



**State Law Enforcement
Officers Labor Alliance**
542 Ritchie Highway
Severna Park, Maryland 21146



February 12, 2025

The Honorable William C. Smith, Jr.
Chair, Judicial Proceedings Committee
2 East Miller Senate Office Building
11 Bladen Street
Annapolis, Maryland 21401

**Re: SB 625 – Public Safety – Police Accountability – Investigation Records Relating to
Unfounded and Exonerated Complaints – SUPPORT**

Dear Chair Smith:

The State Law Enforcement Labor Alliance (SLEOLA) is the exclusive representative for 1,757 active state law enforcement officers, including the following agencies:

- Maryland State Police
- Maryland Natural Resources Police
- Field Enforcement Bureau
- Maryland State Fire Marshall
- Maryland Capitol Police
- Department of Health Police
- Maryland Vehicle Administration Police
- Department of Public Safety and Correctional Services Intelligence and Investigative Division
- Warrant Apprehension Unit of the Division of Parole and Probation in the Department of Public Safety and Correctional Services

SLEOLA is writing in support of SB 625, which would require the removal of investigation records related to complaints of misconduct from a law enforcement officer's personnel file three years after an Administrative Charging Committee (ACC) or Trail Board has issued a finding that the complaint is unfounded or the officer is exonerated.

SLEOLA believes that it is imperative to maintain a procedure that holds both accountability and fairness in how law enforcement officers who serve and protect our communities are treated. Law enforcement officers, throughout their careers, should be held to the highest standards but should not be unjustly hindered by complaints that have been thoroughly investigated and deemed to have no merit.

SB 625 will ensure that law enforcement officers who have been exonerated or cleared of misconduct allegations maintain a protection on their reputation and professional future. It would

ensure that the record of an allegation, where the officer is found to not be at fault, will not continue to impact their career indefinitely. The proposed three-year time frame provides a reasonable balance between ensuring a thorough investigation and allowing for the restoration of an officer's good standing after a complaint is deemed unfounded or the officer is exonerated.

SB 625 will also help to restore public trust in police accountability and the disciplinary process. It will ensure that an officer's record reflects only relevant and substantiated complaints. This would allow for the public to have more confidence that officers are being held accountable for legitimate and substantiated complaints and findings. While doing this it upholds that officers are still afforded their right to fair treatment and due process; fostering morale and assisting with recruitment and retention of law enforcement officers, which is so needed.

For these reasons, the State Law Enforcement Labor Alliance would like to thank the sponsor of this bill and ask the Committee for a favorable report for this important legislation.

Sincerely,

Brian Gill
President

cc: Members, Senate Judicial Proceedings Committee