

Committee on Energy and Commerce
U.S. House of Representatives
Witness Disclosure Requirement - "Truth in Testimony"
Required by House Rule XI, Clause 2(g)(5)

1. Your Name: Paul Starks		
2. Your Title: Captain - Director, Public Information Office, MCPD		
3.		
4. The Entity(ies) You are Representing: Montgomery County (Maryland) Police Department		
5. Are you testifying on behalf of the Federal, or a State or local government entity?	Yes XX	No
6. Please list any Federal grants or contracts, or contracts or payments originating with a foreign government, that you or the entity(ies) you represent have received on or after January 1, 2015. Only grants, contracts, or payments related to the subject matter of the hearing must be listed. N/A		
7. Please attach your curriculum vitae to your completed disclosure form.		

Signature:



Date: September 13, 2018

Deputy Director, Internal Affairs Division**2004 - 2007**

Directed detectives assigned to investigations regarding departmental policy and general misconduct allegations against employees.

- Enhanced the IAD case database using demographics and involved-employee experience and training history resulting in focused resolutions; e.g. policy change and training needs
- Designed supervisor training that shaped more thorough and timely report submissions producing appropriate dispositions, counseling, and training delivered expeditiously.
- Created the Executive Officer Administrative Manual resulting in consistent, accurate, and timely investigations, producing more effective and suitable resolutions

Deputy Commander, 3rd District Station, Silver Spring**2003 - 2004**

Directed 150 officers and non-sworn employees and coordinated with community members and business owners consisting of an internationally diverse population.

- With my commander, initiated collaborative enforcement tactics with other local agencies resulting in increased crime-data sharing, reduced crime, and more effective legislation
- Teamed with Park Police to help identify gang activity and to reduce gang recruitment
- Directed emergency efforts during Hurricane Isabell
- Managed a \$135,000 Weed and Seed grant used as part of the Long Branch Initiative
 - Budgeted costs using selective enforcement strategies with resident grant director
 - Reduced crime and increased neighborhood safety and business viability
- Improved District Station security by initiating a safety assessment resulting in the implementation of enhanced lighting, landscape modifications, and exterior barriers

Additional MCPD Law Enforcement Experience

- Internal Affairs Division, Detective - Sergeant
- Emergency Response Team, Decentralized SWAT Sergeant
- Special Assignment Team Sergeant; a plain-clothes, street-crime reduction unit

Community Service and Leadership Roles

- **American Red Cross/MCPD Blood Drives** - 1,000 units collected
2012-2018
- **Special Olympics Maryland** - MCPD director - "Flame of Hope" awardee 2008-2012

Further Experience

- Co-Founder, I Drive Smart, Incorporated - Maryland State Certified Driver Education
- Adjunct professor, **University of Maryland, College Park**
- Guest Lecturer, **Montgomery College, Rockville**

Formal Education

- **The Johns Hopkins University**, Master of Science in Management
 - Police Executive Leadership Program
 - Selected by my classmates as Commencement Speaker
- **University of Maryland, College Park**, Bachelor of Arts in Law Enforcement

Public Safety Training

Active Shooter

Disaster and Emergency Response

Critical Incident Management

Workplace Diversity and Inclusion

Crisis Communications

Internal Affairs Investigations