

MARYLAND CORRECTIONAL TRAINING COMMISSION

Minutes – 192nd Meeting – July 11, 2018

MEMBERS PRESENT

Secretary Stephen T. Moyer, Chair, Department of Public Safety and Correctional Services
Secretary Sam Abed, Department of Juvenile Services
LaMonte E. Cooke, Director of Correctional Services, Queen Anne’s County Department of Corrections (Vice-Chair)
Commissioner Dayena Corcoran, Department of Public Safety and Correctional Services
Lieutenant Christopher Duffy, Correctional Officer of the State of Maryland
Ivonne Gutiérrez, President, Maryland Criminal Justice Association
Lynette Holmes, Deputy Secretary for Support Services, Department of Juvenile Services
Terry Kokolis, President, Maryland Correctional Administrators Association
Wallis Q. Norman, Executive Director of Residential Services, Department of Juvenile Services
Dr. Beverly O’Bryant, representing Dr. Maria Thompson, President, Coppin State University
J. Michael Zeigler, Deputy Secretary of Operations, Department of Public Safety and Correctional Services

MEMBERS ABSENT

Sheriff Timothy Cameron, representing Sheriff Douglas Mullendore, President, Maryland Sheriff’s Association
Patricia Schupple, Deputy Director, Howard County Department of Corrections
Symphar R. Charles, Chief, Learning and Career Development, Federal Bureau of Prisons
Stuart M. Nathan, Assistant Attorney General representing Brian E. Frosh, Attorney General

STAFF PRESENT

Albert L. Liebno, Jr., Acting Executive Director, Correctional Training Commission
Michelle Wilson, Assistant Attorney General
Lewis Pindell, Media Specialist
Jeanne Chenoweth, Recorder
Susan Strausbaugh, Leadership Development Institute
Jane Sachs, Director of Correctional Training
Jennifer Beskid, Director of Grants & Special Projects
Myrna Adejoh, Certification Administrator
Jama Acuff, Compliance Officer
Maryann Foxwell, Leadership Development Institute

GUESTS

Michael Stelmack, Executive Director, Special Programs & Services, DPSCS Office of the Secretary
Sandra Regler, DPSCS Human Resources
Tara Nelson, DPSCS Human Resources
Jonathon Scruggs, SBW Law Office
Nicole Amedori, Department of Juvenile Services
John Wisniewski, Department of Juvenile Services

The 192nd meeting of the Correctional Training Commission (CTC) was called to order by the Chair, Secretary Stephen T. Moyer, at 10:00 a.m. at the Public Safety Education and Training Center (PSETC), Sykesville, Maryland. A quorum was present.

The agenda was as follows:

1. Approval of Minutes – April 4, 2018
2. Facility Report
3. Legal Issues
4. Old Business
 - a) Update on COMAR Amendment for Comparative Compliance Training
 - b) Oral Interview Standards
 - c) Pre-Employment Psychological Assessments
5. New Business

Secretary Moyer asked all members, staff and guests to introduce themselves.

1. Approval of Minutes – April 4, 2018

A MOTION to approve the minutes from the April 4, 2018 meeting was made by Mr. LaMonte Cooke: SECONDED: Lt. Christopher Duffy. The MOTION carried.

2. Facility Report

Mr. Albert Liebno, as Deputy Director of the Police and Correctional Training Commissions, referred the members to the Facility Report in the binder which reflects the Maryland Police and Correctional Training Commissions (MPCTC) activity which had taken place since the last quarterly meeting. He stated that the Certification Unit completed three audits and five audits are still in various stages towards completion. Mr. Liebno also informed the members that eight audits are scheduled for the next quarter. Regarding annual recertification, he stated that out of 13,000 correctional officers, only 28 have lapsed, mostly due to non-officer status.

Mr. Liebno informed the members that the Leadership Development Institute held their annual Volunteer Instructor Appreciation Luncheon, thanked Maryann Foxwell for stepping up to lead the unit and also thanked the agencies that allow their staff to instruct in MPCTC programs. Mr. Liebno stated that the Hagerstown correctional training academy has moved to the Hagerstown Community College. The next class is starting shortly. He further stated that the Division of Patrol and Probation recently completed their Drinking Driving Monitor Program, which was the first one in approximately four years and that two agent classes are scheduled for this year.

Mr. Liebno informed the members that Travis Snyder is the new administrator at the Physical Training Center. He stated that Mr. Snyder brings with him a wealth of credentialing, experience and skills.

3. Legal Issues

Ms. Michelle Wilson reminded the members that at the last meeting they voted to hold two decertification hearings. She stated that one is scheduled to follow this meeting and the other is pending.

4. Old Business

a) Update on COMAR Amendment for Comparative Compliance Training

Mr. Liebno stated that unfortunately the amendments to COMAR that were approved in January addressing Comparative Compliance training were just recently published. He stated that the process now requires a 45 day publication for comment and that consideration for final approval will be at the October meeting. There were no questions for Mr. Liebno.

Recorder's Note: Dr. Beverly O'Bryant joined the meeting at 10:10 a.m.

b) Oral Interview Standards

Mr. Liebno explained that at the Commission’s request, staff researched the standards for an oral interview as required by COMAR for correctional officer certification. He stated that through the audit process, staff became aware that a number of agencies were using methods that may not meet the intent of COMAR. Mr. Liebno directed the members to the document in the binder which explains different approaches, standards and best practices for oral interviews. He stated it was up to the members to decide whether to leave the regulation as it reads or to clarify the standards for the oral interview. There was no discussion.

c) Pre-Employment Psychological Assessments

Mr. Liebno stated that this issue was brought up at the last meeting and members requested that staff conduct research regarding recommendations for pre-employment psychological assessments. He directed the members to the white paper in the binder which was prepared for the Police Training and Standards Commission, and informed them that it was up to them whether or not to move forward with establishing guidelines or not. A discussion was had as to the benefits of identifying the credentials of those administering a psychological assessment as well as the processes, procedures and content of the evaluation itself.

A MOTION was made by Mr. Terry Kokolis to develop a white paper addressing the minimum standards for a person conducting a psychological evaluation for correctional officer candidates: SECONDED: Ms. Ivonne Gutiérrez.

Secretary Sam Abed voiced his concerns regarding the purpose and validity of psychological assessments as well as the cost and need for flexibility in those administering them. A discussion regarding these concerns followed.

The MOTION carried with one abstention.

5. New Business

Deputy Secretary J. Michael Zeigler asked the members to consider re-addressing the prior substance abuse standards for certification, as it relates to prior usage of marijuana, specifically the no use for three years requirement. Secretary Sam Abed gave a recap of the sub-committee’s thoughts when the current standard was researched and developed. A discussion followed as to whether or not changing this requirement to one year was practical.

A MOTION was made by Deputy Secretary J. Michael Zeigler to have a sub-committee re-address the issue of minimum prior drug abuse standards for correctional officer certification: SECONDED: Dr. Beverly O’Bryant. The Motion carried.

It was decided that Deputy Secretary Zeigler would head the committee comprised of himself, Secretary Abed, Ms. Gutiérrez, Dr. O’Bryant and Mr. Liebno.

A MOTION to adjourn was made by Dr. Beverly O’Bryant: SECONDED: Mr. LaMonte Cooke. The MOTION carried.

The meeting adjourned at 10:33 a.m.

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