

**SB673 testimony signed.pdf**

Uploaded by: Charles McCauley

Position: FAV



**Maryland Natural Resources Police  
Lodge Number 16 of  
Fraternal Order of Police, Inc**

**P. O. Box 16 Parsonsburg, Maryland 21849**



**Thomas J. Burt  
Lodge 16 President**

**Mark Willitts  
Vice President**

**Robert Duvall  
Secretary**

**Ryan Colon  
Treasurer**

Senator William C. Smith Jr.  
Chair, Judicial Proceedings Committee  
2 East Miller Senate Office Building  
Annapolis, Maryland 21401

**Re: SB – 673 – Natural Resources Police Force – Employees – Authority of Secretary  
SUPPORT**

Dear Senator Smith and distinguished members of the Committee:

I am Charles McCauley, an Officer First Class of the Maryland Natural Resources Police, and the combined state Representative for the Fraternal Order of Police Lodges 16 – Eastern Shore of Maryland Department of Natural Resources Police, 8 – Southern Maryland Department of Natural Resources Police, and 77 Western Maryland Department of Natural Resources Police. Through me, each of these Lodges is requesting a favorable vote on Senate Bill 673.

In 2018, these Lodges, along with the Fraternal Order of Police Lodge 130 – Central Maryland Department of Natural Resources Police and the Black Officers Association, began talks regarding issues we had with the Maryland Natural Resources Police promotional process. Once a common ground was reached, these employee groups came together collectively with, and in support of, the State Law Enforcement Officers Labor Alliance, who is our exclusive bargaining unit, to create the most fair, impartial, unbiased, and transparent promotional process that could be negotiated.

One of the issues addressed was the need for a fair and impartial promotional process for all of the protected classes of the Maryland Natural Resources Police. This includes African Americans, American Indians/Native Americans, Hispanics, Latinos, Asians, those of two or more races, various familial statuses, religions, gender, gender identities, and sexual orientations. It was imperative for all of these employee groups who met to ensure that the Maryland Natural Resources Police would not hold one demographic or protected class in favor of any other; all of the members of each employee group and SLEOLA would be treated equally and fairly.

Another issue addressed was that there had been no set timeline for testing throughout the years. At one point, there was no promotional process or valid promotional list for approximately two years. This was a primary concern for our members as it could affect their livelihood, not only in the short-term but also long term, as it affects officers' retirement as they advance through the ranks. The employee groups each also recognized that this was against the Maryland Natural Resources Consent Decree, which states that promotional exams must be given on a regular basis.



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Lastly, a main issue addressed was that there was no standard or transparency in the promotional process. For some of the ranks within the promotional process, only a written test was held, which we know through research that puts minorities at a disadvantage. There was a written exam and some sort of oral board for other ranks within the promotional process, but there was no description of how it would be graded or the percentage that it would go towards the overall score. We knew an outside vendor would handle these portions of the test; those scores would then be forwarded to Maryland Natural Resources Police Human Resources for banding. This banding system is spelled out in State Personnel and Pensions Title 7. The employee groups do not know where the cut-off in scoring was for each band or who had any influence or oversight to the scoring or banding process of those who took the test. Once those who took the test were banded, they were notified of their band only. Once the names were banded, per State Personnel and Pensions Title 7, they were randomized through the Maryland Department of Natural Resources – Human Resources. That list was sent to Maryland Natural Resources Police Command Staff. There was no notification to our members of what they scored or publishing of a ranked list. It was up to Command Staff to decide who would get promoted with no checks and balances through our labor union or any other oversight that promotions were done fairly and impartially.

To add to this, if someone scored in the best category but was randomized to the last five of the best band, they could be randomized into the better band due to State Personnel and Pensions Title 7. If that person who scored best was also randomized into the last five of the better band, they could be randomized into the qualified band. Meaning, that one of our members who may have scored perfectly could be the last to be promoted. The three Lodges that I represent, SLEOLA and the other employee groups, agreed that this was not the best practice or the most fair, impartial, and transparent way to be promoted.

