

MML-SB 380- FAV.pdf

Uploaded by: Angelica Bailey Thupari

Position: FAV



Maryland Municipal League
The Association of Maryland's Cities and Towns

TESTIMONY

February 1, 2024

Committee: Senate Judicial Proceedings

Bill: SB 380 – Police Recruitment and Retention Workgroup

Position: Support

Reason for Position:

The Maryland Municipal League supports Senate Bill 380, which establishes a Police Recruitment and Retention Workgroup to address the significant recruitment challenges and the decline in police officer retention statewide.

More than half of our municipal members (89 out of 160 MML members) have police departments. Police officer recruitment and retention has impacted every one of them, especially in the last few years. As the costs and risks to operate a police agency continue to rise, the issue of officer compensation is of the utmost importance; both in terms of running an efficient and effective municipal public safety program but also finding and developing the right officers.

The workgroup established in SB 380 is an appropriate vehicle to provide much needed information on policies and trends that municipal police agencies can use to continue providing critical public safety services. For these reasons, the League respectfully requests that this committee provide a favorable report on Senate Bill 380.

FOR MORE INFORMATION CONTACT:

Theresa Kuhns
Angelica Bailey Thupari, Esq.
Bill Jorch
Justin Fiore

Chief Executive Officer
Director, Advocacy & Public Affairs
Director, Research & Public Policy
Deputy Director, Advocacy & Public Affairs

2024 SB 380 Police Retention and Recruitment Workg

Uploaded by: angelo consoli

Position: FAV



CLYDE BOATWRIGHT
STATE PRESIDENT

Maryland State Lodge
FRATERNAL ORDER OF POLICE

8302 COVE ROAD, BALTIMORE, MD 21222



KENNY SCHUBERT
SECRETARY

EARL KRATSCH
TREASURER

January 31, 2024

SB 380 - Police Recruitment and Retention Workgroup

Dear Chairman Smith and Distinguished Members of the Judicial Proceedings Committee,

The Maryland State Fraternal Order of Police **SUPPORTS** Senate Bill 380 - **Police Recruitment and Retention Workgroup**.

There is a Statewide issue with police officer recruitment and retention. If the issue is not addressed and potential fixes are not found it will soon lead to a critical policing shortage throughout the State. SB 380 attempts to address this issue by looking at the factors that surround this issue and seeks to identify potential strategies to address this issue head on.

SB 380 creates a 16-member workgroup consisting of 9 specific members and 7 appointed members that would be tasked with identifying and examining issues and factors potentially contributing to recruitment challenges and the decline in police officer retention statewide. This workgroup shall report its findings to the Governor on or before December 30, 2025.

SB 380 outlines that this workgroup shall include in its identification and examination the following: recruitment techniques for police officers; number of police officers retiring annually; cadets completing police academy training annually; training hours and acceptance requirements for police training academies; requirements for advancement within police departments; the impact of current State and local laws on policing and police departments; current salary ranges, health benefits, and retirement benefits for police officers statewide; and to the extent that information is available they are to further look at the migration of police officers between departments, the attrition rates of newly certified police officers, the average length of active service for police officers, and the number of actively employed police officers who have retired from another police department in State or local government, and perceptions of the occupation among potential recruits.

SB 380 mandates 3 tasks for the Workgroup to accomplish. These are 1) Exploring the recruitment and retention strategies used successfully in other states and countries, 2) Designing a statewide joint apprenticeship and training council that would have multiple departments and unions operate police-registered apprenticeships that would begin in high school, and 3) Providing recommendations for reviewing the decline in police retention statewide.

On behalf of the more than 20,000 Courageous Men and Women of the Maryland Fraternal Order of Police we feel that **SB 380** is a positive and necessary way to address this Statewide issue. We thank you for your support and ask for your **FAVORABLE** vote on **Senate Bill 380 - Police Recruitment and Retention Workgroup**.

Angelo L. Consoli Jr,
2nd Vice President, FOP, Maryland State Lodge
President, FOP Lodge 89, Prince George's County

SB 380 Fav.pdf

Uploaded by: Christopher West

Position: FAV

CHRIS WEST
Legislative District 42
Baltimore and Carroll Counties

Judicial Proceedings Committee



Annapolis Office
James Senate Office Building
11 Bladen Street, Room 322
Annapolis, Maryland 21401
410-841-3648 · 301-858-3648
800-492-7122 Ext. 3648
Chris.West@senate.state.md.us

THE SENATE OF MARYLAND
ANNAPOLIS, MARYLAND 21401

February 1st, 2024
The Maryland State Senate Judicial Proceedings Committee
The Honorable William C. Smith, Jr.
2 East Miller Senate Building
Annapolis, Maryland 21401

Re: Senate Bill 380: *Police Recruitment and Retention Workgroup*

Dear Chairman Smith and Members of the Committee,

Under the current Rules of this Committee, this bill is a sponsor-only bill because last year, the bill passed out of this Committee unanimously and then passed unanimously on the floor of the State Senate. In the process, a Committee amendment was added to the bill, and four floor amendments were also added to the bill. Two of the floor amendments were sponsor amendments. The other two floor amendments, offered by Senator Smith and Senator Rosapepe as well as the Committee amendment have been included in this year's bill.

