

UNITED STATES DISTRICT COURT  
DISTRICT OF MARYLAND

HISPANIC NATIONAL LAW  
ENFORCEMENT ASSOCIATION NCR,  
UNITED BLACK POLICE OFFICERS  
ASSOCIATION,  
MICHAEL ANIS,  
MICHAEL BROWN,  
THOMAS BOONE,  
PAUL MACK,  
JOSEPH PEREZ,  
TASHA OATIS,  
CLARENCE RUCKER,  
CHRIS SMITH,  
RICHARD TORRES,  
SONYA L. ZOLLICOFFER,  
PATRICK MCCLAM,  
SHARON CHAMBERS and  
ADRIAN CRUDUP,

Plaintiffs,

v.

PRINCE GEORGE'S COUNTY,  
HENRY P. STAWINSKI, III, *individually*,  
MARK A. MAGAW, *individually*,  
CHRISTOPHER MURTHA, *individually*, and  
MAJOR KATHLEEN MILLS, *individually*,

Defendants.

Civil Action No. TDC-18-3821

**PRELIMINARY INJUNCTION**

For the reasons set forth in the accompanying Memorandum Opinion and Order, it is hereby ORDERED that:

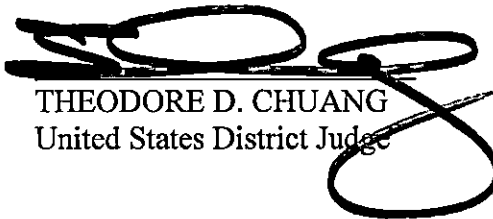
1. Defendants, as well as Defendants' agents, employees, appointees, or successors, and all other persons who are in active concert and participation with them, including the

Prince George's County Police Department ("PGCPD"), are ENJOINED from the continued use of the existing PGCPD promotion system after the completion of the 2020 competitive promotion cycle for promotions to Sergeant, Lieutenant, and Captain, as set forth below, and the completion of promotions to Police Officer First Class ("POFC") and Corporal based on the April 2021 promotion tests.

2. An independent expert, selected with the agreement of the parties, shall be appointed to review the components of the PGCPD promotion system—including but not limited to the written tests, the skills assessments, and the selection processes—and to recommend changes to reduce or eliminate adverse impact and discrimination against Black and Hispanic officers.
3. PGCPD shall revise the components of the PGCPD promotion system, including by adopting all reasonable recommendations of the independent expert, and use the revised promotion system in (1) the October 2021 promotions to POFC and Corporal; and (2) a competitive promotion cycle for promotions to Sergeant, Lieutenant, and Captain, to begin in October 2021, six months earlier than usual.
4. Any use of the 2020 competitive promotion eligibility lists generated under the existing promotion system from tests and assessments conducted in September 2020 and April 2021 shall end 60 days before the start of the October 2021 competitive promotion cycle.
5. Pursuant to Federal Rule of Civil Procedure 65(c), Plaintiffs are required to post with this Court a bond of \$1,000.
6. The preliminary injunction shall take effect upon the posting of the bond.

Violations of this Order shall subject Defendants and all other persons bound by this Order to all applicable penalties, including contempt of court.

Date: April 21, 2021



THEODORE D. CHUANG  
United States District Judge