



**DEPARTMENT OF PUBLIC SAFETY AND
CORRECTIONAL SERVICES**

DDMP Monitor Classification Report

November 15, 2021

Governor Larry J. Hogan
Lt. Governor Boyd K. Rutherford
Secretary Robert L. Green

INTRODUCTION

The Budget Committees requested the Department of Public Safety and Correctional Services (DPSCS) submit a DDMP Monitor Classification Report. Language found on page 152 of the 2021 Joint Chairmen's Report states:

, provided that \$100,000 of this appropriation may not be expended until the Division of Parole and Probation (DPP) in collaboration with the Department of Budget and Management (DBM) submits a report on Drinking Driver Monitor Program (DDMP) monitor classifications. It is the intent of the General Assembly that a new grade 13 Monitor III classification be created for DDMP monitors to mirror the career opportunities of DPP parole and probation agents. In the report, DPP and DBM shall identify a plan to create a new Monitor III classification, including the current number of Monitor II positions that could be promoted and the amount of funds necessary to support these changes.

DRINKING DRIVER MONITOR PROGRAM AND CLASSIFICATIONS

The Division of Parole and Probation (DDP) administers two distinct supervision/monitoring entities - Criminal Supervision and the Drinking Driver Monitor Program (DDMP). DDMP was created in 1984 to ensure abstinence and treatment of offenders convicted of driving under the influence (DUI) and driving while impaired (DWI) in order to enhance road safety. While initially operated by the Motor Vehicle Administration (MVA) and the Maryland Department of Health, DPP began managing DDMP in 1986.

The program provides an effective way to deal with the problems associated with offenders who operate motor vehicles while either intoxicated or while their abilities are impaired by alcohol. It is designed to maximize monitoring and reporting to gain compliance with court-ordered treatment or education. Offenders are referred to DDMP by the courts (96 percent), or by MVA's Medical Advisory Board.

The program also monitors offender attendance at community treatment programs as well as compliance with the terms of probation. Drinking Driver Monitors are responsible for monitoring offenders, conducting breathalyzer tests of offenders, interacting with other criminal justice agencies in the community, confirming participant attendance at treatment or self-help meetings, verifying employment, collecting supervision fees and restitution, and enforcing any other court-ordered conditions of probation. If the participant is a problem drinker, monitors identify relapse factors and proactively recommend and coordinate intervention strategies aimed at relapse prevention.

In addition, DDMP Monitors supply the courts and MVA with information essential to making a determination to initiate:

- Violation of probation court proceedings or administrative hearings;
- Modification of special conditions of supervision; and

- Participant entry into inpatient treatment based on information from treatment providers and observation and documentation by the Monitor.

CURRENT CLASSIFICATION AND PROMOTIONAL STRUCTURE

Currently, there are two DDMP classifications, (1) DDMP Monitor I and (2) DDMP Monitor II. The DDMP Monitor I position is a grade 11 with a salary scale of \$34,858 - \$54,732. The DDMP Monitor II position is a grade 12 with a salary scale of \$37,039 - \$58,359.

Promotion from a DDMP Monitor I to a DDMP Monitor II is a non-competitive process. DDMP Monitor I employees are eligible for promotion to DDMP Monitor II positions after one year in the Monitor I classification and upon demonstrating the ability to work independently as a Monitor I during this year. Specifically, a Non-Competitive Request for promotion is submitted by the Monitor's supervisor, through the chain of command, up to the DPP Director for approval, upon approval the request is then submitted to DPSCS Human Resources Services Division (HRSD).

Currently, there are 76 DDMP Monitor positions:

17 DDMP Monitor I; and
| 59 DDMP -Monitor II classifications.

ANALYSIS OF VACANCIES

A review of vacancies as of October 21, 2021, indicated that 61% of separations were from employees who had been long-term employees who had been in the position for 15 or more years. A small group, 22%, of employees resigned who had been in the position for less than one year (not enough time to be promoted to DDMP II), and the remaining 17% resigned within 1.5 - 2.5 years of service (held the position of DDMP II for a short amount of time). The length of service of most former employees supports the current classification structure.

RETENTION STRATEGY

While employees have expressed their belief that the position's duties have changed to more closely align with those of Parole and Probation Agents, the Department does not believe that a new DDMP III level is warranted based on the longevity data presented by the vacancy analysis. However, the Department will work closely with the Department of Budget and Management (DBM) to ensure that the current classification levels of grade 11 and 12 accurately reflect the value the current duties of these positions.

The Division of Parole and Probation recognizes that the DDMP program is an important staple of supervision in the state of Maryland by holding DUI/DWI offenders accountable and ensuring public safety on our highways. As a result, DPP will

continue to closely monitor vacancies in this division and continue to work with DBM to address any issues as they may arise.