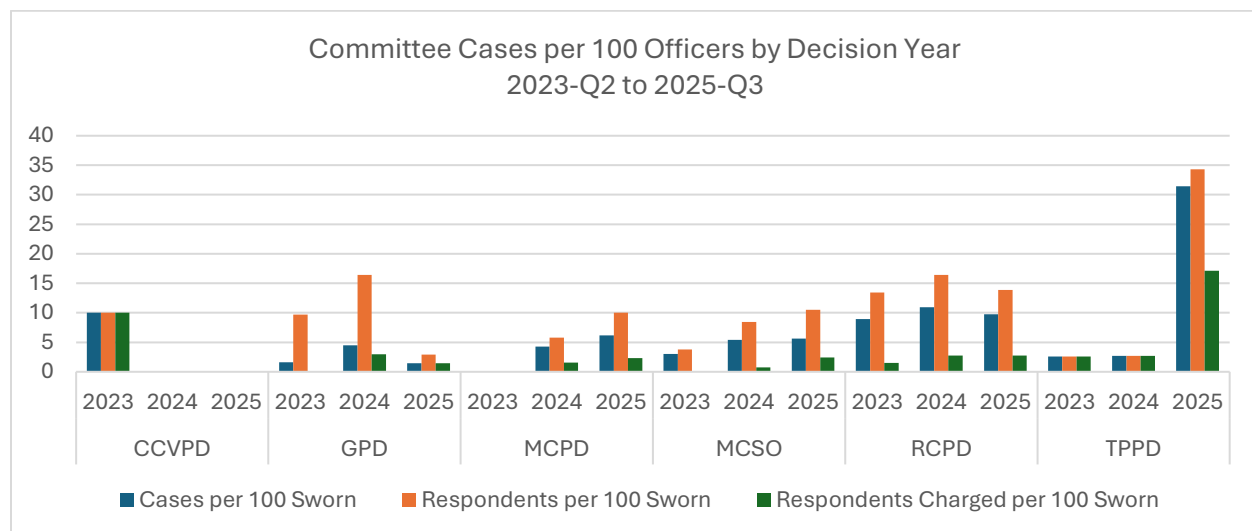
<i>Severity</i>	<i>Accepted</i>	<i>Not Accepted</i>
<i>Lower Severity</i> <i>(e.g., letter of reprimand, counseling, suspensions ≤ 5 days)</i>	4	35
<i>Higher Severity</i> <i>(e.g., termination, demotion, suspensions > 5 days)</i>	0	4

The high rate of contested discipline underscores the need for greater transparency around Trial Board outcomes, which are not currently provided to the Board. Without this information, it is difficult to assess how disciplinary actions are ultimately resolved or to evaluate the consistency and effectiveness of Committee outcomes across agencies.

5.8 Law Enforcement Agency Staffing and Complaint Ratios

Complaint volume varies across LEAs, and interpreting these differences requires considering each agency's size and operational footprint. Larger agencies naturally have more public interactions and, therefore, more potential points of contact that may lead to complaints. Smaller agencies, while handling fewer calls for service and having fewer complaints in absolute terms, may appear to have higher complaint rates when normalized by officer count simply because each case represents a larger share of the agency's total workforce.

Normalizing complaints by the number of sworn officers provides a more reliable measure for comparing agencies. It offers insight into which agencies experience higher complaint frequency relative to their size and helps distinguish between high complaint counts caused by agency size versus those reflecting higher complaint rates per officer.



For example, MCPD, the county's largest agency, has the highest number of Committee cases overall but maintains moderate ratios when adjusted for staffing. In contrast, small agencies like TPPD and RCPD exhibit higher per-officer ratios, including in 2025, when a small number of cases resulted in elevated values for TPPD.

This normalized perspective provides a valuable lens for assessing where operational or policy reviews may be most beneficial, but it remains limited in what it can explain. The ratios indicate where Committee-reviewed cases arise more frequently on a per-officer basis, but not *why* those cases emerge or what underlying factors contribute to them. Differences in deployment models, call complexity, community expectations, etc., may all influence these patterns, and the Board cannot infer root causes from these ratios alone.

To better understand the drivers behind these variations, the Board would benefit from receiving written Committee decisions that describe the alleged conduct, implicated rules, and committee rationale in greater detail. Such materials would provide essential insight into whether elevated ratios in certain agencies reflect policy gaps, training needs, operational differences, or other explanatory factors. Without this baseline information, these metrics can highlight patterns but cannot fully explain them, underscoring the importance of strengthening information flow from the Committee to support more informed and transparent oversight.