As a result of our meeting in 2018, SLEOLA, as our exclusive bargaining unit, began negotiations for a better promotional process under our 2019 Memorandum of Understanding. SLEOLA made our employee groups aware that the promotional process was referred to the Labor-Management Committee for disposition. This negotiation process took approximately three years to complete due to changes within the Maryland Natural Resources Police Command Staff and the Maryland Department of Natural Resources Police – Human Resources. Although we were not made privy to the details of the negotiations, we were made aware of many hindrances brought about by State Personnel and Pensions Title 7. Many of these hindrances have been addressed previously in this letter. The fact that the Secretary of the Department of Natural Resources did not have the authority to fully negotiate the promotional process to make it entirely fair, impartial, unbiased, and transparent was the main hold up and topic of grievances regarding the current promotional process.

Fraternal Order of Police Lodges 8, 16, and 77 know that if Senate Bill 673 is voted favorably on, as stands, that it would allow SLEOLA to negotiate directly with the Secretary of the Department of Natural Resources to create a fair, transparent, and unbiased, law enforcement specific promotional process for all of our membership. We know that Senate Bill 673 would allow SLEOLA to have this same ability that it has, and other exclusive bargaining units for other state agencies have, to include the Maryland Transportation Authority Police, Maryland State Police, and Department of Government Service Police already have.



**Maryland Natural Resources Police  
Lodge Number 16 of  
Fraternal Order of Police, Inc**

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Treasurer**

The Fraternal Order of Police Lodges 8, 16, and 77, also have agreed that the Maryland Natural Resources Police needs to focus and promote hiring within all of the protected classes, to include those of various races, ethnicities, cultural diversities, religions, genders, gender identities, and sexual orientations. Senate Bill 673 addresses this by allowing the Secretary of the Department of Natural Resources to allocate up to \$100,000 each year for a consultant to be hired to target racial and ethnic communities or other individuals who are underrepresented in the Natural Resources Police Force. These Lodges have recognized that there is a common problem to finding viable candidates to apply to be hired within law enforcement today. We know that the passing of Senate Bill 673 would allow the Secretary of the Department of Natural Resources, along with the Maryland Natural Resources Police Management, to consistently work towards the goal of diversifying the Maryland Natural Resources Police.

As the Representative for the Fraternal Order of Police Lodges 16 – Eastern Shore of Maryland Department of Natural Resources Police, 8 – Southern Maryland Department of Natural Resources Police, and 77 Western Maryland Department of Natural Resources Police, I would like to thank the sponsor of Senate Bill 673, and we would like to ask the Committee for favorable support on this crucial legislation.

Sincerely,

Charles McCauley  
Representative for FOP lodge 16, 77, and lodge 8

# **FOP 130 President Murray Hunt.docx.pdf**

Uploaded by: Murray Hunt

Position: FAV

Senator William C. Smith Jr.  
Chair, Judicial Proceedings Committee  
2 East Miller Senate Office Building  
Annapolis, Maryland 21401

**Re: SB – 673 – Natural Resources Police Force – Employees – Authority of Secretary  
SUPPORT**

Dear Senator Smith and distinguished members of the Committee:

I am Murray Hunt, a Sergeant with the Maryland Natural Resources Police, and President of the Fraternal Order of Police Lodge (FOP) 130. FOP 130 is requesting a favorable vote on Senate Bill 673.

In 2018, Fraternal Order of Police Lodge 130, and three other FOP lodges that support the employees of the Natural Resources Police, and the Black Officers Association began talks regarding issues we had with the current Maryland Natural Resources Police promotional process. We worked hard to guide the State Law Enforcement Officers Labor Alliance, which is our exclusive bargaining unit, to create a fair, impartial, unbiased, and transparent promotional process that could be negotiated with the Natural Resources Police Management. Sadly, this negotiation process took almost 3 years to be finalized. The current process still needs a lot of work, however, under the current constraints of negotiating with the Maryland Department of Budget and Management, the Maryland Department of Natural Resources Human Resources, and the Maryland Natural Resources Police management this can not be accomplished.

