

**MARYLAND CORRECTIONAL TRAINING COMMISSION**  
**REDACTED Minutes – 204th Meeting – July 15, 2021**

**MEMBERS PRESENT**

Secretary Robert L. Green, Department of Public Safety and Correctional Services (Chair)  
Kevin Bianca, representing Melinda Grenier, President, Maryland Criminal Justice Association  
Symphar R. Charles, Chief, Learning and Career Development, Federal Bureau of Prisons  
Lieutenant Christopher Duffy, Correctional Officer of the State of Maryland  
Annie Harvey, Acting Commissioner of Corrections, Department of Public Safety and  
Correctional Services  
Lynette Holmes, Deputy Director, Department of Juvenile Services  
Zenita Hurley, Assistant Attorney General representing Brian E. Frosh, Attorney General  
Captain Daniel Lasher, Allegany County Detention Center  
Wallis Q. Norman, Deputy Secretary of Operations, Department of Juvenile Services  
Mary Ann Thompson, President, Maryland Correctional Administrators Association

**MEMBERS ABSENT**

LaMonte E. Cooke, Director of Correctional Services, Queen Anne’s County Department of  
Corrections (Vice-Chair)  
Secretary Sam Abed, Department of Juvenile Services  
Brandon Foster, representing Sheriff Troy Berry, President, Maryland Sheriff’s Association  
Wayne Hill, Deputy Secretary of Operations, Department of Public Safety and Correctional Services  
Dr. Beverly O’Bryant, representing Dr. Maria Thompson, President, Coppin State University  
Demetrius Page, Division of Parole and Probation

**STAFF PRESENT**

Albert L. Liebno, Jr., Executive Director, Police & Correctional Training Commissions  
Jennifer Beskid, Policy, Process and Grants  
Kelly Brauning, Certification Administrator  
Stephanie Cain, Compliance Administrator  
Sarah Chatfield, Media Specialist  
Gina Clay, Compliance  
Katie Johnson, Recorder  
Matthew Mellady, Assistant Attorney General  
Lewis Pindell, Media Specialist  
Jane Sachs, Director of Correctional Training

**GUESTS**

Denise Victory, Department of Juvenile Services  
Mike McLenagan, HumRRO  
Lisa Blackwell-Brown, MCGEO  
Ricky Pike, Montgomery County DOCR  
Ivonne Gutierrez, Montgomery County DOCR  
Daedra Carrio-Westby, Montgomery County DOCR  
Warden Suzy Malagari, Montgomery County DOCR

The 204th meeting of the Correctional Training Commission (CTC) was held at the Public Safety Education and Training Center, and called to order by the Chair, Secretary Robert Green, at 1:09pm. A quorum was present. Secretary Green welcomed everyone and asked those present to introduce themselves.

The agenda was as follows:

1. Approval of Minutes – June 8, 2021
2. Facility Report
3. Legal Issues
4. Old Business
5. New Business
  - (a) Correctional Officer Research
6. Request for Recertification
7. Review of Certification Status

**1. Approval of Minutes – June 8, 2021**

Secretary Green asked the members to review the minutes.

**A MOTION to approve the minutes from the June 8, 2021 meeting was made by Captain Daniel Lasher: SECONDED: Lt. Christopher Duffy. The MOTION carried.**

**2. Facility Report**

Mr. Albert Liebno, Executive Director of the MD Police & Correctional Training Commissions (MPCTC), directed members to the report, which reviewed the activities at the Center during the past quarter. He noted that activity at the Center was less than normal but ramping up. He stated that staff continue to host programs virtually, and will offer some hybrid programs this fall. Mr. Liebno added that equipment will be installed in each classroom and two meeting rooms so programs and meetings will always be ready to go virtual in case it is needed.

In regards to Certification, Mr. Liebno stated that approximately 1,300 officers are not yet in compliance for recertification. The unit is working to remedy this issue, which most typically is a failure of agencies to report personnel updates or training records.

Secretary Green thanked Mr. Liebno and his team for their efforts to keep training going during the pandemic, and praised the incredible job done by everyone in the correctional field.

**3. Legal Issues**

Assistant Attorney General Matthew Mellady stated there were no legal issues as this time.

**4. Old Business**

Mr. Liebno stated that new regulations regarding prior drug use went into effect on July 1, 2021. The Application for Certification (AFC) forms were updated accordingly. Agencies that need to report usage will need to submit an AFC via the form versus online submission.

Mr. Mike McLenagan of HumRRO then presented an update on the job task analysis. He provided a snapshot of the process, and stated the final product will be available within the next month. MPCTC staff will then work to assign objectives, and bring these to the Commission in October. Mr. Liebno said the goal is to conduct a job task analysis of all public safety fields on a 10-year cycle.

**5. New Business**

**a) Correctional Officer Research**

Ms. Jennifer Beskid presented her research on the Correctional Officer Entry Level Program Positive-Negative Affect Scale, which is a 20-statement tool that measures positive and negative affect in the correctional academy. The first measure is taken in the first three days of an academy, and the second measure within 3 days of graduation. A printout of the research was provided to members for review.

Ms. Beskid also stated that the Professional Development Grant for fiscal year 2022 is officially open for applications. Secretary Green thanked Ms. Beskid for her presentation.

Secretary Green informed the members that the Correctional Training Commission Executive Director announcement closed this week. The DPSCS Human Resources department will review the applicants and schedule interviews. He noted that the position will be full time, and that CTC members will be involved in the interview and selection process.

A member asked for a status update on the efforts to reduce the number of required objectives for the correctional entry-level academy. Mr. Liebno noted that this action will be based on the job task analysis, and that the CTC does not stipulate the length of an academy as long as all required objectives are met.

Members next discussed a review of all aspects of training, comparing the benefits of virtual versus in-person for certain practical and academic topics to validate which pandemic-induced actions should remain and which are for emergency-use only. Secretary Green tasked Mr. Liebno and MPCTC staff to schedule a workshop this fall to discuss best practices and lessons learned during the pandemic.

*Recorder's Note: Ms. Johnson read the closed session written statement into the record.*

**A MOTION was made by Capt. Daniel Lasher to adjourn to a Closed Session: SECONDED: Lt. Christopher Duffy. The MOTION carried unanimously.**

*The meeting adjourned to a Closed Session at 1:59 p.m.*

**6. Request for Recertification**

*Recorder's Note: Ms. Annie Harvey joined the meeting at 2:12 p.m.*

**A MOTION was made to not recertify: SECONDED: The members were polled and the MOTION carried.**

Secretary Green invited the parties back into the meeting and informed them of the decision.

**7. Review of Certification Status**

**A MOTION was made by Capt. Daniel Lasher to adjourn to an open session: SECONDED: Mr. Symphar Charles. The MOTION carried.**

*Recorder's Note: This concluded closed session. The meeting adjourned to an open session at 3:10 p.m.*

Secretary Green announced the outcome of the issues discussed during the closed session.

**A MOTION to adjourn was made by Lt. Christopher Duffy: SECONDED: Capt. Daniel Lasher. The MOTION carried.**

*The meeting adjourned at 3:10 p.m.*

These “minutes” are a synopsis of the Commission’s discussion and decisions and not a verbatim rendering of the proceedings.