

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

Paul Richard Starks

PROFESSIONAL SUMMARY

Highly knowledgeable, skilled, and dedicated police Captain and Director of Police Public Information Office (PIO) with over 30 years of law enforcement experience who is a decisive leader with the professional expertise in personnel management and implementation of strategic crime prevention methods, emergency management procedures, and safety programs that result in operational excellence.

Montgomery County Police Department 1985 – Present Day

LEADERSHIP AND EXECUTIVE EXPERIENCE

Director, Public Information Office

2007- 2013 and 2014 - Present

Captain and lead public information officer (PIO) for the 2000-member Montgomery County Police Department (MCPD), providing information regarding crime and police activity to our diverse community of 1,100,000 residents, business owners, and other organizations. As the “face” of MCPD, I know the information we generate and issues we respond to shape residents’ perception of the department.

- Created and maintain website (www.mymcpnews.com) for MCPD press releases, department events, and other County and community information.
- Established and sustain a strong social media presence using Facebook, Twitter, Nextdoor, and YouTube
- Lead and direct press conferences streamed on social media as well as traditional outlets
- Craft, edit, and approve social media postings and press releases
- Launching MCPD phone app to increase “anytime” MCPD resource access by community
- Achieved a 10% reduction in overtime and reduced PIO off-hours and overnight callouts by training executive officers and supervisors in media interaction protocol
- Developed MCPD policies regarding social media and PIO notification requirements
- Respond to active police scenes to reduce fear and increase residents’ perception of safety. Coordinate routinely with other Montgomery County Government entities such as Montgomery County Public Schools, the Office of Emergency Management, Fire and Rescue Service, the County Council, and County Executive’s office

Duty Commander

2013 - 2014

Directed and supervised all serious overnight MCPD police activity.

- Responded to all major crimes and serious incidents throughout the County to ensure protocol adherence relating to initial response, preliminary investigative steps, and appropriate resource allocation
- Managed large-scale and active scenes involving criminal and emergency events affecting residential communities, commercial enterprises, and school-based functions

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