

# HOUSE BILL 1144

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By: **Delegate M. Jackson**

Introduced and read first time: February 6, 2020

Assigned to: Judiciary

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Committee Report: Favorable with amendments

House action: Adopted

Read second time: March 12, 2020

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## CHAPTER \_\_\_\_\_

1 AN ACT concerning

2 **Public Safety – Maryland Police Training and Standards Commission –**  
3 **Procedures and Training**

4 FOR the purpose of authorizing members of the Maryland Police Training and Standards  
5 Commission to make a certain designation in writing; repealing the requirement for  
6 the Commission to elect a chair; requiring the Secretary of State Police to serve as  
7 the chair of the Commission; requiring the Commission to conduct a certain analysis  
8 for certain police officers at a certain interval; altering the powers and duties of the  
9 Commission in regards to the training of police officers in the State; clarifying that  
10 the Commission is required to maintain certain programs and processes; requiring  
11 that certain information be posted to a certain website by a certain date; requiring  
12 each police officer to be certified by the Commission; requiring police officers to  
13 submit to a medical examination before being certified by the Commission; repealing  
14 the requirement for a certain applicant to submit a certain processing fee; requiring  
15 a certain certification to lapse on a certain date if the officer fails to meet certain  
16 requirements; requiring a hearing requested by a police officer to dispute the lapse  
17 of a certification to occur within a certain time frame; repealing a requirement for  
18 the Commission to follow certain procedures and for a certain police officer to be  
19 entitled to certain rights relating to a lapsed certification; repealing the requirement  
20 for the Commission to order a certain person to pay certain costs and fees;  
21 authorizing the Commission to suspend or revoke the certification of a police officer  
22 convicted of certain crimes; establishing a time frame before which the Commission  
23 is authorized to recertify police officers whose certifications have lapsed or been  
24 revoked; requiring individuals appointed to certain positions to meet certain

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 requirements; defining certain terms; making conforming and stylistic changes; and  
2 generally relating to the Maryland Police Training and Standards Commission.

3 BY repealing and reenacting, without amendments,  
4 Article – Public Safety  
5 Section 3–201(a), 3–202, and 3–203(a)(4)  
6 Annotated Code of Maryland  
7 (2018 Replacement Volume and 2019 Supplement)

8 BY repealing and reenacting, with amendments,  
9 Article – Public Safety  
10 Section 3–201(g), 3–203(c), 3–207(a), (b), ~~and (c)~~, (d), (e), (f), and (g), 3–209,  
11 3–209.1(c), 3–211, 3–212(a), 3–213, 3–214(b), 3–215, and 3–216(b)  
12 Annotated Code of Maryland  
13 (2018 Replacement Volume and 2019 Supplement)

14 BY repealing  
15 Article – Public Safety  
16 Section 3–204 and 3–210  
17 Annotated Code of Maryland  
18 (2018 Replacement Volume and 2019 Supplement)

19 BY adding to  
20 Article – Public Safety  
21 Section 3–204  
22 Annotated Code of Maryland  
23 (2018 Replacement Volume and 2019 Supplement)

24 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
25 That the Laws of Maryland read as follows:

26 **Article – Public Safety**

27 3–201.

28 (a) In this subtitle the following words have the meanings indicated.

29 (g) **["SWAT team"] "SPECIAL TACTICAL RESPONSE TEAM"** means an  
30 agency–designated unit of law enforcement officers who are selected, trained, and equipped  
31 to work as a coordinated team to resolve critical incidents that are so hazardous, complex,  
32 or unusual that they may exceed the capabilities of first responders or investigative units.

33 3–202.

34 There is a Maryland Police Training and Standards Commission, which is an  
35 independent commission that functions in the Department.

1 3-203.

