



**DEPARTMENT OF PUBLIC SAFETY
AND CORRECTIONAL SERVICES**



POLICE TRAINING AND STANDARDS COMMISSION
Mental Health and Wellness Policy Report
Correctional Facilities and Law Enforcement Agencies
ANNUAL REPORT 2025

January 1, 2026

Governor Wes Moore
Lt. Governor Aruna Miller
Secretary Carolyn J. Scruggs

2025 REPORT TO THE STATE OF MARYLAND

Mental Health Policy Report

Calendar Year 2025 (January 1, 2025 – December 31, 2025)
(MSAR # 15330)

Introduction

During the 2024 Maryland Legislative Session, the “Growing Apprenticeships and the Public Safety Workforce (GAPS) Act” (SB 470/Chapter 708; HB 597/Chapter 709) was passed into law. This Act has several requirements for a number of State agencies. The Act requires the Maryland Police Training and Standards Commission (MPTSC) to develop certain mental health wellness policies to be implemented in certain law enforcement agencies and correctional facilities. The Act also required the Commission to establish a Workgroup on Growing Engagement in the Law Enforcement and the Corrections Workforce to study and make recommendations on increasing law enforcement and correctional employment in the State. This report was completed by the Workgroup and submitted to the Governor and Maryland General Assembly on May 21, 2025.

Pursuant to Public Safety Article §3-207(n), the Police Training and Standards Commission respectfully submits this report on law enforcement agencies and correctional facilities mental health and wellness policies. This law requires the following information from law enforcement and correctional facilities:

- 1) In this subsection, “correctional facility” means a State correctional facility and a local correctional facility, as defined in § 1–101 of the Correctional Services Article.
- 2) The Commission shall develop mental health wellness policies to be implemented in law enforcement agencies and correctional facilities in the State by:
 - i) determining ways to promote safety and wellness at every level of a law enforcement agency and a correctional facility;
 - ii) incorporating into trainings stress management techniques designed by law enforcement officers and correctional officers;
 - iii) establishing confidential peer support programs;
 - iv) offering psychological programming to help officers manage stress; and
 - v) utilizing measuring tools to track effectiveness.
- 3) On or before January 1, 2025, and each January 1 thereafter, the Commission shall report to the Governor and, in accordance with § 2–1257 of the State Government Article, the General Assembly on the status of the development and implementation of the policies described under paragraph (2) of this subsection and the effects of the policies.

Police Training and Standards Commission - Model Wellness Policy

The Maryland Police Training and Standards Commission developed a Model Wellness Policy in 2024 for all law enforcement and correctional agencies in Maryland. The MPTSC adopted the model policy on January 8, 2025. A comprehensive wellness program can improve employee health and organizational productivity. A robust program will improve employee's resiliency to adapt and recover from difficult or challenging situations. Key components of the model policy include:

- **Physical Health:** Encouraging regular exercise, healthy eating, and sufficient sleep.
- **Mental Health:** Providing resources for stress management, mindfulness, and treatment.
- **Financial Wellness:** Offering financial planning tools and education.
- **Social Wellness:** Fostering a positive work culture and opportunities for social interaction.
- **Occupational Wellness:** Promoting job satisfaction, work-life balance, and career development.
- **Intellectual Wellness:** Encouraging continuous learning and stimulating challenges.
- **Environmental Wellness:** Supporting eco-friendly practices and promoting a healthy work environment.

The model policy was distributed to all Maryland law enforcement and correctional agencies, along with the requirements outlined in Public Safety Article §3-207(n)(2). The policy is also posted on the MPCTC website.

Methodology of Collection and Submission of Information

The Maryland Police Training and Standards Commission developed a basic reporting document in October 2025. The agency head of each public safety agency required to provide information on their wellness policy was emailed the reporting link on October 6, 2025. A survey type reporting instrument was utilized and a due date of November 14, 2025 was established. One extension was granted to all law enforcement and correctional agencies with a final due date of December 18, 2025. The survey questions for each agency included the following:

- Number of agency personnel;
- Has agency developed and implemented a wellness policy?
- What wellness components from the model policy are included in your program or policy?
- Does your policy/program utilize regional wellness resources?
- Has your agency/facility established a confidential peer support program?
- Does your wellness program incorporate stress management techniques?
- Does your program/policy offer psychological programming to help staff manage stress?

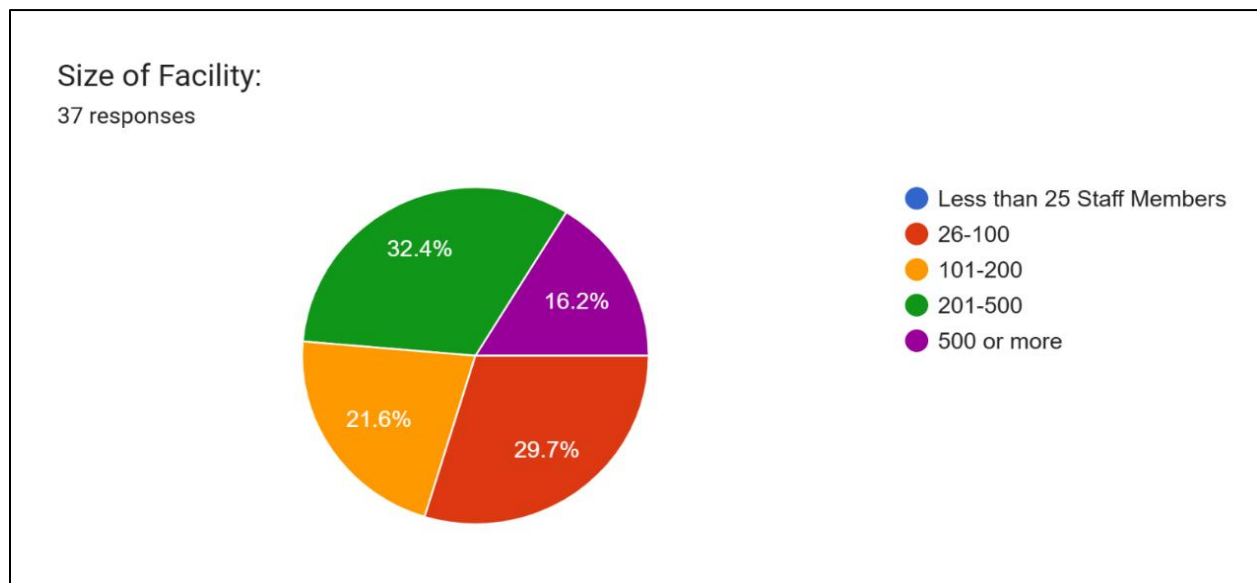
- Does your program/facility utilize a measuring tool to track effectiveness of the wellness program/policy?
- Has your program/facility partnered with other public safety agencies in your region to expand resource availability and minimize financial impact?
- What are the obstacles your agency has encountered while developing the wellness program/policy?
- General Comments.