A fair and impartial promotional process for all members of the Maryland Natural Resources Police including protected classes of the Maryland Natural Resources Police is a top priority for FOP 130 and its members. This includes African Americans, American Indians/Native Americans, Hispanics, Latinos, Asians, those of two or more races, those of various familial statuses, religions, gender, gender identities, and sexual orientations. It was imperative for all of these employee groups that the Maryland Natural Resources Police do not hold one demographic or protected class in favor of any other and that all of the members of each employee group are treated equally and fairly. FOP 130 is the Maryland Natural Resources Police's largest FOP lodge and has a membership in every protected class mentioned above.

Our membership believes a favorable finding on this bill will allow SLEOLA to negotiate directly with the Secretary of the Department of Natural Resources to continue to work and create a more fair, transparent, and unbiased, law enforcement-specific promotional process for all of our members using methods found to work across the United States and not bound by Title 7 of the Department of Budget and Management regulations.

Fraternal Order of Police Lodge 130 strongly agrees that the Maryland Natural Resources Police needs to focus on hiring within all of the protected classes and build an agency that reflects the community we serve. We believe Senate Bill 673 will provide the secretary with the ability to make this goal a reality through funding and direct responsibility.

I would like to thank the sponsor of Senate Bill 673, and our Lodge, FOP 130 would like to ask the committee for favorable support on this important legislation.

**SB0673\_2022\_SLEOLA\_FAV.pdf**

Uploaded by: Veronica Bruns

Position: FAV



## State Law Enforcement Officers Labor Alliance

March 8, 2022

The Honorable William C. Smith, Jr.  
Chair, Judicial Proceedings Committee  
2 East Miller Senate Office Building  
Annapolis, Maryland 21401

**Re: SB – 673 – Natural Resources Police Force – Employees – Authority of Secretary  
SUPPORT**

Dear Chair Smith and distinguished members of the Committee:

I am Veronica Bruns, a Corporal with the Maryland Natural Resources Police, and the Treasurer of the State Law Enforcement Labor Alliance (SLEOLA) which is the exclusive representative for approximately 1,800 active state law enforcement officers, including the Maryland Natural Resources Police.

In SLEOLA's role as the exclusive representative in collective bargaining for the pay, benefits, and working conditions of the Maryland Natural Resources Police, we are in Support of Senate Bill 673.

The promotional process is a mandatory subject of collective bargaining, and SLEOLA has the sole responsibility to negotiate in the best interest of all of our represented members. During the negotiations of our current Memorandum of Understanding, the promotional process was referred to the Labor Management Committee for disposition. This referral was the result of numerous complaints from our represented membership and various employee groups that the previous promotional processes lacked transparency in the promotional process and tests were not occurring regularly. Those employee groups include: the Black Officers Association, Fraternal Order of Police Lodge 8 – Southern Maryland Natural Resources Police, Fraternal Order of Police Lodge 130 - Central Maryland Natural Resources Police, Fraternal Order of Police Lodge 16 – Eastern Shore Maryland Natural Resources Police, and Fraternal Order of Police Lodge 77 – Western Maryland Natural Resources Police.

In the interim, SLEOLA has continued to negotiate with management to make improvements to the promotional process. As a part of these negotiations, both Natural Resources Police management and SLEOLA agreed that they were hindered in creating a more fair, transparent, and unbiased promotional process by the provisions of the State Personnel and Pensions Article that dictate the scope of the Natural Resources Police promotional process.

Senate Bill 673 would allow SLEOLA to directly negotiate with the Secretary of the Department of Natural Resources to create a fair, transparent, and unbiased law enforcement-specific promotional process for all of its membership. This is similar to other agencies within the State of Maryland including the Maryland State Police, Maryland Transportation Authority Police, and Department of Government Services Police.

Currently, under the negotiated promotional policy, officers test for the next rank through three portions of a test: a written exam, resume, and oral portion. After the test is completed and scored, the

scores are sent to the Department of Maryland Natural Resources – Human Resources for additional preference points to be added based on years of service and in-state living. The names are then banded into “best,” “better,” and “qualified” based on scoring. Those bands are then randomized. This means that someone who scores a one-hundred and possibly ranks as number one on a ranked system could ultimately rank as the last person on the “best” band.