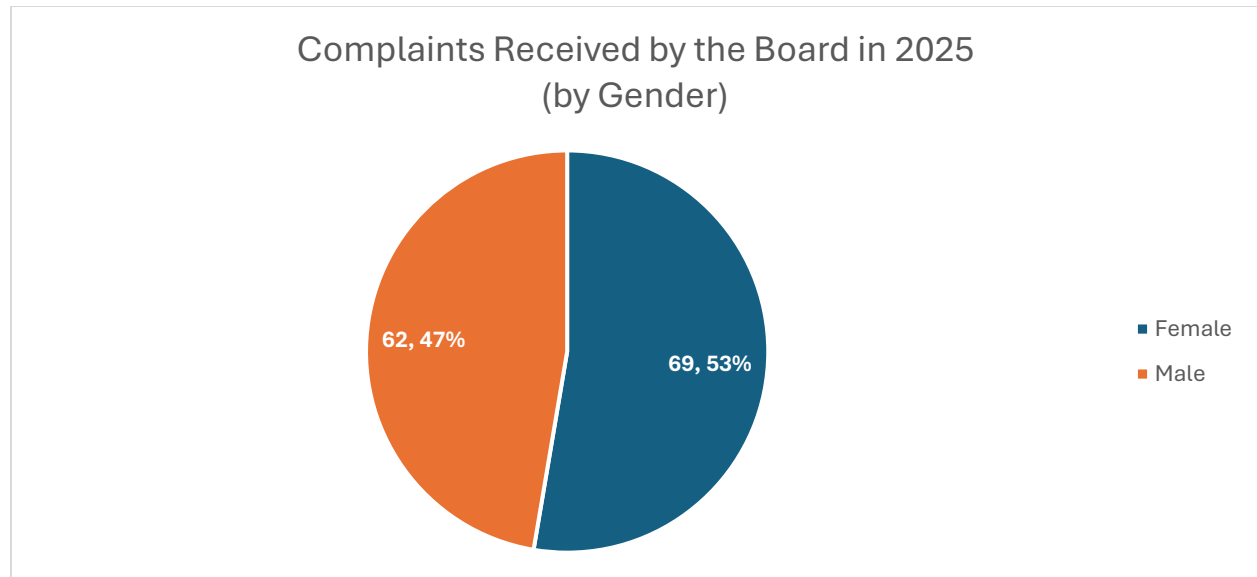
5.9 Demographic Patterns

As noted in the Board's 2024 Annual Report, the quality and completeness of demographic data submitted through complaint forms play a critical role in ensuring meaningful oversight, identifying trends, and understanding community experiences with law enforcement. The 2024 report emphasized that inconsistent or incomplete complaint forms limit the Board's ability to conduct comprehensive analysis and to evaluate whether concerns are concentrated among particular communities or demographic groups. These challenges remain evident in current 2025 data, where a substantial share of complaint information is absent race and ethnicity information.

The demographic information submitted with complaints provides insight into who is accessing the Board process and how patterns have evolved over time. Across all four years of data (2022–2025), there are 310 complaints with demographic information. While reporting improved over time, a substantial portion of complaints still contain missing or undisclosed information, particularly for race and ethnicity.

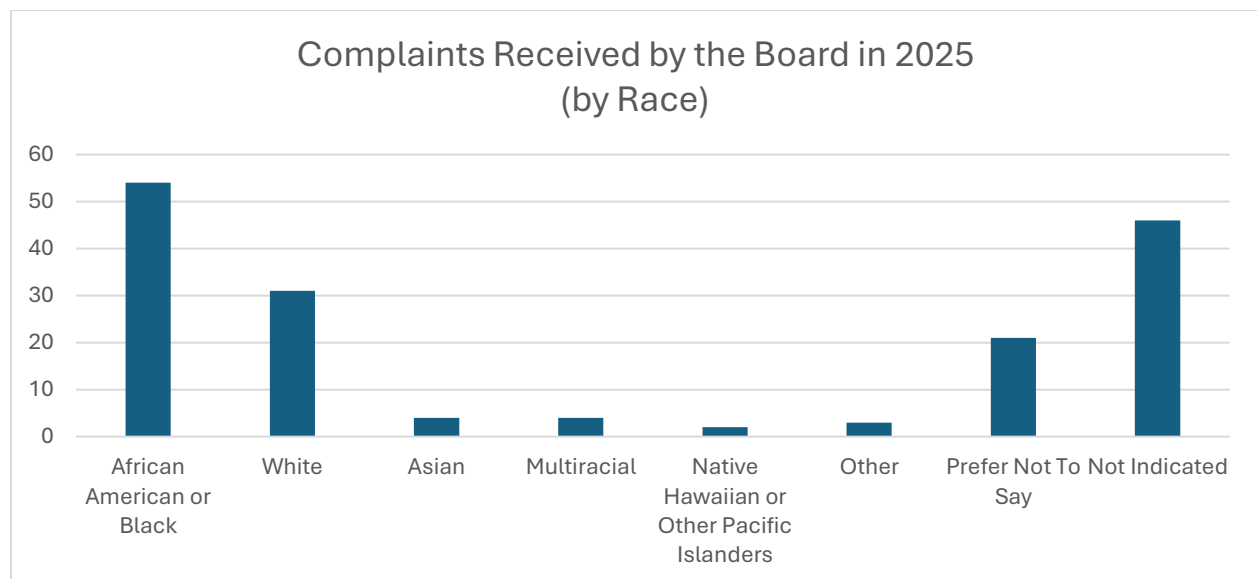
5.9.1 Gender

Complainants identifying as male and female appear in approximately equal measure, with 150 complaints from female complainants and 151 complaints from male complainants each across all years. Both groups show steady increases year to year, with the highest number of complaints submitted in 2025 (69 female and 62 male complainants).



5.9.2 Race

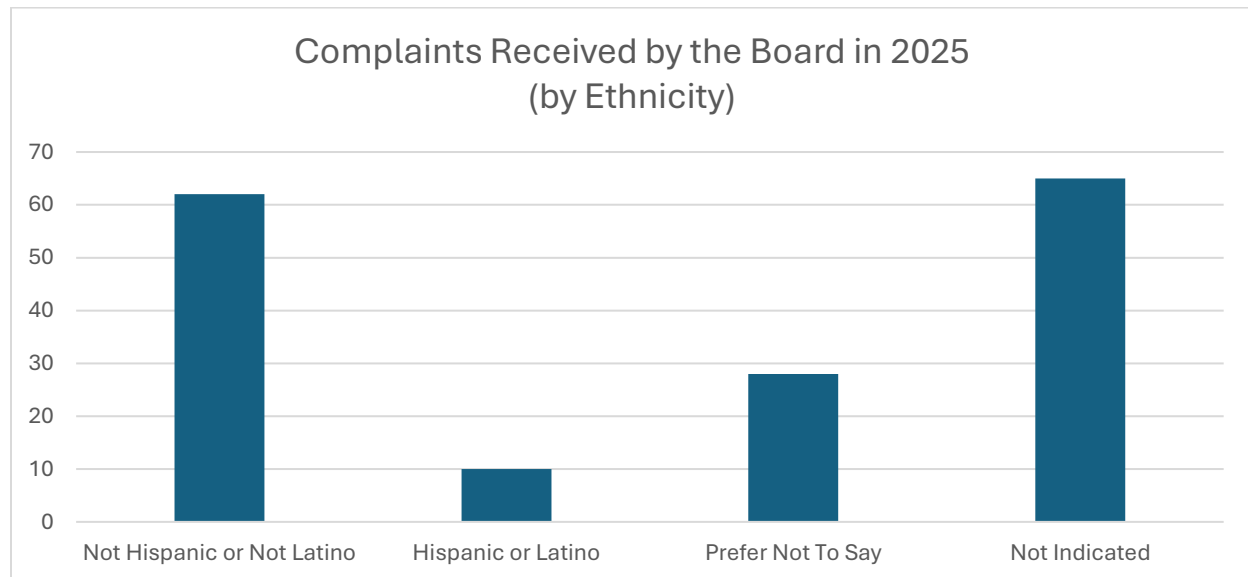
Race data reveals more variation in both reporting and representation. The largest identifiable racial group among complainants is African American or Black, with 42 female and 63 male complainants recorded across the dataset. This group also shows consistent increases across years. White complainants represent the next largest self-identified group (29 female, 34 male), followed by smaller numbers identifying as Asian, Multiracial, Native Hawaiian or Pacific Islander, or Other. However, the dataset contains a sizeable number of blank and “Prefer Not to Say” entries, limiting the precision of comparisons across groups. Among those who did disclose, African American complainants are the most represented.