Reporting Jurisdictions

Correctional Facilities

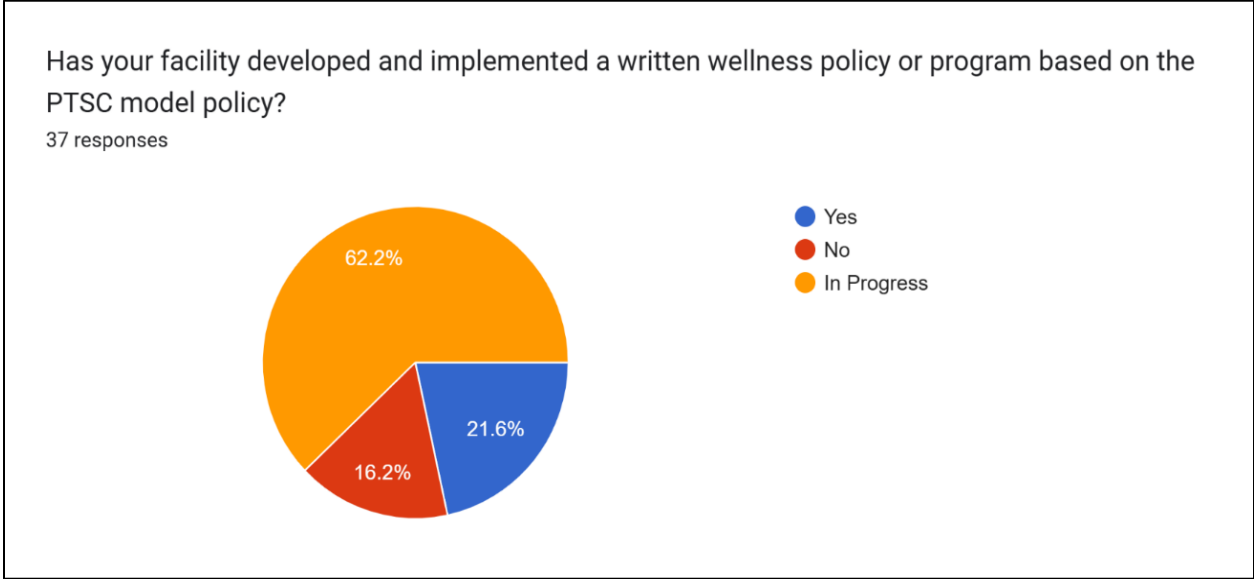
The wellness survey was sent to 40 correctional facilities and 37 responded to the survey prior to the deadline. The correctional facilities that did not respond, included: Baltimore Pre-Trial Complex, Kent County Detention Center, and Prince George’s County Detention Center.

AGENCY SIZE



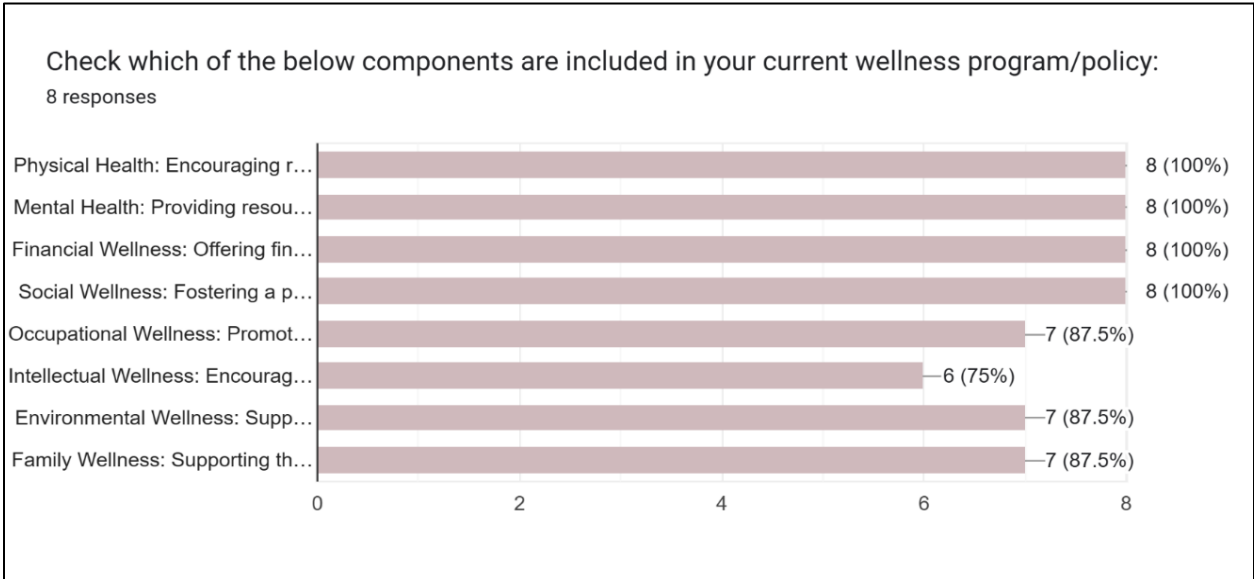
ANALYSIS: Only three correctional facilities did not respond by the deadline, but a good cross section of large and small correctional facilities provided valuable information for this report.

