

# HOUSE BILL 1349

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CF SB 868

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By: **Delegates Braveboy, Anderson, Branch, Burns, Carr, Carter, Conaway, Davis, Glenn, Gutierrez, Harper, Haynes, Healey, Howard, Hucker, Ivey, McHale, Mitchell, Nathan–Pulliam, Oaks, Pena–Melnik, Proctor, B. Robinson, Stukes, Summers, Swain, F. Turner, V. Turner, Valderrama, Valentino–Smith, Vaughn, Walker, A. Washington, and M. Washington**

Introduced and read first time: February 7, 2014

Assigned to: Health and Government Operations and Appropriations

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## A BILL ENTITLED

1 AN ACT concerning

2 **Public Safety Diversity Act of 2014**

3 FOR the purpose of requiring the Department of State Police, when it advertises for or  
4 recruits new employees, to include advertising that is targeted toward racial  
5 minority communities; requiring rule governing promotion of a Department  
6 employee that requires the promotion decision to be made by a board to require  
7 the board to be racially and gender diverse; requiring a certain disciplinary  
8 hearing board to be racially and gender diverse under certain circumstances;  
9 requiring the fair practices officer of the Department to meet certain  
10 qualifications; and generally relating to diversity in public safety.

11 BY repealing and reenacting, without amendments,  
12 Article – Public Safety  
13 Section 2–402  
14 Annotated Code of Maryland  
15 (2011 Replacement Volume and 2013 Supplement)

16 BY adding to  
17 Article – Public Safety  
18 Section 2–402.1  
19 Annotated Code of Maryland  
20 (2011 Replacement Volume and 2013 Supplement)

21 BY repealing and reenacting, with amendments,  
22 Article – Public Safety  
23 Section 2–404 and 3–107

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 Annotated Code of Maryland  
2 (2011 Replacement Volume and 2013 Supplement)

3 BY repealing and reenacting, with amendments,  
4 Article – State Personnel and Pensions  
5 Section 5–207  
6 Annotated Code of Maryland  
7 (2009 Replacement Volume and 2013 Supplement)

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

10 **Article – Public Safety**

11 2–402.

12 (a) (1) In accordance with the State budget, the Secretary shall appoint  
13 the employees that the Secretary considers necessary for the efficient administration  
14 of the Department.

15 (2) The Secretary shall make each appointment from a list of eligible  
16 candidates in accordance with the State Personnel and Pensions Article.

17 (b) Each appointee to the Department shall:

18 (1) be a resident of the State on the date of appointment; and

19 (2) have the character, education, and other qualifications established  
20 by the Secretary under this title.

21 **2–402.1.**

22 **WHEN THE DEPARTMENT ADVERTISES FOR OR RECRUITS NEW**  
23 **EMPLOYEES, THE DEPARTMENT SHALL INCLUDE ADVERTISING THAT IS**  
24 **TARGETED TOWARD RACIAL MINORITY COMMUNITIES, INCLUDING**  
25 **ADVERTISING IN NEWSPAPERS OR ON RADIO STATIONS WHOSE PRIMARY**  
26 **AUDIENCE IS A RACIAL MINORITY POPULATION.**

27 2–404.

28 (a) In this section, “obsolete rank” means a rank designated by the Secretary  
29 to which no further promotions will be made.

30 (b) The Secretary shall make all promotions.

1 (c) (1) (I) Promotion to a rank, except deputy secretary, shall be made  
2 in the manner required by rule.

3 (II) A RULE GOVERNING PROMOTION THAT REQUIRES THE  
4 PROMOTION DECISION TO BE MADE BY A BOARD SHALL REQUIRE THE BOARD TO  
5 INCLUDE RACIAL AND GENDER DIVERSITY.

6 (2) For a noncommissioned rank that has fewer than 25 police  
7 employees, the Secretary by rule may direct that it is unnecessary to fill the  
8 noncommissioned rank for purposes of promotion.

9 (3) (i) This paragraph does not apply to a rank that requires  
10 technical knowledge.

11 (ii) Except as provided in subsection (d) of this section, a police  
12 employee may not be appointed or promoted to a rank unless the police employee:

13 1. is bypassing an obsolete rank and currently fills the  
14 rank immediately below the obsolete rank; or

15 2. has filled the rank immediately below the rank to  
16 which the police employee is to be promoted.

17 (d) (1) Notwithstanding any other provision of law, the Secretary may  
18 appoint without examination:

19 (i) a police employee who holds a commissioned rank to the  
20 rank of Major; and

21 (ii) a police employee who holds a commissioned rank of not less  
22 than Captain to the rank of Lieutenant Colonel.

23 (2) A police employee appointed in accordance with this subsection  
24 continues to serve at the pleasure of the Secretary.