5.9.3 Ethnicity

Ethnicity data is the least complete. A substantial proportion of entries are blank or “Prefer Not to Say,” making it difficult to identify strong patterns. However, among complainants who did disclose ethnicity, those identifying as Not Hispanic or Not Latino are the largest group across both genders. Individuals identifying as Hispanic or Latino appear in small but consistent numbers across years.

The consistently low number of Hispanic or Latino complainants, with six complaints in 2023, 11 in 2024, and 10 in 2025, may also reflect barriers to reporting or reluctance to disclose personal information. The high volume of non-responses further reinforces the need for standardized and clearly communicated complaint processes that reassure complainants their demographic information is used solely to support equitable oversight, not for immigration or enforcement purposes.



Standardizing complaint forms across the County's LEAs would significantly improve the reliability and comparability of demographic data. The Board has previously recommended adopting a consistent set of demographic fields, using uniform terminology, and ensuring that each agency collects the same baseline information. This includes accurate and complete data on complainant race, ethnicity, and gender, as well as information about the officers involved, including demographic characteristics where permitted by law.

6 Recommendations

The Board received data from 2022–2025 regarding policing complaints and administratively charged cases adjudicated by the Committee. Upon careful review of that data, the Board formulated evidence-based recommendations both to enhance the effectiveness of the MPAA and to improve police accountability in the County.

6.1 Improvements to the Implementation of the MPAA

6.1.1 Enhance the flow of information from LEAs and the Committee to the Board

The Board's ability to understand case pathways and outcomes is hampered by the absence of written Committee decisions and a lack of feedback relating to Trial Board outcomes and reporting of final discipline. Reinstating the Board's receipt of written decisions and requiring LEAs to provide final outcomes would allow for clearer interpretation of allegations resolved as charged, exonerated, or unfounded. The Board may consider recommending language to the County Council, County Executive, and Montgomery County Office of Intergovernmental Relations on how to revise State and local law to guarantee the flow of this information.

6.1.2 Standardize complaint forms and the collection of demographic data across LEAs, including officer demographic information

Demographic data remains inconsistent, particularly race and ethnicity, due to varying intake practices and optional reporting fields. A uniform complaint form with standardized demographic fields offered to all complainants and access to the demographic information of respondent police officers would improve data completeness, support equity analysis, and strengthen the Board's ability to identify patterns.

6.1.3 Expand staff capacity to support research, policy analysis, and data management

The volume and complexity of complaint data continue to grow, while Board members serve part-time and core staff responsibilities are shared with the Committee. Additional dedicated staff capacity is necessary to support ongoing data analysis, policy review, and community reporting, enabling the Board to sustain the level of research required to produce timely, accurate, and comprehensive oversight reporting. To meet this need, the Board requests a budgetary allotment consistent with a grade level no less than N20 to fund a dedicated Research and Data Specialist. The following statements provide the evidentiary basis for funding this position and ensuring the Board's continued effectiveness.

- Essential to Fulfilling Statutory Duties: Maryland law requires Police Accountability Boards to review data on disciplinary outcomes, evaluate trends in complaints of police misconduct, and make policy recommendations aimed at improving policing practices and community trust. A dedicated Research and Data Specialist is essential to fulfilling

these mandated responsibilities by ensuring the Board has accurate, complete, and timely data to inform its statutory oversight functions.

- **Increased Volume and Complexity of Data:** The volume of complaints and adjudicated cases has significantly increased since the board's inception. The volume and complexity of this information require specialized expertise to collect, clean, analyze, and interpret data so the Board can perform objective oversight and produce reliable, evidence-based recommendations.
- **Enables Evidence-Based Policy Recommendations:** A Research and Data Specialist will fulfill Board members' data requests in a timely manner which, in turn, will enable the Board to more effectively perform its work and meet its obligations. The Board's core duty is to recommend systemic improvements in policing. Without dedicated analytical support, the Board lacks the capacity to evaluate long-term patterns such as use-of-force trends, racial disparities, complaint resolution timelines, or repeat-officer concerns. Funding this position will ensure that Board recommendations are grounded in rigorous empirical analysis rather than anecdotal information.
- **Enhances Operational Efficiency and Reduces Burden on Existing Staff:** Current Board staff are responsible for administrative coordination, complaint intake, meeting facilitation, and community engagement. These duties limit their capacity to perform deeper research and data analysis. Funding a dedicated specialist will prevent operational blockages or stoppage and allow staff to focus on their core functions and significantly increase the Board's overall efficiency and effectiveness.
- **Aligns Montgomery County with Best Practices Across Maryland:** Similarly situated Maryland jurisdictions have already invested in specialized research or data-analysis staff to support their Police Accountability Boards, recognizing the need for analytical capacity in fulfilling state-mandated oversight roles. To meet the same level of rigor and to maintain credibility in its public reporting, Montgomery County must invest in similar professional capacity.