2 (a) The Commission consists of the following members:

3 (4) the Secretary of State Police;

4 (c) Except for [the appointed members] **MEMBERS APPOINTED UNDER**  
5 **SUBSECTION (A)(15) OF THIS SECTION**, a member of the Commission may serve  
6 personally at a Commission meeting or may designate, **IN WRITING**, a representative from  
7 the member's unit, agency, or association who may act at any meeting to the same effect as  
8 if the member were personally present.

9 [3-204.

10 The Commission annually shall elect a chair and vice chair from among its  
11 members.]

12 **3-204.**

13 **(A) THE SECRETARY OF STATE POLICE SHALL SERVE AS THE CHAIR OF THE**  
14 **COMMISSION.**

15 **(B) THE COMMISSION ANNUALLY SHALL ELECT A VICE CHAIR FROM AMONG**  
16 **ITS MEMBERS.**

17 3-207.

18 (a) The Commission has the following powers and duties:

19 (1) to establish standards for the approval and continuation of approval of  
20 schools that conduct police entrance-level and in-service training courses required by the  
21 Commission, including State, regional, county, and municipal training schools;

22 **(2) BEGINNING IN 2020 AND EVERY 10 YEARS THEREAFTER, TO**  
23 **CONDUCT A JOB TASK ANALYSIS FOR ENTRANCE-LEVEL POLICE OFFICERS;**

24 **[(2)] (3)** to approve and issue certificates of approval to police training  
25 schools;

26 **[(3)] (4)** to inspect police training schools;

27 **[(4)] (5)** to revoke, for cause, the approval or certificate of approval issued  
28 to a police training school;

29 **[(5)] (6)** to establish the following for police training schools:

- 1 (i) curriculum;
- 2 (ii) minimum courses of study;
- 3 (iii) attendance requirements;
- 4 (iv) eligibility requirements;
- 5 (v) equipment and facilities;
- 6 (vi) standards of operation; and
- 7 (vii) minimum qualifications for instructors;

8 [(6) to require, for entrance-level police training and at least every 3 years  
9 for in-service level police training conducted by the State and each county and municipal  
10 police training school, that the curriculum and minimum courses of study include special  
11 training, attention to, and study of the application and enforcement of:

12 (i) the criminal laws concerning rape and sexual offenses, including  
13 the sexual abuse and exploitation of children and related evidentiary procedures;

14 (ii) the criminal laws concerning human trafficking, including  
15 services and support available to victims and the rights and appropriate treatment of  
16 victims;

17 (iii) the contact with and treatment of victims of crimes and  
18 delinquent acts;

19 (iv) the notices, services, support, and rights available to victims and  
20 victims' representatives under State law; and

21 (v) the notification of victims of identity fraud and related crimes of  
22 their rights under federal law;]

23 (7) to certify [and issue appropriate certificates to] qualified instructors for  
24 police training schools authorized by the Commission to offer police training programs;

25 (8) to verify that police officers have satisfactorily completed  
26 **ENTRANCE-LEVEL** training programs [and issue diplomas to those police officers];

27 (9) to conduct and operate police training schools authorized by the  
28 Commission to offer police training programs;

29 (10) to make a continuous study of entrance-level and in-service training  
30 methods [and procedures];

1 [(11) to consult with and accept the cooperation of any recognized federal,  
2 State, or municipal law enforcement agency or educational institution;

3 (12) to consult and cooperate with universities, colleges, and institutions in  
4 the State to develop specialized courses of study for police officers in police science and  
5 police administration;

6 (13) to consult and cooperate with other agencies and units of the State  
7 concerned with police training;

8 (14) to develop, with the cooperation of the Office of the Chief Medical  
9 Examiner and the Federal Bureau of Investigation, a uniform missing person report form  
10 to be available for use by each law enforcement agency of the State on or before October 1,  
11 2008;]

12 **(11) (I) BY ~~AUGUST 1~~ OCTOBER 15 EACH YEAR, TO ESTABLISH**  
13 **ENTRANCE-LEVEL AND IN-SERVICE TOPICS REQUIRING SPECIAL TRAINING AND**  
14 **STUDY; AND**

