

CITY OF MONTGOMERY

POLICE DEPARTMENT



Chief: Anthony Solomon
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January 07, 2021

Destination Zero

National Law Enforcement Officers Memorial Fund

444 E Street NW

Washington DC 20001

To Whom It May Concern,

One of my goals when I arrived as the Chief of Police was to put a priority on getting my officers the training and equipment they need to serve the people of Montgomery efficiently but with honor and integrity. Towards that end, I am happy to report we have made great strides in the area of officer safety in particular.

One of the highest priorities we have as an agency is to make sure we cultivate an atmosphere of safety for our officers as well as the community. Our officers are well equipped and well trained and because of this, morale is at an all-time high. Our relationship with the city we serve has also improved as a result. We have implemented a number of strategies that resulted in these changes and I am proud to address them within the accompanying submission.

I am extremely proud of my Officers and the work we are doing here and look forward to what we will accomplish in the future.

Please consider this letter as an Executive Summary to accompany our submission for the General Officer Safety category through Destination Zero.


Sincerely,

Anthony Solomon

Chief of Police

Montgomery Police Department

Montgomery, Texas

Destination Zero Award Nomination Form

AGENCY INFORMATION

Name of agency: Montgomery Police Department

Award Category (If submitting for more than one category, a separate nomination form needs to accompany each category submission.)

- ☒ General Officer Safety
- ☐ Officer Traffic Safety
- ☐ Officer Wellness
- ☐ Comprehensive Safety

Agency contact name: Trent Lozano

Contact email: dlozano@ci.montgomery.tx.us Contact phone number: 936-597-3603

Please include the following items with your nomination

- Department Release Form
- An executive summary which provides a brief overview of the approaches the agency has assumed, and the innovative practices, programs and partnerships that have been established
- A project narrative which details the elements and initiatives of the agency's program.
Items for possible inclusion in the narrative:
 - A description of the agency characteristics
 - A description of the program and its implementation (including marketing material)
 - A before-and-after comparison of change(s) due to the program
 - What makes this program unique compared to other initiatives?
 - What challenges had to be overcome to implement this program?
 - What impact has the program had on the staff within the agency?
 - Is there evidence of success (quantitative or qualitative)?
 - Can the program be replicated by other agencies?
- Any appropriate supporting documentation or attachments.

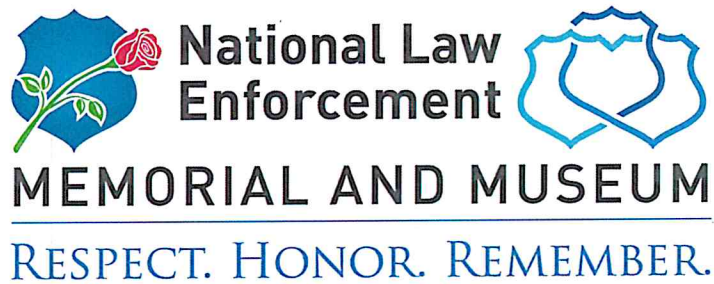
AGENCY LEADERSHIP ENDORSEMENT

By agency representative signature on this form, the agency acknowledges that all information contained herein and in attached documents is true and correct.



Signature of Agency Head

4/5/2021
Date



2021 National Officer Safety and Wellness Award Submission

The Destination Zero Program maintains a database of all submitted programs and their materials in order to benefit law enforcement, by providing a robust resource center of safety programs and wellness initiatives. In addition to submitting copies of all relevant promotional materials, training guides, curricula, photos, policies and procedures that relate to the submitted officer safety and wellness program, the National Law Enforcement Memorial and Museum requires that the submitting agency acknowledge that those materials will be shared on the Destination Zero Website.

AGENCY RELEASE

By agency representative signature on this form, the submitting agency agrees to the release of all submitted materials into the public domain via website or other means of transmission.

Name of the agency: Montgomery Police Department

Anthony Solomon

(Printed name and title)

(Signed endorsement of chief/agency head)

1/5/2021

(Date)

NATIONAL LAW ENFORCEMENT OFFICERS MEMORIAL FUND DESTINATION ZERO PROGRAM

CATEGORY: General Officer Safety

AGENCY: Montgomery Police Department

Overview:



The city of Montgomery Police Department is a municipal law enforcement agency located in Southeast Texas just north of Houston. Montgomery is a small city located in Montgomery County, which is the next county north of Houston. The city is located on Highway 105 which is the main thoroughfare from Conroe to College Station where Texas A&M is located. We are also located 10 minutes from Lake Conroe, a popular summer destination. The agency maintains a staff of 14 sworn full time officers, 1 police department administrative assistant, and 2 full time court personnel. The city has an estimated 1800 residents but also serves ten times that daily in traffic along Highway 105.

The Montgomery Police Department responds to all calls for service inside the city which include medical and fire calls. We have a good working relationship with both entities and regularly work together. The backbone of our agency is our Patrol division. We also have an Investigations division and Training division. Everyone in the agency wears multiple "hats" to move us forward as a unit.



