

# **MCPA-MSA\_SB 949 Police Education Requirements\_SWA.**

Uploaded by: Andrea Mansfield

Position: FWA



# Maryland Chiefs of Police Association

## Maryland Sheriffs' Association



### MEMORANDUM

TO: The Honorable William Smith, Jr., Chair and  
Members of the Judicial Proceedings Committee

FROM: Chief of Staff 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: March 16, 2022

RE: **SB 949 Police Officer - Education Requirements - Certification and Scholarships**

POSITION: **SUPPORT WITH AMENDMENTS**

The Maryland Chiefs of Police Association (MCPA) and the Maryland Sheriffs' Association (MSA) **SUPPORT SB 949 WITH AMENDMENTS**. This bill imposes minimum degree requirements for initial certification and recertification as a police officer, requires law enforcement agencies to provide work-related administrative leave for law enforcement officers to satisfy degree requirements, and provides a mechanism for awarding scholarships to advance education within the profession of law enforcement.

MCPA and MSA appreciate and fully support the sponsor's intent of this bill to advance educational opportunities for those who pursue a career in law enforcement. Historically, increased education and training requirements have long been topics of discussion in policing in the United States. August Vollmer (1876-1995), advocated the development of college education programs in police science and standardized training for police academies in an effort to produce professional and educated officers and police chiefs. In the 1960s, both the Kerner Commission and the President's Commission on Law Enforcement and Administration of Justice recommended education requirements for hiring officers in order to employ better-qualified officers. In the 2015 President's Task Force on 21st Century Policing report, one of the pillars called for educational standards and increased ethics training in order to develop professionalism in policing.

MCPA and MSA do have concern that the minimum degree requirements for application and mandatory degree requirement to maintain certification will adversely affect recruiting and retention efforts already at historic lows, especially in diverse communities. Likewise, some of these requirements mandating agencies to provide administrative leave will negatively impact

agencies' abilities to maintain operational readiness and continuity of operations that may adversely affect delivery of service and the safety of our communities.

The MCPA and MSA look forward to working with the sponsor to find a reasonable and responsible approach that fosters educational opportunity, reimbursing those law enforcement officers who desire to pursue advanced education. The MCPA and MSA recognize that reducing police misconduct is essential to the productivity of a department, as well as maintaining positive community-police relations, and that education has proven to be a protective factor against citizen complaints.

For these reasons, MCPA and MSA **SUPPORT SB 949** and urge a **FAVORABLE WITH AMENDMENT** Committee report.

# **Amendments to SB 949.pdf**

Uploaded by: Ari Plaut

Position: FWA

March 14, 2022

**Amendments to SB 949 – Police Officers – Education Requirements – Certification and Scholarships**

Amendment #1

On page 2:

Strike lines 29-30 in their entirety.

Explanation: This amendment removes the requirement that a police officer hold an associate's or bachelor's degree. We don't believe that an officer certification should require a higher degree.

Amendment #2

On page 3:

Strike lines 8-10 in their entirety.

Explanation: See explanation to amendment #1.

Amendment #3

On page 3:

Strike lines 14-17 in their entirety.

Explanation: See explanation to amendment #1.

Amendment #4

On page 4:

Strike lines 15-22 in their entirety.

Explanation: This amendment removes the definition of "technical infraction." This is irrelevant because we've removed all references to "technical infractions" in future amendments.

Amendment #5

On page 5:

Strike lines 6-7 in their entirety.

Explanation: See explanation to amendment #1.

Amendment #6

On page 5:

In line 24, after (I), insert:

**HAS RETIRED OR RESIGNED IN GOOD STANDING;**

Explanation: This adds an eligibility requirement for the scholarship application that the officer be in good standing if the officer retired or resigned.

Amendment #7

On page 5:

Strike lines 27-28 in their entirety.

Explanation: This amendment removes the eligibility requirement for the scholarship that an officer have not been reprimanded for misconduct. We believe an officer should remain eligible despite receiving a reprimand. There could be many reasons why an officer may have received a reprimand, and thus should not exclude the officer from the bill. By adding the “good standing” language to other provisions of the bill, we believe this accomplishes the intent of this amendment.

Amendment #8

On page 6:

In line 23, after **(I)**, insert:

**HAS RETIRED OR RESIGNED IN GOOD STANDING;**

Explanation: See explanation to amendment #6.

Amendment #9

On page 7:

Strike lines 1-2 in their entirety.

Explanation: See explanation to amendment #7.

Submitted by:

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# **MSP Position Paper for SB 949.pdf**

Uploaded by: Thomas Williams

Position: INFO





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

**POSITION ON PROPOSED LEGISLATION**

**DATE:** March 16, 2022

**BILL NUMBER:** Senate Bill 949 **Position:** Letter of Information

**BILL TITLE:** Police Officers – Education Requirements – Certification and Scholarships

**REVIEW AND ANALYSIS:**

This legislation seeks to establish college degree requirements for new police employees hired after the effective date of the bill. Specifically, the police employee shall have an Associates of Arts (AA) degree prior to their initial certification as a police officer and shall obtain a Bachelor's Degree within six years or they may not be recertified as a police officer. This legislation also requires law enforcement agencies to provide work-related administrative leave to police officers to obtain the required degrees as well as develop and implement policies for recruitment at Historically Black Colleges and Universities.

Under current law, an applicant, to be a police officer, must be a United States citizen, have a valid driver's license, be 21 years old prior to graduation from the police academy, meet certain physical fitness requirements and pass a background check prior to being hired for the police officer position. The Commission's only educational requirement for an applicant is to be a high school graduate or earn a Graduate Equivalency Degree (GED).

This legislation will require new law enforcement officers to hold, at minimum, an AA Degree to be certified as a police officer. The Degree mandate does not require a major that is relevant to law enforcement. While some agencies currently require an AA Degree to be qualified for consideration for employment, not all do. The DSP does offer an AA degree as part of our academy instruction, but it is the employee's choice whether or not to participate in the additional school work.

There are many reasons why an applicant chooses not to obtain a degree beyond high school. Some choose to enter the work force immediately, whether for family and financial reasons or interest in a specific field. For example, many choose to enter the trades or the military, neither require a college degree.

Senate Bill 949 does not consider the burden it imposes on the officer and the agency. The agency must provide "reasonable work-related administrative leave" to the officer who is attempting to satisfy the education requirement. Reasonable is not defined. Does that mean time to attend classes, commute to and from classes, do outside classroom work? Does it take into account the requirements an officer has to their family or community that may not be able to be satisfied with this additional workload? While the bill does give the police officer six years to work the schooling into their schedule, the legislation does not provide for the agency that has to pay overtime for another officer to cover the students shift.

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

**POSITION ON PROPOSED LEGISLATION**

In a time when recruitment of candidates to be police officers is already difficult and diversity is a goal, this legislation will make it harder for law enforcement agencies to recruit a talented and diverse workforce. While education is important, a degree does not equate to ability. Just as there are many people with a college diploma who never apply their degree in the field in which they work, there are just as many people who do not pursue a formal education that excel at their chosen profession.

This legislation will prevent some people who are interested in serving the communities in which they live from choosing a career in law enforcement. It will also require the decertification/termination of a police officer who chose to serve their communities rather than complete the Bachelor's degree requirements.