6.2 Improvements to Police Accountability

The Board carefully crafted recommendations to improve police accountability in the County that align with the Maryland Police Training and Standards Commission (MPTSC) requirements and best practices. The MPTSC emphasizes:

- Clear policy compliance
- Comprehensive and recurrent training
- Bias-free policing
- Professional conduct
- Use-of-force accountability and reporting
- Early intervention and officer wellness/support systems
- Transparent, consistent complaint-handling processes

The data captured from analysis of substantiated allegations in County residents' complaints which were administratively charged by the Committee reveal significant increase in law/policy violations, unprofessional conduct, use of force incidents, and duty violations, which directly relate to the above listed MPTSC priorities.

Below are the Board's recommendations formulated on the Board's analysis and identification of trends over the last three years, 2022–2025. In accordance with our directive under the MPAA, these recommendations pertain to improving training, policy compliance, officer performance, and accountability.

6.2.1 Strengthen Policy Awareness & Annual Compliance Training

Conformance to Law/Policy is the largest and most persistent category applicable to allegations each year during the three-year span. This indicates system-wide policy gaps. The Board recommends:

- Mandatory annual policy refresher training focusing on new or high-risk policy areas (use of force, pursuits, conflict de-escalation, report writing).
- Roll-call briefings and micro-modules summarizing recent policy revisions required by MPTSC.
- Supervisor-led scenario reviews following real incidents to reinforce application of policies.
- Policy knowledge checks (short digital tests) quarterly for sworn personnel.

MPTSC Alignment: Agencies must ensure officers maintain working knowledge of all policies relevant to their duties and must document annual in-service training.

6.2.2 Expand Use-of-Force (UOF) Training, Auditing & Early Intervention

Committee opinions issued in 2025 address more allegations involving use of force than in any prior year. The allegations in those cases occurred in 2023 and 2024. The Board recommends:

- Enhanced de-escalation training compliant with MPTSC requirements (communication, distance/time/cover, crisis interaction).
- Quarterly UOF incident audits to identify patterns, ensure reporting accuracy, and verify compliance.
- Early Intervention System (EIS) triggers for officers involved in repeated UOF incidents or near-miss UOF events.
- Body-worn camera (BWC) audits tied directly to UOF complaints and exonerations.

MPTSC Alignment: The MPTSC requires UOF training emphasizing necessity, proportionality, de-escalation, and crisis response, along with rigorous reporting and review systems.

6.2.3 Strengthen Anti-Bias & Fair Policing Programs

Cases involving an allegation of Bias/Discrimination rose in 2024 signaling a possible training or cultural issue. The Board recommends:

- MPTSC-certified Implicit Bias Training with a two-year refresher cycle (exceeding the minimum requirement of periodic training). This training would be an additional training aside from the current Implicit Bias Training program.
- Scenario-based training focused on traffic stops, field interviews, juvenile interactions, and discretionary enforcement.
- Supervisor review of stop and search data to identify disparities.
- Community engagement programs with vulnerable or historically over-policed groups. The Board is aware that community-engagement programs are underway, and LEA leadership has deemed these programs to be successful. The Board recommends expansion of these programs: specifically new officers as well as experienced officers should participate in these programs; officer participation in these programs should be evaluated; knowledge gathered from community-engagement programs should be implemented in training of new officers as well as refresher training for veteran officers.

MPTSC Alignment: The MPTSC mandates bias-free policing training and requires agencies to address discrimination concerns and disparities in enforcement.

6.2.4 Improve Professional Standards & Supervisory Oversight

Allegations described by the General Unprofessional Conduct category remain high, and allegations described by the Specific Duty Violations category surged sharply by 2025. The Board recommends:

- Frontline supervisor development program (MPTSC-approved): documentation, corrective coaching, performance management.
- Random supervisory checks of reports, BWCs, and officer-citizen interactions.
- Clear expectations for courtesy, communication, and procedural justice during all interactions.
- Mentorship or coaching assignments for officers with repeated minor violations to prevent escalation to major misconduct.

MPTSC Alignment: The MPTSC requires agencies to ensure professionalism standards, ethical conduct, and strong first-line supervision.

6.2.5 Enhance Complaint Handling, Transparency & Case Intake Management

The substantial increase in cases suggests shifts in reporting or intake processes. Exonerations dominate in 2024–2025, indicating many cases may stem from misunderstandings or poor communication rather than misconduct. The Board recommends:

- Public complaints portal improvements—clear explanations of complaint types, documentation requirements, and expected processing times.
- Triage system for assigning complaints to internal review, mediation, training referral, or formal investigation.
- Expand mediation options for communication-based complaints (Communication/Technology category steadily rising).
- Data-driven approach to identify where training vs. investigation is the most appropriate resolution.

MPTSC Alignment: The MPTSC mandates transparent complaint-handling procedures and encourages alternative resolution where appropriate.

6.2.6 Leverage Technology to Reduce Communication/Technology Complaints

Allegations described by the Communication/Technology category rose between 2023 and 2024. The Board recommends:

- Standardized BWC activation protocols reinforced through audit feedback and training.
- Upgraded communication systems where outdated technology contributes to officer error.
- Training on report writing, Computer-Aided Dispatch (CAD)/Police Records Management (RMS) usage, and digital evidence handling to reduce technical mistakes.

MPTSC Alignment: The MPTSC requires accurate reporting, documentation integrity, and proper technology use.

6.2.7 Officer Wellness & Support Programs

A spike in overall cases may signal officer fatigue, burnout, or morale challenges. The Board recommends:

- Mandatory annual wellness check-ins (MPTSC-recommended).
- Peer support teams for stress, trauma, and burnout.
- Scheduling and staffing reviews to ensure adequate coverage and reduce overtime-driven errors.

MPTSC Alignment: The MPTSC increasingly emphasizes officer wellness as essential for professionalism and reduced misconduct.

6.2.8 Continuous Data Monitoring & Strategic Adjustments

Case volume and exoneration rates indicate a need for more predictive use of data. The Board recommends:

- Quarterly trend reviews with command staff, Professional Standards, training, and supervisors.
- Dashboards for supervisors showing complaint patterns and risk indicators.
- Targeted training interventions for units with cluster complaints (e.g., patrol shifts, specialized units).