25 (3) Notwithstanding any other provision of law, on termination of an  
26 appointment under this subsection, the police employee may:

27 (i) return to the rank held before the appointment; or

28 (ii) be promoted to a higher rank to which the police employee  
29 became eligible for promotion during the appointment.

30 (e) An incumbent police employee in an obsolete rank remains in that rank  
31 until promoted, demoted, retired, or terminated.

1 (f) Promotions of civilian employees shall be made in accordance with the  
2 State Personnel and Pensions Article.

3 3-107.

4 (a) (1) Except as provided in paragraph (2) of this subsection and § 3-111  
5 of this subtitle, if the investigation or interrogation of a law enforcement officer results  
6 in a recommendation of demotion, dismissal, transfer, loss of pay, reassignment, or  
7 similar action that is considered punitive, the law enforcement officer is entitled to a  
8 hearing on the issues by a hearing board before the law enforcement agency takes that  
9 action.

10 (2) A law enforcement officer who has been convicted of a felony is not  
11 entitled to a hearing under this section.

12 (b) (1) The law enforcement agency shall give notice to the law  
13 enforcement officer of the right to a hearing by a hearing board under this section.

14 (2) The notice required under this subsection shall state the time and  
15 place of the hearing and the issues involved.

16 (c) (1) Except as provided in paragraph (4) of this subsection and in §  
17 3-111 of this subtitle, the hearing board authorized under this section shall consist of  
18 at least three members who:

19 (i) are appointed by the chief and chosen from law enforcement  
20 officers within that law enforcement agency, or from law enforcement officers of  
21 another law enforcement agency with the approval of the chief of the other agency;  
22 and

23 (ii) have had no part in the investigation or interrogation of the  
24 law enforcement officer.

25 (2) At least one member of the hearing board shall be of the same rank  
26 as the law enforcement officer against whom the complaint is filed.

27 (3) (i) If the chief is the law enforcement officer under  
28 investigation, the chief of another law enforcement agency in the State shall function  
29 as the law enforcement officer of the same rank on the hearing board.

30 (ii) If the chief of a State law enforcement agency is under  
31 investigation, the Governor shall appoint the chief of another law enforcement agency  
32 to function as the law enforcement officer of the same rank on the hearing board.

33 (iii) If the chief of a law enforcement agency of a county or  
34 municipal corporation is under investigation, the official authorized to appoint the

1 chief's successor shall appoint the chief of another law enforcement agency to function  
2 as the law enforcement officer of the same rank on the hearing board.

3 (iv) If the chief of a State law enforcement agency or the chief of  
4 a law enforcement agency of a county or municipal corporation is under investigation,  
5 the official authorized to appoint the chief's successor, or that official's designee, shall  
6 function as the chief for purposes of this subtitle.

7 (4) (i) A law enforcement agency or the agency's superior  
8 governmental authority that has recognized and certified an exclusive collective  
9 bargaining representative may negotiate with the representative an alternative  
10 method of forming a hearing board.

11 (ii) A law enforcement officer may elect the alternative method  
12 of forming a hearing board if:

13 1. the law enforcement officer works in a law  
14 enforcement agency described in subparagraph (i) of this paragraph; and

15 2. the law enforcement officer is included in the  
16 collective bargaining unit.

17 (iii) The law enforcement agency shall notify the law  
18 enforcement officer in writing before a hearing board is formed that the law  
19 enforcement officer may elect an alternative method of forming a hearing board if one  
20 has been negotiated under this paragraph.

21 (iv) If the law enforcement officer elects the alternative method,  
22 that method shall be used to form the hearing board.

23 (v) An agency or exclusive collective bargaining representative  
24 may not require a law enforcement officer to elect an alternative method of forming a  
25 hearing board.

26 (vi) If the law enforcement officer has been offered summary  
27 punishment, an alternative method of forming a hearing board may not be used.

28 (vii) If authorized by local law, this paragraph is subject to  
29 binding arbitration.

30 **(5) IF THE LAW ENFORCEMENT OFFICER AGAINST WHOM THE**  
31 **COMPLAINT IS FILED IS A MEMBER OF THE DEPARTMENT OF STATE POLICE,**  
32 **THE HEARING BOARD APPOINTED UNDER THIS SUBSECTION SHALL BE**  
33 **RACIALLY AND GENDER DIVERSE.**

1 (d) (1) In connection with a disciplinary hearing, the chief or hearing  
2 board may issue subpoenas to compel the attendance and testimony of witnesses and  
3 the production of books, papers, records, and documents as relevant or necessary.

4 (2) The subpoenas may be served without cost in accordance with the  
5 Maryland Rules that relate to service of process issued by a court.

6 (3) Each party may request the chief or hearing board to issue a  
7 subpoena or order under this subtitle.

8 (4) In case of disobedience or refusal to obey a subpoena served under  
9 this subsection, the chief or hearing board may apply without cost to the circuit court  
10 of a county where the subpoenaed party resides or conducts business, for an order to  
11 compel the attendance and testimony of the witness or the production of the books,  
12 papers, records, and documents.

