

Department of Legislative Services
Maryland General Assembly
2010 Session

FISCAL AND POLICY NOTE
Revised

House Bill 983

(Delegate Rice, *et al.*)

Ways and Means

Education, Health, and Environmental Affairs

**Public Schools - Law Enforcement Officers - Cultural Competency Model
Training Curriculum**

The bill requires that the Maryland Police Training Commission, in consultation with the Maryland State Department of Education (MSDE), develop a cultural competency model training curriculum for law enforcement officers assigned to public schools. A law enforcement officer assigned to patrol a school building or school grounds is encouraged to complete the cultural competency model training curriculum before beginning the assignment.

The bill takes effect July 1, 2010.

Fiscal Summary

State Effect: General fund expenditures increase by an estimated \$53,700 in FY 2011 for the Maryland Police Training Commission to hire a contractual employee to develop a cultural competency model training curriculum for law enforcement officers employed by local boards of education. FY 2012 expenditures reflect annualization, regular salary increases, inflation, and the completion of program development by the end of FY 2012. Revenues are not affected.

(in dollars)	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Revenues	\$0	\$0	\$0	\$0	\$0
GF Expenditure	53,700	64,500	0	0	0
Net Effect	(\$53,700)	(\$64,500)	\$0	\$0	\$0

Note:() = decrease; GF = general funds; FF = federal funds; SF = special funds; - = indeterminate effect

Local Effect: If local law enforcement agencies choose to incorporate cultural competency training into the training that officers must complete before being assigned to public schools, their expenditures may increase minimally.

Small Business Effect: None.

Analysis

Bill Summary: The cultural competency model training curriculum must teach behaviors, attitudes, and policies that enable law enforcement officers to understand, communicate with, and effectively interact with the individuals, organizations, and institutions in the community where the assigned public school is located. The model training curriculum must include personal exposure to the individuals, organizations, and institutions within the assigned community and knowledge of government and community services available to help prevent juvenile arrests.

Current Law/Background: Some school systems have memorandums of understanding with local law enforcement agencies to have specially trained officers, known as school resource officers, in schools. Some school resource officers receive training through the National Association of School Resource Officers or through its local affiliate, the Maryland Association of School Resource Officers. Cultural diversity training is one component of the training the officers receive.

Established in 1966, the Maryland Police Training Commission sets the standards for schools that conduct police entrance-level and in-service training courses, including the curriculum and the minimum courses of study. Generally, law enforcement agencies require their officers to attend annual training to remain on active duty.

State Expenditures: The Maryland Police Training Commission reports that it does not have existing staff with expertise in developing a curriculum related to cultural competency, and that developing the curriculum will be a challenging task due to the wide variety of cultural diversity across the State. Therefore, general fund expenditures increase by an estimated \$53,700 in fiscal 2011, which accounts for a 90-day start-up delay following the bill's July 1, 2010 effective date. This estimate reflects the cost of hiring a contractual employee to develop the required cultural competency training. The Maryland Police Training Commission advises that developing and implementing an effective program will take two years.

	<u>FY 2011</u>	<u>FY 2012</u>
New Contractual Position	1	
Salary	\$49,292	\$63,948
Start-up/Operating Expenses	<u>4,408</u>	<u>515</u>
Total	\$53,700	\$64,463

Fiscal 2012 expenditures reflect a full salary with 4.4% annual increases, 6.8% employee turnover, and 1% annual increases in ongoing operating expenses. There are no additional costs after fiscal 2012.

Local Expenditures: If cultural competency training is approved by the Maryland Police Training Commission as part of the required in-service training, local expenditures will be minimal. However, if the training is time intensive, it may replace other training modules or it may require officers assigned to schools to attend additional in-service training sessions. Washington County reports it will cost approximately \$2,500 per day to send school resource officers to cultural competency training developed by the Maryland Police Training Commission in addition to the cultural diversity training that its school resource officers must currently complete. This estimate includes travel and the loss of the officers' availability.

Additional Information

Prior Introductions: None.

Cross File: SB 1007 (Senator Pugh) – Education, Health, and Environmental Affairs.

Information Source(s): Maryland State Department of Education; Department of State Police; Department of Public Safety and Correctional Services; Kent, Montgomery, Washington, and Worcester counties; Department of Legislative Services

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