

shall state the time and place of the hearing and the issues involved. An official record, including testimony and exhibits, shall be kept of the hearing.

(b) The hearing shall be conducted by [the] A hearing board [of the law-enforcement agency by which the law-enforcement officer is employed]. Both the law-enforcement agency and the law-enforcement officer shall be given ample opportunity to present evidence and argument with respect to the issues involved. Both may be represented by counsel.

(c) Evidence which possesses probative value commonly accepted by reasonable and prudent men in the conduct of their affairs shall be admissible and shall be given probative effect. The hearing board conducting the hearing shall give effect to the rules of privilege recognized by law, and [may] SHALL exclude incompetent, irrelevant, immaterial, and unduly repetitious evidence. All records and documents which any party desires to use shall be offered and made a part of the record. Documentary evidence may be received in the form of copies or excerpts, or by incorporation by reference.

(d) Every party has the right of cross-examination of the witnesses who testify, and may submit rebuttal evidence.

(e) The hearing board conducting the hearing may take notice of judicially cognizable facts and, in addition, may take notice of general, technical, or scientific facts within its specialized knowledge. Parties shall be notified [beforehand] EITHER BEFORE OR DURING THE HEARING, OR BY REFERENCE IN PRELIMINARY REPORTS OR OTHERWISE, of the material so noticed, AND THEY SHALL BE AFFORDED AN OPPORTUNITY AND REASONABLE TIME TO CONTEST THE FACTS SO NOTICED. A HEARING BOARD MAY UTILIZE ITS EXPERIENCE, TECHNICAL COMPETENCE, AND SPECIALIZED KNOWLEDGE IN THE EVALUATION OF THE EVIDENCE PRESENTED.

(f) With respect to the subject of any [investigation or] hearing conducted pursuant to this subtitle, the chief OR THE OFFICER DESIGNATED BY THE CHIEF SHALL [may] administer oaths or affirmations and examine any individual under oath.

(g) Witness fees and mileage, if claimed, shall be allowed the same as for testimony in a circuit court. Witness fees, mileage, and the actual expenses necessarily incurred in securing attendance of witnesses and their testimony shall be itemized, and shall be paid by the law-enforcement agency.

(H) (1) THE CHIEF, OR HEARING BOARD, AS THE CASE MAY BE, SHALL IN CONNECTION WITH ANY DISCIPLINARY HEARING, HAVE THE POWER TO ADMINISTER OATHS AND TO ISSUE