



**State of Maryland**  
**Department of State Police**  
Government Affairs Unit  
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**POSITION ON PROPOSED LEGISLATION**

**DATE:** February 25, 2025

**BILL NUMBER:** House Bill 687      **POSITION:** Letter of Information

**BILL TITLE:** Public Safety - Law Enforcement – Quotas  
(Community – Oriented Policing Act)

**REVIEW AND ANALYSIS:**

This legislation seeks to prohibit a law enforcement agency from using the number of arrests made, investigations conducted, citations issued, or warrants served or executed by a law enforcement officer as a criterion for the evaluation, compensation, discipline, promotion, demotion, dismissal, or transfer of the officer. This legislation further prohibits a law enforcement agency from requiring, suggesting, requesting, or directing an officer to act for the purpose of increasing the number of investigations, warrants served or executed, or citations or arrests delivered.

Under current law, a law enforcement agency may not establish a formal or informal quota for the law enforcement agency or law enforcement officers of the agency. The agency may not use performance numbers as the sole or primary criterion for evaluation, promotion, or other disciplinary action against the officer. A law enforcement agency may use the number of arrests made or citations issued by a law enforcement officer in addition to other job performance factors as a criterion for promotion, demotion, dismissal, or transfer of the officer. A police officer is evaluated on a number of factors relating to job performance, including the number of arrests, traffic stops/ citations, patrol checks, investigation closures, and complaints or compliments from the public or internally, just to name a few examples. Data is a widely used metric of employee competence or program efficacy.

House Bill 687 significantly restricts a law enforcement agency's ability to effectively manage its personnel and execute enforcement initiatives. This legislation repeals the use of any tangible data as a criterion for any promotion, demotion, dismissal, or transfer of an officer. In most police agencies, an officer must meet minimal standards for eligibility to promotion or transfer to a specialized unit. While a police officer is on probation, performance can be used to demonstrate knowledge of laws and procedures. Essentially, this legislation prevents a police agency from taking any action against an officer for failure to perform basic law enforcement duties. An officer could choose never arrest a person for a crime or never take any enforcement action regardless of the circumstances and the agency would be powerless to act. All the officer would have to do is show up for work.

Law enforcement uses data driven approaches to target areas of high crime, vehicle crashes, drunk or drugged driving, and other unlawful behavior to direct enforcement initiatives to reduce crime and crashes. These initiatives are designed to increase arrests for criminal behaviors, thereby making the communities and highways safer. House Bill 687 significantly restricts a law enforcement agency's ability to effectively manage its personnel and execute enforcement initiatives.

The Maryland Department of State Police respectfully requests that the Committee consider this information when deliberating House Bill 687.