MPTSC Alignment: Agencies should use data to guide training and improve agency-wide standards.

6.3 Recommendation Summary

Applying MPTSC standards, the areas showing greatest need for improvement were:

- Policy compliance & training (biggest category).
- Use-of-force oversight (rising sharply).
- Bias prevention & community engagement (spiked in 2024).
- Professional conduct & supervision (persistently high).
- Intake & complaint efficiency (exoneration-heavy cases).
- Technology and communication systems (steady growth in issues).
- Officer wellness and support (to address underlying causes).
- Data-driven intervention systems (to prevent repeat problems).

It is the Board's belief that LEAs' implementation of the recommended actions will improve compliance, reduce misconduct, and align performance with Maryland's statewide standards for professional, accountable policing.

7 Appendix

7.1 Board Complaint Dataset Description

7.1.1 Complaint Information

- Whether the complaint was submitted through the Board's complaint portal (and, if so, a complete copy of the complaint form)
- Whether the complaint has been associated with a Committee case (and, if so, whether the Committee has rendered a decision or if the case is still pending)
- ZIP code for the location of the incident (if noted in the complaint)

7.1.2 Time Information

- Year in which the Board received/was notified of the complaint
- Month in which the Board received/was notified of the complaint
- Year in which the incident occurred (if noted in the complaint)
- Month in which the incident occurred (if noted in the complaint)

7.1.3 Complainant Demographics (if noted in the complaint)

- Sex/Gender
- Race
- Ethnicity

7.2 Committee Outcome Dataset Description

7.2.1 Case-Level Datapoints

7.2.1.1 Case Information

- The Committee's case number
- The LEA associated with the case

7.2.1.2 Time Information

- Year and Quarter in which the Committee issued its written opinion
- Year in which the incident occurred
- Year in which the complaint was submitted

7.2.1.3 Case Metrics

- Number of police officer respondents accused of misconduct
- Number of police officer respondents administratively charged with misconduct by the Committee
- Number allegations total
- Number of allegations resulting in an Administrative Charge
- Number of allegations resulting in Exoneration
- Number of allegations deemed Unfounded
- Number of allegations deemed Ineligible after Committee review

7.2.1.4 Time Metrics

- Number of days from the complained-of incident to the date on which the Committee issued its decision

- Number of days from the date on which the complaint was submitted and the date on which the Committee issued its decision
 - Number of days from the complaint to the date on which the LEA submitted its investigation to the Committee
 - Number of days from when the Committee received the investigation from the LEA to the date on which the Committee issues its opinion
- 7.2.1.5 Complainant Demographics (derived from the Board's complaint data if included in the original complaint)
- Sex/gender
 - Race
 - Ethnicity
- 7.2.2 Allegation-Level Datapoints
- 7.2.2.1 Case information
- The Committee's case number
 - The LEA associated with the case
- 7.2.2.2 Allegation Information
- An anonymized respondent identifier (e.g., a case involving allegations against two police officers would have "Respondent 1" and "Respondent 2")
 - Count number (e.g., a case involving two allegations against a single police officer would include "Count 1" and "Count 2")
 - Alleged policy violation(s), including links to the original text of the rules considered by the Committee
 - Outcome as to each individual allegation
 - Violation Category and Level, as defined in the Uniform State Disciplinary Matrix (only for allegations resulting in an administrative charge)
- 7.2.2.3 Time Information
- Year and Quarter in which the Committee issued its written opinion
 - Year in which the incident occurred
 - Year in which the complaint was submitted
- 7.2.2.4 Complainant Demographics (derived from the Board's complaint data if included in the original complaint)
- Sex/gender
 - Race
 - Ethnicity
- 7.2.3 Disciplinary-Recommendation-Level Datapoints
- 7.2.3.1 Case Information
- The Committee's case number
 - The LEA associated with the case
- 7.2.3.2 Disciplinary Recommendation Information

- An anonymized respondent identifier (e.g., a case involving allegations against two police officers would have “Respondent 1” and “Respondent 2”)
- The type of discipline recommended
- Length of recommended discipline (if applicable to the type of discipline)

7.2.3.3 Time Information

- Year and Quarter in which the Committee issued its written opinion
- Year in which the incident occurred
- Year in which the complaint was submitted

7.3 Categorization of Policies Used in Allegations

7.3.1 First Recode of Allegation Data

Recorded Theme	Raw Reference
Vehicle Pursuit Violation	No Allegations considered by the Committee linked to this PERF Category
Improper Vehicle Operation	MCPD FC.0421.I (Operation of Police Vehicles: Policy); RCPD GO.4-06.I (Operation of Police Vehicles: Policy); RCPD GO.4-06.V.A (Operation of Police Vehicles: General Operating Procedures); TPPD GO.701.08.A (Operation of Police Vehicles: Emergency Response); 1978 L.M.C., ch. 31, § 12 (Parking Vehicles in Violation of Official Signs); 2009 L.M.C., ch. 31, § 20 (Parking Prohibited, specifically); Maryland Transportation Article, § 21-201 (Obedience to Traffic Control Devices Required); Maryland Transportation Article, § 21-303 (Overtaking and passing of vehicles going in same direction); Maryland Transportation Article, § 21-604 (Use of signals required to indicate turns, lane changes, and starts or stops of vehicles); Maryland Transportation Article, § 21-801 (Driving at Reasonable and Prudent Speeds Required)
Agency Vehicle Crashes	MCPD FC.1021.IV (Motor Vehicle Collisions: Collision Investigations); TPPD GO.303.03.A (Departmental Collisions: Employee Responsibility)
Conformance to Law	MCSO GO.2.02.II.01 (General Orders and Personnel Procedures: Conformance to Law); MCPD FC.0300.III.01 (Department Rules: Conformance to Law); MCPD FC.0300.III.01 (Department Rules: Conformance to Law); CCVPD GO.08-01.IV.04 (General Rules: Conformance to Law); TPPD GO.202.01 (General Conduct Rules: Conformance to Law); TPPD GO.202.III.01 (General Conduct Rules: Conformance to Law); RCPD GO.8-03.IV.C (Rules and Regulations: Obedience to Laws and Regulations); U.S. Const. amend. IV
Violation of Federal/State/Local Law	GPD GO.800.02.4.2 (Arrests without Warrants and Processing: Arrest without a Warrant (Generally))

