

Appendix 1: Starting Pay Scale for Baltimore Area Police Forces

Country	Starting Salary
Anne Arundel County	\$45,481 ³⁹
Baltimore City	\$48,971 ⁴⁰
Baltimore County	\$49,062 ⁴¹
Montgomery County	\$50,462 ⁴²
Prince George's County	\$51,691 ⁴³
Howard County	\$52,479 ⁴⁴

Appendix 2: Structure of Maryland Police Standards and Training Commission and Recent History

Under Maryland law, police departments—including the Baltimore Police Department—are technically state agencies for which control is shared between the state of Maryland and the county or municipality. State law has delegated the creation of police hiring standards to the Maryland Police Standards and Training Commission (MPSTC). Created in 1966, the MPSTC sets minimum standards for entry and annual training of law enforcement officers, certifies officers who have successfully completed entrance-level training, recertifies officers who have kept their training current, sets minimum standards for instructors and training academies, and certifies instructors and academies that meet those standards.⁴⁵

The MPSTC is composed of: (1) the President of the Maryland Chiefs of Police Association; (2) the President of the Maryland Sheriffs Association; (3) the Attorney General of the State; (4) the Secretary of State Police; (5) the agent in charge of the Baltimore office of the Federal Bureau of Investigation; (6) one member representing the Maryland State Lodge of Fraternal Order of Police; (7) one member representing the Maryland State’s Attorneys’ Association; (8) the Chair of the Maryland Municipal League Police Executive Association; (9) the President of Maryland Law Enforcement Officers, Inc.; (10) the Police Commissioner of Baltimore City; (11) the President of the Police Chiefs’ Association of Prince George’s County; (12) a representative from the Wor-Wic Program Advisory Committee – Criminal Justice; (13) two members of the Senate of Maryland, appointed by the President of the Senate; (14) two members of the House of Delegates, appointed by the Speaker of the House; and (15) the following individuals, appointed by the Governor with the advice and consent of the Senate: (i) three police officers, representing different geographic areas of the state; (ii) one individual with expertise in community policing; (iii) one individual with expertise in policing standards; (iv) one individual with expertise in mental health; and (v) two citizens of the state without relationships to law enforcement. These members serve for staggered terms of three years.

In 1997, the state of Maryland explicitly tasked the MPSTC with adopting “regulations that establish and enforce standards for prior substance abuse by individuals applying for certification as a police officer.”⁴⁶ The MPSTC promulgated its first regulations on prior substance abuse in July of 2000.⁴⁷ Over time, these standards have been slowly relaxed:

- July 2000: The MPSTC amends rules to remove the 20 life-use limit for marijuana so long as the last use occurred more than seven years prior to application; prohibit past cocaine use on the same terms as other drugs; and add a prohibition on recertification of officers who used controlled dangerous substances after becoming a police officer.⁴⁸
- September 2005: MPSTC increases the date of last acceptable use for marijuana to 36 months while replacing the seven-year exception with a carve-out for up to five uses since age 21; changes the lifetime maximum uses for other controlled dangerous substances from three uses each to

a combined five uses for any controlled dangerous substance (except marijuana) while limiting number of uses since becoming 21 years old to one use of any controlled dangerous substance (except marijuana); adds a requirement that law enforcement verify applicants' statements regarding past drug use with a truth verification device (e.g., a polygraph); and permits the agency head to submit petitions for special consideration regarding the past drug use of an applicant.⁴⁹

- April 19, 2017: MPSTC redefines experimental use of drugs to exclude past marijuana use, eliminating the requirement that applicants not have used marijuana more than five times since becoming 21 years old, or more than 20 times in their lives.⁵⁰

The effect of the most recent amendment is that past marijuana use is only a bar to becoming a police officer if the applicant has used marijuana within the past 36 months.

Appendix 3: State-by-State Survey of Marijuana Hiring Standards

State	Statewide Marijuana Hiring Standards?	Last Acceptable Use (months)	Notes
Alabama	No	N/A	
Alaska	Yes	12	Use excused if applicant less than 21 at time of use; Applicant may not have ever cultivated or sold marijuana.
Arizona	Yes	36	Use must have been "experimentation," which means less than 20 total uses or five uses since age of 21; Applicant may not have ever cultivated or sold marijuana.
Arkansas	No	N/A	
California	No	N/A	
Colorado	No	N/A	
Connecticut	No	N/A	
Delaware	No	N/A	
Florida	No	N/A	
Georgia	Yes	N/A	Use must have been "experimentation," which means less than 20 total uses or five uses since age of 21; Applicant may not have ever cultivated or sold marijuana.
Hawaii	No	N/A	
Idaho	Yes	12	Use within last 12 months must have been "experimentation"; Regular use barred for 36 months; Applicant must not have been employed as a peace officer at time of use; Applicant may not have ever cultivated or sold marijuana; Applicant must not have been employed as a peace officer at time of use.
Illinois	No	N/A	
Indiana	No	N/A	
Iowa	No	N/A	
Kansas	No	N/A	

