

HB 832: Public Safety - State Law Enforcement Agencies - Hiring Restriction (ICE Breaker Act): Please vote to **OPPOSE** this bill.

Dear Judiciary Committee:

I am writing to respectfully **oppose HB 832**, the *Public Safety – State Law Enforcement Agencies – Hiring Restriction (ICE Breaker Act)*.

While thoughtful oversight of law enforcement hiring practices is important, **HB 832** raises serious concerns about unnecessarily limiting the pool of qualified candidates available to serve in Maryland’s state law enforcement agencies. **Individuals who have prior experience with federal agencies**, including U.S. Immigration and Customs Enforcement, **bring valuable training, investigative skills, and operational expertise that can benefit state and local public safety efforts.**

A blanket hiring restriction risks excluding otherwise qualified applicants based solely on prior federal employment, rather than evaluating candidates on their individual records, conduct, and professional qualifications. **Hiring decisions should focus on merit, performance history, integrity, and adherence to constitutional policing standards—not categorical exclusions tied to previous agency affiliation. This blanket restriction could also bring lawsuits to the State for unfair hiring practices and could be seen as discriminatory hiring practices.**

Additionally, **Maryland faces ongoing public safety challenges** that require experienced and well-trained personnel. Artificially restricting recruitment pipelines may make it more difficult for state agencies to fill vacancies, maintain adequate staffing levels, and ensure effective service to the public.

Strong accountability standards, background investigations, and clear professional conduct requirements already exist to ensure that only qualified individuals serve in law enforcement roles. Broad prohibitions do not enhance these safeguards and instead will reduce flexibility for agency leadership.

For these reasons, I respectfully urge you to **oppose HB 832**.

Thank you for your time and thoughtful consideration.

Respectfully,

Trudy Tibbals