Once promotions are made from the “best” category the current policy states that if there are five names left in the “best” band they can then be randomized into the “better” band. That same person who scored a one-hundred could then possibly rank at the last of the “better” band; the same could occur for the “qualified” band. Under the “qualified” band, people who do not pass on the scoring of the written exam are also included, even though State Personnel and Pensions 7-208(a)(1)(iv) has an “unsatisfactory” band that currently is not used in our promotional process, due to the interpretation of the language by Department of Natural Resources – Human Resources.

In most other careers, a person, whether in government or the private sector, who scored as the best all-around candidate for a position may fall to the bottom of a promotional list. In some instances, the best candidate could rank below an individual who failed to meet a passing score for one portion of the exam. SLEOLA and NRP Management do not believe that this is the best practice.

In addition, under the State Personnel and Pensions Article, officers who take the promotional test are denied the ability to review their scores and any notes that may indicate why they did not score high enough to be promoted. The Code of Maryland Regulations (COMAR) provides that the written portion of the test may be reviewed, but since there is no mention of any other portion, the State has not allowed other components to be viewed. SLEOLA and NRP management have agreed that this is a hindrance to all of the members who take the promotional exam.

Currently, an officer cannot know their weaknesses, where they need to improve, or information that they have interpreted wrong for future promotional exams, or even at their current position. This can create a liability for not only the officer, but for the agency who would know where an officer is lacking in knowledge or understanding of a portion of the job, but it cannot be addressed.

SLEOLA is aware that another employee group may be proposing amendments regarding specific demographics being promoted on the last promotional list. To correct the current hinderances and to create the most fair, unbiased, transparent, and effective promotional process, SLEOLA believes that Senate Bill 673 must be passed unamended.

The Maryland Natural Resource Police consists of approximately two-hundred and seventy officers of multiple demographics which include 50.8% female, 49.2% male, 73% white, 8.6% African American, 1.6% Hispanic or Latino, 1.6% which identify as two or more races, 1.1% Asian, and other various demographics to include various religions, LGBTQ+, and protected classes. As the exclusive bargaining representative for the Maryland Natural Resources Police, SLEOLA recognizes and has attempted to rectify many issues that our members face in relation to discrimination. However, due to State Personnel and Pensions issues, SLEOLA has been met with resistance on attempting to negotiate the best, fair, transparent, and unbiased promotional policy for all of its members. For example, on November 10, 2021, the current promotional list took effect. Under the promotional process described above, the list consisted of one-hundred twelve officers, of which 27% consisted of a protected class. The list included 18% female officers, 11% of ethnically diverse officers, and 4% of officers who identify as LGBTQ+. The promotional list which took effect on January 12, 2022, consisted of forty-three officers, of which 25% consisted of a protected class. This includes 18% female officers, 9% of ethnically diverse officers, and 2% of officers who identify as LGBTQ+. SLEOLA believes that if Senate Bill 673 is passed that these numbers will significantly improve.

On behalf of the State Law Enforcement Officer's Labor Alliance, I would like to thank the sponsor of this bill, and ask the Committee for favorable support of this important legislation.

Sincerely,

Veronica Bruns  
Treasurer

cc: Senate Judicial Proceedings Committee

**SB0673-853320-01.pdf**

Uploaded by: Jack Bailey

Position: FWA



SB0673/853320/1

AMENDMENTS  
PREPARED  
BY THE  
DEPT. OF LEGISLATIVE  
SERVICES

02 MAR 22  
15:25:56

BY: Senator Bailey  
(To be offered in the Judicial Proceedings Committee)

AMENDMENTS TO SENATE BILL 673  
(First Reading File Bill)

AMENDMENT NO. 1

On page 1, in line 7, after “officers;” insert “authorizing the Secretary to hire a consultant for a certain purpose; requiring the Secretary to adopt a certain plan, on or before a certain date, and ensure that certain practices are consistent with the plan;”; in line 15, after “repealing” insert “and reenacting, with amendments,”; and in line 17, after “1-107” insert “and 1-203”.

On pages 1 and 2, strike in their entirety the lines beginning with line 25 on page 1 through line 2 on page 2, inclusive.

