

# SENATE BILL 470

P1, E4

4lr4592  
CF 4lr4593

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By: **The President (By Request – Administration) and Senators Augustine, Beidle, Brooks, Carozza, Charles, Elfreth, Ferguson, Gile, Hester, Hettleman, James, Lam, McKay, Rosapepe, Salling, Waldstreicher, M. Washington, and West**

Introduced and read first time: January 22, 2024

Assigned to: Judicial Proceedings

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## A BILL ENTITLED

1 AN ACT concerning

2 **Growing Apprenticeships and the Public Safety Workforce (GAPS) Act**

3 FOR the purpose of altering the Law Enforcement Cadet Apprenticeship Program in the  
4 Maryland Department of Labor to be the Public Safety Apprenticeship Program;  
5 expanding the purpose and scope of the Program to promote careers with certain  
6 public safety agencies; increasing the maximum amount of a grant that may be  
7 awarded; requiring the Maryland Police Training and Standards Commission to  
8 develop certain mental health wellness policies to be implemented in certain law  
9 enforcement agencies; establishing the Workgroup on Growing Engagement in the  
10 Law Enforcement Workforce to study and make recommendations on increasing law  
11 enforcement employment in the State; and generally relating to the Public Safety  
12 Apprenticeship Program, the duties of the Maryland Police Training and Standards  
13 Commission, and the Workgroup on Growing Engagement in the Law Enforcement  
14 Workforce.

15 BY repealing and reenacting, with amendments,  
16 Article – Labor and Employment  
17 Section 11–603  
18 Annotated Code of Maryland  
19 (2016 Replacement Volume and 2023 Supplement)

20 BY repealing and reenacting, without amendments,  
21 Article – Public Safety  
22 Section 3–201(a), (b), and (d)  
23 Annotated Code of Maryland  
24 (2022 Replacement Volume and 2023 Supplement)

25 BY adding to

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 Article – Public Safety  
2 Section 3–207(m)  
3 Annotated Code of Maryland  
4 (2022 Replacement Volume and 2023 Supplement)

5 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
6 That the Laws of Maryland read as follows:

7 **Article – Labor and Employment**

8 11–603.

9 (a) (1) In this section the following words have the meanings indicated.

10 [(2) “Cadet Program” means the Law Enforcement Cadet Apprenticeship  
11 Program.]

12 [(3)] (2) “Law enforcement agency” means the police department of a  
13 county, municipal corporation, [or] university in the State, **OR STATE AGENCY.**

14 (3) **“PROGRAM” MEANS THE PUBLIC SAFETY APPRENTICESHIP  
15 PROGRAM.**

16 (4) **“PUBLIC SAFETY AGENCY” INCLUDES:**

17 (I) **A CORRECTIONAL UNIT, AS DEFINED IN § 2–401 OF THE  
18 CORRECTIONAL SERVICES ARTICLE;**

19 (II) **A LAW ENFORCEMENT AGENCY; AND**

20 (III) **A PUBLIC SAFETY AGENCY, AS DEFINED IN § 1–301 OF THE  
21 PUBLIC SAFETY ARTICLE.**

22 (b) There is a [Law Enforcement Cadet] **PUBLIC SAFETY** Apprenticeship  
23 Program in the Department.

24 (c) The purposes of the [Cadet] Program are to:

25 (1) provide young individuals opportunities to begin a career [in law  
26 enforcement] **WITH A PUBLIC SAFETY AGENCY;**

27 (2) foster positive relationships between the public, particularly young  
28 individuals, and [law enforcement] **PUBLIC SAFETY** agencies;

29 (3) develop a cohort of individuals qualified to join a [law enforcement]

1 PUBLIC SAFETY agency;

2 (4) encourage [law enforcement] PUBLIC SAFETY agencies to hire  
3 apprentices; and

4 (5) help [law enforcement] PUBLIC SAFETY agencies offset additional  
5 costs, if any, associated with hiring apprentices.

6 (d) (1) The Department shall:

7 (i) administer the [Cadet] Program; and

8 (ii) award grants under the [Cadet] Program on a competitive basis  
9 to [law enforcement] PUBLIC SAFETY agencies that meet the requirements under  
10 paragraph (2) of this subsection.

11 (2) A [law enforcement] PUBLIC SAFETY agency is eligible to receive a  
12 grant if the [law enforcement] PUBLIC SAFETY agency employs at least one apprentice  
13 who:

14 (i) has been employed by the agency for at least 7 months; AND

15 (ii) is enrolled in the first year of an apprenticeship program  
16 registered with the Maryland Apprenticeship and Training Council under § 11-405(b) of  
17 this title; and

18 (iii) lives in a zip code in which at least 10% of the population is below  
19 the poverty level as established by the U.S. Department of Commerce, Bureau of the  
20 Census, in the most recently released data].

21 (e) [(1) Except as provided in paragraph (2) of this subsection, the] THE  
22 amount of a grant awarded under the [Cadet] Program:

23 [(i)] (1) shall be based on the number of apprentices who meet the  
24 description in subsection [(d)(2)(i) through (iii)] (D)(2) of this section who are employed by  
25 the eligible [law enforcement] PUBLIC SAFETY agency; and

26 [(ii)] (2) may not exceed [\$2,000] \$5,000 for each apprentice who  
27 meets the description in subsection [(d)(2)(i) through (iii)] (D)(2) of this section who is  
28 employed by the eligible law enforcement agency.

29 [(2) The amount of a grant awarded to an eligible university law  
30 enforcement agency may not exceed \$1,000 for each apprentice who meets the description  
31 in subsection (d)(2)(i) through (iii) of this section who is employed by the eligible university  
32 law enforcement agency.]

