

# SENATE BILL 256

E4  
SB 110/23 – JPR

(PRE-FILED)

4lr0125  
CF 4lr0126

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By: **Chair, Judicial Proceedings Committee (By Request – Departmental – Public Safety and Correctional Services)**

Requested: September 12, 2023

Introduced and read first time: January 10, 2024

Assigned to: Judicial Proceedings

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## A BILL ENTITLED

1 AN ACT concerning

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

4 FOR the purpose of altering the membership and duties of the Maryland Police Training  
5 and Standards Commission; providing that a law enforcement agency may employ  
6 an individual as a police officer for a certain period only if the individual is certified  
7 or provisionally certified by the Commission; altering provisions of law relating to  
8 the certification and recertification of police officers; and generally relating to the  
9 Maryland Police Training and Standards Commission.

10 BY repealing and reenacting, without amendments,  
11 Article – Public Safety  
12 Section 3–201(a) and (b) and 3–202  
13 Annotated Code of Maryland  
14 (2022 Replacement Volume and 2023 Supplement)

15 BY adding to  
16 Article – Public Safety  
17 Section 3–201(e)  
18 Annotated Code of Maryland  
19 (2022 Replacement Volume and 2023 Supplement)

20 BY repealing and reenacting, with amendments,  
21 Article – Public Safety  
22 Section 3–201(e) through (g), 3–203(c), 3–204, 3–207, 3–209, 3–209.1, 3–211, and  
23 3–213 through 3–215  
24 Annotated Code of Maryland  
25 (2022 Replacement Volume and 2023 Supplement)

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 BY repealing  
 2 Article – Public Safety  
 3 Section 3–210 and 3–216  
 4 Annotated Code of Maryland  
 5 (2022 Replacement Volume and 2023 Supplement)

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

8 **Article – Public Safety**

9 3–201.

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

11 (b) “Commission” means the Maryland Police Training and Standards  
 12 Commission.

13 **(E) “MENTAL HEALTH PROFESSIONAL” MEANS A PERSON CERTIFIED OR**  
 14 **LICENSED TO PROVIDE MENTAL HEALTH SERVICES UNDER THE HEALTH**  
 15 **OCCUPATIONS ARTICLE.**

16 **[(e)] (F)** “Motorcycle profiling” means the arbitrary use of the fact that an  
 17 individual rides a motorcycle or wears motorcycle–related clothing or paraphernalia as a  
 18 factor in deciding to stop, question, take enforcement action, arrest, or search the individual  
 19 or vehicle.

20 **[(f)] (G)** (1) “Police officer” means an individual who:

21 (i) is authorized to enforce the general criminal laws of the State;  
 22 and

23 (ii) is a member of one of the following law enforcement agencies:

24 1. the Department of State Police;

25 2. the Police Department of Baltimore City;

26 3. the police department, bureau, or force of a county;

27 4. the police department, bureau, or force of a municipal  
 28 corporation;

29 5. the Maryland Transit Administration police force;

30 6. the Maryland Transportation Authority Police;

- 1   7.     the police forces of the University System of Maryland;
- 2   8.     the police force of Morgan State University;
- 3   9.     the office of the sheriff of a county;
- 4   10.    the police forces of the Department of Natural Resources;
- 5   11.    the police force of the Maryland Capitol Police of the  
6 Department of General Services;
- 7   12.    the police force of a State, county, or municipal corporation  
8 if the special police officers are appointed under Subtitle 3 of this title;
- 9   13.    the Housing Authority of Baltimore City Police Force;
- 10    14.    the Baltimore City School Police Force;
- 11    15.    the Crofton Police Department;
- 12    16.    the Washington Suburban Sanitary Commission Police  
13 Force;
- 14    17.    the Ocean Pines Police Department;
- 15    18.    the police force of the Baltimore City Community College;
- 16    19.    the police force of the Hagerstown Community College;
- 17    20.    the Warrant Apprehension Unit of the Intelligence and  
18 Investigative Division in the Department;
- 19    21.    the police force of the Anne Arundel Community College;  
20 or
- 21    22.    the police department of the Johns Hopkins University  
22 established in accordance with Title 24, Subtitle 12 of the Education Article.