Montgomery County's Police Accountability Board Annual Report for 2025

December 30, 2025

Page iv of viii

Improper Search/Seizure	MCSO GOP.3.04.I (Search Procedures (Individuals): Definitions); MCSO GOP.3.04.X (Search Procedures (Individuals): Consent to Search); MCPD FC.0710.I (Consent to Search Requests: Policy); MCPD FC.0710.II (Consent Searches: Procedures); RCPD GO.4-03.I (Search and Seizure: Policy); RCPD GO.4-03.VIII (Search and Seizure: Consent to Search); CCVPD GO.5-33.I (Searches and Seizures with and without Warrants: Policy); CCVPD GO.5-33.II (Searches and Seizures with and without Warrants: Consent Searches); GPD GO.601.03.01 (Searches and Seizures: Department Policy); GPD GO.601.03.01 (Searches and Seizures: Department Policy); GPD GO.601.03.03 (Searches and Seizures: Consent Searches); GPD GO.601.03.03.01 (Searches and Seizures: The Terry Stop); GPD GO.601.03.03.01 (Searches and Seizures: Reasonable Suspicion); TPPD GO.625.07 (Limits of Authority Constitutional Safeguards: Police Limitation on Search and Seizure); TPPD GO.625.07.A (Limits of Authority Constitutional Safeguards: Consent Searches); MNCPP OP.442.0.I (Field Interview and Search and Seizure: Purpose)
Duty to Intervene	No Allegations considered by the Committee linked to this PERF Category
Violation of Protective Order	No Allegations considered by the Committee linked to this PERF Category
Out of Uniform/Improper Dress	No Allegations considered by the Committee linked to this PERF Category
Performance of Duty	MCSO AD.3.07.IV (Service of Process: Office Regulations); MCSO GOP.3.12.II (Evictions: Pre-Eviction); MCSO GOP.3.12.IV (Evictions: Ejectment); MCSO GOP.3.12.I–VII (Evictions: Policy Generally); MCPD FC.0300.III.16B (Department Rules: Unsatisfactory Performance); MCPD FC.0535.III (Domestic Violence Investigation: Domestic Abuse Laws of Arrest); MCPD FC.1104.I (School Resource Officer Program: Policy); Maryland Family Law Article, § 4-502 (Help of a Local Law Enforcement Unit); RCPD GO.8-03.IV.D (Rules and Regulations: Performance of Duty); RCPD GO.8-03.IV.J (Rules and Regulations: Obligation to Duty); Maryland Real Property Article, § 8-401 (Nonpayment of Rent)
Overtime Violation	No Allegations considered by the Committee linked to this PERF Category
Absent Without Leave	MCPD FC.0300.III.08 (Department Rules: Punctuality)
Abuse of Sick Leave	No Allegations considered by the Committee linked to this PERF Category
Retaliation	No Allegations considered by the Committee linked to this PERF Category
Insubordination	MCPD FC.0300.III.02 (Department Rules: Compliance with Orders); MCPD FC.0300.III.03 (Department Rules: Compliance with Orders)
Criticism	No Allegations considered by the Committee linked to this PERF Category
Rude/Discourteous	MCSO GO.2.02.II.22 (General Orders and Personnel Procedures: Courtesy); MCPD FC.0300.III.16 (Department Rules: Courtesy); MCPD FC.0300.III.22 (Department Rules: Courtesy); TPPD GO.419.05.F (Courtesy: Crowding); RCPD GO.8-03.IV.O (Rules and Regulations: Courtesy and Human Relations)
Decorum/Unprofessional	No Allegations considered by the Committee linked to this PERF Category
Conduct Unbecoming	MCSO GO.2.02.II.14 (General Orders and Personnel Procedures: Conduct Unbecoming); MCPD FC.0300.III.12 (Department Rules: Conduct Unbecoming); MCPD FC.0300.III.14 (Department Rules: Conduct Unbecoming); CCVPD GO.08-01.IV.11 (General Rules: Conduct Unbecoming); TPPD GO.202.02 (General Conduct Rules: Conduct Unbecoming); RCPD GO.8-03.IV.G (Rules and Regulations: Conduct Unbecoming an Officer)