WRITTEN POLICY DEVELOPMENT BASED ON MODEL POLICY



ANALYSIS: Only 22% (8) of correctional facilities responding had written policies directly related to health and wellness programs for employees. A significant majority of facilities, 62%, indicated that were working on developing a health and wellness policy. Sixteen percent of agencies either did not have a policy nor were they working on a policy.

COMPONENTS OF MODEL POLICY INCLUDED IN AGENCY POLICY

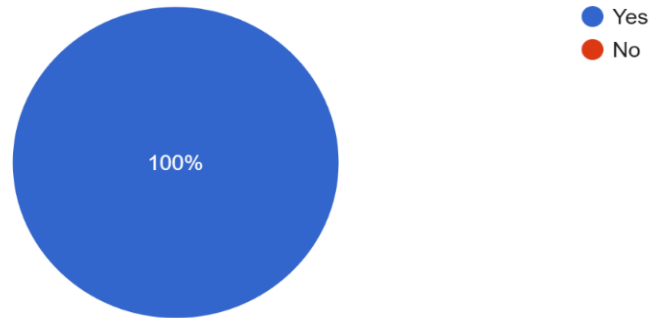


ANALYSIS: Of the eight agencies that indicated they had a written policy, all of them responded that they had the following core components of the model policy: physical health, mental health, financial health, and social wellness. Seven of the eight agencies that did have a policy, also had occupational wellness, environmental health, and family wellness components of the model policy.

USE OF LOCAL AND REGIONAL WELLNESS RESOURCES

Does the program identify local and regional wellness resources that will assist employees in improving their physical and emotional health?

8 responses

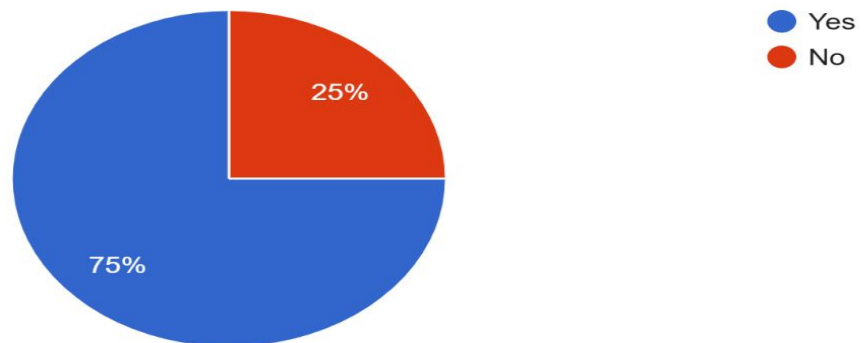


ANALYSIS: All eight of the agencies that had a written policy were utilizing local and/or regional wellness resources to support their program.

PEER SUPPORT

Has your facility established confidential peer support programs?

8 responses

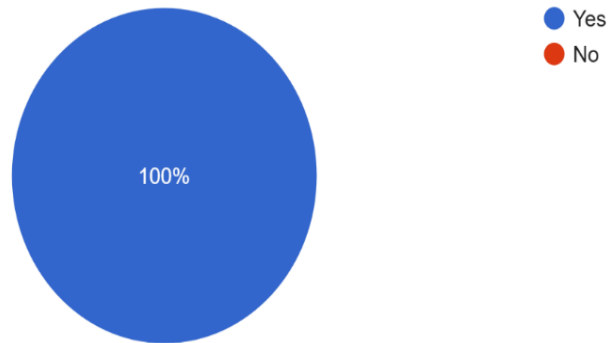


ANALYSIS: Six of the eight agencies with policies have implemented a peer support program.

STRESS MANAGEMENT

Does the wellness program/policy incorporate stress management techniques into training?

8 responses

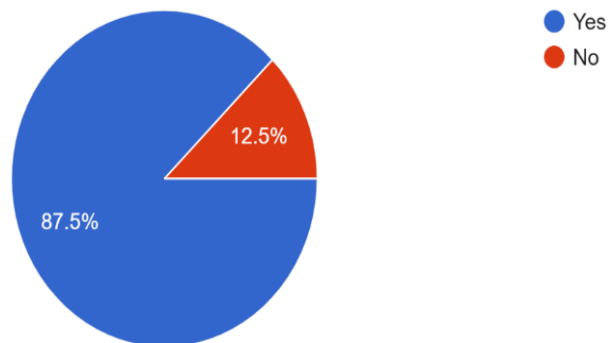


ANALYSIS: All of the reporting facilities with a policy indicated that stress management was part of their policy or program.

PSYCHOLOGICAL PROGRAMMING TO MANAGE STRESS

Does the program/policy offer psychological programming to help staff manage stress?

8 responses

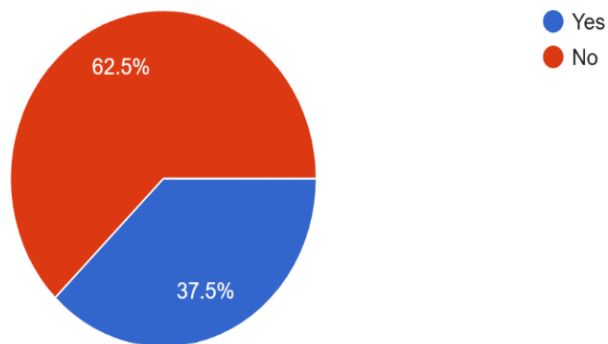


ANALYSIS: Seven of the eight reporting agencies have indicated that they have psychological programming to help staff manage stress.