AMENDMENT NO. 2

On page 2, in lines 10 and 30, in each instance, strike the bracket; in line 11, after “(a)” insert “**(1)**”; in the same line, strike “Natural Resources police officers and”; after line 12, insert:

**“(2) THIS SECTION DOES NOT APPLY TO NATURAL RESOURCES POLICE OFFICERS.”;**

and in lines 23 and 24, strike “a vacant law enforcement officer position” and substitute “**THE RANK THAT THE LAW ENFORCEMENT OFFICER HELD BEFORE THE APPOINTMENT**”.

On page 4, strike beginning with the colon in line 4 down through “**HAVE**” in line 7 and substitute “**HAVE**”; in line 9, after “**(4)**” insert “**(1)**”; and after line 15, insert:

“(II) SUBJECT TO SUBPARAGRAPH (III) OF THIS PARAGRAPH, THE SECRETARY MAY HIRE A CONSULTANT IN CARRYING OUT SUBPARAGRAPH (I) OF THIS PARAGRAPH.”

“(III) THE SECRETARY MAY ALLOCATE NO MORE THAN \$100,000 EACH YEAR FOR A CONSULTANT HIRED UNDER SUBPARAGRAPH (II) OF THIS PARAGRAPH.”

On page 5, after line 6, insert:

“(G) (1) ON OR BEFORE OCTOBER 1, 2022, THE SECRETARY SHALL ADOPT A HIRING AND PROMOTION PLAN THAT ENSURES THAT THE NATURAL RESOURCES POLICE FORCE REFLECTS THE DEMOGRAPHICS OF THE STATE, TO THE EXTENT POSSIBLE.”

“(2) THE SECRETARY SHALL ENSURE THAT HIRING AND PROMOTION PRACTICES ARE CONSISTENT WITH THE PLAN ADOPTED UNDER PARAGRAPH (1) OF THIS SUBSECTION.”

On page 6, in line 21, strike “October” and substitute “July”.

**SenatorBailey\_FWA\_SB673.pdf**

Uploaded by: Jack Bailey

Position: FWA

JACK BAILEY  
Legislative District 29  
Calvert and St. Mary's Counties

Judicial Proceedings Committee



THE SENATE OF MARYLAND  
ANNAPOLIS, MARYLAND 21401

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James Senate Office Building  
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240-309-4238

March 8, 2022

**Senate Bill 673 – Natural Resources Police Force – Employees – Authority of Secretary**

Dear Chairman Smith and Members of the Committee,

I am writing to introduce Senate Bill 673 – Natural Resources Police Force – Employees – Authority of Secretary. This bill would allow the Natural Resources Police force (NRP) to be governed and managed similarly to how all other statewide police forces operate in Maryland.

The concept for Senate Bill 673 was requested by members of the NRP and resolves an inconsistency in State law. To my knowledge, the NRP is the last statewide law enforcement agency where the Secretary of the department is not given this authority over the management of their police force. In 2020, this Committee and the full General Assembly passed similar legislation to give the Secretary of General Services the same authority over their Department's police force. This language is similar to the provisions of law that govern the Maryland State Police.

During the drafting of this bill, I was approached by members of the Black Officers' Association (BOA) of the NRP, who raised the issue that the NRP's promotion practices were not reflective of the demographics of the State. The figures that they provided were appalling and I understand and share their frustration. I have been in communication with the BOA, as well as the State Law Enforcement Officers Labor Alliance (SLEOLA), the Fraternal Order of Police, and the Department of Natural Resources, to offer amendments for this bill that in an effort to respond to concerns shared by all stakeholders.

The amendment that I am submitting with this bill is intended to address this issue. It would require the Secretary to develop a hiring and promotion plan to ensure the NRP reflects the demographics of the State to the extent possible by October 1, and changes the effective date to July 1 to ensure the Department can address this as soon as possible. It is my belief that these added provisions and the bill as introduced hold the Secretary and the Superintendent accountable while giving the Department the flexibility it needs to implement such a plan. The amendment also restores and conforms existing provisions regarding officers of the State Forest and Park Service which were inadvertently removed, removes a provision in the bill requiring each appointee of the NRP to be a State resident on the date of their appointment, and permits the Secretary to spend up to \$100,000 to carry out a requirement to advertise open positions to underrepresented communities.