23                                   (2)    “Police officer” includes:

- 24                                   (i)     a member of the Field Enforcement Bureau of the Comptroller’s  
25 Office;
- 26                                   (ii)    a member of the Field Enforcement Division of the Alcohol [and],  
27 Tobacco, **AND CANNABIS** Commission;
- 28                                   (iii)  the State Fire Marshal or a deputy State fire marshal;

1 (iv) an investigator of the Intelligence and Investigative Division of  
2 the Department;

3 (v) a Montgomery County fire and explosive investigator as defined  
4 in § 2–208.1 of the Criminal Procedure Article;

5 (vi) an Anne Arundel County or City of Annapolis fire and explosive  
6 investigator as defined in § 2–208.2 of the Criminal Procedure Article;

7 (vii) a Prince George’s County fire and explosive investigator as  
8 defined in § 2–208.3 of the Criminal Procedure Article;

9 (viii) a Worcester County fire and explosive investigator as defined in  
10 § 2–208.4 of the Criminal Procedure Article;

11 (ix) a City of Hagerstown fire and explosive investigator as defined  
12 in § 2–208.5 of the Criminal Procedure Article; and

13 (x) a Howard County fire and explosive investigator as defined in §  
14 2–208.6 of the Criminal Procedure Article.

15 (3) “Police officer” does not include:

16 (i) an individual who serves as a police officer only because the  
17 individual occupies another office or position;

18 (ii) a sheriff, the Secretary of State Police, a commissioner of police,  
19 a deputy or assistant commissioner of police, a chief of police, a deputy or assistant chief of  
20 police, or another individual with an equivalent title who is appointed or employed by a  
21 government to exercise equivalent supervisory authority; or

22 (iii) a member of the Maryland National Guard who:

23 1. is under the control and jurisdiction of the Military  
24 Department;

25 2. is assigned to the military property designated as the  
26 Martin State Airport; and

27 3. is charged with exercising police powers in and for the  
28 Martin State Airport.

29 [(g)] (H) [“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.

1 3–202.

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

4 3–203.

5 (c) Except for [the appointed members] **A MEMBER APPOINTED BY THE**  
6 **GOVERNOR**, a member of the Commission may serve personally at a Commission meeting  
7 or may designate, **IN WRITING**, a representative from the member’s unit, agency, or  
8 association who may act at any meeting to the same effect as if the member were personally  
9 present.

10 3–204.

11 **(A) THE SECRETARY OF STATE POLICE IS THE CHAIR OF THE COMMISSION.**

12 **(B)** The Commission annually shall elect a [chair and] vice chair from among its  
13 members.

14 3–207.

15 (a) The Commission [has the following powers and duties] **SHALL:**

16 (1) [to] establish standards for the approval and continuation of approval  
17 of [schools] **EACH SCHOOL** that [conduct] **CONDUCTS** police entrance–level and  
18 in–service training courses required by the Commission, including **EACH** State, regional,  
19 county, and municipal training [schools] **SCHOOL;**

20 (2) [to] **CONDUCT JOB TASK ANALYSES FOR ENTRANCE–LEVEL**  
21 **POLICE OFFICERS EVERY 10 YEARS BEGINNING ON OR BEFORE DECEMBER 31, 2024;**

22 **(3)** approve and issue certificates of approval to police training schools;

23 ~~[(3)]~~ **(4)** [to] inspect police training schools;

24 ~~[(4)]~~ **(5)** [to] revoke, for cause, the approval or certificate of approval  
25 issued to a police training school;

26 ~~[(5)]~~ **(6)** [to] establish the following for police training schools:

27 (i) curriculum;

28 (ii) minimum courses of study;