TRACKING EFFECTIVENESS

Does your facility utilize a measuring tool to track effectiveness of the wellness program/policy?

8 responses

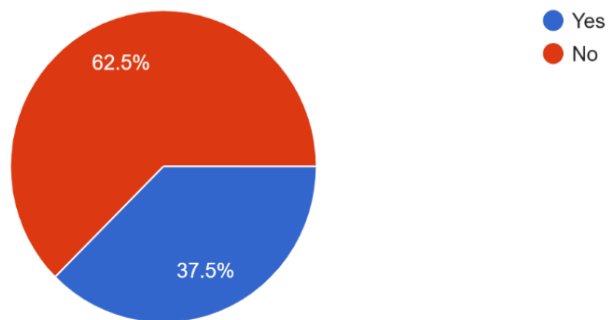


ANALYSIS: Only three of the eight facilities with a policy have indicated that they track effectiveness of their program. The agencies that reported they were tracking effectiveness, did not elaborate on what indicators were being used to track effectiveness.

PUBLIC SAFETY PARTNERSHIPS

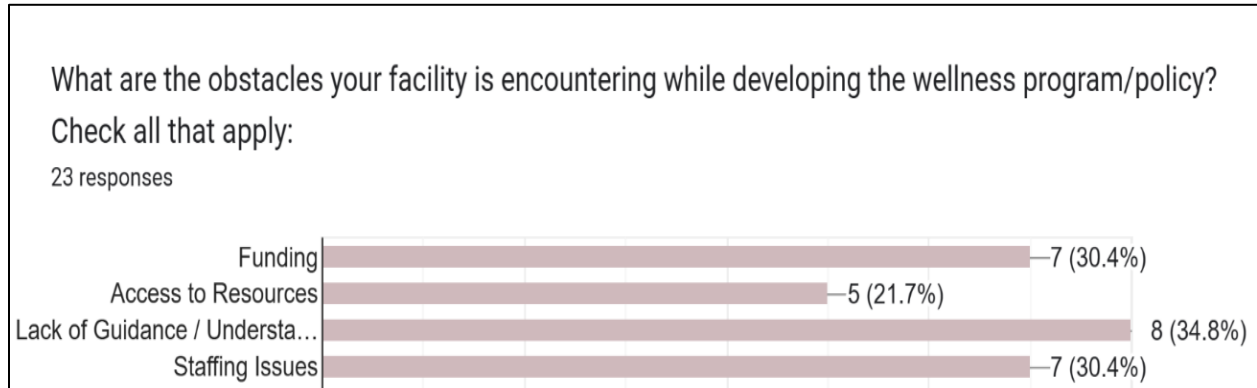
Has your facility partnered with other public safety agencies in your region to expand resource availability and minimize financial impact?

8 responses



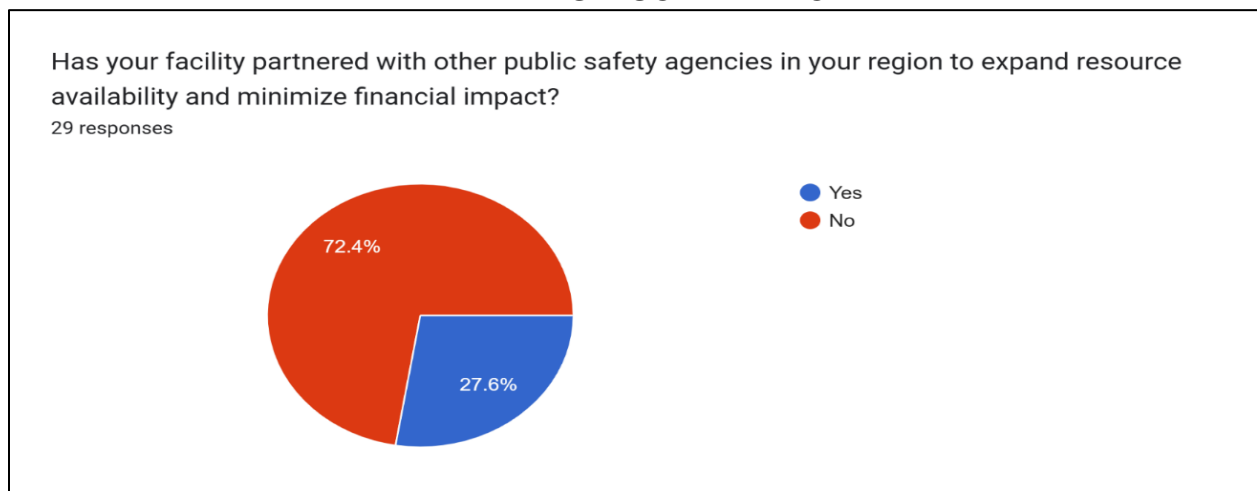
ANALYSIS: Three facilities indicated that they have expanded resource availability which does minimize financial impact.

OBSTACLES TO POLICY DEVELOPMENT



ANALYSIS: Several critical obstacles have hindered the timely development of a formal correctional wellness policy, primarily driven by leadership transitions and internal administrative delays. Agencies have cited recent changes in Correctional Facility Leadership and the absence of key personnel to assist with planning and program implementation. Communication gaps also played a role, with some agencies only recently learning of the mandate or not receiving the Maryland Police and Correctional Training Commission’s Model Policy until October 2025. Furthermore, structural challenges exist where wellness initiatives are currently decentralized or managed by county human resources, requiring agencies to bridge the gap between broad county-wide programs and the specific, comprehensive internal policies required by the new standards. Despite these hurdles, many agencies are currently operating under existing policy frameworks while actively collaborating with the MPCTC to finalize their independent written policies.