Having served for 30 years as a member of the NRP, I know how important this agency is to our State and how critical it is that we address these issues as quickly as possible. I respectfully request a favorable report with amendments on Senate Bill 673. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Bailey".

Senator Jack Bailey

# **SB 673 HEARING 03.08.22 - Black Officers' Associat**

Uploaded by: Steven Muse

Position: UNF



## "THE STRUGGLE CONTINUES"

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### THE BLACK OFFICERS' ASSOCIATION, INC.

Judicial Proceedings Committee:

**SB 673**, Bill Title: **Natural Resources Police Force - Employees - Authority of Secretary.**

03.08.22

**\*\*UNFAVORABLE\*\***

Judicial Proceedings Committee Members,

I am writing in **UNFAVORABLE** of **SB 673**, Bill Title: **Natural Resources Police Force - Employees - Authority of Secretary.**

I am here to urge this committee NCT to support **SB 673!**

The BOA is committed to being open about our persistence in achieving our goal of a **police agency that reflects the State of Maryland's demographics** and should be composed of a minimum of 31% black officers and not the current 8+%.

We have ongoing severe issues with the hiring and promotional process at Natural Resources Police (NRP) that has and is preventing us from achieving that goal

SB 673 will do little if anything to change the hiring and promotional process at NRP for the following reasons;

1. **There aren't any mandates:** Nothing in SB 673 mandates the Department of Natural Resources (DNR) or NRP to adhere to hiring a consultant. Or, to make any changes that will positively impact the hiring and promotion process to achieve our goal of a police agency that reflects the State of Maryland's demographics.

Every action item in the bill is mandated w/ the verb "**shall**" except for 4. II - "Hire a consultant" and III - "allocate no more than \$100,000.00.". They both merely state that the Secretary "**may**"... "May" is simply a suggestion. There's no penalty or accountability if it isn't done.

DNR & NRP are currently in violation of the Federal Consent Decree, which has been forwarded to the Department of Justice for mediation, has seven (7) Fair Practice

complaints that haven't been investigated and five (5) grievance's that the Secretary refused to hold Step 2 hearings for. The BOA has no confidence that the Secretary "may" do anything she is not forced to do by a court of law.

2. **SB 673 = Maryland State Police:**

- a. **This bill is an attempt to make the Maryland Natural Resources Police (NRP) "more like" the Maryland State Police (MSP).** It includes "language" into law modeled after the MSP, which **excludes** the "BANDING SYSTEM (remove the one, straight, numerically ordered Promotion List" from the eligible list generated by "State applicant tracking system") and the "RULE OF FIVE."

These problems began in 2016 when the "practice" of removing this State Personnel & Pension language was "illegally" negotiated w/ SLEOLA and implemented under the authority of Secretary Mark Belton and Colonel Ken Zeigler. The BOA made Secretary Haddaway-Riccio, Colonel Adrian Baker, Human Resources, and DNR Legal Counsel aware that SLEOLA had no negotiation powers for promotions, but they continued the "illegal" negotiations. The policy results produced a December 15, 2021, promotional list of ZERO (0) out of 46 Black officers promoted in a continued effort to eliminate diversity within NRP.

Until then, the State Personnel & Pension system that SB 673 hopes to replace assisted NRP with, achieving our goal of a **police agency that reflects the State of Maryland's demographics.**

- b. **MSP Demographics as of 01.31.22** (complete list available upon request)
- i. Black Troopers make up 6.8% of high-ranking commissioned officers.
    1. Colonel – 0, Lieutenant Colonel – 1, Major – 1, Captain – 2, Lieutenant – 2
  - ii. Black Troopers make up 11.98% of the agency's non-commissioned officers.
    1. Out of the 1477 non-commissioned Troopers, only 177 are Black.
- c. **MSP Diversity, Equity & Inclusion Record "in the news" February 2021:**
- i. *"We are talking about troopers that have been there 16, 17, 18, in one case 25 years," ... "When they get to a point when they are eligible for a promotion, the rules change."* **Sen. Joanne C. Benson (D-Prince George's)**
  - ii. *"there's a belief that the promotions system is rigged. If they score high, the rules are changed, but that it's understood if a complaint is filed,*