- 1 (iii) attendance requirements;
- 2 (iv) eligibility requirements;
- 3 (v) equipment and facilities;
- 4 (vi) standards of operation; and
- 5 (vii) minimum qualifications for instructors;

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

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

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

15 (iii) the criminal laws concerning hate crimes, including the  
16 recognition of, response to, and reporting of incidents required to be reported under §  
17 2-307 of this article;

18 (iv) the criminal laws concerning stalking as they pertain to  
19 electronic surveillance or tracking, including services available to victims, related  
20 prevention methods for victims, and how victims may request additional assistance to  
21 identify and preserve digital evidence;

22 (v) the contact with and treatment of victims of crimes and  
23 delinquent acts;

24 (vi) the notices, services, support, and rights available to victims and  
25 victims' representatives under State law; and

26 (vii) the notification of victims of identity fraud and related crimes of  
27 their rights under federal law;]

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

30 (8) [to] verify that police officers have satisfactorily completed training  
31 programs [and issue diplomas to those police officers];

1 (9) [to] conduct and operate police training schools authorized by the  
2 Commission to offer police training programs;

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

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

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

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

12 (14) to develop, with the cooperation of the Office of the Chief Medical  
13 Examiner and the Federal Bureau of Investigation, a uniform missing person report form  
14 to be available for use by each law enforcement agency of the State on or before October 1,  
15 2008;]

16 **(11) ON OR BEFORE AUGUST 15 EACH YEAR, POST ON THE**  
17 **COMMISSION'S WEBSITE AND NOTIFY EACH LAW ENFORCEMENT AGENCY IN THE**  
18 **STATE OF:**

19 **(I) ALL TRAINING TOPICS DESCRIBED IN ITEMS (14) AND (15)**  
20 **OF THIS SUBSECTION; AND**

21 **(II) ALL TRAINING TOPICS THAT WILL BE REQUIRED IN THE**  
22 **NEXT CALENDAR YEAR;**

23 **(12) VERIFY THAT POLICE OFFICERS CERTIFIED BY THE COMMISSION**  
24 **MAINTAIN A CURRENT CERTIFICATION IN LIFESAVING TECHNIQUES, INCLUDING**  
25 **CPR;**

26 **(13) CONSULT WITH ANY RECOGNIZED FEDERAL, STATE, COUNTY, OR**  
27 **MUNICIPAL LAW ENFORCEMENT AGENCY OR EDUCATIONAL INSTITUTION THAT**  
28 **SPECIALIZES IN COURSES OF STUDY FOR POLICE OFFICERS OR ANY AGENCY OR UNIT**  
29 **OF THE STATE INVOLVED IN POLICE TRAINING;**

30 [(15)] **(14)** [to] require, for entrance-level police training and annually for  
31 in-service level police training conducted by the State and each county and municipal police  
32 training school, that the curriculum and minimum courses of study include, for police  
33 officers who are issued an electronic control device by a law enforcement agency, [special]

1 training in the proper use of [electronic control devices, as defined in § 4–109 of the  
 2 Criminal Law Article] **LESS LETHAL USE OF FORCE**, consistent with established law  
 3 enforcement standards [and], federal and State constitutional provisions, **AND**  
 4 **APPLICABLE MANUFACTURERS’ SPECIFICATIONS**;

5 [(16) to require, for entrance–level police training and, as determined by the  
 6 Commission, for in–service level training conducted by the State and each county and  
 7 municipal police training school, that the curriculum and minimum courses of study  
 8 include, consistent with established law enforcement standards and federal and State  
 9 constitutional provisions:

10 (i) training in lifesaving techniques, including Cardiopulmonary  
 11 Resuscitation (CPR);

12 (ii) training in the proper level and use of force as set forth in the  
 13 Maryland Use of Force Statute under § 3–524 of this title;

14 (iii) training regarding sensitivity to cultural and gender diversity;  
 15 and

16 (iv) training regarding individuals with physical, intellectual,  
 17 developmental, and psychiatric disabilities;

