



# Maryland Chiefs of Police Association

## Maryland Sheriffs' Association



### MEMORANDUM

**TO:** The Honorable Luke Clippinger, Chairman and  
Members of the Judiciary Committee

**FROM:** Chief David Morris, Co-Chair, MCPA, Joint Legislative Committee  
Sheriff Darren Popkin, Co-Chair, MSA, Joint Legislative Committee  
Andrea Mansfield, Representative, MCPA-MSA Joint Legislative Committee

**DATE:** February 9, 2021

**RE:** **HB 151 Law Enforcement Officers' Bill of Rights - Repeal**

**POSITION:** OPPOSE

The Maryland Chiefs of Police Association (MCPA) and the Maryland Sheriffs' Association (MSA) OPPOSE HB 151. This bill repeals the Law Enforcement Officers' Bill of Rights (LEOBR).

LEOBR was enacted in 1974 to guarantee police officers specified procedural safeguards in any investigation that could lead to disciplinary action. It extends to police officers of specified State and local agencies and provides for uniform protections to officers in the disciplinary process. The LEOBR governs the conduct of internal investigations of complaints that may lead to a recommendation of disciplinary action against a police officer; and details procedures that must be followed once an investigation results in a recommendation that an officer be disciplined.

MCPA and MSA feel strongly that there needs to be a statewide uniform complaint and investigative process. Without that, law enforcement officers will be subject to a jurisdiction's general personnel rules resulting in disparate policies governing the actions of officers. Given the nature of the work, uniform processes are necessary to hold officers across the State accountable to the highest degree.

HB 151 repeals LEOBR and does not provide for a uniform process to take its place. Without a standardized process, the MCPA and MSA believe this will result in a lack of accountability and disparate inconsistencies in the application of the disciplinary process. This will only serve to undermine trust and transparency within the larger community when disciplinary process is applied differently from one jurisdiction to the next.

For these reasons MCPA and MSA OPPOSE HB 151 and urge an UNFAVORABLE report.