



State of Maryland
Department of State Police
Government Affairs Unit
Annapolis Office (410) 260-6100

POSITION ON PROPOSED LEGISLATION

DATE: March 10, 2026

BILL NUMBER: House Bill 1392

POSITION: Oppose

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. It also adds enforcement mechanisms through Attorney General oversight.

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 1392 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 to 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.

This legislation establishes a formal enforcement mechanism for alleged quota violations by law enforcement agencies. It authorizes officers to report suspected quota use to the Office of the Attorney General and requires the Attorney General to create and make available a standardized reporting form. Upon receiving a complaint, the Attorney General must investigate the report within one year. If a violation is found, the Attorney General is required to issue a cease-and-desist order to the agency.

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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 as well as deter criminal activity, thereby making the communities and highways safer.

House Bill 1392 significantly restricts a law enforcement agency's ability to effectively manage its personnel and execute enforcement initiatives.

For these reasons, the Maryland Department of State Police respectfully urges the Committee to give House Bill 1392 an unfavorable report.