18 (17) to require, for entrance–level police training and at least every 2 years  
 19 for in–service level police training conducted by the State and each county and municipal  
 20 police training school, that the curriculum and minimum courses of study include special  
 21 training in, attention to, and study of the application of antidiscrimination and use of force  
 22 de–escalation training;

23 (18) to develop, with the cooperation of the Office of the Attorney General,  
 24 the Governor’s Office of Crime Prevention, Youth, and Victim Services, and the Federal  
 25 Trade Commission, a uniform identity fraud reporting form that:

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

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

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

32 **(15) REQUIRE, FOR ENTRANCE–LEVEL POLICE TRAINING AND FOR**  
 33 **IN–SERVICE LEVEL POLICE TRAINING CONDUCTED BY THE STATE AND EACH**  
 34 **COUNTY AND MUNICIPAL POLICE TRAINING SCHOOL, THAT THE CURRICULUM AND**



1 MINIMUM COURSES OF STUDY INCLUDE TRAINING IN, ATTENTION TO, AND STUDY  
2 OF:

3 (I) THE CRIMINAL LAWS CONCERNING RAPE AND SEXUAL  
4 OFFENSES, INCLUDING THE SEXUAL ABUSE AND EXPLOITATION OF CHILDREN AND  
5 RELATED EVIDENTIARY PROCEDURES;

6 (II) THE CRIMINAL LAWS CONCERNING HUMAN TRAFFICKING,  
7 INCLUDING SERVICES AND SUPPORT AVAILABLE TO VICTIMS AND THE RIGHTS OF  
8 AND APPROPRIATE TREATMENT OF VICTIMS;

9 (III) THE CRIMINAL LAWS CONCERNING HATE CRIMES,  
10 INCLUDING THE RECOGNITION OF, RESPONSE TO, AND REPORTING OF INCIDENTS  
11 REQUIRED TO BE REPORTED UNDER § 2-307 OF THIS ARTICLE;

12 (IV) THE CRIMINAL LAWS CONCERNING STALKING AS THEY  
13 PERTAIN TO ELECTRONIC SURVEILLANCE OR TRACKING, INCLUDING SERVICES  
14 AVAILABLE TO VICTIMS, RELATED PREVENTION METHODS FOR VICTIMS, AND HOW  
15 VICTIMS MAY REQUEST ADDITIONAL ASSISTANCE TO IDENTIFY AND PRESERVE  
16 DIGITAL EVIDENCE;

17 (V) THE CONTACT WITH AND TREATMENT OF VICTIMS OF  
18 CRIMES AND DELINQUENT ACTS;

19 (VI) THE NOTICES, SERVICES, SUPPORT, AND RIGHTS  
20 AVAILABLE TO VICTIMS AND VICTIMS' REPRESENTATIVES UNDER STATE LAW;

21 (VII) THE NOTIFICATION OF VICTIMS OF IDENTITY FRAUD AND  
22 RELATED CRIMES OF THEIR RIGHTS UNDER FEDERAL LAW;

23 (VIII) THE USE OF FORCE, DE-ESCALATION, AND THE DUTY OF A  
24 POLICE OFFICER TO INTERVENE WHEN THE POLICE OFFICER OBSERVES ANOTHER  
25 OFFICER USING FORCE THAT IS EXCESSIVE AS SET FORTH IN THE MARYLAND USE  
26 OF FORCE STATUTE UNDER § 3-524 OF THIS TITLE OR THAT OTHERWISE VIOLATES  
27 THE USE OF FORCE POLICIES OF THE LAW ENFORCEMENT AGENCY THAT EMPLOYS  
28 THE POLICE OFFICER;

29 (IX) THE RECOGNITION AND PREVENTION OF DISCRIMINATION  
30 BASED ON:

31 1. RACE;

32 2. COLOR;

