State of Maryland
Department of State Police

Government Affairs Unit
Annapolis Office (410) 260-6100

POSITION ON PROPOSED LEGISLATION

DATE: **March 18, 2026**

BILL NUMBER: **House Bill 1020** **POSITION: Support**

BILL TITLE: **State Police Retirement System – Mandatory Retirement Age - Alteration**

REVIEW AND ANALYSIS

This legislation seeks to increase the mandatory retirement age for state troopers from 60 years of age to 62 years of age. The bill changes the eligibility requirement for active sworn members of the Maryland Department of State Police to enter the Deferred Retirement Option Program should they elect to remain employed until 62 years of age.

Under current law, a state trooper hired before July 1, 2011 is eligible to retire with a normal service allowance if the trooper has at least 22 years of service or be at least 50 years old, subject to the approval of the Board of Trustees. A trooper hired after July 1, 2011 is eligible to retire with a normal service allowance if the trooper has at least 25 years of service or be at least 50 years of age. However, regardless of the time of hire or length of service, a trooper is required to retire no later than the first day of the month after the member becomes 60 years old.

Extending the mandatory retirement age for sworn law enforcement officers from 60 to 62 is a responsible workforce stabilization strategy that can provide operational and fiscal benefits. Officers with more than 30 years of experience possess invaluable institutional knowledge that cannot be quickly replaced, and many serve as mentors, trainers, investigators, supervisors, and subject-matter experts whose leadership strengthens agency performance. Retaining these experienced professionals for two additional years helps preserve continuity in leadership and operational effectiveness, particularly at a time when many agencies nationwide are facing declining applicant pools, increased attrition, and delays in academy throughput.

Allowing Maryland Department of State Police (MDSP) Troopers to remain in service until age 62 provides a practical buffer while recruitment pipelines recover. Moreover, experience enhances decision-making; senior officers often demonstrate strong judgment and effective de-escalation skills developed over decades of service. With improvements in life expectancy and workplace health standards, many officers at age 60 remain physically capable of performing their duties, and regular fitness and medical evaluations can ensure continued readiness. Extending the retirement age to 62 better aligns with broader workforce norms while preserving performance standards, ultimately enhancing public safety, protecting institutional knowledge, and providing greater workforce and fiscal predictability.

For these reasons, the Maryland Department of State Police urges the Committee to give House Bill 1020 a favorable report.