Montgomery County's Police Accountability Board Annual Report for 2025

December 30, 2025

Page v of viii

Interfering with Free Speech	No Allegations considered by the Committee linked to this PERF Category
Intimidation	No Allegations considered by the Committee linked to this PERF Category
Neglect of Duty	MCPD FC.0300.III.16 (Department Rules: Neglect of Duty and Unsatisfactory Performance); MCPD FC.0300.III.16A (Department Rules: Neglect of Duty); MCPD FC.1107.I (Victim/Witness Assistance Section: Policy); CCVPD GO.08-01.IV.12 (General Rules: Neglect of Duty)
Leaving Duty Post	No Allegations considered by the Committee linked to this PERF Category
Unreasonable Response Time to Call	No Allegations considered by the Committee linked to this PERF Category
Failure to Render Aid	MCSO GOP.3.02.IV.J (Custody and Transporting Prisoners: Transporting Sick or Injured Prisoners); MCPD FC.0921.II (Responding to Behavioral Health Emergencies and Persons with an Altered Mental Status: Policy); RCPD GO.5-25.I (Individuals with Mental Illness: Policy)
Loitering/Loafing/Sleeping on Duty	RCPD GO.8-03.V.A (Rules and Regulations: Loitering Sleeping Loafing on Duty)
Use of Force	MCSO AD.3.01.II (Use of Force: Use of Force); MCPD FC.0131.I (Response to Resistance and Use of Force: Policy); MCPD FC.0131.IV.A (Response to Resistance and Use of Force: Drawing a Firearm); MCPD FC.0300.III.06 (Department Rules: Use of Force); CCVPD GO.05-05.I (Use of Force: Policy); TPPD GO.202.III.43 (General Conduct Rules: Use of Force, Deadly Force, and the Maryland Use of Force Statute); RCPD GO.4-01.II (Response to Resistance and Aggression: Policy); GPD GO.600.01.04.01 (Response to Resistance or Aggression: General Provisions); GPD GO.600.01.04.01 (Response to Resistance or Aggression: General Provisions); GPD GO.600.01.04.01 (Response to Resistance or Aggression: General Provisions); GPD GO.600.01.04.02.02.03 (Response to Resistance or Aggression: Pointing a Firearm); TPPD GO.617.III.A (Use of Force: Use of Force); TPPD GO.617.IV.L (Use of Force: Procedures: Firearms); MNCPP OP.400.0.III (Use of Force: Policy)
Use of Force Out of Policy	TPPD GO.202.III.50 (General Conduct Rules: Choke Holds are Prohibited); RCPD GO.4-01.IV.I (Response to Resistance and Aggression: Unauthorized Use of Force)
Failure to De-Escalate	No Allegations considered by the Committee linked to this PERF Category
Discrimination/Harassment	MCSO GO.2.02.II.26 (General Orders and Personnel Procedures: Harassment or Discrimination); MCPD FC.0300.III.20 (Department Rules: Discrimination or Harassment and Use of Derogatory Language); MCPD FC.0300.III.26A (Department Rules: Discrimination or Harassment and Use of Derogatory Language)
Workplace Discrimination/Harassment	No Allegations considered by the Committee linked to this PERF Category
Bias/Profiling	TPPD GO.202.19 (General Conduct Rules: Discrimination, Harassment, and Bias); GPD GO.619.03.02 (Biased Based Policing: Prohibition)
Sexual Harassment	No Allegations considered by the Committee linked to this PERF Category
Integrity/Truthfulness	MCPD FC.0300.III.12 (Department Rules: Gratuities); MCPD FC.0300.III.15 (Department Rules: Untruthful Statements); MCPD FC.0300.III.21 (Department Rules: Untruthful Statements)
False Arrest	No Allegations considered by the Committee linked to this PERF Category
Planting Evidence	No Allegations considered by the Committee linked to this PERF Category

Montgomery County's Police Accountability Board Annual Report for 2025

December 30, 2025

Page vi of viii

Interfering with Investigation	No Allegations considered by the Committee linked to this PERF Category
Person in Custody Violation	MCSO GOP.3.02.IV (Custody and Transporting Prisoners: Transport Procedures); MCPD FC.0510.I (Adult Criminal Arrest Procedure: Policy); RCPD GO.4-22.XIII (Prisoner Transport: Handcuff Procedure); RCPD GO.8-03.VI.D (Rules and Regulations: Treatment of Arrestee)
Traffic Stop Procedures	MCPD FC.1000.I (Traffic Management System: Policy); MCPD FC.1000.IX (Traffic Management System: Traffic Stops); RCPD GO.4-18.IV.C.1 (Traffic Enforcement: Warnings); RCPD GO.4-18.IX (Traffic Enforcement: Use of Emergency Equipment in Traffic Enforcement); TPPD GO.711.11 (Parking Enforcement: Blocked Driveway Enforcement)
Evidence/Property Control Procedures	MCSO GO.2.02.II.23 (General Orders and Personnel Procedures: Property); MCSO GOP.3.25.III (Property and Evidence Management: Submission of Evidence, Seized, or Abandoned Property); MCPD FC.0721.V (Evidence and Property Handling: Contraband)
Maintenance of Property	MCPD FC.0300.III.17 (Department Rules: Maintenance of Property); MCPD FC.0300.III.17 (Department Rules: Property); RCPD GO.4-17.I (Property Control: Policy)
Search Warrant Application	MCPD FC.0714.V (Search and Seizure Warrants: Search and Seizure Warrant Required); TPPD GO.637.I (Search Warrants: Policy)
Failure to Identify	No Allegations considered by the Committee linked to this PERF Category
Towing and Impounding Procedures	MCPD FC.1060.IV (Towing of Motor Vehicles: Officer Responsibilities)
Failure to Appear in Court	MCPD FC.1221.I (Court and General Assembly Attendance: Policy)
Secondary Employment	TPPD GO.401.06.A (Secondary Employment: Security Related Secondary Employment within the City); TPPD GO.401.06.C (Secondary Employment: Security Related Secondary Employment within the City)
Department Technology Misuse	MCSO GOP.3.06.III (Information Systems: Access Use and Dissemination of Criminal Justice Information); MCPD FC.0424.I (Automatic License Plate Recognition System: Policy)
Body Worn Camera Violation	MCSO GOP.3.51.V (Body Worn Camera System: Activation of the Body Worn Camera System); MCPD FC.0430.VII (Body Worn Camera System: Activation of the Body Worn Camera System); RCPD GO.4-55.VI (Body Worn Camera Systems: Activation of the Body Worn Camera System); GPD GO.619.04.04.03 (Body Worn Cameras: Activation of the Body Worn Camera); TPPD GO.643C.04.C (Body Worn Cameras: Use of Body Worn Cameras); TPPD GO.643C.04.G (Body Worn Cameras: Downloading and Handling); TPPD GO.643C.VI (Body Worn Cameras: Mandatory Recording)
Audio/Video Recordings	MCPD FC.0425.IV.14 (Mobile Video System: Implementation Rules)
Violation of Social Media Policy	MCSO GO.2.32.II (Social Media Usage: Personal Social Networking Rules); TPPD GO.418.V (Social Media: Off-Duty Personal Use)
Communications	No Allegations considered by the Committee linked to this PERF Category