- 1                   **3. RELIGION OR CREED;**
- 2                   **4. NATIONAL ORIGIN OR ANCESTRY;**
- 3                   **5. SEX;**
- 4                   **6. SEXUAL ORIENTATION;**
- 5                   **7. GENDER IDENTITY;**
- 6                   **8. AGE;**
- 7                   **9. PHYSICAL OR MENTAL DISABILITY;**
- 8                   **10. MARITAL STATUS;**
- 9                   **11. VETERAN STATUS;**
- 10                  **12. GENETIC INFORMATION;**
- 11                  **13. CITIZENSHIP; OR**
- 12                  **14. CULTURE; AND**

13                   **(X) ALL ASPECTS OF PROFILING, INCLUDING:**

- 14                   **1. PROFILING IN WHICH AN INDIVIDUAL IS IMPROPERLY**  
15 **TARGETED AS A SUSPECT OF A CRIME BECAUSE OF THE PERSON'S RACE, ETHNICITY,**  
16 **RELIGION, OR OTHER IDENTIFYING CHARACTERISTIC;**
- 17                   **2. PROFILING IN WHICH A SUSPECT'S RACE, ETHNICITY,**  
18 **RELIGION, OR OTHER IDENTIFYING CHARACTERISTIC HAS BEEN REPORTED DURING**  
19 **THE COURSE OF AN INVESTIGATION; AND**
- 20                   **3. MOTORCYCLE PROFILING;**

21                   **[(20)] (16) [to] evaluate and modernize recruitment standards and**  
22 **practices of law enforcement agencies to increase diversity within those law enforcement**  
23 **agencies and develop strategies for recruiting women and African American, Hispanic or**  
24 **Latino, and other minority candidates;**

25                   **[(21)] (17) [to] develop standards for the mandatory psychological**  
26 **consultation with a law enforcement officer who was actively involved in an incident when**

1 another person was seriously injured or killed as a result of an accident or a shooting or  
2 has returned from combat deployment;

3           [(22)] (18) [to require:

4                   (i)]   **REQUIRE, ON OR BEFORE DECEMBER 31, 2024**, a statement  
5 condemning motorcycle profiling to be included in existing written policies regarding other  
6 profiling; [and

7                   (ii)   for entrance–level police training and for in–service level  
8 training conducted by the State and each county and municipal police training school, that  
9 the curriculum and minimum courses of study include, consistent with established law  
10 enforcement standards and federal and State constitutional provisions, training related to  
11 motorcycle profiling in conjunction with existing training regarding other profiling;]

12           [(23)] (19) [to] perform any other act, including adopting regulations, that  
13 is necessary or appropriate to carry out the powers and duties of the Commission under  
14 this subtitle; and

15           [(24)] (20) [to] consult and cooperate with commanders of [SWAT]  
16 **SPECIAL TACTICAL RESPONSE** teams to develop standards for training and deployment  
17 of [SWAT] **SPECIAL TACTICAL RESPONSE** teams and of law enforcement officers [who  
18 are not members of a SWAT team] who conduct no–knock warrant service in the State  
19 based on best practices in the State and nationwide.

20           (b)   (1)   The Commission shall develop a system by which law enforcement  
21 agencies report to the Commission each serious officer–involved incident each year,  
22 including for each incident:

23                   (i)   the number of officers involved by race, ethnicity, and sex;

24                   (ii)  the number of officers disciplined by race, ethnicity, and sex; and

25                   (iii) the type of discipline administered to each officer, by the officer’s  
26 race, ethnicity, and sex.

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

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

32                   (ii)  submit the summary to the General Assembly, as provided in §  
33 2–1257 of the State Government Article.

1 (c) [In consultation with the Maryland Department of Health, the] **THE**  
2 Commission shall [establish]:

3 (1) **PUBLICIZE** a confidential hotline that is available for police officers and  
4 other law enforcement personnel to contact and speak with a trained peer law enforcement  
5 officer or a mental health professional who may provide initial counseling advice and  
6 confidential referral to appropriate services; **AND**

7 (2) **POST ON THE COMMISSION'S WEBSITE INFORMATION REGARDING**  
8 **THE CONFIDENTIAL HOTLINE.**

9 (d) The Commission shall:

10 (1) establish a Police Complaint Mediation Program to which a law  
11 enforcement agency may refer a nonviolent complaint made against a police officer out of  
12 the standard complaint process;

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

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

17 (e) (1) The Commission shall develop **AND ANNUALLY REVIEW AND**  
18 **UPDATE, AS APPROPRIATE,** best practices for the establishment and implementation of a  
19 community policing program in each jurisdiction.