1 (f) For fiscal year 2021 and each fiscal year thereafter, the Governor shall include  
2 in the State budget an appropriation of at least \$750,000 for the [Cadet] Program to:

3 (1) provide grants to eligible [law enforcement] **PUBLIC SAFETY** agencies;  
4 and

5 (2) cover the administrative costs of operating the [Cadet] Program.

6 (g) The Department shall adopt regulations necessary to carry out this section,  
7 including regulations to:

8 (1) develop requirements for grant applications;

9 (2) develop a process for reviewing grant applications and awarding grants  
10 to eligible [law enforcement] **PUBLIC SAFETY** agencies; and

11 (3) determine the maximum amount that an eligible [law enforcement]  
12 **PUBLIC SAFETY** agency may be awarded under the [Cadet] Program each fiscal year.

### 13 **Article – Public Safety**

14 3–201.

15 (a) In this subtitle the following words have the meanings indicated.

16 (b) “Commission” means the Maryland Police Training and Standards  
17 Commission.

18 (d) (1) “Law enforcement agency” means a governmental police force, sheriff’s  
19 office, or security force or law enforcement organization of the State, a county, or a  
20 municipal corporation that by statute, ordinance, or common law is authorized to enforce  
21 the general criminal laws of the State.

22 (2) “Law enforcement agency” does not include members of the Maryland  
23 National Guard who:

24 (i) are under the control and jurisdiction of the Military  
25 Department;

26 (ii) are assigned to the military property designated as the Martin  
27 State Airport; and

28 (iii) are charged with exercising police powers in and for the Martin  
29 State Airport.

1 3-207.

2 (M) (1) THE COMMISSION SHALL DEVELOP MENTAL HEALTH WELLNESS  
3 POLICIES TO BE IMPLEMENTED IN LAW ENFORCEMENT AGENCIES IN THE STATE BY:

4 (I) DETERMINING WAYS TO PROMOTE SAFETY AND WELLNESS  
5 AT EVERY LEVEL OF A LAW ENFORCEMENT AGENCY;

6 (II) INCORPORATING INTO TRAININGS STRESS MANAGEMENT  
7 TECHNIQUES DESIGNED BY LAW ENFORCEMENT OFFICERS;

8 (III) ESTABLISHING PEER SUPPORT PROGRAMS;

9 (IV) OFFERING PSYCHOLOGICAL PROGRAMMING TO HELP  
10 OFFICERS MANAGE STRESS; AND

11 (V) UTILIZING MEASURING TOOLS TO TRACK EFFECTIVENESS.

12 (2) ON OR BEFORE JANUARY 1, 2025, AND EACH JANUARY 1  
13 THEREAFTER, THE COMMISSION SHALL REPORT TO THE GOVERNOR AND, IN  
14 ACCORDANCE WITH § 2-1257 OF THE STATE GOVERNMENT ARTICLE, THE GENERAL  
15 ASSEMBLY ON THE STATUS OF THE DEVELOPMENT AND IMPLEMENTATION OF THE  
16 POLICIES DESCRIBED UNDER PARAGRAPH (1) OF THIS SUBSECTION AND THE  
17 EFFECTS OF THE POLICIES.

18 SECTION 2. AND BE IT FURTHER ENACTED, That:

19 (a) There is a Workgroup on Growing Engagement in the Law Enforcement  
20 Workforce.

21 (b) The Workgroup consists of the following members:

22 (1) the Secretary of Public Safety and Correctional Services, or the  
23 Secretary's designee;

24 (2) the Secretary of Higher Education, or the Secretary's designee;

25 (3) the Executive Director of the Maryland Association of Counties, or the  
26 Executive Director's designee;

27 (4) the Chief Executive Officer of the Maryland Municipal League, or the  
28 Chief Executive Officer's designee;

29 (5) the Executive Director of the Maryland Association of Community  
30 Colleges, or the Executive Director's designee;

1 (6) the State Superintendent of Schools, or the Superintendent's designee;

2 (7) the Secretary of Labor, or the Secretary's designee;

3 (8) the Secretary of State Police, or the Secretary's designee;

4 (9) the President of the Maryland Chiefs of Police Association, or the  
5 President's designee;

6 (10) the President of the Maryland Sheriffs' Association, or the President's  
7 designee; and

8 (11) the President of the Maryland Fraternal Order of Police, or the  
9 President's designee.

10 (c) The Governor shall designate the Chair of the Workgroup.

11 (d) The Maryland Police Training and Standards Commission shall staff the  
12 Workgroup.

13 (e) A member of the Workgroup or any subgroup established under subsection (g)  
14 of this section:

15 (1) may not receive compensation as a member of the Workgroup or  
16 subgroup; but

17 (2) is entitled to reimbursement for expenses under the Standard State  
18 Travel Regulations, as provided in the State budget.

19 (f) The Workgroup shall:

20 (1) identify and study the shortage of employees in the law enforcement  
21 fields;

22 (2) determine ways to advertise and promote law enforcement employment  
23 opportunities across the State; and

24 (3) make recommendations on incentives or other methods to increase the  
25 number of employees in the law enforcement workforce.

26 (g) (1) The Workgroup may establish a subgroup within the Workgroup to  
27 assist the Workgroup in carrying out its duties, including by conducting research and  
28 producing reports.

29 (2) A subgroup established under paragraph (1) of this subsection may  
30 include an individual who is not a member of the Workgroup.

1 (h) On or before January 1, 2025, the Workgroup shall report its findings and  
2 recommendations to the Governor and, in accordance with § 2-1257 of the State  
3 Government Article, the General Assembly.

4 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect June  
5 1, 2024. Section 2 of this Act shall remain effective for a period of 1 year and 1 month and,  
6 at the end of June 30, 2025, Section 2 of this Act, with no further action required by the  
7 General Assembly, shall be abrogated and of no further force and effect.