

MARYLAND POLICE TRAINING AND STANDARDS COMMISSION

Minutes – 59th Meeting – January 8, 2025

6852 4th Street, Sykesville, MD 21784

MEMBERS PRESENT

Chief Malik Aziz, President, Maryland Chiefs of Police Association
Sheriff Jim DeWees, President, Maryland Sheriffs' Association
Zenita Hurley, representing the Office of the Attorney General
Colonel Roland Butler, Superintendent, Department of State Police (Chair)
William DelBagno, Special Agent in Charge, Baltimore Office, FBI
Clyde Boatwright, Maryland State Fraternal Order of Police
Richard Gibson, Maryland State's Attorneys' Association (Vice Chair)
Chief George Bacorn, representing the Chairman, MML Executive Association
Major Matt Corell, representing the Police Commissioner, Baltimore Police Department
Chief Linwood Alston, President, Police Chiefs Association of Prince George's County
John Moses, Wor-Wic Program Advisory Committee – Criminal Justice
Deputy Sheriff D'Warren Lambirth, Prince George's County Sheriff, Regional Representative
Lt. Colonel Ronce Alford, MD Transportation Authority Police, Regional Representative
Khalilah Harris, Policing Standards Expert
Susan Radcliffe, Mental Health Expert
Raymond Kelly, Community Policing Expert
Ganesha Martin, Citizen of the State
Patrick Campbell, Citizen of the State

MEMBERS ABSENT

Chief Amal Awad, Anne Arundel Police Department, Regional Representative
Cory Jeweler, Citizen of the State

STAFF PRESENT

Wayne Silver, Executive Director, Police Training & Standards Commission
Matthew Mellady, Deputy Director, Police Training & Standards Commission
Elise Ice, Office of the Attorney General
Chaka Cross, Recorder
Jeff Giroux, Law Enforcement Training
Jamie Green, Firearms Training Facility
Katie Johnson, Recorder
Carrie Layman, Recorder
Lucy Lyles, Director, Certification & Compliance
Kevin Duerling, Policy & Processes
Gary Gardner, Director, Policy & Processes
Joan Henard, Certification
Brittany Rohe, Certification
Richard Simmons, Assistant Director, Law Enforcement Training

GUESTS

Major Paul Borowski, Baltimore County Police Department

Darren Franke, Montgomery County Police Department
Joshua Ford, Baltimore County Police Department
Aaron Galloway, Baltimore County Police Department
Andre Hall , Maryland Transportation Authority Police
Steven Longo, Baltimore County Police Department
Chief Michael Spaulding, Sykesville Police Department
David Ulrich, Sykesville Police Department
Ariane Warren, Maryland Transportation Authority Police

Chair Butler called the 59th meeting of the Police Training and Standards Commission (PTSC) from the Public Safety Education and Training Center to order at 9:08 a.m.

The agenda was as follows:

1. **Approval of Minutes – October 2, 2024**

Chair Butler asked members to review the minutes from the October 2, 2024 meeting.

A MOTION to approve the minutes from the October 2, 2024 meeting of the Police Training and Standards Commission was made by Mr. Campbell: SECONDED: Mr. Boatwright. The MOTION carried.

2. **Commission Activities Report**

Director Silver stated the Commission Activities report highlighted a decline in certified police officers in Maryland, with numbers dropping by 489 from January 2024 to January 2025, for a total of 15,586 officers. This decrease is attributed to 976 officers retiring, resigning, or leaving, alongside 57 terminations. Additionally, audits, including newly implemented reviews of special police programs, revealed issues primarily related to record-keeping and methodological misunderstandings, with most audits proving successful. One Commission-directed audit stemming from a complaint will be discussed in closed session. Further discussion clarified that the 489 loss is cumulative, indicating a continued downward trend in officer numbers as previous year's losses were also significant.

3. **Legal Issues**

Ms. Ice informed Commission members that following the revocation hearing at the previous meeting, the officer had initially filed a petition for judicial review in Carroll County Circuit Court. However, the officer's attorney subsequently filed a notice of dismissal which was approved by the judge, effectively closing the case. The reason for the dismissal remains unknown, and there is no further legal action pertaining to the revocation.

