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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,  
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