State	Statewide Marijuana Hiring Standards?	Last Acceptable Use (months)	Notes
Kentucky	No	N/A	
Louisiana	No	N/A	
Maine	No	N/A	Technically any activity prohibited as a Class A, B, or C crime (i.e., a felony) is disqualifying. Possession/ use of drugs alone is usually only a misdemeanor, but sufficient quantity or other aggravating factors (e.g., intent to distribute) can elevate the offense to felony status.
Maryland (current)	Yes	36	Applicant may not have ever cultivated or sold marijuana.
Maryland (prior to 2017)	Yes	36	Use must have been experimental; not experimental if used 20 or more times or at least 5 times since 21.
Massachusetts	No	N/A	
Michigan	No	N/A	
Minnesota	No	N/A	
Mississippi	No	N/A	
Montana	No	N/A	
Nebraska	Yes	24	May not have sold any drug at any time or used any drug while employed as an officer.
Nevada	No	N/A	
New Hampshire	Yes	12	Manufacture/sale a disqualifier unless upon review it is determined that applicant was a minor at the time or else did not intend to profit and balance of facts supports good moral character
New Jersey	No	N/A	
New Mexico	No	N/A	
New York	No	N/A	

State	Statewide Marijuana Hiring Standards?	Last Acceptable Use (months)	Notes
North Dakota	No	N/A	
Ohio	No	N/A	
Oklahoma	No	N/A	
Oregon	No	N/A	
Pennsylvania	No	N/A	
Rhode Island	No	N/A	
South Carolina	No	N/A	
South Dakota	Yes	12	
Tennessee	No	N/A	
Texas	No	N/A	
Utah	No	N/A	Utah has issued guidelines that would bar a police officer for “involvement” in drug crimes, but has explicitly made these guidelines discretionary, and has not identified a specific last acceptable use for marijuana.
Vermont	Yes	12	
Virginia	No	N/A	
Washington	No	N/A	
West Virginia	No	N/A	
Wisconsin	No	N/A	
Wyoming	No	N/A	

Appendix 4: City-by-City Survey of Marijuana Hiring Standards

City	State	Citywide Marijuana Hiring standard?	Marijuana Standard (months)
Albuquerque	New Mexico	Yes	36
Birmingham	Alabama	No	N/A
Boise	Idaho	Yes	36
Boston	Massachusetts	No	N/A
Cheyenne	Wyoming	Yes	24
Chicago	Illinois	No	N/A
Cincinnati	Ohio	No	N/A
Columbus	Ohio	Yes	12
Denver	Colorado	Yes	N/A
Des Moines	Iowa	Yes	24
Detroit	Michigan	No	N/A
Dover	Delaware	Yes	12
Hartford	Connecticut	Yes	12
Honolulu	Hawaii	No	N/A
Indianapolis	Indiana	No	N/A
Jackson	Mississippi	No	N/A
Jefferson	Missouri	No	N/A
Kansas City	Kansas	No	N/A
Las Vegas	Nevada		
Little Rock	Arkansas	Yes	36
Los Angeles	California	No	N/A
Louisville	Kentucky	Yes	36

City	State	Citywide Marijuana Hiring standard?	Marijuana Standard (months)
Miami	Florida	No	N/A
Minneapolis	Minnesota	No	N/A
New Haven	Connecticut	No	N/A
New Orleans	Louisiana	Yes	24
New York	New York	No	N/A
Newark	New Jersey	No	N/A
Philadelphia	Pennsylvania	Police Department requested that information be kept private	Police Department requested that information be kept confidential
Portland	Maine	Yes	N/A
San Jose	California	Yes	36
Santa Fe	New Mexico	No	N/A
Seattle	Washington	Yes	12
St. Louis	Missouri	Yes	N/A
Virginia Beach	Virginia	Yes	12
Wilmington	Delaware	No	N/A

References

39. "FY2017 Pay Schedule," 2016, Anne Arundel Police Department, <http://www.aacounty.org/departments/personnel/forms-and-publications/CCPlan/Resources/FY17/Police%20Scales.pdf>.
40. "Sworn Careers," 2017, Baltimore City Police Department, <https://www.baltimorepolice.org/careers/sworn-careers>.
41. "Learn about the Job," 2017, Baltimore County Police Department, <https://www.baltimorecountymd.gov/Agencies/police/careers/about.html>.
42. "Careers – Montgomery County Police Officer," 2017, Montgomery County Police Department, https://www.montgomerycountymd.gov/POL/career/police_officer/po_req_benefits.html.
43. "Compensation and Benefits Package," 2017, Prince Georges County Police Department, <http://www.princegeorgescountymd.gov/DocumentCenter/View/10879>.
44. "Police Salary Schedule," 2016, Howard County police Department, https://www.howardcountymd.gov/LinkClick.aspx?fileticket=b_mJA8EKkic%3d&portalid=0.
45. Md. Code., Art. 41, Section 4-201 (establishing the MPSTC); Md. Code, Public Safety § 3-207 (power and duties of the MPSTC).
46. Md. Code, Public Safety § 3-208.
47. 27:10 Md. R. 966, 967.
48. 30:1 Md. R. 25.
49. 32:18 Md. R. 1520.
50. Maryland Police Training and Standards Commission, "3rd Police Training and Standards Commission Meeting," Public Safety Education & Training Center, http://mdle.net/pdf/Agenda_PTC_April_2017.pdf.