The department is led by Chief Anthony Solomon who was hired from outside the agency on June 4, 2018. He came with over 25 years' experience and in the short 2 and a half years he has led the agency. Chief Solomon has focused on officer safety, relevant training, and modern equipment to create an elite, highly effective department.

Safety Culture and Programs

The administration of the Montgomery Police Department consistently encourages an atmosphere of Officer Safety and personal well-being. They have an open door policy and are willing to discuss any idea that could improve the quality of the service we provide and increase the safety of officers and employees. The Montgomery Police Department has put considerable effort into making sure each officer is trained and equipped to the highest standards with the end goal of providing the best service and protection to our citizens and officers.

Training:

Montgomery PD has implemented a dedicated training division that is responsible for providing the officers with regular, modern, and relevant training. One of the ways this is done was by implementing a new hire training program. The program requires all new officers to complete training in Mentally Ill Response, De-escalation of Force, Naloxone (Narcan), Self-Aid/Buddy Aid, Body Worn Camera, and Cybersecurity and Malware Awareness before being release off of field training.

Within the first year of employment they must also complete additional training on Vehicle Pursuits, Vehicle Patrol & Accident Prevention, Foot Pursuits, Positional Asphyxia, and Coronavirus (COVID 19) & Law Enforcement. MPD Officers have received a total of 1860 hours of advanced training in 2020. Officers have received an average of over 133 hours of training in the last year alone. For comparison, the Texas state mandate is a minimum of 40 hours of continuing education every two years.

We are particularly proud of our de-escalation training results. In 2017, the Montgomery Police Department had 35 documented uses of force for the agency. After Chief Solomon took over in June of 2018 those numbers dropped to 13 for the year. In 2019 we initiated the dedicated training division which implemented all new-hires and current officers received mandatory de-escalation of force training. As a result of this, our documented uses of force in 2019 went down to 3 and only 4 so far for 2020. (This is especially noteworthy because the agency has more officers now than in 2017-2018.)

Over the last couple of years we have had several calls where our officers were able to employ de-escalation techniques and the verbal skills learned in training to “talk down” people in mental health crisis or in need of mental health evaluations. Many of the times our officers were able to convince the subject to voluntarily accompany EMS to get a mental health evaluation done.

Some of the other topics covered in training have been Active Shooter Response, Blood Borne Pathogen, CPR/AED, SWAT, Advanced SWAT, Basic Instructor, Advanced Instructor, Court Security, Advanced Human Trafficking, etc.

In December of 2019 the Montgomery Police Department hosted a joint Active Shooter Response course put on by Robbie Allmon of P2 Concepts. The purpose of the course was for officers from Montgomery PD and the Montgomery Independent School District Police Department to train together so everyone was trained the same way. Both agencies had a majority of their personnel go through the course which was conducted entirely on location at one of the large schools in the area. The middle school we trained at was very happy we chose to use their facility. We utilized outer agency peace officers as role players as well as some teenage volunteers for realism.



Less Lethal:

Montgomery PD is committed to the peaceful resolution of all incidents if possible. In order to give officers the highest likelihood of attaining that goal, all officers go through annual refresher courses on de-escalation, use of force laws, and recertification of less lethal options. Each individual Officer is certified in and issued Oleoresin Capsicum (OC) and a Taser X26P with two cartridges.

Certain individuals are also certified in Less Lethal 12 gauge shotguns that fire bean bag rounds and Pepperball guns that fire a pava powder projectile.

We had one situation in particular where a suspect on a traffic stop ran from officers into a nearby business park. Officers gave chase and at appropriate times, deployed their Tasers twice. (The tasers proved ineffective at the time due to each only getting one prong in.) Because of their training the officers knew this situation was not a lethal force threat scenario so they continued to pursue the suspect rather than escalate the force even though it was a high stress situation. During the foot chase one of our officers was injured with a broken leg going over a fence. Despite having an "officer down" call our officers stayed focused on the task at hand. The suspect ran into a restaurant in the strip center where an officer deployed a third taser and was able to take him into custody.



Firearms:

Each Patrol Officer is trained on and issued a semi-automatic Glock 17 pistol with three spare magazines, a Ruger AR556 patrol rifle with two magazines, and Remington 870 Police 12 gauge shotgun. All three weapon systems are issued with white lights attached and slings on the long guns. The agency has also chosen to implement qualification twice a year as opposed to the state mandated qualification of once annually.

We do one daylight qualification and one low light qualification each year.



Medical:

The Montgomery Police Department has a strong belief that life is precious. The need to have the skills and equipment to save lives translates into multiple disciplines so we need to be proficient in many. By policy, every officer is issued a tourniquet and are required to wear it on their person. Each Officer is also issued a IFAK or (Individual First Aid Kit) which includes another TQ, pressure bandage, chest seal, nitrile gloves, hemostatic impregnated gauze.

Each patrol vehicle is assigned a Downed Officer kit/Emergency Medical backpack that includes an AED, a Stop the Bleed kit, a CPR respiration kit, an emergency carry litter, and nitrile gloves. (not pictured, North American Rescue Emergency carry litter)



All officers are put through advanced training in Self Aid/Buddy Aid and Stop the Bleed courses at a minimum.