MINIMIZING FISCAL IMPACT

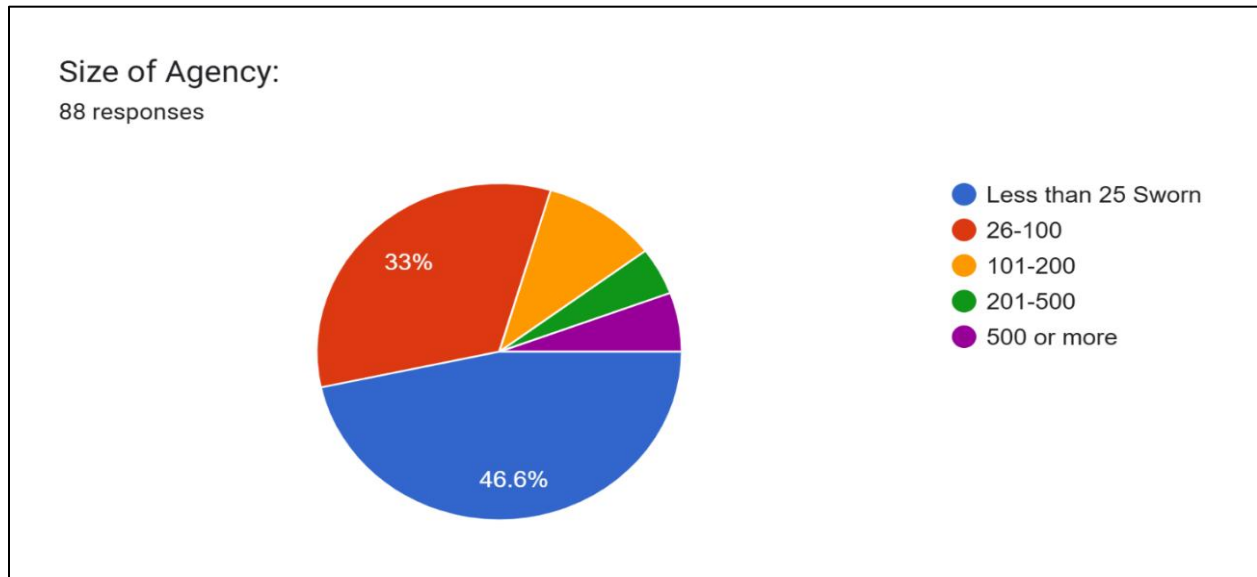


ANALYSIS: A significant number of correctional facilities have not partnered with other agencies to expand resource availability and minimize the financial impact. Some local detention centers reported that they collaborate with local government agencies for resources within their jurisdiction to assist with their program. The lack of collaboration may be related to the late start in policy development that many agencies have reported.

Law Enforcement Agencies

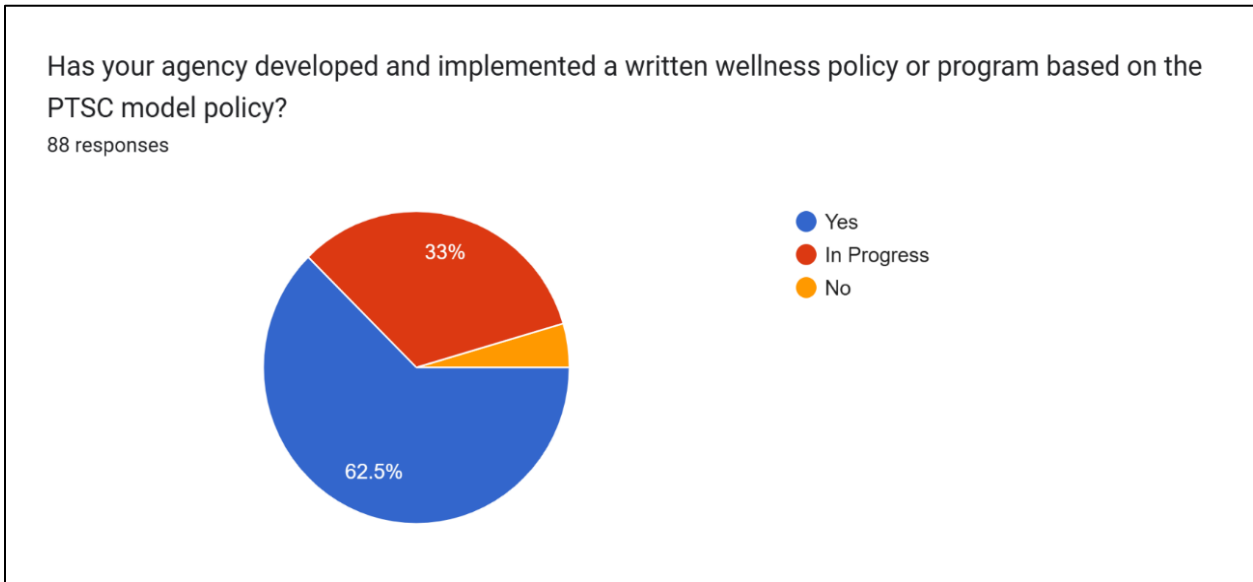
Out of 131 listed law enforcement, 88 responded and 43 did not. Those that did not respond include: Aberdeen Police, Allegany County Sheriff, Baltimore City Community College, Baltimore City School Police, Baltimore County Sheriff's Office, Baltimore Environmental Police, Bladensburg Police, Brunswick Police, Carroll County Sheriff's Office, Chestertown Police, Colmar Manor Police, Cottage City Police, District Heights Police, DPSCS IID Warrant Apprehension Unit, Easton Police, Edmonston Police, Fairmount Heights Police, Federalsburg Police, Forest Heights Police, Frederick County Sheriff, Frostburg City Police, Garrett County Sheriff, Glenarden Police, Greensboro Police, Hagerstown Community College, Howard County Police, Johns Hopkins University Police, Maryland National Capital Park Police - Prince George's County, Montgomery County Police, Morgan State University Police, Ocean Pines Police, Prince George's County Sheriff's Office, Prince George's County Police, Princess Anne Police, Salisbury City Police, Seat Pleasant Police, Snow Hill, Police, Somerset County Sheriff, Taneytown Police, Towson University Police, University of Maryland Eastern Shore Police, Wicomico County Sheriff, and the Worcester County Sheriff.