20 (2) The Commission shall develop a system by which each local law  
21 enforcement agency [annually] files **ONCE EVERY 2 YEARS** a detailed description of the  
22 law enforcement agency's community policing program.

23 (3) The Commission shall [annually]:

24 (i) review each community policing program filed in accordance  
25 with § 3-517 of this title; and

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

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

30 (2) The uniform complaint process shall:

31 (i) be simple;

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

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

5 (g) The Commission shall develop and administer:

6 (1) a training program on matters relating to police procedures for  
7 individuals who intend to qualify to participate as a member of a trial board or  
8 administrative charging committee under Subtitle 1 of this title; and

9 (2) a training program on matters relating to police training and standards  
10 for citizens who are appointed to serve as members of the Commission.

11 (h) The Commission shall distribute the victim's representation notification form  
12 developed by the Governor's Office of Crime Prevention, Youth, and Victim Services under  
13 § 12-206.1(e) of the Transportation Article to each law enforcement agency in the State.

14 (i) The Commission, in consultation with the Maryland State's Attorneys'  
15 Association, shall develop and maintain a uniform, statewide training and certification  
16 curriculum to ensure use of best practices in investigating compliance with court orders to  
17 surrender regulated firearms, rifles, and shotguns under § 6-234 of the Criminal Procedure  
18 Article.

19 (j) The Commission[, in consultation with the Anne Arundel County Police  
20 Academy,] shall develop and maintain a uniform statewide training and certification  
21 curriculum that includes role-playing exercises to ensure the use of best practices in the  
22 issuance of citations in lieu of arrest.

23 (k) The Commission shall:

24 (1) hold law enforcement agencies accountable for violations of the Use of  
25 Force Statute under § 3-524 of this title; and

26 (2) work with the Comptroller and the Governor's Office of Crime  
27 Prevention, Youth, and Victim Services to ensure that State grant funding is withheld from  
28 a law enforcement agency that violates the Use of Force Statute under § 3-524 of this title.

29 (l) The Commission shall:

30 (1) develop a test and training for implicit bias, subject to the availability  
31 of implicit bias testing standards that are generally accepted by experts in the field of police  
32 psychology;

33 (2) require all law enforcement agencies to use the implicit bias test in the  
34 hiring process;

1                   (3)     require all new police officers to complete implicit bias testing and  
2 training; and

3                   (4)     require all incumbent police officers to undergo implicit bias testing and  
4 training on an annual basis.

5           **(M)   EXCEPT AS OTHERWISE PROVIDED IN THIS SECTION, THE COMMISSION**  
6 **SHALL PERIODICALLY REVIEW AND, AS THE COMMISSION DETERMINES IS**  
7 **APPROPRIATE, UPDATE EACH REGULATION, STANDARD, CURRICULUM, PROGRAM,**  
8 **PROCESS, SYSTEM, FORM, PUBLICATION, AND ANY OTHER REQUIREMENT UNDER**  
9 **THIS SECTION.**

10 3–209.