*they'll be retaliated against". - Sen. Joanne C. Benson (D-Prince George's)*

- iii. "And it's never an even playing field." – **Black Troopers**
- iv. "There's the good old boy system, and we're not a part of it" – **Black Troopers**
- v. "A lot of these officers are afraid to come before whatever investigation in the department because of fear of retaliation," - **Del. Darryl Barnes (D-Prince George's), who chairs the Legislative Black Caucus**
- vi. "It's shameful... What's going on is shameful within the state police. This whole department is a mess." - **Sen. Joanne C. Benson (D-Prince George's)**

In closing, the Secretary of DNR hasn't earned the right to be entrusted with the complete autonomy of hiring and promoting a **police agency that reflects the State of Maryland's demographics** given their actions and track record. MSP shouldn't be held up as the "industry standard" as to why the Secretary should be given full autonomy of hiring and promoting a **police agency that reflects the State of Maryland's demographics** given the demographics, documented claims of discrimination in hiring, promotion, and workplace practice that I have detailed above.

For the reasons stated above, I strongly urge this committee to vote **UNFAVORABLY** on **SB 673!**

The Black Officer's Association of the Maryland Natural Resources Police would like to thank you for allowing us to submit this written testimony.

We look forward to testifying and answering any questions you may have in-person later.

Regards,

Steven Muse, Capt. (Ret.) Natural Resources Police *SM* President, Black Officers Association

Henr Agbo – civilian

Cpl. Ray Griggs

Kevin Thomas – civilian

Sgt. Roderick Brown

OFC. Billy Jackson

Sgt. Mance McCall

OFC. Chris Parker

Lt. James Johnson

OFC. Jamil Elliott

Lt. Donald Mackall

OFC. Janice Lopez

Lt. (Ret. / Past BOA President Joe Offer

OFC. Shae Waters

Maj. (Ret.) Wayne Jones

Cpl. Tony Deepree

Maj. (Ret. / Past BOA President) Michael Sewell

OFC. Vernon Owens

Lieutenant Colonel (Ret.) Alphonso Hawkins

Cpl. (Ret.) Tony Milburn





**“THE STRUGGLE CONTINUES”**

**THE BLACK OFFICERS’ ASSOCIATION, INC.**

**SB 673, Bill Title: Natural Resources Police Force - Employees - Authority of Secretary.**

**RANK & FILE of BLACK COMMISSIONED TROOPERS WITHIN MSP**

Col. -0, Lt. Col. – 1, Maj. – 1, Capt. – 2, Lt. – 2

**MSP EMPLOYMENT STATISTICS DATA as of 01.31.22**

MSP Racial Workforce - Officer	Count of Race/Ethnicity	Percent	Female		Male	
			Count	Percent	Count	Percent
American Indian or Alaska Native (Not Hispanic or Latino) (United States of America)	4	0.27%	0	0.00%	4	0.27%
Asian (Not Hispanic or Latino) (United States of America)	19	1.29%	0	0.00%	19	1.29%
Black or African American (Not Hispanic or Latino) (United States of America)	177	11.98%	17	1.15%	160	10.83%
Hispanic or Latino (United States of America)	33	2.23%	2	0.14%	31	2.10%
Two or More Races (Not Hispanic or Latino) (United States of America)	9	0.61%	3	0.20%	6	0.41%
Unknown or Decline to State (United States of America)	6	0.41%	0	0.00%	6	0.41%
White (Not Hispanic or Latino) (United States of America)	1227	83.07%	89	6.03%	1138	77.05%
Native Hawaiian or Other Pacific Islander	2	0.14%	0	0.00%	2	0.14%
<b>Grand Total</b>	<b>1477</b>		<b>111</b>	<b>7.52%</b>	<b>1366</b>	<b>92.48%</b>





**“THE STRUGGLE CONTINUES”**

**THE BLACK OFFICERS’ ASSOCIATION, INC.**

**SB 673, Bill Title: Natural Resources Police Force - Employees - Authority of Secretary.**

**RANK & FILE of BLACK OFFICERS WITHIN NRP**

Col. -0, Lt. Col. – 1, Maj. – 0, Capt. – 0, Lt. – 2, Sgt. – 3, Cpl. – 4, Officer 1<sup>st</sup> Class - 11