AGENCY SIZE



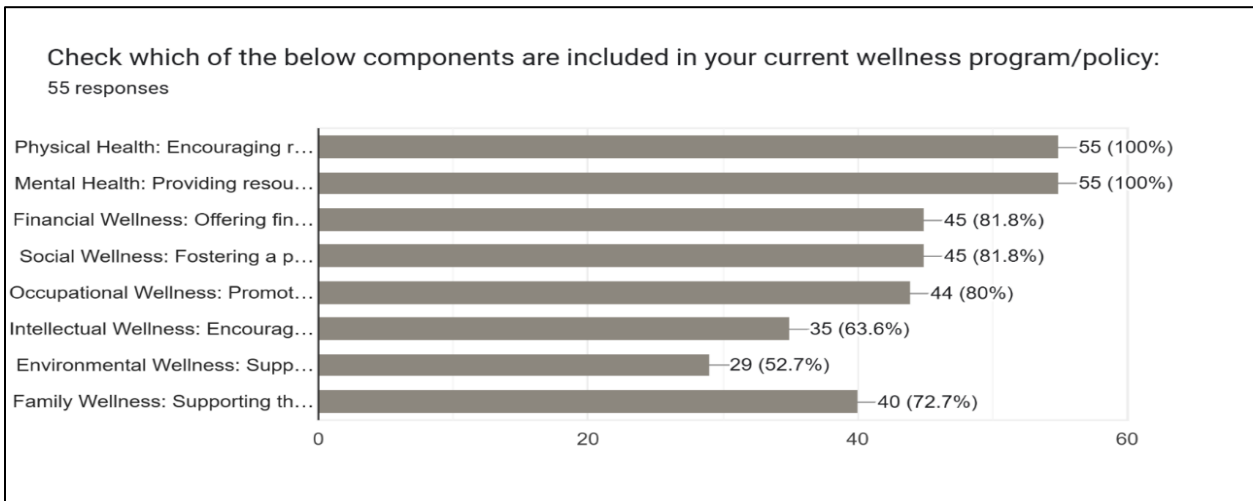
ANALYSIS: Nearly 80% of agencies responding have less than 100 officers. Nearly half of all respondents have less than 25 sworn members. However, the responding agencies provided a fairly good cross-section of Maryland law enforcement.

WRITTEN POLICY DEVELOPMENT BASED ON MODEL POLICY



ANALYSIS: Most law enforcement agencies, 95%, either already have a wellness policy in place or are currently working on one. Thus, it appears that law enforcement has already identified officer wellness as a priority and are working to address the needs of police officers.

COMPONENTS OF MODEL POLICY INCLUDED IN AGENCY POLICY

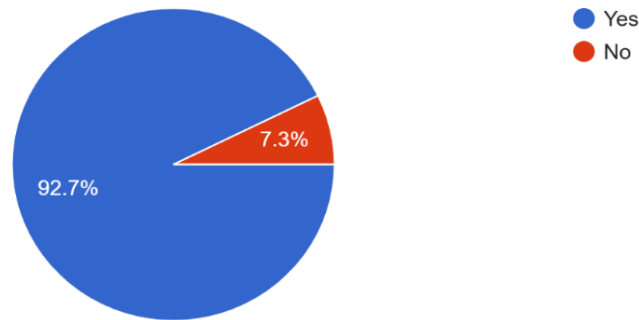


ANALYSIS: Approximately 50% of responding agencies have the core components of officer wellness in their policy. Those components include: physical health, mental health, financial wellness, social wellness and occupational wellness. Many agencies provided additional comments indicating that officer wellness has been woven into the agency culture, beginning in the police academy. Also, it should be noted that some agencies subscribe to service providers like Lexipol and Cordico for physical and mental wellness programs. A few also utilize their local health departments. Law enforcement agencies are increasingly adopting holistic wellness programs that integrate policy, technology, and specialized support services.

USE OF LOCAL AND REGIONAL WELLNESS RESOURCES

Does the program identify local and regional wellness resources that will assist employees in improving their physical and emotional health?

55 responses

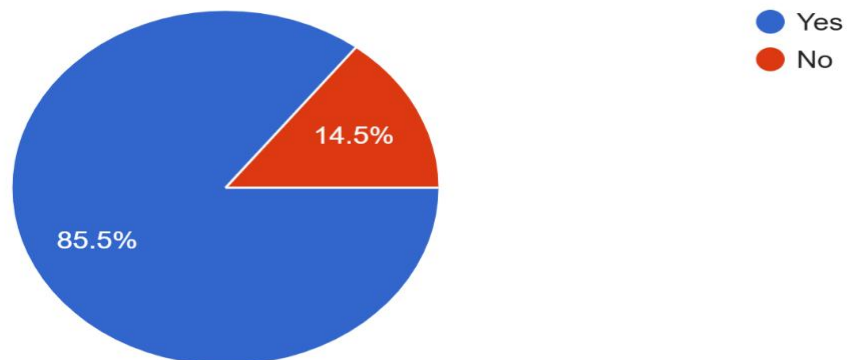


ANALYSIS: The majority of law enforcement agencies have identified local and regional wellness resources for their employees. Agencies have reported collaborations with a diverse network of local, state, federal and private organizations to support their health and wellness programs. Some agencies are using local health departments and others are using wellness tools (apps) from the International Association of Chiefs of Police (IACP), Bureau of Justice Valor Program, and private organizations like Lexipol and Lighthouse Health for Public Safety.