Recorder's Note: Ms. Harris arrived at 9:13am.

4. **Old Business**

a) **PTSC Fund**

Director Gardner provided an update on the Commission's strategic plan, training fund, and proposed expenditures. He reported that the fiscal year began with \$9.03 million, with \$2.2 million already spent primarily on the planning and engineering of a tactical village and a new learning management system, leaving a projected balance of \$7.8 million. Director Gardner then detailed adjustments to the training fund made by the General Assembly, including the allowance for correctional training support, the removal of \$2 million for the Department of Public Safety and Correctional Services' general operating fund, a \$300,000 reduction for

staffing overages, and the transfer of accrued interest to the State General Operating Fund. He also highlighted the success of the Leadership Development Institute's speaker series and plans for future events.

The meeting then shifted to new funding proposals, specifically the purchase of four MILO Range simulators. Two of these simulators would replace outdated equipment at the Firearms Training Facility in Sykesville, while the other two would be designated for regional correctional units to improve firearms proficiency. Gardner emphasized the simulators' role in developing fundamental skills and de-escalation tactics, noting their usage by various law enforcement agencies.

A MOTION to approve the purchase of four MILO Range simulators was made by Mr. Moses: SECONDED: Deputy Lambirth. The MOTION carried.

The Law Enforcement Training unit requested funding to replace their existing VHF radios with new UHF radios to improve communication at the training center, particularly during entrance-level training and driver training exercises. The current radios suffer from poor signal quality and coverage, creating safety concerns, especially at the large Driver Training Facility. The proposed UHF radios, demonstrated to resolve these issues, would cost \$58,500 and include a one-year warranty. The discussion addressed concerns about maintenance, the radios' life cycle, and their compatibility with the Maryland First Network (they are for internal use only). It was clarified that the existing radios purchased in 2014 had reached their end of life, and the new UHF technology offered improved performance.

A MOTION to approve the purchase of the UHF radios was made by Mr. Moses: SECONDED: Mr. Campbell. The MOTION carried.

The Law Enforcement Training section proposed purchasing two advanced trauma care hemorrhage mannequin simulators, one male and one female, for \$106,000. These lifelike mannequins, controlled by an instructor and equipped with computerized scenarios, would be used primarily for bleeding control training within the Tactical Medic program, active shooter scenarios, police entrance-level training, and first aid programs. The simulators provide realistic feedback, such as continuing to bleed if a tourniquet is improperly applied. The training aims to enhance officers' ability to provide effective emergency care in the field. The discussion covered the warranty, software updates, and the potential for future upgrades, as well as the benefits of the mannequins over traditional training methods. The proposal was made to support the growing TAC-MED program, which has seen high demand from agencies across the State.

A MOTION to approve the purchase of 2 Advanced Trauma Care Hemorrhage Mannequin Simulators was made by Ms. Harris: SECONDED: Mr. Boatwright. The MOTION carried.

The final request involves converting the underutilized library into a dedicated Commission meeting room. The proposal aimed to create a more functional space with built-in recording equipment, improved video streaming capabilities, and monitors for presentations. The new room would also include a private meeting area for attorneys and clients and an overflow viewing area. The estimated cost for the conversion, including new furniture and technology, is \$200,000.

A MOTION to approve the conversion of the library of the new Commission meeting room by Ms. Harris: SECONDED: Mr. Boatwright. The MOTION carried.

Recorder's Note: Break 9:52 a.m. – 10:09 a.m.

Recorder's Note: Mr. Gibson enters at 9:57 a.m.

b) Baltimore City Police ACC Case Review

The Baltimore City Police Department's lengthy case review process, averaging over 300 days before reaching the Administrative Charging Committee (ACC), is primarily attributed to the Department's consent decree. This decree mandates that all cases undergo review and approval by consent decree lawyers, adding an average of 90 days to the process. Concerns about expired cases sent to the ACC were also addressed, with Baltimore City Police providing data indicating that some delays were due to the ACC's initial backlog in 2022. However, discussions revealed broader issues with the police accountability system, including the volume of citizen complaints, the 30-day case completion mandate, and the belief that the ACC should focus on serious misconduct and use-of-force cases. Some advocated for an independent police misconduct office, while others defended the previous LEOBR system. There was a consensus that the current system is not uniformly implemented across jurisdictions and that a data-driven approach is needed to understand the root causes of the high case volume and to potentially revise the process. It was also clarified that the Commission's authority is limited and that specific issues within Baltimore City, such as the consent decree's impact, should be addressed by the city itself.

