

SB0673/523724/1

BY: Judicial Proceedings Committee

AMENDMENTS TO SENATE BILL 673
(First Reading File Bill)

AMENDMENT NO. 1

On page 1, in line 7, after “officers;” insert “authorizing the Secretary to contract with an outside vendor for a certain purpose; requiring the Natural Resources Police Force to take certain actions and develop a certain plan with respect to ensuring diversity in hiring and promotion on or before a certain date; requiring the Secretary to ensure that certain practices are consistent with the plan; requiring the Department to periodically evaluate and update the plan;”; in line 15, after “repealing” insert “and reenacting, with amendments,”; and in line 17, after “1-107” insert “and 1-203”.

On pages 1 and 2, strike in their entirety the lines beginning with line 25 on page 1 through line 2 on page 2, inclusive.

AMENDMENT NO. 2

On page 2, in lines 10 and 30, in each instance, strike the bracket; in line 11, after “(a)” insert “**(1)**”; in the same line, strike “Natural Resources police officers and”; after line 12, insert:

“(2) THIS SECTION DOES NOT APPLY TO NATURAL RESOURCES POLICE OFFICERS.”;

and in lines 23 and 24, strike “a vacant law enforcement officer position” and substitute “**THE RANK THAT THE LAW ENFORCEMENT OFFICER HELD BEFORE THE APPOINTMENT**”.

On page 4, strike in their entirety lines 1 and 2, inclusive; in line 3, strike “**(3)**” and substitute “**(2)**”; strike beginning with the colon in line 4 down through “**HAVE**” in

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line 7 and substitute "HAVE"; in line 9, strike "~~(4)~~" and substitute "~~(3)~~ (1)"; and after line 15, insert:

"(II) THE SECRETARY MAY CONTRACT WITH AN OUTSIDE VENDOR TO ASSIST IN CARRYING OUT SUBPARAGRAPH (I) OF THIS PARAGRAPH."

On page 5, after line 6, insert:

"(G) (1) THE NATURAL RESOURCES POLICE FORCE SHALL TAKE ALL NECESSARY ACTIONS TO PURSUE DIVERSITY WITHIN ITS SWORN AND CIVILIAN RANKS SO THAT IT REFLECTS THE DEMOGRAPHICS OF THE STATE TO THE EXTENT PRACTICABLE, INCLUDING:

(I) EXPANDING AND DIVERSIFYING THE MARYLAND NATURAL RESOURCES POLICE ACADEMY APPLICANT POOL BY:

1. STRENGTHENING THE NATURAL RESOURCES POLICE CADET PROGRAM; AND

2. INCREASING RECRUITING EFFORTS AT HISTORICALLY BLACK COLLEGES AND UNIVERSITIES; AND

(II) ESTABLISHING A DIVERSITY STUDY GROUP TO:

1. REVIEW DEPARTMENTAL RECRUITMENT PROCEDURES;

2. IDENTIFY BARRIERS TO DIVERSE EMPLOYMENT WITHIN THE RANKS OF THE NATURAL RESOURCES POLICE FORCE; AND

3. PROPOSE CORRECTIVE ACTIONS.

(2) (i) 1. THE NATURAL RESOURCES POLICE FORCE SHALL DEVELOP AN ACTION PLAN TO DIVERSIFY ITS WORKFORCE BASED ON RECOMMENDATIONS BY THE DIVERSITY STUDY GROUP ESTABLISHED UNDER PARAGRAPH (1) OF THIS SUBSECTION.

2. THE SECRETARY SHALL ENSURE THAT ALL HIRING AND PROMOTION IS CONSISTENT WITH THE ACTION PLAN DEVELOPED UNDER THIS SUBPARAGRAPH.

3. THE DEPARTMENT SHALL:

A. PUBLISH THE ACTION PLAN DEVELOPED UNDER THIS SUBPARAGRAPH ON ITS WEBSITE; AND

B. AT LEAST EVERY 3 YEARS, EVALUATE AND UPDATE THE ACTION PLAN DEVELOPED UNDER THIS SUBPARAGRAPH.

(ii) ON OR BEFORE DECEMBER 1, 2022, THE NATURAL RESOURCES POLICE FORCE SHALL REPORT TO THE GENERAL ASSEMBLY, IN ACCORDANCE WITH § 2-1257 OF THE STATE GOVERNMENT ARTICLE, ON THE ACTION PLAN REQUIRED UNDER SUBPARAGRAPH (I) OF THIS PARAGRAPH, INCLUDING:

1. SPECIFIC AND MEASURABLE GOALS FOR ACHIEVING DIVERSITY AMONG ITS SWORN AND CIVILIAN EMPLOYEES, INCLUDING A DATE OR DATES BY WHICH THE NATURAL RESOURCES POLICE FORCE SHALL MEET THE GOALS;

(Over)

2. A DEMOGRAPHIC BREAKDOWN OF THE FOLLOWING FOR THE NATURAL RESOURCES POLICE FORCE FOR THE IMMEDIATELY PRECEDING 3 CALENDAR YEARS:

- A. SWORN AND CIVILIAN EMPLOYEES;
- B. ATTRITION RATE;
- C. MANAGERIAL AND LEADERSHIP POSITIONS;
- D. MARYLAND NATURAL RESOURCES POLICE ACADEMY CLASSES; AND
- E. DISCIPLINARY ACTION FOR SWORN AND CIVILIAN EMPLOYEES;

3. A PLAN TO PROMOTE DIVERSITY AMONG MANAGERIAL AND LEADERSHIP POSITIONS;

4. THE FREQUENCY WITH WHICH THE NATURAL RESOURCES POLICE FORCE OFFERS DIVERSITY- AND IMPLICIT BIAS-RELATED TRAINING TO ITS SWORN AND CIVILIAN EMPLOYEES AND IN MARYLAND NATURAL RESOURCES POLICE ACADEMY CLASSES;

5. A PLAN TO ADDRESS IMPLICIT BIAS AMONG ITS SWORN AND CIVILIAN EMPLOYEES;

6. A PLAN TO PROMOTE DIVERSITY IN RECRUITMENT AND RETENTION EFFORTS, INCLUDING EFFORTS TO RECRUIT FROM HISTORICALLY BLACK COLLEGES AND UNIVERSITIES;

7. THE NUMBER OF REPORTED INCIDENTS OF RACIALLY INSENSITIVE BEHAVIOR IN THE IMMEDIATELY PRECEDING 3 CALENDAR YEARS; AND

8. CURRENT DISCIPLINARY POLICIES RELATED TO IMPROPER SOCIAL MEDIA USAGE AND OTHERWISE RACIALLY INSENSITIVE OR OTHERWISE DISCRIMINATORY ACTIONS, AND PLANS TO STRENGTHEN THESE POLICIES IN THE FUTURE.”.

On page 6, in line 21, strike “October” and substitute “July”.