13 (5) On a finding that the attendance and testimony of the witness or  
14 the production of the books, papers, records, and documents is relevant or necessary:

15 (i) the court may issue without cost an order that requires the  
16 attendance and testimony of witnesses or the production of books, papers, records, and  
17 documents; and

18 (ii) failure to obey the order may be punished by the court as  
19 contempt.

20 (e) (1) The hearing shall be conducted by a hearing board.

21 (2) The hearing board shall give the law enforcement agency and law  
22 enforcement officer ample opportunity to present evidence and argument about the  
23 issues involved.

24 (3) The law enforcement agency and law enforcement officer may be  
25 represented by counsel.

26 (4) Each party has the right to cross-examine witnesses who testify  
27 and each party may submit rebuttal evidence.

28 (f) (1) Evidence with probative value that is commonly accepted by  
29 reasonable and prudent individuals in the conduct of their affairs is admissible and  
30 shall be given probative effect.

31 (2) The hearing board shall give effect to the rules of privilege  
32 recognized by law and shall exclude incompetent, irrelevant, immaterial, and unduly  
33 repetitious evidence.

1           (3) Each record or document that a party desires to use shall be  
2 offered and made a part of the record.

3           (4) Documentary evidence may be received in the form of copies or  
4 excerpts, or by incorporation by reference.

5           (g) (1) The hearing board may take notice of:

6                   (i) judicially cognizable facts; and

7                   (ii) general, technical, or scientific facts within its specialized  
8 knowledge.

9           (2) The hearing board shall:

10                   (i) notify each party of the facts so noticed either before or  
11 during the hearing, or by reference in preliminary reports or otherwise; and

12                   (ii) give each party an opportunity and reasonable time to  
13 contest the facts so noticed.

14           (3) The hearing board may utilize its experience, technical  
15 competence, and specialized knowledge in the evaluation of the evidence presented.

16           (h) (1) With respect to the subject of a hearing conducted under this  
17 subtitle, the chief shall administer oaths or affirmations and examine individuals  
18 under oath.

19           (2) In connection with a disciplinary hearing, the chief or a hearing  
20 board may administer oaths.

21           (i) (1) Witness fees and mileage, if claimed, shall be allowed the same as  
22 for testimony in a circuit court.

23           (2) Witness fees, mileage, and the actual expenses necessarily  
24 incurred in securing the attendance of witnesses and their testimony shall be itemized  
25 and paid by the law enforcement agency.

26           (j) An official record, including testimony and exhibits, shall be kept of the  
27 hearing.

## 28                                   Article – State Personnel and Pensions

29 5–207.

30           (a) (1) The head of each principal unit shall appoint:

1 (i) a fair practices officer who:

2 1. **EXCEPT AS PROVIDED IN PARAGRAPH (3) OF THIS**  
3 **SUBSECTION**, reports directly to the head of the unit; and

4 2. is an assistant secretary or an employee of the unit  
5 with stature similar to that of an assistant secretary; and

6 (ii) an appropriate number of equal employment opportunity  
7 officers for the unit.

8 (2) If necessary, the fair practices officer of a unit may also be the  
9 unit's equal employment opportunity officer.

10 (3) **THE FAIR PRACTICES OFFICER OF THE DEPARTMENT OF**  
11 **STATE POLICE:**

12 (I) **SHALL BE A TRAINED DIVERSITY PROFESSIONAL;**

13 (II) **SHALL REPORT DIRECTLY TO THE GOVERNOR AND THE**  
14 **JOINT COMMITTEE ON FAIR PRACTICES; AND**

15 (III) **MAY NOT BE A SWORN LAW ENFORCEMENT OFFICER.**

16 (4) All appointments under this subsection shall be made in  
17 accordance with position descriptions approved by the Secretary.

18 (b) The Department shall provide training, assistance, and advice for equal  
19 employment opportunity officers and fair practices officers.

20 (c) Each fair practices officer shall:

21 (1) implement the Program within the unit;

22 (2) investigate and, as appropriate, resolve complaints filed under §  
23 5–211 of this subtitle; and

24 (3) coordinate activities of equal employment opportunity officers in  
25 the unit.

26 (d) An equal employment opportunity officer shall:

27 (1) monitor all personnel actions adopted by the unit;

1                   (2)     attest that procedures consistent with this article, the Governor's  
2 Code on Fair Practices, and other State and federal equal employment opportunity  
3 laws were followed by the unit in taking a personnel action; and

4                   (3)     perform the duties assigned by the fair practices officer and any  
5 other duty required by this article.

6                   (e)     An appointing authority shall delay the effective date of any adverse  
7 personnel action that directly affects an equal employment opportunity officer for up  
8 to 45 days, pending review and resolution by the Coordinator.

9                   SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
10 October 1, 2014.