



Department of Public Safety and Correctional Services

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Boyd K. Rutherford, Lt. Governor

Police Training and Standards Commission
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ACTING EXECUTIVE DIRECTOR
Albert L. Liebno, Jr.

January 19, 2018

Dear Agency Head:

Public Safety §3-207(A)(20) requires the Maryland Police Training and Standards Commission (Commission) to evaluate and modernize recruitment standards and practices of law enforcement agencies with the goal of increasing diversity within those law enforcement agencies, and to develop strategies for recruiting women and African American, Hispanic or Latino, and other minority candidates.

Personnel from several Maryland law enforcement agencies collaborated and researched best practices for recommendation to the Commission. Using that research and input from the participants, the Commission has developed and adopted a guiding document to assist with recruitment efforts that is now posted on www.MDLE.net. Agencies are encouraged to review and adopt, to the extent practicable, the recruitment standards and practices outlined in the document which will prove to be helpful for enhancing your recruitment efforts and practices.

Sincerely,

Albert Liebno
Acting Executive Director
Police Training and Standards Commission