

**DEPARTMENT OF PUBLIC SAFETY AND CORRECTIONAL SERVICES
FY 2019 BUDGET POLICE AND CORRECTIONAL TRAINING COMMISSIONS**

Classroom Utilization

Issue: As PCTC has federal grant funding (\$2.4 million since fiscal 2016) from the U.S. Department of State (State Department) to train foreign law enforcement, PCTC should comment on why there is a decline in federal training hours, as well as its ability to pursue non-Department of Public Safety and Correctional Services (DPSCS) employee training to increase classroom utilization rates.

Response: Although there was a decline in federal training hours, PCTC's overall classroom utilization rate increased to 69%, which is above the national benchmark of 67% and reflects a 7% increase over the prior year. The number of training hours for federal law enforcement agencies truly varies depending upon each agency's need for any particular year. PCTC expects to see an increase in the number of federal training hours in fiscal year 2018 associated with a one-time grant for the Mexican International Training Program. Through this program, PCTC has been hosting and training law enforcement agencies from Mexico. The grant began in November 2016 and is valid until November 2018. As such, the grant funds were not actually spent until the start of fiscal year (FY) 2018. Therefore, the federal training days associated with the Mexican International Training Program grant were accounted for in FY18 as opposed to FY17.

PCTC continues to explore opportunities to increase classroom utilization rates. In recent months PCTC has offered specialized and advanced training for external agencies. Classes included Leadership Principles, Resiliency and Trauma, Developments in Criminal Investigation, and Ethics for Leaders. PCTC has collaborated with the Community College of Baltimore County to offer approximately 26 classes annually to law enforcement and correctional personnel. Additionally, PCTC is hosting a ten-week course for the Northwestern School of Police Staff & Command in April, which will accommodate approximately 40 students and is open to agencies statewide.

Competency of Mandated Training Graduates

Issue: PCTC should comment on how it plans to address the decrease in training graduates who are deemed professionally competent. PCTC should comment on the lower competency rates in CO, police, and community supervision training.

Response: The professional competency rating is an aggregate percentage for all entry-level training completed at PCTC; however, there are several limitations with this measure which impacts its accuracy. The ratings are based off compiled survey responses PCTC receives from the supervisors who oversee the recent graduates. Both the lack of responses received and the timeframe during which the survey is issued can skew the results. For instance, the professional competency ratings are for graduates who have been out of the academies for a period of six weeks. Many of

these graduates are either still in field training or have only recently completed field training. To address these issues PCTC has implemented several changes.

Specifically, PCTC has revamped the supervisor survey so the key indicator of competency is whether the employee is ready for on-the-job training, which is more in-line with PCTC's goals and objectives. In addition, the length of time for response to these surveys was reduced from six (6) to four (4) weeks.

The current competency ratings based on the previous survey process are as follows.

- Law Enforcement: The last rating for Police Entry Level was based on only nine (9) supervisor responses, with 6 out of 9 supervisor respondents rating the program "Very Effective" or "Effective" and 2 rating it "Somewhat Effective." The program graduated twenty (20) students in September 2016 and sixteen (16) students in May 2017.
- Corrections: The Correctional Entry Level Training Program was rated as 81% effective and is above the established benchmark.
- Division of Parole and Probation: The DPP training program has also been involved in new initiatives to improve its academy related to the implementation of the Justice Reinvestment Act. This past year the competency rating was 59%, which is an increase over the rating of 47%, reported in Fiscal Year 2015.

PCTC believes there will be an increase in the competency rating based on the new survey process.

Baltimore Police Department – U.S. Department of Justice Consent Decree

Issue: PCTC should comment on the developments in Baltimore City and update the committees on MPTSC's potential role going forward.

Response: As indicated in the analysis, PCTC provided a report to the committees regarding PCTC's indirect role with the consent decree. According to the consent decree, the implementation and monitoring of the Baltimore City Police Department (BPD) reform efforts can only take place after the newly created BPD Monitoring Team creates a specific reform plan. Currently, that team has required the BPD to develop new training on community policing and to submit a preliminary use-of-force training plan that will be developed into a final police use-of-force training policy in December 2018.

The consent decree specifically sites the Maryland Police Training and Standards Commission (MPTC) twice. First, the consent decree recognizes that, pursuant to state law, certification of training may be subject to approval by MPTC. Second, the consent decree requires the BPD training plan to provide time for obtaining any required approval from the MPTC. Since September 2017, BPD has requested the approval of

47 training classes, of which six (6) were entry-level classes. All courses met standards and were approved. At this time, no additional assistance has been requested.

Military Surplus Equipment to Maryland Police Departments

Issue: PCTC should comment on whether a statewide policy in this area would be advisable that accounts for the items received, cost savings, and generally promotes transparency in this area.

Response: As stated in the analysis PCTC is responsible for setting and establishing training standards in the State regarding police training only. The utilization of surplus military equipment was created by the U.S Congress, which was referred to as the 1033 program. This program is managed exclusively by the federal government. Specifically, the General Services Administration (GSA) is responsible for program administration and implementation. The rules of property utilization established by the GSA stipulate that:

- Property requested must be needed and useable by the requesting agency and must not be for personal use;
- Property is offered as is and is transferred without warranty;
- Property must be placed in use within 12 months of its acquisition and used for at least 12 months; and
- Property with an original acquisition cost of \$5,000 or more will have additional periods of restricted use, as will vehicles, aircraft and vessels.

Any State agency that may qualify to receive any surplus equipment must follow these established guidelines and report in accordance with policies to list and track inventory assets as established through the Department of General Service (DGS), General Accounting Division (GAD), and Department of Budget and Management (DBM).

Recommended Actions:

1. Concur with Governor's Allowance

Response: The Department concurs with the recommended action.