15 **(II) TO ENSURE THAT EACH OF THE FOLLOWING TOPICS ARE**  
16 **OFFERED AT LEAST ONCE EVERY 3 YEARS FOR IN-SERVICE LEVEL POLICE TRAINING**  
17 **CONDUCTED BY THE STATE AND EACH COUNTY AND MUNICIPAL POLICE TRAINING**  
18 **SCHOOL:**

19 **1. CRIMINAL LAWS CONCERNING RAPE AND SEXUAL**  
20 **OFFENSES, INCLUDING THE SEXUAL ABUSE AND EXPLOITATION OF CHILDREN AND**  
21 **RELATED EVIDENTIARY PROCEDURES;**

22 **2. CRIMINAL LAWS CONCERNING HUMAN TRAFFICKING,**  
23 **INCLUDING SERVICES AND SUPPORT AVAILABLE TO VICTIMS AND THE RIGHTS AND**  
24 **APPROPRIATE TREATMENT OF VICTIMS;**

25 **3. CONTACT WITH AND TREATMENT OF VICTIMS OF**  
26 **CRIMES AND DELINQUENT ACTS;**

27 **4. NOTICES, SERVICES, SUPPORT, AND RIGHTS**  
28 **AVAILABLE TO VICTIMS AND VICTIMS' REPRESENTATIVES UNDER STATE LAW;**

29 **5. NOTIFICATION OF VICTIMS OF IDENTITY FRAUD AND**  
30 **RELATED CRIMES OF THEIR RIGHTS UNDER FEDERAL LAW;**

31 **6. TRAINING IN USE OF FORCE AND DE-ESCALATION;**

32 **7. TRAINING IN THE RECOGNITION AND PREVENTION OF**  
33 **DISCRIMINATION BASED ON:**

- 1           **A. RACE;**
- 2           **B. COLOR;**
- 3           **C. RELIGION OR CREED;**
- 4           **D. NATIONAL ORIGIN OR ANCESTRY;**
- 5           **E. SEX;**
- 6           **F. SEXUAL ORIENTATION;**
- 7           **G. GENDER IDENTITY;**
- 8           **H. AGE;**
- 9           **I. PHYSICAL OR MENTAL DISABILITY;**
- 10          **J. MARITAL STATUS;**
- 11          **K. VETERAN STATUS;**
- 12          **L. GENETIC INFORMATION;**
- 13          **M. CITIZENSHIP; OR**
- 14          **N. CULTURE; AND**
- 15          **8. ALL ASPECTS OF PROFILING, INCLUDING:**

16           **A. AS AN ILLEGAL PRACTICE IN WHICH AN INDIVIDUAL IS**  
17 **TARGETED AS A SUSPECT OF A CRIME BECAUSE OF THE INDIVIDUAL'S RACE,**  
18 **ETHNICITY, RELIGION, OR OTHER UNIQUE IDENTIFIER; AND**

19           **B. AS A COMPONENT OF AN INVESTIGATION OF A CRIME**  
20 **IN WHICH THE SUSPECT IS REPORTED TO BE OF A SPECIFIC RACE, ETHNICITY,**  
21 **RELIGION, OR OTHER UNIQUE IDENTIFIER;**

22           **(12) TO NOTIFY AGENCIES, ON OR BEFORE ~~AUGUST 15~~ NOVEMBER 1**  
23 **EACH YEAR, OF ALL MANDATED TRAINING TOPICS AS OUTLINED IN ITEM (11)(II) OF**  
24 **THIS SUBSECTION;**

25           **(13) TO POST A LIST OF MANDATORY TRAINING TOPICS ON A WEBSITE**  
26 **MAINTAINED BY THE COMMISSION;**

1           **(14) TO VERIFY THAT CERTIFIED OFFICERS MAINTAIN CURRENT**  
2 **CERTIFICATION IN LIFESAVING TECHNIQUES, INCLUDING CARDIOPULMONARY**  
3 **RESUSCITATION;**