Montgomery County's Police Accountability Board Annual Report for 2025

December 30, 2025

Page vii of viii

Criminal Misconduct	Maryland Criminal Law Article, § 3-203 (Assault in the Second Degree); Maryland Criminal Law Article, § 3-308 (Sexual Offense in the Fourth Degree); Maryland Criminal Law Article, § 3-803 (Harassment); Maryland Criminal Law Article, § 7-104 (General Theft Provisions); Maryland Criminal Law Article, § 7-203 (Unauthorized Removal of Property); Maryland Transportation Article, § 20-103 (Duty of driver to stop or return to scene of accident resulting in damage to vehicle); Maryland Transportation Article, § 20-104 (Duty of driver to render reasonable assistance to persons injured in accident)
Breaking and Entering	No Allegations considered by the Committee linked to this PERF Category
Other Misconduct	No Allegations considered by the Committee linked to this PERF Category
Confidentiality	No Allegations considered by the Committee linked to this PERF Category
Abuse of Power	MCSO GO.2.02.II.05 (General Orders and Personnel Procedures: Abuse of Authority); MCPD FC.0300.III.03 (Department Rules: Abuse of Process); MCPD FC.0300.III.04 (Department Rules: Abuse of Authority); MCPD FC.0300.III.04 (Department Rules: Abuse of Process); MCPD FC.0300.III.05 (Department Rules: Abuse of Authority)
Destruction of Property	No Allegations considered by the Committee linked to this PERF Category
Associations	No Allegations considered by the Committee linked to this PERF Category
Unauthorized Passenger	No Allegations considered by the Committee linked to this PERF Category
In-Custody Death	No Allegations considered by the Committee linked to this PERF Category
Use of Intoxicants	No Allegations considered by the Committee linked to this PERF Category
Weapon Safety	MCPD FC.0305.II (Firearms and Accessories: Officer Responsibilities); TPPD GO.617A.14 (Firearms: Firearms Security)
Authorized Use of Firearms	No Allegations considered by the Committee linked to this PERF Category
Accidental Discharge	No Allegations considered by the Committee linked to this PERF Category
Weapon Discharge Violation	No Allegations considered by the Committee linked to this PERF Category
Investigative Procedures	MCPD FC.0535.VII (Domestic Violence Investigation: Court Order for Protection from Domestic Violence); MCPD FC.0611.III (Follow-Up Investigative Responsibility: Patrol Services Bureau (PSB) Responsibilities and Notifications); MCPD FC.0611.III.A.03 (Follow-Up Investigative Responsibility: PSB-Patrol Responsibilities and Notifications); MCPD FC.1021.I (Motor Vehicle Collisions: Response to Collisions); RCPD GO.4-20.V (Traffic Collisions: Duties of the First Officer on Scene)
Failure to Accept Complaint	No Allegations considered by the Committee linked to this PERF Category
Use of Force Reporting	MCPD FC.0131.VIII (Response to Resistance and Use of Force: Use of Force Reporting Requirements)
Driving Under the Influence	No Allegations considered by the Committee linked to this PERF Category
Expectations of Supervisors	TPPD GO.202.09 (General Conduct Rules: Courtesy to Superiors)
Failure to Notify Supervisor	No Allegations considered by the Committee linked to this PERF Category
Lack of Supervision	No Allegations considered by the Committee linked to this PERF Category
Reporting Procedures	MCPD FC.0140.II (Miscellaneous Enforcement Policies: Trespass Notifications); CCVPD GO.05-14.III.C (Handling Calls for Service and Incident Reporting: Completion of Reports by Police Officers); CCVPD GO.05-24.2.III (Response to Domestic Violence Incidents: Domestic Violence Complaints)

Failure to Report Misconduct	No Allegations considered by the Committee linked to this PERF Category
Not Misconduct	This category applies to instances in which the Committee was unable to associate an allegation with any constitutional provision, statute, or departmental policy.

7.3.2 Second Recode of Allegation Data

Second Recode Category	Included First Recode Category
Agency Vehicle Incidents	Vehicle Pursuit Violation; Improper Vehicle Operation; Agency Vehicle Crashes
Conformance to Law/Policy	Conformance to Law; Violation of Federal/State/Local Law; Improper Search/Seizure; Duty to Intervene; Violation of Protective Order; Out of Uniform/Improper Dress; Performance of Duty; Overtime Violation; Absent Without Leave; Abuse of Sick Leave
General Unprofessional Conduct	Retaliation; Insubordination; Criticism; Rude/Discourteous; Decorum/Unprofessional; Conduct Unbecoming; Interfering with Free Speech; Intimidation
Neglect of Duty	Neglect of Duty; Leaving Duty Post; Unreasonable Response Time to Call; Failure to Render Aid; Loitering/Loafing/Sleeping on Duty
Use of Force	Use of Force; Use of Force Out of Policy; Failure to De-Escalate
Bias/Discrimination	Discrimination/Harassment; Workplace Discrimination/Harassment; Bias/Profiling; Sexual Harassment
Integrity/Truthfulness	Integrity/Truthfulness; False Arrest; Planting Evidence; Interfering with Investigation
Specific Duty Violations	Person in Custody Violation; Traffic Stop Procedures; Evidence/Property Control Procedures; Maintenance of Property; Search Warrant Application; Failure to Identify; Towing and Impounding Procedures; Failure to Appear in Court; Secondary Employment
Communication/Technology	Department Technology Misuse; Body Worn Camera Violation; Audio/Video Recordings; Violation of Social Media Policy; Communications
Criminal Misconduct	Criminal Misconduct; Breaking and Entering
Other Misconduct	Other Misconduct; Confidentiality; Abuse of Power; Destruction of Property; Associations; Unauthorized Passenger; In-Custody Death
Firearms/Weapon Safety	Weapon Safety; Authorized Use of Firearms; Accidental Discharge; Weapon Discharge Violation
Substance Abuse	Use of Intoxicants; Driving Under the Influence
Reporting/Procedures	Investigative Procedures; Failure to Accept Complaint; Use of Force Reporting; Reporting Procedures; Failure to Report Misconduct
Supervision/Management	Expectations of Supervisors; Failure to Notify Supervisor; Lack of Supervision
Not Misconduct	Not Misconduct