

**Department of Legislative Services**  
Maryland General Assembly  
2019 Session

**FISCAL AND POLICY NOTE**  
**Enrolled - Revised**

Senate Bill 499

(Senator Hayes)

Judicial Proceedings

Judiciary

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**Baltimore City – Baltimore Police Department – Percentage of Civilian  
Employees**

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This bill requires, beginning January 1, 2022, that the composition of the Baltimore Police Department (BPD) include not less than 20% civilian employees. By January 1, 2022, and every six months thereafter, BPD must provide a report to the Mayor and City Council of Baltimore and members of the Baltimore City Delegation to the General Assembly on the number of civilian employees and police officers employed by the department.

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**Fiscal Summary**

**State Effect:** None.

**Local Effect:** Staffing costs for BPD may be affected by the bill's provisions regarding the composition of the department; however, any impact on staffing costs cannot be estimated at this time. BPD can handle the bill's reporting requirements with existing resources. Local revenues are not affected.

**Small Business Effect:** None.

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**Analysis**

**Current Law/Background:** Although BPD is a State agency, the State does not control the appointment or removal of the police commissioner and is not responsible for providing funding for the operations of the police department. However, the State retains the ability to amend the law relating to the department in order to implement policy changes.

Baltimore City completed a draft [Baltimore Police Department Staffing Study](#) in August 2018. According to the study, only 13.6% of BPD's staff are civilians, lower than many agencies across the country. Removing the crime laboratory staff (which is primarily civilian) to compare with like agencies (those without laboratory responsibilities), BPD's civilian rate falls to approximately 10%. The study found that BPD should prioritize conducting a formal, comprehensive civilianization study that reviews the business processes and detailed tasks required of each sworn officer in the department. In addition, the study found that BPD should prioritize creating civilian positions in the department to complete tasks that do not require arrest powers.

Baltimore City advises that the employee makeup of the department is constantly changing; however, BPD currently employs 2,984 individuals. The composition of its current staff is approximately 17% (516) civilian employees and approximately 83% (2,468) police personnel.

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### **Additional Information**

**Prior Introductions:** None.

**Cross File:** None.

**Information Source(s):** Baltimore City; Department of Legislative Services

**Fiscal Note History:** First Reader - February 18, 2019  
sb/lgc Third Reader - March 8, 2019  
Enrolled - May 1, 2019  
Revised - Amendment(s) - May 1, 2019

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