Permit me to briefly refresh your memories about this bill.

One of the most crucial public safety issues facing Maryland is the fact that virtually every police department in the State is experiencing a record rate of vacancies among their uniformed officers.

Last session, the Chief of Police of Baltimore City reported that the Baltimore City Police Department had over 450 vacancies. Today, one fifth of the authorized positions in the Baltimore City Police Department are vacant. I understand from the Baltimore County Fraternal Order of Police that the Baltimore County Police Department has about 225 vacancies. Around the State, similar record-breaking vacancies can be observed at many police departments.

There was an article published in the Baltimore Sun last year that U. S. District Court Judge James K. Bredar, who was overseeing the policing Consent Decree between the City and the federal Justice Department, announced that "insufficient staffing is the Police Department's biggest obstacle to achieving compliance with the Consent Decree." Judge Bredar stated that "it's essential" that the Police Department "stop the bleeding" in terms of its recruitment and retention.

Independently, we've learned that very few of Baltimore City's police officers live in the City. Indeed, I have heard that a very high percentage of Baltimore County's police officers live in southern Pennsylvania because they can't afford to live in Baltimore County. Further, for years,

we have heard that many police officers work two jobs because they can't afford to live on the salaries that they are paid by the police departments.

Senate Bill 380 sets up the police retention workgroup with a charge to identify and examine issues and factors potentially contributing to the decline in police retention statewide. This workgroup will be comprised of public officials, experts, and community members to generate a well-rounded understanding of the issue.

The workgroup is charged with quantifying the number of police officers retiring annually, the number of cadets completing police academy training annually, the current training requirements for police officers, recruitment techniques being used, the criteria being used for promotion and the impact of current State and local laws on policing and police departments. Of course, the work group is also charged with examining the current salary ranges, health benefits and retirement benefits for police officers statewide. Thanks to Senator Smith's amendment, the work group will take a look at the migration of police officers between departments, the attrition rates of newly certified police officers and the average length of active service for police officers. Finally, the work group will make recommendations to the General Assembly of measures that should be adopted to reverse the decline in police retention statewide.

Senate Bill 380 does its best to establish a truly balanced workgroup. It includes a State Senator, a Delegate, the Secretary of the Department of State Police, the Attorney General, the Public Defender, the President of the Maryland State's Attorneys Association, the President of the Maryland Chiefs of Police Association, a representative of the NAACP, a representative of the Fraternal Order of Police and a citizen appointed by the Governor. The bill also assigns to the Governor the responsibility of designating the chair of the workgroup.

As elected officials, we have a responsibility to enact policies that empower our institutions of public safety to protect us in a legal and professional manner. Senate Bill 380 will better inform us on how to do so.

I appreciate the Committee's consideration of Senate Bill 380 and will be more than happy to answer any follow-up questions the Committee may have.

Anne Arundel County _FAV_SB 380.pdf

Uploaded by: Ethan Hunt

Position: FAV



February 1, 2024

Senate Bill 380

Police Recruitment and Retention Workgroup

Senate Judicial Proceedings Committee

Position: FAVORABLE

Anne Arundel County **SUPPORTS** Senate Bill 380 Police Recruitment and Retention Workgroup. This Bill will establish a workgroup to review issues and factors potentially contributing to the decline in police officer retention statewide, examine successful recruitment and retention strategies, and design a new statewide joint apprenticeship training program.

Our police force is a foundational pillar of public safety. I believe our police department is among the best in the country, and I am proud of the quality of our officers and their service. However, despite having an exceptional benefit package and one of the highest starting salaries in the state, we are still incredibly lean. Our county has 808 positions authorized, but our number stands at 766 today, a significant drop from the 806 high in 2020.

Due to the minimum staffing level requirement for patrol, a shortage of officers means mandatory overtime for those we employ. Overtime is not only expensive for our taxpayers, but also exhausting for our officers and disruptive for their families. Many specialty officers also have to be reassigned to patrol. This means they are moved from crisis intervention, criminal investigations, special operations, property management, etc., which increases the difficulty for us in maintaining our public safety commitment to serve in those areas. We already have the best academy, technology, and compensation in the area, but it's not enough to recruit more officers and stop them from looking for work elsewhere.