Recorder's Note: Lt. Colonel Alford exits at 10:19 a.m. returns at 10:21 a.m.

c) Juvenile Interaction in Academic Environments

The Commission discussed providing guidance for police officers interacting with juveniles in academic environments. They found that the Maryland Center for School Safety already developed an approved program outlining requirements for School Resource Officer (SRO) training. Questions arose about the frequency of non-SRO officers being called to schools and whether they receive adequate training. It was clarified that SROs receive specialized training, while general officers receive broader training on interacting with various populations. A motion was passed to gather information from each jurisdiction on how they train officers, beyond SROs, who interact with children in schools, including whether the content of the existing SRO training is already covered in general officer training. The survey will also aim to determine if data is being collected on these interactions and whether the training is mandatory or conducted during in-service sessions. The focus of the survey is specifically on school-based youth interactions.

A MOTION to gather information from each jurisdiction on how they train officers, beyond SROs, who interact with children in schools, including whether the content of the existing SRO training is already covered in general officer training was made by Ms. Harris: SECONDED: Ms. Hurley. The MOTION carried.

d) CIT Follow Up

The Commission is developing a model policy for Crisis Intervention Team (CIT) training, aiming to provide guidance to law enforcement agencies across the State. They are using the Memphis model and resources from CIT International as a foundation, while also ensuring alignment with Maryland's Public Safety Article which mandates adherence to the Memphis model under the Governor's Office. The Baltimore City Police Department offered to share their experience and suggest modifications to the model based on their practical implementation and a recent Department of Justice (DOJ) report. To gather comprehensive information and best practices, the Commission will conduct a survey of law enforcement agencies, gather enhancement suggestions, and coordinate with the Governor's Office. They will also circulate a memo to inform agencies of the Memphis model and Baltimore City's offer of assistance. The Commission will review the collected data and determine if a subcommittee is needed, with a focus on expediting the development of the CIT model policy.

A MOTION to move forward with the survey and to address the concerns in the Public Safety Article § 3-522(a) was made by Mr. Moses: SECONDED: Mr. Gibson. The MOTION carried.

e) Final Approval of ACC Definition Language modification

The Commission revisited a previously discussed regulation change regarding the definition of "local governing body" for the Administrative Charging Committee (ACC). At the last meeting, a motion was made to modify

the definition, but it lacked a formal second, rendering the vote invalid. To rectify this, the Commission needs to formally approve the regulation definition as previously intended.

A MOTION to approve redefining "local governing body" was made by Mr. Kelly: SECONDED: Mr. Gibson. The MOTION carried.

5. New Business

a) Montgomery County COMAR Regulation 12.04.01.16(G)

Director Silver invited Assistant Chief Darren Francke to address the Commission. Assistant Chief Francke spoke about Maryland's significant police staffing shortage, particularly in Montgomery County where over 180 officer positions are vacant. The pool of applicants has decreased, partly due to regulations disqualifying those who have used marijuana within the past year. Montgomery County faces an additional challenge because they do not have a system in place to conduct random drug testing for applicants who used cannabis within one to three years, leading to automatic disqualification. Assistant Chief Francke proposed eliminating COMAR Regulation 12.04.01.16(G) to allow more flexibility in hiring. The discussion addressed societal shifts in cannabis use, with some Commissioners suggesting a reconsideration of marijuana policies similar to alcohol policies. A motion was passed to survey jurisdictions on the number of applicants rejected for marijuana use and whether they conduct random drug testing to better understand the issue.

A MOTION to request data from each agency as to the number of applicants that have been rejected due to random testing requirement and which agencies are currently conducting random testing was made by Mr. Gibson: SECONDED: Sheriff DeWees. The MOTION carried.

b) Model Wellness Program

Director Silver introduced a model wellness policy developed by mental health professionals in law enforcement and corrections for agencies to implement. The policy, designed to be flexible based on available resources, covers various wellness components including mental, physical, and financial health. The goal is for each agency to create a comprehensive wellness program tailored to its needs with an emphasis on emotional wellness, including issues like domestic violence, substance abuse, and work-life balance. After discussing implementation challenges, especially due to resource constraints, the Commission emphasized that this policy is the start of an ongoing process that will have future evaluations and adjustments.

