



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 12, 2021

RE: **HB 687 Law Enforcement Officers' Bill of Rights – Uniform Disciplinary Procedures**

POSITION: **SUPPORT**

The Maryland Chiefs of Police Association (MCPA) and the Maryland Sheriffs' Association (MSA) **SUPPORT HB 687**. This bill prohibits a collective bargaining agreement from being inconsistent with the provisions of the Law Enforcement Officers' Bill of Rights (LEOBR) and repeals the provisions providing for an alternative hearing board.

MCPA and MSA feel strongly that there needs to be a statewide uniform complaint and investigative process. The provisions identified in HB 687 have allowed certain aspects of LEOBR to be negotiated, therefore undermining the intent of LEOBR to standardize a disciplinary process across the State.

MCPA and MSA have long advocated to remove from the statute the ability to negotiate the Chief's final authority to impose discipline and the authority to create alternative hearing boards if collectively bargained. These changes provide greater authority to the Chief or Sheriff and the ability to hold officers accountable for their actions. It is more efficient and stream-lined than the current process and, as a result, will be more effective.

For these reasons, MCPA and MSA **SUPPORT HB 687** and urge a **FAVORABLE** report.