Given that this problem is not unique to just Anne Arundel County, we should work together as a state to investigate this issue and seek to create long-term sustainable strategies that are fiscally responsible. Establishing a special workgroup is the first step. For these reasons, I respectfully request a **FAVORABLE** report on Senate Bill 380.

Steuart Pittman
County Executive

Witness Testimony 2024 SB380 Officer recruitment ret

Uploaded by: Patricia Fallon

Position: FAV



To: Senate Judiciary Committee

Subject: SB0380

Date January 31, 2024

Dear Senators,

SB0380 – Police Recruitment and Retention

The Baltimore County Republican Party completely **SUPPORTS** SB0380.

The shortage of police officers and law enforcement endangers our communities.

Methods to improve recruitment and retain law enforcement officers is critical to keeping our communities safe.

Thank you,

Patricia Fallon
Chair, Baltimore County Republican Central Committee
14823 Hanover Pike
Upperco, MD 21155
Baltimore County



Patricia Fallon
Baltimore County Republican Central Committee
Chairman

410-429-6005
www.BaltimoreCountyGOP.com
email: hanoverprf@comcast.net



SB0380-JPR_MACo_SUP.pdf

Uploaded by: Sarah Sample

Position: FAV



MARYLAND
Association of
COUNTIES

Senate Bill 380

Police Recruitment and Retention Workgroup

MACo Position: **SUPPORT**

To: Judicial Proceedings Committee

Date: February 1, 2024

From: Sarah Sample

The Maryland Association of Counties (MACo) **SUPPORTS** SB 380. This bill would establish a workgroup to study the issues and factors contributing to police officer recruitment as well as the decline in police officer retention statewide.

Staffing shortages have created complications across many sectors, but few pose a dire and immediate threat to public safety in the same way as shortages in law enforcement personnel. Vacancies, in conjunction with the percentage of employees eligible for retirement, paint an even more disturbing picture of the breadth of this crisis.

County law enforcement officers are on the ground every day facing these challenges head-on – they are actively experiencing the results of a declining workforce juxtaposed with the evolving needs and challenges of their communities. These day-to-day, lived experiences of local law enforcement are invaluable in solving this crisis, as theirs is the clearest lens through which to bring these issues into focus for a capable, diverse, and well-meaning workgroup of stakeholders.

Counties applaud the willingness to focus attention on recommendations to help solve this growing problem and the inclusion of county representatives in that process. Accordingly, MACo urges a **FAVORABLE** report for SB 380.

BaltimoreCounty_FWA_SB0380.pdf

Uploaded by: Jennifer Lynch

Position: FWA



JOHN A. OLSZEWSKI, JR.
County Executive

JENNIFER AIOSA
Director of Government Affairs

AMANDA KONTZ CARR
Legislative Officer

WILLIAM J. THORNE
Legislative Associate

BILL NO.: **SB 380**

TITLE: **Police Recruitment and Retention Workgroup**

SPONSOR: **Senator West**

COMMITTEE: **Judicial Proceedings**

POSITION: **SUPPORT WITH AMENDMENTS**

DATE: **February 1, 2024**

Baltimore County **SUPPORTS WITH AMENDMENTS** Senate Bill 380 – Police Recruitment and Retention Workgroup. This legislation would establish a Police Recruitment and Retention Workgroup tasked with identifying and examining the issues of declining recruitment and retention of police officers within the State. Baltimore County would suggest an amendment to reduce the number of members of the workgroup and to include an official from the Maryland Police and Correctional Training Commission. A final suggested amendment would be to focus on the span and goals of the workgroup, from those listed on Page 3 of the bill.

As with most police agencies in the County, Baltimore County continues to face challenges in attracting and retaining highly-qualified applicants to fill police officer vacancies. These vacancies are certain to have an impact upon our communities and public safety as a whole. The workgroup established by this bill would create a group to provide a thorough analysis of the factors contributing to recruitment and retention issues. Input from experts in the field of law enforcement, training and recruitment experts, stakeholders, and the public will determine the systematic and cultural issues which inhibit those from seeking careers in law enforcement. This would be a step in the right direction to attract high valued individuals into a law enforcement career.

Accordingly, Baltimore County urges a **FAVORABLE WITH AMENDMENTS** report on SB 380 from the Senate Judicial Proceedings Committee. For more information, please contact Jenn Aiosa, Director of Government Affairs at jaiosa@baltimorecountymd.gov