PEER SUPPORT

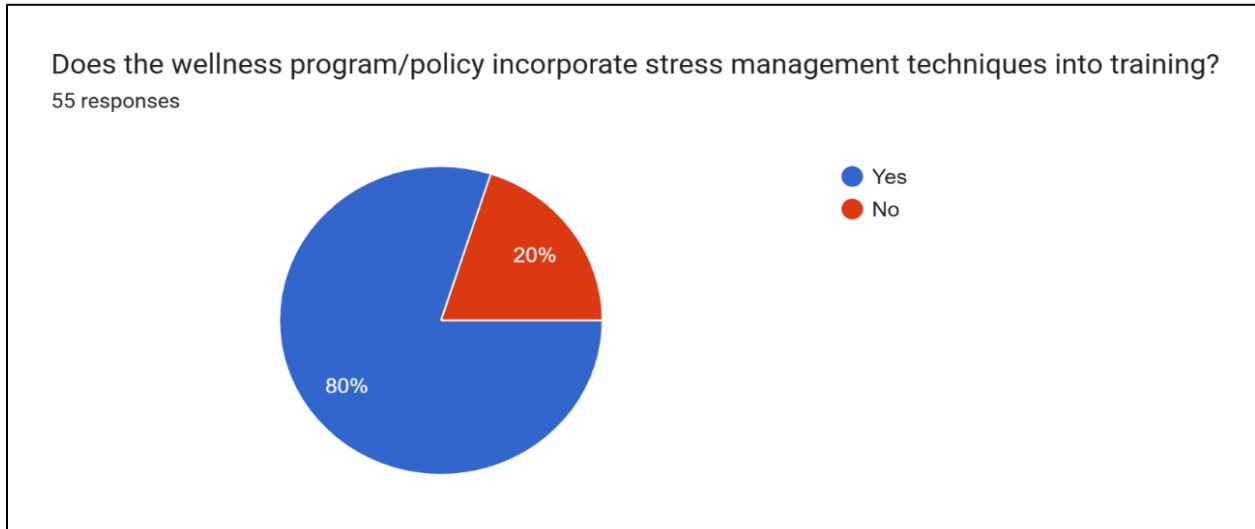
Has your agency established confidential peer support programs?

55 responses



ANALYSIS: A significant number of agencies provide peer support programs for their officers. Some agencies manage their own peer support program and many others have regional partnerships with other public safety agencies.

STRESS MANAGEMENT



ANALYSIS: Eighty percent (80%) of all agencies incorporate stress management techniques into their training.

PSYCHOLOGICAL PROGRAMMING TO MANAGE STRESS

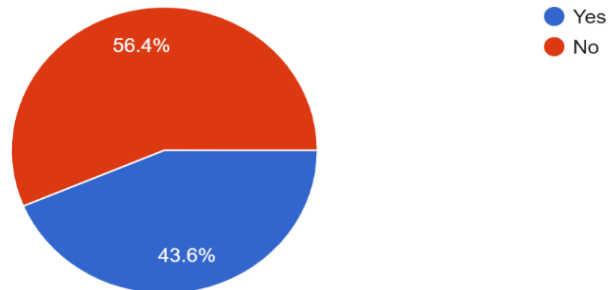


ANALYSIS: Ninety percent (90%) of responding agencies reported that psychological programming is incorporated into their program. The high percentage may be related to regulatory requirements for law enforcement agencies to maintain psychological checkups for sworn members throughout their career. Additionally, Maryland Public Safety Article, § 3-207, requires the Maryland Police Training and Standards Commission (MPTSC) to develop mandatory psychological consultation for law enforcement officers who have been involved in an incident when another person was seriously injured or killed as a result of an accident or a shooting or has returned from combat deployment. Those standards have been developed by the PTSC and disseminated to Maryland law enforcement agencies.

TRACKING EFFECTIVENESS

Does your agency utilize a measuring tool to track effectiveness of the wellness program/policy?

55 responses

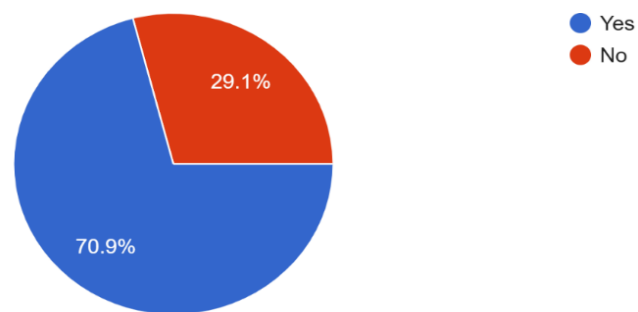


ANALYSIS: While many programs are in their infancy, it is clear that agencies are prioritizing wellness programs. However, few have developed a formalized tracking process to determine program effectiveness. Several agencies indicated confidentiality as a hurdle in determining program success. Some agencies utilize anonymous annual surveys to determine effectiveness and identify ways to improve their programs. Overall, agencies have reported positive feedback from sworn officers regarding health and wellness programs.

MINIMIZING FISCAL IMPACT

Has your agency partnered with other public safety agencies in your region to expand resource availability and minimize financial impact?