11           (a)   **(1)   A LAW ENFORCEMENT AGENCY MAY EMPLOY AN INDIVIDUAL AS A**  
12 **POLICE OFFICER FOR A PERIOD EXCEEDING 1 YEAR ONLY IF THE INDIVIDUAL IS**  
13 **CERTIFIED BY THE COMMISSION.**

14                   **(2)   A LAW ENFORCEMENT AGENCY MAY EMPLOY AN INDIVIDUAL AS A**  
15 **LAW ENFORCEMENT OFFICER FOR A PERIOD NOT EXCEEDING 1 YEAR ONLY IF THE**  
16 **INDIVIDUAL IS PROVISIONALLY CERTIFIED BY THE COMMISSION.**

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

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

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

22                   (2)   submits to a mental health [screening] **EVALUATION** by a licensed  
23 mental health professional;

24                   (3)   submits to a physical agility assessment as determined by the  
25 Commission;

26                   (4)   **SUBMITS TO A MEDICAL EVALUATION;**

27                   (5)   submits to a criminal history records check in accordance with §  
28 3–209.1 of this subtitle; and

29                   **[(5)] (6)**   (i)     is a United States citizen; or

1 (ii) subject to subsection **[(b)] (C)** of this section, is a permanent legal  
2 resident of the United States and an honorably discharged veteran of the United States  
3 armed forces, provided that the individual has applied to obtain United States citizenship  
4 and the application is still pending approval.

5 **[(b)] (C)** The certification of a police officer who fails to obtain United States  
6 citizenship as required by subsection **[(a)(4)(ii)] (B)(6)(II)** of this section shall be  
7 **[terminated] REVOKED** by the Commission.

8 **[(c)] (D)** The Commission may certify as a police officer an individual who is not  
9 considered a police officer under **[\§ 3-201(f)(3)] § 3-201(G)(3)** of this subtitle if the  
10 individual meets the selection and training standards of the Commission.

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

13 **[(e)] (F)** As a condition of certification, a police officer shall submit to a mental  
14 health **[assessment] SCREENING** every 2 years and an annual physical agility assessment  
15 to establish continuing fitness to carry out the officer's assigned duties as a police officer.

16 **[(f)] (G)** Prior cannabis use is not a disqualifier for certification as a police  
17 officer.

18 3-209.1.

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

20 (2) "Applicant" means an individual who is seeking certification as a police  
21 officer.

22 (3) "Central Repository" means the Criminal Justice Information System  
23 Central Repository of the Department of Public Safety and Correctional Services.

24 (b) An applicant for certification as a police officer shall apply to the Central  
25 Repository for a State and national criminal history records check.

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

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

31 (2) the fee authorized under § 10-221(b)(7) of the Criminal Procedure  
32 Article for access to Maryland criminal history records; and

1           (3) the processing fee required by the Federal Bureau of Investigation for  
2 a national criminal history records check] **AND IN ACCORDANCE WITH REGULATIONS**  
3 **ADOPTED UNDER § 10–221 OF THE CRIMINAL PROCEDURE ARTICLE PROVIDING**  
4 **FOR THE ESTABLISHMENT AND COLLECTION OF FEES FOR OBTAINING CRIMINAL**  
5 **HISTORY RECORD INFORMATION.**

6           (d) In accordance with §§ 10–201 through 10–229 of the Criminal Procedure  
7 Article, the Central Repository shall forward to the Commission and the applicant a printed  
8 statement of the applicant’s criminal history record information.

9           (e) Information obtained from the Central Repository under this section:

10           (1) shall be confidential;

11           (2) may not be disseminated; and

12           (3) may be used only for the [licensing] **CERTIFICATION** purpose  
13 authorized by this title.

14           (f) The subject of a criminal history records check under this section may contest  
15 the contents of the printed statement issued by the Central Repository as provided in §  
16 10–223 of the Criminal Procedure Article.

17           (g) If criminal history record information is reported to the Central Repository  
18 after the date of the initial criminal history records check, the Central Repository shall  
19 provide to the Commission a revised statement of the applicant’s or certified police officer’s  
20 State criminal history record.

21 [3–210.

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

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

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

28 3–211.

29           (a) **THE CERTIFICATION OF A POLICE OFFICER SHALL LAPSE ON JUNE 30**  
30 **OF THE CALENDAR YEAR FOLLOWING THE MOST RECENT CERTIFICATION UNLESS**  
31 **THE OFFICER HAS SATISFIED THE REQUIREMENTS ESTABLISHED UNDER § 3–209 OF**  
32 **THIS SUBTITLE.**



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

4           (1) the police officer's law enforcement agency unreasonably failed to  
5 provide the police officer with the required training or assigned the police officer to special  
6 duty that prevented the police officer from completing the required training to achieve this  
7 certification; and

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

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

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

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

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

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

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

26 3-213.

