

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

2024 Legislative Session

Bill No. CB-081-2024

Chapter No. 81

Proposed and Presented by Council Member Oriadha

Introduced by Council Members Oriadha, Blegay and Olson

Co-Sponsors Council Member Hawkins

Date of Introduction October 22, 2024

BILL

1 AN ACT concerning

2 Community Informed Police Training

3 For the purpose of creating a collaboration in the recruitment of police cadets and police training
4 among the Prince George's County Police Department, local educational institutions and Prince
5 George's County based non-profit organizations that have been working on police reform and
6 criminal justice issues.

7 BY adding:

8 SUBTITLE 18. POLICE.

9 Sections 18-191, 18-192, 18-193, 18-194, 18-195

10 The Prince George's County Code

11 (2023 Edition).

12 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,
13 Maryland, that Sections 18-191, 18-192, 18-193, 18-194 and 18-195 of the Prince George's
14 County Code be and the same are hereby added:

15 SUBTITLE 18. POLICE.

16 DIVISION 10. COMMUNITY INFORMED POLICE TRAINING.

17 Sec. 18-191. Definitions.

18 (a) Active listening shall mean a process by which parties reach a peaceful resolution to a
19 dispute, including through the skills of:

20 (1) managing stress quickly while remaining alert and calm;

21 (2) controlling emotions and behavior;

1 (3) paying attention to the words and feelings expressed by others; and

2 (4) being aware of and respecting differences.

3 **(b) Cadet or Police Cadet shall mean the term as defined in Section 18-186.11(a)(1) of**
4 **this Subtitle.**

5 **(c) Civic engagement shall mean participation by community members in social and**
6 **political processes designed to communicate ideas, values, and beliefs, and to promote legal,**
7 **political, or social change.**

8 **(d) Community policing shall mean a policing strategy to develop trusting relationships**
9 **with the community, and to work in partnership with the community to address crime, public**
10 **safety, and quality of life issues.**

11 **(e) Health shall mean a state of complete physical, mental, and social well-being and not**
12 **merely the absence of disease or infirmity.**

13 **(f) Police academy shall mean the entry-level police training academy required by the**
14 **Department for all prospective police officers.**

15 **(g) Policing history shall mean a social, political, and historical understanding of why and**
16 **how policing developed in the United States, including an examination of the transitional eras of**
17 **policing (Political Era, Reform/Professional Era, and Community Era) and the structural changes**
18 **that occurred under each of those eras since the mid nineteenth century.**

19 **(h) Racial equity shall mean changes in policy, practice and allocation of County**
20 **resources so that racial constructs do not predict one's success, while also improving**
21 **opportunities and outcomes for all people.**

22 **(i) Social justice shall mean that everyone deserves to benefit from the same economic,**
23 **political and social rights and opportunities, free from health disparities, regardless of race,**
24 **socioeconomic status, age, sex – including on the basis of gender identity or orientation, religion,**
25 **disability, or other characteristics.**

26 **(j) Wellness shall mean a positive approach to living.**

27 **Sec. 18-192. Cadet program.**

28 **The Department must collaborate and partner with local educational institutions and a**
29 **Prince George's County based non-profit organization with a minimum of four (4) years of**
30 **experience working on police reform and criminal justice issues to:**

31 **(a) expand the recruitment of police cadets who reflect the diversity of the County;**

- 1 (b) sponsor communication sessions with prospective cadets and community members;
- 2 and
- 3 (c) develop internship programs for prospective cadets.

4 **Sec. 18-193. Police academy required program regarding community services and social**
5 **justice.**

6 (a) Prior to the commencement of field training, a member of the police academy must
7 complete a program regarding community services and social justice.

8 (b) The program must consist of 30 hours or their equivalent.

9 (c) The program must be designed, in collaboration and partnership with one or more
10 local educational institutions and a Prince George’s County based non-profit organization with a
11 minimum of four (4) years of experience working on police reform and criminal justice issues, to
12 develop competency in the topics of:

- 13 (1) racial equity and social justice;
- 14 (2) health and wellness;
- 15 (3) community policing;
- 16 (4) policing history;
- 17 (5) active listening and conflict resolution; and
- 18 (6) civic engagement.

19 (d) In selecting an applicant for admission into the police academy, 58 the Department
20 must consider:

- 21 (1) the applicant’s performance in the program under this subsection; and
- 22 (2) the applicant’s performance in any implicit bias test required by the Maryland
23 Police Training and Standards Commission.

24 **Sec. 18-194. Continuing Education.**

25 The Department must collaborate and partner with local educational institutions, national
26 law enforcement professional organizations, and a Prince George’s County based non-profit
27 organization with a minimum of four (4) years of experience working on police reform and
28 criminal justice issues to provide continuing education, as demonstrated by the awarding of
29 Continuing Education Units (CEU’s) or similar credentialing indicating content mastery:

- 30 (a) to all County police officers regarding:
31 (1) socially just policing and community engagement; and

1 (2) emerging topics in law enforcement, including cybersecurity, human trafficking,
2 and proactive community engagement;

3 (b) to executive-level police officers regarding leadership and management challenges in
4 socially just policing; and

5 (c) to new police sergeants regarding supervisory skills, with a focus on community
6 policing, mentorship, and ethical leadership.

7 **Sec. 18-195. State requirements.**

8 The training provided under this Section must incorporate to the extent practicable, and
9 must comply with, the requirements of the Public Safety Article of the Maryland Code, including
10 the Maryland Use of Force Statute.

11 * * * * * * *

12 SECTION 2. BE IT FURTHER ENACTED that the provisions of this Act are hereby
13 declared to be severable; and, in the event that any section, subsection, paragraph, subparagraph,
14 sentence, clause, phrase, or word of this Act is declared invalid or unconstitutional by a court of
15 competent jurisdiction, such invalidity or unconstitutionality shall not affect the remaining
16 words, phrases, clauses, sentences, subparagraphs, paragraphs, subsections, or sections of this
17 Act, since the same would have been enacted without the incorporation in this Act of any such
18 invalid or unconstitutional word, phrase, clause, sentence, paragraph, subparagraph, subsection,
19 or section.

20 SECTION 3. BE IT FURTHER ENACTED that this Act shall take effect on forty-five (45)
21 calendar days after it becomes law.

Adopted this 19th day of November, 2024.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: Jolene Ivey
Jolene Ivey
Chair

ATTEST:

Donna J. Brown
Donna J. Brown
Clerk of the Council

APPROVED:

DATE: _____ BY: _____
Angela D. Alsobrooks
County Executive

KEY:

Underscoring indicates language added to existing law.

[Brackets] indicate language deleted from existing law.

Asterisks *** indicate intervening existing Code provisions that remain unchanged.

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THE COUNTY EXECUTIVE HAVING FAILED TO RETURN THIS BILL WITH EITHER HER APPROVAL OR VETO WITHIN TEN (10) DAYS AFTER THE DATE OF ITS PRESENTATION TO HER, THIS BILL BECAME LAW ON DECEMBER 20, 2024.