

SB 654/HB 1020: State Police Retirement System - Mandatory Retirement Age -
Alteration: Please vote to **OPPOSE** this bill.

Dear Budget & Taxation Committee and Appropriations Committee:

I am writing to express concerns about **SB 654/HB 1020**.

I fully support the goals of this legislation: retaining experienced Maryland State Police officers longer to preserve institutional knowledge, maintain high levels of expertise, and help address ongoing staffing and recruitment challenges. **The value of seasoned troopers—who bring years of training, situational judgment, and proven performance—cannot be overstated, especially in a time when the agency faces shortages and complex public safety demands.** Public safety must remain the highest priority.

Instead of raising the mandatory retirement age, **I believe Maryland should explore targeted, voluntary incentives**—such as enhanced retention bonuses, flexible reassignments to less physically demanding roles for willing older officers, or expanded lateral transfer and recruitment efforts—**to keep experienced personnel engaged longer without lowering the safety threshold for active-duty troopers.**

I urge you to **vote against SB 654/HB 1020** in its current form and work toward alternative solutions that achieve the goal of retaining talent while preserving the rigorous physical standards required of Maryland State Police officers.

Thank you for your time and thoughtful consideration of my concerns regarding this important public safety and law enforcement issue.

Sincerely,

Trudy Tibbals