In February of 2021, all officers are going through Lone Star Medics Dynamic Patrol medical course. This course is taught by Caleb Causey who is a well-known Military/ SWAT Medic and TCCC Instructor with over 20 years' experience in the field and tactical medical industry.

All of these courses are designed to train the officers in the proficient use of tourniquets, pressure bandages, chest seals and other equipment to treat traumatic wounds and blood loss. All officers are also certified in CPR/AED use.

In November of this year our nightshift units responded to assist the county Sheriff's Office on a shooting in the parking lot of a nearby bar. One of our officers was the first on scene and applied a chest seal on the victims wound before EMS could arrive.



Montgomery PD also has two officers on staff who are certified Stop the Bleed Instructors. These officers conduct in-service refresher training for the department but also offer the class to the public at least quarterly beginning in January 2021. Every Officer is also trained on and issued Narcan and required by policy to wear it on their person during patrol. Thankfully we have not had a situation where it has been needed but are prepared when it arises.

Community Safety and Education

In the beginning of 2020 the Montgomery Police Department initiated a Church Safety Assessment program. Every church in the city was offered a free security assessment and Active Shooter Seminar. Many of the 13 churches accepted and the police department conducted several assessments and seminars over the following weeks. Hundreds of people were educated on what they can do in the event of an active shooter. The initiative was so successful it was offered to businesses and day care centers in and around the city as well.



Chief Solomon also initiated a Citizens Police Academy where citizens will participate in a 6 week program to familiarize them with the workings of the police department and give them an opportunity to partner with us to serve the community. (This was set to go live in March of 2020 but was postponed due to Covid.) The creation of the Montgomery Police Department's Citizens' Academy will allow citizens to become more educated about their local police and get a taste of what police work is all about. Citizens will gain an insider's knowledge of the police agency, enabling them to make informed decisions on issues affecting the police and the community. The program will also help citizens and police officers receive insight into the views held by each other about policing.



The Montgomery Police Department is also a strong proponent of pedestrian and bicycle safety. This year one of our officers was featured and interviewed for a law enforcement training course on bicycle and pedestrian safety for the National Highway and Traffic Safety Administration. This course is being used to train officers all across the country.

Flood Water and Emergency Assistance

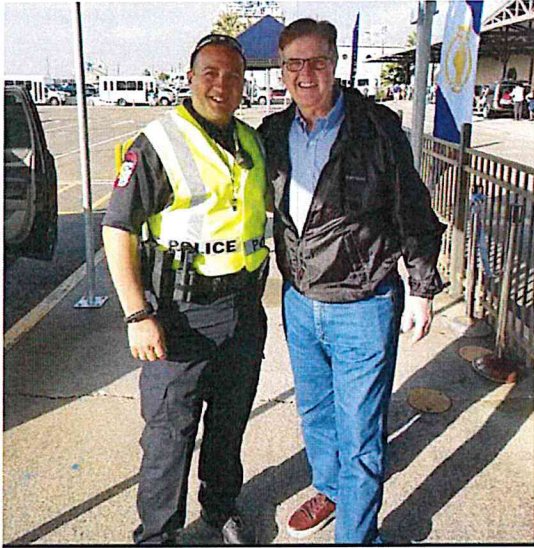
Being located in southeast Texas has certain unique considerations. Not the least of which is the likelihood of hurricanes and flash flooding. After Hurricane Harvey it became evident that this type of vehicle was needed to save lives.

Two High Water Evacuation Vehicles were obtained through the LESO Program to assist citizens and outer agencies where flood waters have prevented the passing of standard emergency vehicles. The agency selected 2 Light Mobile Transport or (LMTs) and repurposed them as high water evacuation vehicles. Thankfully, we have not had to implement these vehicle yet but when the need arises again, we will be ready.



Officer Safety Equipment

Chief Solomon and the police department takes the safety of every individual officer seriously. Because of that, every officer of the Montgomery Police Department is equipped with the best safety equipment available. This includes hi-visibility reflective traffic vests. These vests are to be worn during all traffic investigations or direction details.



Soft body armor with a IIIA rating is standard issue in an outer vest carrier (photo below). The threats law enforcement faces don't stop at handguns so every officer is also issued rifle plates in a molle webbing plate carrier and ballistic helmets for active shooter or tactical situations.



For hazmat, homicide, or decomp death investigations officers are issued PPE kits that include Tyvek suits, gloves, goggles, and N95 face masks.



Conclusion

Montgomery, Texas may be known for being the “Birthplace of the Texas Flag” but the Police Department is hoping to add to that reputation as well. We want to be known as a small city whose officers are the most well trained, most proficient, most effective and helpful possible. The desire is to be an agency that others can model to more effectively serve the citizens of their jurisdictions. Our agency is made up of a variety of experience levels with one common goal- To be the best and most professional we can possibly be at utilizing every resource at our disposal to protect and improve the lives of those we serve. Every officer here truly wants to help and protect this city.

While our training program is comparatively young, it has been highly effective in a short amount of time despite the unique challenges this year brought. It takes more time to implement some things than others but we have a plan to keep moving onward and upward and to help raise the standards of our officers, the agencies around us, and Law Enforcement as a whole.