4           (15) to require, for entrance-level police training and annually for  
5 in-service level police training conducted by the State and each county and municipal police  
6 training school, that the curriculum and minimum courses of study include, for police  
7 officers who are issued an electronic control device by a law enforcement agency, special  
8 training in the proper use of electronic control devices, as defined in § 4-109 of the Criminal  
9 Law Article, consistent with established law enforcement standards and federal and State  
10 constitutional provisions;

11           [(16) to require, for entrance-level police training and, as determined by the  
12 Commission, for in-service level training conducted by the State and each county and  
13 municipal police training school, that the curriculum and minimum courses of study  
14 include, consistent with established law enforcement standards and federal and State  
15 constitutional provisions:

16                       (i) training in lifesaving techniques, including Cardiopulmonary  
17 Resuscitation (CPR);

18                       (ii) training in the proper level and use of force;

19                       (iii) training regarding sensitivity to cultural and gender diversity;  
20 and

21                       (iv) training regarding individuals with physical, intellectual,  
22 developmental, and psychiatric disabilities;

23           (17) to require, for entrance-level police training and at least every 2 years  
24 for in-service level police training conducted by the State and each county and municipal  
25 police training school, that the curriculum and minimum courses of study include special  
26 training, attention to, and study of the application of antidiscrimination and use of force  
27 de-escalation training;

28           (18) to develop, with the cooperation of the Office of the Attorney General,  
29 the Governor's Office of Crime Control and Prevention, and the Federal Trade Commission,  
30 a uniform identity fraud reporting form that:

31                       (i) makes transmitted data available on or before October 1, 2011,  
32 for use by each law enforcement agency of State and local government; and

33                       (ii) may authorize the data to be transmitted to the Consumer  
34 Sentinel program in the Federal Trade Commission;

1 (19) to adopt and recommend a set of best practices and standards for use of  
2 force;]

3 **(16) TO CONSULT WITH RECOGNIZED FEDERAL, STATE, COUNTY, AND**  
4 **MUNICIPAL LAW ENFORCEMENT AGENCIES, EDUCATIONAL INSTITUTIONS, STATE**  
5 **UNIVERSITIES, COLLEGES, AND INSTITUTIONS THAT SPECIALIZE IN COURSES OF**  
6 **STUDY FOR POLICE OFFICERS, OR OTHER AGENCIES AND UNITS OF THE STATE**  
7 **CONCERNED WITH POLICE TRAINING;**

8 [(20)] **(17)** to evaluate and modernize recruitment standards and practices  
9 of law enforcement agencies to increase diversity within those law enforcement agencies  
10 and develop strategies for recruiting women and African American, Hispanic or Latino, and  
11 other minority candidates;

12 [(21)] **(18)** to develop standards for the mandatory psychological  
13 consultation with a law enforcement officer who was actively involved in an incident when  
14 another person was seriously injured or killed as a result of an accident or a shooting or  
15 has returned from combat deployment;

16 [(22)] **(19)** to require[:

17 (i) **ON OR BEFORE DECEMBER 31, 2020**, a statement condemning  
18 motorcycle profiling to be included in existing written policies regarding other profiling;  
19 [and

20 (ii) for entrance-level police training and for in-service level  
21 training conducted by the State and each county and municipal police training school, that  
22 the curriculum and minimum courses of study include, consistent with established law  
23 enforcement standards and federal and State constitutional provisions, training related to  
24 motorcycle profiling in conjunction with existing training regarding other profiling;]

25 [(23)] **(20)** to perform any other act, including adopting regulations, that is  
26 necessary or appropriate to carry out the powers and duties of the Commission under this  
27 subtitle; and

28 [(24)] **(21)** to consult and cooperate with commanders of [SWAT] **SPECIAL**  
29 **TACTICAL RESPONSE** teams to develop standards for training and deployment of [SWAT]  
30 **SPECIAL TACTICAL RESPONSE** teams ~~and~~ of law enforcement officers who are not  
31 members of a ~~SWAT~~ **SPECIAL TACTICAL RESPONSE** team] who conduct no-knock  
32 warrant service in the State based on best practices in the State and nationwide.

