

**DEPARTMENT OF PUBLIC SAFETY AND CORRECTIONAL SERVICES
FY 2017 BUDGET POLICE AND CORRECTIONAL TRAINING COMMISSIONS**

Competency of Mandated Training Graduates

Issue: PCTC should comment on whether the new, relaxed competency rating goal is in line with industry standards.

Response: The professional competency rating of 77% is an aggregate percentage for all entry level training completed at the Police and Correctional Training Commissions (PCTC) for Fiscal Year 2015. Examining percentages independently, the professional competency rating for law enforcement is 100%; for the Division of Correction's (DOC) is 88%; and for the Division of Parole and Probation (DPP) is 47%. Therefore, the overall professional competency rating is primarily attributable to the lower DPP competency rating.

However, it is important to note that there are several limitations with the mechanism used to ascertain the professional competency rating. The ratings are based off of 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 skew the results. For instance, the professional competency ratings are for graduates who have been out of the academies for a period of 4-6 weeks. Many of these graduates are either still in field training or have only recently completed field training. Additionally, the lack of survey responses PCTC receives impacts the overall rating. Though PCTC had 622 graduates in FY15, PCTC only received 129 survey responses from supervisors.

Nevertheless – as discussed under Issue 2 – PCTC recognizes revisions can be made to improve the parole and probation academy in order to better meet the needs of both the students and the Division.

Issue: PCTC should comment on whether policy or procedural changes are needed in order to improve the parole and probation academy.

Response: PCTC is in the process of reviewing its Parole and Probation Academy to determine whether policy or procedural changes are needed to improve and refine the curriculum. Suggested revisions, modifications and procedural changes will be presented to the Correctional Training Commission during the April 2016 meeting. PCTC believes that this presentation will not only include changes to the existing academy training objectives, but will also include the recommendation to adopt additional training objectives and to further expand Parole and Probation academy staff.

Public Safety and Policing Workgroup Recommendations

Issue: PCTC should comment on the logistical changes that would need to occur in order to reestablish its Police Training Commission as an independent Police Training and Standards Commission, including the anticipated budgetary and staffing impact on PCTC.

Response: The Police and Correctional Training Commissions (PCTC) currently operate out of the Public Safety Education and Training Center (PSETC) in Sykesville. In order to craft curriculum that meets the needs of its students, PCTC is comprised of four primary units, including: (1) the Police Training Unit; (2) the Correctional Training Unit; (3) the Leadership Development Institution; and, (4) the Parole and Probation Training Unit. However, both Commissions fall under one Executive Director, share educational space, staff and resources. Reestablishing the Police Training Commission as an independent Commission would have substantial fiscal and operational impacts.

First, reestablishing the Police Training Commission as an independent Commission could have substantial capital impacts. The State would need to conduct a workspace allocation study to determine where the new Commission would be housed or, if the existing PCTC campus could accommodate the additional personnel required. Additionally, the physical training center, the driver training track, and the firearms ranges all located on the PCTC campus and are shared by both corrections and law enforcement officers. Therefore, the new independent Commission would need to share these resources and their operating cost, or it would need to be transferred under one of the two commissions. It is important to note that approximately 24 positions would be impacted should these entities be transferred under one or two of these commissions.

Secondly – and perhaps most importantly – reestablishing the Police Training Commission as an independent Commission would have a significant fiscal impact due to the requisite personnel changes and support services changes. Assuming the staff under the Police Training Unit is transferred to the new, independent Commission, the Department will need additional positions to cover the remaining three units and the PSETC. At a minimum, the Department would need the following: (1) a new Executive Director; (2) a new Deputy Director; (3) Administrative Assistant staff; (4) Policy Directors; (5) Certification specialists; (6) Compliance Officers; and (7) Compliance Specialists.

Again, assuming the Police Training Unit gets transferred to the new independent police commission, the State would also need to create positions to support various functions for the new commission, including: (1) human resources; (2) information technology staff; (3) maintenance staff; (4) procurement staff; and (5) finance staff. The new independent police commission would also need additional resources for operating expenses such as telephones, computer equipment, materials and supplies.

In sum, the creation of an independent police training commission will require a significant investment in additional resources that are not required within the current operational structure.

Recommended Actions:

1. Concur with Governor's Allowance

Response: The Department concurs with the recommended action.