**NRP EMPLOYMENT STATISTICS DATA as of 01.01.22**

NRP Racial Workforce - Officer	Count of Race/Ethnicity	Percent	Female		Male	
			Count	Percent	Count	Percent
American Indian or Alaska Native (Not Hispanic or Latino) (United States of America)	2	0.79%	0	0.00%	2	0.79%
Asian (Not Hispanic or Latino) (United States of America)	3	1.19%	0	0.00%	3	1.19%
Black or African American (Not Hispanic or Latino) (United States of America)	21	8.30%	0	0.00%	21	8.30%
Hispanic or Latino (United States of America)	5	1.98%	2	0.79%	3	1.19%
Two or More Races (Not Hispanic or Latino) (United States of America)	8	3.16%	3	1.19%	5	1.98%
Unknown or Decline to State (United States of America)	1	0.40%	0	0.00%	1	0.40%
White (Not Hispanic or Latino) (United States of America)	212	83.79%	37	14.62%	175	69.17%
(blank)	1	0.40%		0.00%	1	0.40%
<b>Grand Total</b>	<b>253</b>		<b>42</b>	<b>16.60%</b>	<b>211</b>	<b>83.40%</b>





## “THE STRUGGLE CONTINUES”

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### THE BLACK OFFICERS' ASSOCIATION, INC.

#### SB 673 2022 LEGISLATIVE REFERENCE

##### HISTORY OF INSTITUTIONALIZED RACISM

- Mid-1970's – Natural Resources Police (NRP) hired their first Black officers.
- From Mid-1970 through Mid-1980, white colleagues subjected the black officers to racial slurs and jokes and circulated racially offensive literature.
- In the mid-1980s - the BOA filed a **Federal Lawsuit** over the treatment of four Black officers who were the only minorities employed at the time out of 215 officers.
- Mid-1990's - a **second Federal Lawsuit** was filed because the NRP violated the “provisions” and spirit of the first Consent Decree from the first lawsuit.
- 2017 – **A VOTE OF NO CONFIDENCE** was taken against the Secretary of DNR and the Col. of NRP.

##### HIRING

- NRP **has not hired a black female officer since 1998**, over 24 years!
- 2007 – 2021: Of the 241 officers hired during those 14 years, only **18 (<8%)** of them were black.
- 2022 The current NRP recruit Class is **sixteen (16)** police recruits; **one 1** is black.

##### PROMOTIONS

- 2016 – 2021: DNR's HR unit & Superintendent of NRP; has illegally negotiated with SLEOA (State Law Enforcement Officers Association) to implement a discriminatory and racially motivated promotion policy. This policy has resulted in black officers not receiving promotions, being placed at the bottom of promotional lists or being promoted last in all ranks.
- 2021 – Of the **forty-five (45)** officers promoted to the rank of Corporal, Sergeant, Lieutenant, Captain, and Major **ZERO (0)** were black.

##### WORKPLACE CLIMATE

- Black officers lack a sense of belonging, experiencing alienation and resistance from the current dominant culture and its influences causing some to become silent, reclusive, disengaged and not seeking out opportunities of advancement in the Natural Resources Police organization.
- Black officers are treated differently than other State Employees, State Law and NRP Policy when trying to file a grievance over the promotion policy.
- DNR has refused to investigate Fair Practice complaints filed by **eight (8)** different Black officers.
- DNR & NRP are currently in violation of the Federal Consent Decree.
- NRP only has **twenty-one (21) (8%)**, Black officers out of 253 Officers.
- **ZERO (0)** Black Female Officers! The last one was hired 24 years ago in 1998.
- **ZERO (0)** Black officers work in **fourteen (14)** of the 23 Counties in the State, including Baltimore City.
- Only **one (1)** Black officer works in a Specialized Unit.
- Of the 22 Commanders between the Ranks of Lt., Capt., & Maj. only **TWO (2)** are black.

**Supporting documentation available upon request**

