



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



March 5, 2026

The Honorable Guy Guzzone
Chair, Budget and Taxation Committee
3 West Miller Senate Office Building
11 Bladen Street
Annapolis, Maryland 21401

**Re: SB 654 – State Police Retirement System – Mandatory Retirement Age – Alteration
Oppose**

Dear Chair Guzzone:

The State Law Enforcement Labor Alliance (SLEOLA) is the exclusive representative for 1,757 active state law enforcement officers including the Maryland State Police. We are writing in opposition to Senate Bill 654.

SLEOLA surveyed its membership regarding an increase in the mandatory retirement age requirement, and the majority of our members expressed opposition to raising the mandatory age to 62. The current mandatory retirement age of 60 facilitates opportunities for younger applicants to join the Department, thereby introducing fresh perspectives, energy, and greater adaptability to new technologies and evolving policing strategies. The Department must continuously adapt to address shifts in societal expectations, public concerns, crime trends, and technology. A younger workforce ensures that the Department remains dynamic and responsive to these challenges. Furthermore, a consistently renewed workforce promotes diversity and inclusivity, as younger applicants often reflect contemporary social and cultural trends. The younger segment of the workforce also continues to contribute to the retirement system, as troopers cease paying into the system after 28 years of service.

States in our region have similar mandatory retirement ages for their state police: Delaware and New Jersey set their mandatory retirement age at 55; New York State Police and Pennsylvania have a retirement age of 60. The federal government has a lower mandatory retirement age than Maryland State Police: federal law enforcement officers must retire at 57 years of age or as soon as they complete 20 years of service. Individual federal law enforcement officers can receive exemptions from the mandatory retirement age up to age 60 if the President issues an executive order. Federal Capitol Police officers also have a mandatory retirement age of 57.

For these reasons, SLEOLA urges the Committee to give SB 654 an unfavorable report.

Sincerely,

Brian Gill
President

cc: Members, Senate Budget and Taxation Committee