33 (b) (1) The Commission shall develop a system by which law enforcement  
34 agencies report to the Commission on the number of serious officer-involved incidents each  
35 year, the number of officers disciplined each year, and the type of discipline administered  
36 to those officers.



1           (2)    The Commission shall annually summarize the information submitted  
2 by law enforcement agencies and:

3                   (i)    **ON OR BEFORE MARCH 31 EACH YEAR**, post the summary,  
4 excluding the names of officers and other involved parties, on a website maintained by the  
5 Commission; and

6                   (ii)   submit the summary to the General Assembly, as provided in §  
7 2–1257 of the State Government Article.

8           (c)    In consultation with the Maryland Department of Health, the Commission  
9 shall establish a confidential hotline, **WITH THE NUMBER POSTED ON A WEBSITE**  
10 **MAINTAINED BY THE COMMISSION**, that is available for police officers and other law  
11 enforcement personnel to contact and speak with a trained peer law enforcement officer or  
12 a mental health professional who may provide initial counseling advice and confidential  
13 referral to appropriate services.

14           (d)    The Commission shall:

15                   (1)   establish AND MAINTAIN a Police Complaint Mediation Program to  
16 which a law enforcement agency may refer a nonviolent complaint made against a police  
17 officer out of the standard complaint process;

18                   (2)   refer a complaint referred to the Program to voluntary mediation  
19 conducted by an independent mediation service; and

20                   (3)   adopt regulations to implement the Program, including criteria  
21 concerning eligibility for referral of complaints.

22           (e)    (1)   The Commission shall develop AND ANNUALLY REVIEW best practices  
23 for the establishment and implementation of a community policing program in each  
24 jurisdiction.

25                   (2)   The Commission shall develop AND MAINTAIN a system by which each  
26 local law enforcement agency annually files a detailed description of the law enforcement  
27 agency's community policing program.

28                   (3)   The Commission shall annually:

29                           (i)   review each community policing program filed in accordance  
30 with § 3–517 of this title; and

31                           (ii)   provide each agency with any comments that the Commission  
32 has to improve the agency's community policing program.

1           (f)   (1)   The Commission shall develop AND MAINTAIN a uniform citizen  
2 complaint process to be followed by each law enforcement agency.

3                   (2)   The uniform complaint process shall:

4                           (i)   be simple;

5                                   (ii)   require that a complainant be informed of the final disposition of  
6 the complainant's complaint and any discipline imposed as a result; and

7                                   (iii)   be posted on the websites of the Commission and each law  
8 enforcement agency.

9           (g)   The Commission shall develop, MAINTAIN, and administer a training  
10 program on the Law Enforcement Officers' Bill of Rights and matters relating to police  
11 procedures for citizens who intend to qualify to participate as a member of a hearing board  
12 under § 3-107 of this title.

13 3-209.

14           **(A)   EACH POLICE OFFICER SHALL BE CERTIFIED BY THE COMMISSION.**

15           **[(a)] (B)**   The Commission shall certify as a police officer each individual who:

16                   (1)   (i)   satisfactorily meets the standards of the Commission; or

17                                   (ii)   provides the Commission with sufficient evidence that the  
18 individual has satisfactorily completed a training program in another state of equal quality  
19 and content as required by the Commission;

20                   **(2)   SUBMITS TO A MEDICAL EVALUATION;**

21                   **[(2)] (3)**   submits to a psychological evaluation;

22                   **[(3)] (4)**   submits to a criminal history records check in accordance with §  
23 3-209.1 of this subtitle; and

24                   **[(4)] (5)**   (i)   is a United States citizen; or

25                                   (ii)   subject to subsection (b) of this section, is a permanent legal  
26 resident of the United States and an honorably discharged veteran of the United States  
27 armed forces, provided that the individual has applied to obtain United States citizenship  
28 and the application is still pending approval.

