

2023-02-20 HB 707 Position Support.pdf

Uploaded by: Jason Mowbray

Position: FAV



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



POSITION ON PROPOSED LEGISLATION

DATE: February 20, 2023

BILL NUMBER: Senate Bill 707 **POSITION:** Support

BILL TITLE: Public Safety - Deputy State Fire Marshal –
Probationary Status and Promotion

REVIEW AND ANALYSIS:

This legislation seeks to amend the current law to specifically include police employees appointed as Deputy State Fire Marshals relating to probationary periods and how the promotion of these employees is handled.

Deputy State Fire Marshals, who are police employees, are required to complete an average of six months of basic police training to meet the minimum requirements of the Maryland Police and Correctional Training Commission. Upon successful completion of this basic training, the police employee is then required to complete a field training program to meet the minimum requirements of the Training Commission. This field training program is approximately 600 hours over the course of 15 weeks. After completion of this basic and field training, Deputy State Fire Marshals are then assigned to mandatory core technical training programs to be able to function as fire investigators or bomb technicians. The minimum training course for fire investigation is two weeks, and if applicable bomb technician training is six weeks. Both programs can take 12 to 18 months to be placed in the training class. The time to complete this training far exceeds the 6-month provision for civilian employees.

Due to the extensive time required for training a police employee appointed as a Deputy State Fire Marshal a six-month probationary period is not practical. It allows no time for thoughtful evaluation of a new employee or to provide a period for remedial training if required. This two-year probationary period would ensure adequate time for evaluation and determination of the completion of basic, field, and technical core training to perform the job functions of a police employee appointed to the Office of the State Fire Marshal. This two-year probationary period is consistent for police employees within the Department and existing

agency policy and practices.

After completion of this training and a probationary period, police employees advance in rank. This promotion provides additional responsibilities to the employee and grants increased independent decision-making. Police employees appointed as Deputy State Fire Marshals make a sharp increase in responsibilities upon promotion to supervisory and management ranks. Currently, these police employees are subject to civilian increase restrictions which result in the employee losing steps at a reduced salary increase. This restriction creates a disparity between the new promotion and the increase in responsibility and decision-making. The promotional increase is not commensurate with the expected duties of the employee. At times employees decline promotional opportunities due to the predicated gap between responsibilities and wage increases. Currently, within the Department of State Police, police employees who are promoted to a higher rank are entitled to the pay specified for the new rank at the same step they currently occupy. This legislation seeks to codify the existing practice of how promotions are handled for police employees to include Deputy State Fire Marshals.

The Office of the State Fire Marshal urges the Committee to give Senate Bill 707 a favorable report.

SB707 testimony.pdf

Uploaded by: Robert Phillips

Position: FAV

MARYLAND STATE FIREFIGHTER'S ASSOCIATION

REPRESENTING THE VOLUNTEER FIRE, RESCUE, AND EMS PERSONNEL OF MARYLAND.



Robert P. Phillips

Chair

Legislative Committee

17 State Circle

Annapolis, MD 21401

email: rfcchief48@gmail.com

cell: 443-205-5030

Office: 410-974-2222

Fax: 410-974-3999

SB 707: Public Safety – Deputy State Fire Marshal – Probationary Status and Promotion

My name is Robert Phillips and I am the Legislative Committee Chair for the Maryland State Firefighter's Association (MSFA)

I wish to present testimony in favor of Senate Bill 707: Public Safety – Deputy State Fire Marshal – Probationary Status and Promotion

The MSFA is in favor of and support this bill. This bill extends the time allowed for the proper training of the new members. This is important in order to have the best available personnel in the field. It also allows for promotion and pay increase to take place where the employee does not have to loose any time or position. In the world today we ask a lot of our employees, and need to properly educate them as well as compensate them. This bill allows us to do this for them.

I thank the committee for their time and attention to this important bill and ask that you vote favorable on Senate Bill 707

I will be glad to answer any questions as my contact information is listed above and welcome any further inquiries you might have.