

Maryland State Police Position Paper - SB0074.pdf

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State of Maryland
Department of State Police
Government Affairs Unit
Annapolis Office (410) 260-6100

POSITION ON PROPOSED LEGISLATION

Additionally, this policy change cannot be accomplished through executive action or regulation. The requirement to reduce an employee's pay is explicitly set forth in statute, and legislative action is the only mechanism available to address this issue.

This legislation has no operational impact on MSP or OSFM. Instead, it removes a statutory barrier that currently conflicts with modern workforce practices and undermines morale, recruitment, and retention among sworn personnel.

For these reasons, the Maryland Department of State Police and the Office of the State Fire Marshal urge the Committee to give Senate Bill 74 a favorable report.

SB 74 JPR 01-21-2026 - SLEOLA - FAV.pdf

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



January 19, 2026

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

**Re: SB 74 – Public Safety – Police Safety – Police Employees and Deputy State Fire Marshals –
Repeal of Pay Rate Restriction on Promotion – 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 supports this proposal, which repeals the requirement that a police employee or deputy State fire marshal in the Department of State Police (DSP), on promotion, be entitled only to the pay specified for the new rank in the next lower step than the police employee or deputy State fire marshal occupied before promotion is higher than that held by a police employee or deputy State fire marshal who is already in the rank and has equal or higher service time.

As a result, a police employee or deputy State fire marshal is entitled to the pay specified for the new rank in the same step that the police employee or deputy State fire marshal occupied before promotion without exception.

In recent years, due to the difficulties with recruitment, DSP started providing additional pay steps for prior experience as a recruitment tool for new hires. The current law nullifies DSP's recruitment efforts by penalizing these employees upon promotion.

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

Sincerely,

Dave Lewis
Vice President

cc: Members, Senate Judicial Proceedings Committee