29           (b)   The certification of a police officer who fails to obtain United States citizenship  
30 as required by subsection (a)(4)(ii) of this section shall be terminated by the Commission.

1 (c) The Commission may certify as a police officer an individual who is not  
2 considered a police officer under § 3–201(f)(3) of this subtitle if the individual meets the  
3 selection and training standards of the Commission.

4 (d) Each [certificate] **CERTIFICATION CARD** issued to a police officer under this  
5 subtitle remains the property of the Commission.

6 3–209.1.

7 (c) As part of the application for a criminal history records check, an applicant  
8 shall submit to the Central Repository:

9 (1) a complete set of legible fingerprints [taken on forms] **IN A MANNER**  
10 approved by the Director of the Central Repository and the Director of the Federal Bureau  
11 of Investigation; **AND**

12 (2) the fee authorized under § 10–221(b)(7) of the Criminal Procedure  
13 Article for access to Maryland criminal history records[; and

14 (3) the processing fee required by the Federal Bureau of Investigation for  
15 a national criminal history records check].

16 [3–210.

17 (a) The certification of a police officer automatically lapses 3 years after the date  
18 of the previous certification.

19 (b) If the certification of a police officer lapses, the police officer may apply for  
20 recertification immediately.

21 (c) The Commission may recertify a police officer after the certification of the  
22 police officer lapses.]

23 3–211.

24 **(A) IF A POLICE OFFICER FAILS TO MEET THE REQUIREMENTS OF § 3–209**  
25 **OF THIS SUBTITLE BY JUNE 30 EACH YEAR, THE OFFICER’S CERTIFICATION SHALL**  
26 **LAPSE ON JUNE 30 OF THAT YEAR.**

27 [(a)] **(B)** If the certification of a police officer is in danger of lapsing or has lapsed  
28 because of the failure of the police officer to meet the standards of the Commission, the  
29 police officer may request a hearing before the Commission to present evidence that:

30 (1) the police officer’s law enforcement agency unreasonably failed to  
31 provide the police officer with the required training or assigned the police officer to special

1 duty that prevented the police officer from completing the required training to achieve this  
2 certification; and

3 (2) this failure is through no fault of the police officer.

4 **[(b)] (C) [(1)]** On request of the police officer for a hearing under this section,  
5 the Commission shall hold a hearing **WITHIN 90 DAYS OF THE REQUEST**.

6 **[(2)]** For purposes of this subsection, the Commission shall follow the  
7 procedures required for a hearing board under the Law Enforcement Officers' Bill of Rights  
8 and the police officer is entitled to all of the rights provided under the Law Enforcement  
9 Officers' Bill of Rights.]

10 **[(c)] (D)** If the Commission concludes that the police officer's law enforcement  
11 agency unreasonably failed to provide the police officer with the required training or  
12 assigned the police officer to special duty that prevented the police officer from completing  
13 the required training to achieve certification:

14 (1) the Commission shall stay the lapse of the certification until the police  
15 officer and the police officer's law enforcement agency meet the training requirements of  
16 the Commission; **AND**

17 (2) the police officer shall be retained in the police officer's law enforcement  
18 agency at full pay pending the completion of the training[]; and

19 (3) the Commission shall order the police officer's law enforcement agency  
20 to pay all reasonable hearing costs and attorney's fees incurred as a result of the action].

21 3-212.

22 (a) Subject to the hearing provisions of subsection (b) of this section, the  
23 Commission may suspend or revoke the certification of a police officer if the police officer:

24 (1) violates or fails to meet the Commission's standards; [or]

25 (2) knowingly fails to report suspected child abuse in violation of § 5-704  
26 of the Family Law Article;

27 **(3) HAS BEEN CONVICTED OF A FELONY; OR**

28 **(4) HAS BEEN CONVICTED OF A MISDEMEANOR FOR WHICH A**  
29 **SENTENCE OF IMPRISONMENT EXCEEDING 1 YEAR MAY BE IMPOSED.**

30 3-213.