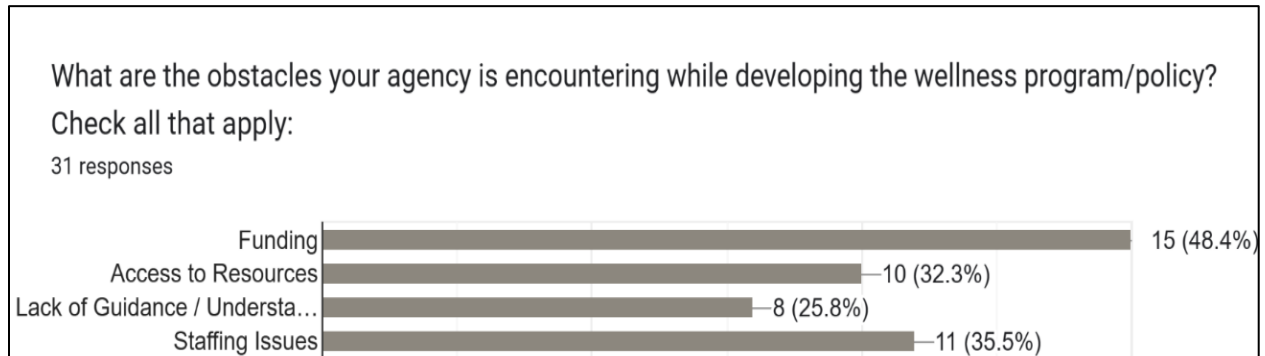
55 responses



ANALYSIS: To minimize financial impacts while expanding health and wellness resources, Maryland law enforcement agencies utilize regional partnerships to share training costs, specialized personnel, and evidence-based programming. Agencies like the Baltimore County Police Department and the MDTA Police offer cross-jurisdictional training, such as “Struggle Well” and “Power in Peers,” to allied partners at no cost, allowing smaller departments to access high-level instruction without individual procurement fees. These collaborations extend beyond law enforcement to include

health departments, fire services, and university systems (University of Maryland-Baltimore URecFIT program), creating a multi-disciplinary network that leverages existing government infrastructure. By participating in regional wellness programs like the Behavioral Health initiative through the Prince George’s County Municipal Chiefs, agencies can provide comprehensive mental, physical, and financial counseling to staff while distributing the fiscal burden across the collective membership.

OBSTACLES TO POLICY DEVELOPMENT



ANALYSIS: Law enforcement agencies face several administrative and logistical obstacles when developing and implementing wellness programs. Many agencies report that they are actively working toward these goals, but the process is frequently delayed by the need for formal policy completion. Smaller municipal agencies particularly struggle with limited resources and the difficulty of merging a state-level model policy with their specific local assets. Even when policies exist, departments often find them outdated or misaligned with current best-practice models, requiring ongoing efforts to compile necessary resources and secure necessary funding to build a robust, sustainable program.

SUMMARY OF FINDINGS

The findings of this report, submitted in accordance with Public Safety Article §3-207(n), demonstrate a foundational shift toward prioritizing the mental health and well-being of Maryland’s public safety workforce. While the Maryland Police Training and Standards Commission (MPTSC) successfully established and distributed a comprehensive Model Wellness Policy in January 2025, the subsequent data collection from October through December 2025 reveals a strong commitment to public safety health and wellness. Law enforcement reporting suggests many agencies have had existing programs and are continually exploring new ways to improve their programs. Several local correctional agencies have implemented some form of a wellness program, but many are in the infancy stage of policy development.

Key Findings

This reporting cycle indicates substantial progress in law enforcement and correctional wellness initiatives, revealing key trends in policy development, program quality, and operational challenges.

- **Policy Adoption Gap:** While 37 of 40 correctional facilities engaged with the reporting process, only 22% (8 facilities) have formalized written wellness policies. However, the fact that 62% of responding facilities are currently developing these policies suggests a strong upward trend in compliance for the 2026 reporting cycle.
- **Programmatic Strengths:** Among those agencies with active policies, there is a high degree of alignment with the MPTSC Model Wellness Policy. Core components such as physical, mental, financial, and social wellness are universally integrated, and a vast majority (87.5%) have successfully incorporated stress management and psychological programming.
- **Operational Challenges:** Significant hurdles remain, primarily centered on accountability and resource allocation. Only 37.5% of agencies with a policy currently utilize measuring tools to track the effectiveness of their programs. Furthermore, the reliance on countywide human Resources or changing leadership structures has slowed the development of agency-specific protocols.

Moving Forward

The data indicates that while the infrastructure for mental health wellness is being built, many facilities are still reliant on regional resources rather than internal systems. To ensure the mandates of the GAPS Act are fully realized in 2026 and beyond, the Commission identifies the following priorities:

- **Standardization of Tracking:** Developing more robust, standardized measuring tools to help facilities move beyond policy adoption to evidence-based effectiveness tracking.
- **Addressing Resource Barriers:** Facilitating greater regional partnerships to minimize the financial impact on smaller jurisdictions.
- **Enhanced Outreach:** Providing targeted technical assistance to the 16% of facilities currently without a policy-in-progress to ensure statewide coverage.

In conclusion, the 2025 reporting period serves as a baseline for the State. The high level of engagement in policy development indicates that Maryland's correctional facilities are committed to fostering a resilient workforce, though continued oversight and resource support will be essential to bridge the gap between policy intent and operational reality. Maryland law enforcement has clearly identified officer wellness as a priority and have implemented a variety of health and wellness programs. A number of the larger agencies provide support to smaller ones, while some agencies are using private vendors to support their programs. Implementing a comprehensive wellness program is not just a benefit for personnel, it is a mission-critical investment in the future of public safety. By prioritizing the physical, mental, and emotional health of first responders, agencies can achieve positive outcomes such as: enhanced operational performance, improved recruitment and retention, and life-saving support for officers experiencing mental health issues.