A MOTION to approve the model policy with the addition of a family wellness component to the model policy was made by Ms. Harris: SECONDED: Mr. Moses. The MOTION carried.

During the development of the wellness policy, it became apparent that many mental health professionals lacked the specialized training needed to interact effectively with law enforcement and correctional officers. This gap was highlighted by a situation where a mental health provider, despite seeming qualifications, struggled to understand the nuances of law enforcement, leading to difficulties in implementing required screenings. To address this, efforts were made to identify training programs that could better equip mental health providers. One such initiative is the "Behind the Line" program in Wicomico County which aims to educate mental health professionals about the specific challenges faced by law enforcement and corrections personnel. The Commission discussed supporting this initiative by funding lunch for the clinicians attending the program, to foster more direct engagement and communication.

A MOTION to approve funds to support training for mental health professionals was made by Mr. Moses: SECONDED: Ms. Martin. The MOTION carried.

Recorder's Note: Mr. Boatwright had stepped out and was not present for the vote.

c) Restraint Related Death Recommendations

The Police Executive Research Forum (PERF) published recommendations in September to reduce restraint-related deaths within law enforcement. In response, the Commission requested authorization to update its existing use of force model policy to incorporate PERF's recommendations. While many of these recommendations were already addressed in the current policy, one specific recommendation—designating a patient safety officer—was not explicitly covered. Additionally, the Commission considered reviewing the entrance-level objectives and ensuring that all relevant aspects, such as positional fixation and de-escalation, are included.

A MOTION to update the Use of Force policy and review the entrance level police objectives. made by Mr. Moses: SECONDED: Mr. Campbell. The MOTION carried.

Recorder's Note: Mr. Boatwright had stepped out and was not present for the vote.

A MOTION to recess for lunch was made by Mr. Moses: SECONDED: Sheriff DeWees. The MOTION carried.

The Commission recessed for lunch at 12:16pm. Chair Butler called the meeting back to order at 1:22 pm. Roll call was conducted and a quorum was present.

A MOTION to adjourn to go to closed session was made by Mr. Boatwright: SECONDED: Mr. Gibson. The MOTION carried unanimously.

The meeting adjourned to a closed session at 1:26pm.

Members voting in closed session: Lt. Col. Alford; Chief Alston; Chief Aziz; Chief Bacorn; Mr. Boatwright; Chair Butler; Mr. Campbell; Major Corell; SAC DelBagno; Sheriff DeWees; Mr. Gibson; Ms. Harris; Ms. Hurley; Mr. Kelly; Deputy Sheriff Lambirth; Ms. Martin; Mr. Moses; Ms. Radcliffe.

Persons attending closed session: In addition to voting Commission Members, Director Silver;; Deputy Director Mellady; Director Lyles; AAG Elice Ice; Chaka Cross; Carrie Layman; Katie Johnson.

Authority under § 3-305 for the closed session: Personnel matters

Topics actually discussed: Recertification approved for an applicant of the Sykesville Police Department. Request for Special Consideration approved for an applicant of the Baltimore County Police Department. Request for Special Consideration approved for an applicant of the Maryland Transportation Authority. Audit findings for the Washington County Academy resulting in the Commission voting to create stop gap best practices for academies while reviewing COMAR. Revocation request granted to Forest Heights Police Department. Revocation consideration granted to Mt. Rainier Police Department

A MOTION was made by Mr. Campbell to adjourn to an open session: SECONDED: Ms. Martin. The MOTION carried unanimously.

Recorder's Note: This concluded the closed session. The meeting adjourned to an open session at 3:24 p.m.

Ms. Cross announced the outcome of the items heard in closed session.

A MOTION to adjourn was made by Mr. Kelly: SECONDED: Ms. Harris. The MOTION carried. The meeting adjourned at 3:26 p.m.

These "minutes" are a synopsis of the Commissions' discussions and decisions and not a verbatim rendering of the proceedings.