27           **(A)** The Commission may recall the [certificate] **CERTIFICATION CARD** of a  
28 police officer if [the certification of the police officer is suspended or revoked for any of the  
29 following reasons]:

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

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

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

4 (4) the police officer has been convicted of a misdemeanor for which a  
5 sentence of imprisonment exceeding 1 year may be imposed.]

6 (3) THE CERTIFICATION OF THE POLICE OFFICER HAS BEEN  
7 SUSPENDED OR REVOKED.

8 (B) THE COMMISSION SHALL RECALL THE CERTIFICATION CARD OF A  
9 POLICE OFFICER WHOSE CERTIFICATION HAS BEEN SUSPENDED OR REVOKED.

10 3-214.

11 (a) If the certification of a police officer is revoked, the police officer may not apply  
12 for recertification until 2 years after the effective date of the revocation order.

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

16 3-215.

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

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

21 (3) "Police administrator" means a police officer who has been promoted to  
22 first-line administrative duties up to but not exceeding the rank of captain.

23 (4) "Police supervisor" means a police officer who has been promoted to  
24 first-line supervisory duties.]

25 (2) "FIRST-LINE ADMINISTRATOR" MEANS A POLICE OFFICER WHO  
26 HAS BEEN APPOINTED TO FIRST-LINE ADMINISTRATOR DUTIES AS DEFINED BY THE  
27 AGENCY THAT EMPLOYS THE POLICE OFFICER.

28 (3) "FIRST-LINE SUPERVISOR" MEANS A POLICE OFFICER WHO HAS  
29 BEEN APPOINTED TO FIRST-LINE SUPERVISORY DUTIES AS DEFINED BY THE  
30 AGENCY THAT EMPLOYS THE POLICE OFFICER.

1 (b) An individual may not be given or accept a probationary appointment or  
2 permanent appointment as a police officer, [police supervisor, or police administrator]  
3 **FIRST-LINE SUPERVISOR, OR FIRST-LINE ADMINISTRATOR** unless the individual  
4 satisfactorily meets the qualifications established by the Commission.

5 (c) (1) An individual who applies for a position as police officer shall:

6 (i) under penalty of perjury, disclose to the hiring law enforcement  
7 agency all prior instances of employment as a police officer at other law enforcement  
8 agencies; and

9 (ii) authorize the hiring law enforcement agency to obtain the police  
10 officer's full personnel and disciplinary record from each law enforcement agency that  
11 previously employed the police officer.

12 (2) The hiring law enforcement agency shall certify to the Commission that  
13 the law enforcement agency has reviewed the applicant's disciplinary record.

14 (d) A probationary appointment as a police officer, [police supervisor, or police  
15 administrator] **FIRST-LINE SUPERVISOR, OR FIRST-LINE ADMINISTRATOR** may be  
16 made for a period not exceeding 1 year to enable the individual seeking permanent  
17 appointment to take a training course required by this subtitle.

18 (e) A probationary appointee is entitled to a leave of absence with pay during the  
19 period of the training program.

20 (f) Prior cannabis use may not be the basis for disqualifying an applicant for a  
21 position as a police officer.

22 [3-216.

23 (a) A law enforcement agency may not employ an individual as a police officer for  
24 a period not exceeding 1 year unless the individual is certified by the Commission.

25 (b) (1) In this subsection, "nonfull-time police officer" means an individual  
26 who does not work in the law enforcement field at least 7 months during the calendar year.

27 (2) The certification requirements of subsection (a) of this section do not  
28 apply to the nonfull-time police officers of a law enforcement agency that:

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

31 (ii) employs at least 100 nonfull-time police officers.]

1           SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
2   October 1, 2024.