1 The Commission may recall the [certificate] **CERTIFICATION CARD** of a police  
2 officer if the certification of the police officer is suspended or revoked for any of the following  
3 reasons:

4 (1) the [certificate] **CERTIFICATION CARD** was issued by administrative  
5 error;

6 (2) the [certificate] **CERTIFICATION CARD** was obtained through  
7 misrepresentation or fraud; **OR**

8 (3) [the police officer has been convicted of a felony; or

9 (4) the police officer has been convicted of a misdemeanor for which a  
10 sentence of imprisonment exceeding 1 year may be imposed] **FOLLOWING A REVOCATION**  
11 **HEARING UNDER § 3-212 OF THIS SUBTITLE.**

12 3-214.

13 (b) The Commission may recertify an [individual] **APPLICANT FOR**  
14 **RECERTIFICATION** as a police officer [after the certification of the police officer is revoked]  
15 **NOT SOONER THAN 2 YEARS AFTER THE EFFECTIVE DATE OF THE REVOCATION**  
16 **ORDER.**

17 3-215.

18 (a) (1) In this section the following words have the meanings indicated.

19 (2) [“Permanent appointment” means the appointment of an individual  
20 who has satisfactorily met the minimum standards of the Commission and is certified as a  
21 police officer.

22 (3) “Police administrator”] **“FIRST-LINE ADMINISTRATOR”** means a  
23 police officer who has been promoted to first-line administrative duties [up to but not  
24 exceeding the rank of captain] **AS DEFINED BY THE AGENCY, AND WHO HAS DIRECT**  
25 **SUPERVISION OVER FIRST-LINE SUPERVISORS.**

26 (3) **“FIRST-LINE SUPERVISOR”** MEANS A POLICE OFFICER WHO HAS  
27 **BEEN PROMOTED TO FIRST-LINE SUPERVISORY DUTIES AS DEFINED BY THE**  
28 **AGENCY, AND WHO HAS DIRECT SUPERVISION OVER LINE STAFF.**

29 [(4) “Police supervisor” means a police officer who has been promoted to  
30 first-line supervisory duties.]

1           **(B) AN INDIVIDUAL APPOINTED TO THE POSITION OF FIRST-LINE**  
2 **SUPERVISOR OR FIRST-LINE ADMINISTRATOR MUST MEET THE TRAINING**  
3 **REQUIREMENTS ESTABLISHED BY THE COMMISSION.**

4           **[(b)] (C)**     An individual may not be given or accept a probationary appointment  
5 or permanent appointment as a police officer, police supervisor, or police administrator  
6 unless the individual satisfactorily meets the qualifications established by the Commission.

7           **[(c)] (D)**     A probationary appointment as a police officer, police supervisor, or  
8 police administrator may be made for a period not exceeding 1 year to enable the individual  
9 seeking permanent appointment to take a training course required by this subtitle.

10          **[(d)] (E)**     A probationary appointee is entitled to a leave of absence with pay  
11 during the period of the training program.

12 3–216.

13          (b) (1)     In this subsection, **["nonfull-time] "NON-FULL-TIME** police officer"  
14 means an individual who does not work in the law enforcement field at least 7 months  
15 during the calendar year.

16                   (2)     The certification requirements of subsection (a) of this section do not  
17 apply to the **[nonfull-time] NON-FULL-TIME** police officers of a law enforcement agency  
18 that:

19                           (i)     employs, during a calendar year, at least 70 full-time sworn  
20 police officers; and

21                           (ii)    employs at least 100 **[nonfull-time] NON-FULL-TIME** police  
22 officers.

23           SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
24 October 1, 2020.

Approved:

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Governor.

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Speaker of the House of Delegates.

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President of the Senate.