

HOUSE BILL 605

M1, P4

2lr1859

By: **Delegates Reznik, Gilchrist, Luedtke, Ruth, Sample–Hughes, and Wells**

Introduced and read first time: January 31, 2022

Assigned to: Appropriations

A BILL ENTITLED

1 AN ACT concerning

2 **Natural Resources Police Force – Hiring and Promotion Plan – Requirement**

3 FOR the purpose of requiring the Department of Natural Resources, in consultation with
4 the Natural Resources Police Force, to develop, implement, and adhere to a hiring
5 and promotion plan to transition the composition of the Natural Resources Police
6 Force to reflect the demographics of the State; prohibiting the Department from
7 initiating or continuing any promotion process for the Natural Resources Police
8 Force before the plan is published; requiring the Secretary of Natural Resources to
9 direct the Comptroller to withhold a certain amount of funding from the Department
10 if the Department fails to meet certain requirements; and generally relating to a
11 hiring and promotion plan for the Natural Resources Police Force.

12 BY adding to

13 Article – Natural Resources

14 Section 1–203.1

15 Annotated Code of Maryland

16 (2018 Replacement Volume and 2021 Supplement)

17 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

18 That the Laws of Maryland read as follows:

19 **Article – Natural Resources**

20 **1–203.1.**

21 **(A) IT IS THE INTENT OF THE GENERAL ASSEMBLY THAT, ON OR BEFORE**
22 **SEPTEMBER 30, 2027, THE COMPOSITION OF THE NATURAL RESOURCES POLICE**
23 **FORCE REFLECT THE DEMOGRAPHICS OF THE STATE TO THE EXTENT**
24 **PRACTICABLE.**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 **(B) (1) THE DEPARTMENT, IN CONSULTATION WITH THE NATURAL**
2 **RESOURCES POLICE FORCE, SHALL DEVELOP, IMPLEMENT, AND ADHERE TO A**
3 **HIRING AND PROMOTION PLAN TO ACHIEVE THE GOAL ESTABLISHED UNDER**
4 **SUBSECTION (A) OF THIS SECTION.**

5 **(2) IN DEVELOPING AND IMPLEMENTING THE HIRING AND**
6 **PROMOTION PLAN UNDER PARAGRAPH (1) OF THIS SUBSECTION, THE DEPARTMENT**
7 **SHALL:**

8 **(I) ESTABLISH A GOAL THAT ON OR BEFORE OCTOBER 1, 2024,**
9 **THE NATURAL RESOURCES POLICE FORCE ACHIEVE AN IMPROVEMENT OF AT**
10 **LEAST 20% EACH YEAR IN REPRESENTATIVE COMPOSITION COMPARED TO 2021**
11 **STATE DEMOGRAPHICS; AND**

12 **(II) ESTABLISH A GOAL THAT THE NATURAL RESOURCES**
13 **POLICE FORCE BE REPRESENTATIVE OF STATE DEMOGRAPHICS FOR THE**
14 **IMMEDIATELY PRECEDING CALENDAR YEAR.**

15 **(C) (1) (I) BEGINNING JUNE 1, 2023, AND EACH YEAR THEREAFTER,**
16 **THE SUPERINTENDENT OF THE NATURAL RESOURCES POLICE FORCE, THE**
17 **DIRECTOR OF THE DEPARTMENT'S HUMAN RESOURCES SERVICES, AND THE**
18 **DIRECTOR OF THE DEPARTMENT'S OFFICE OF FAIR PRACTICES SHALL MEET ON OR**
19 **AROUND JUNE 1 TO DISCUSS THE PROGRESS OF THE HIRING AND PROMOTION PLAN**
20 **IMPLEMENTED UNDER SUBSECTION (B) OF THIS SECTION.**

21 **(II) THE DEPARTMENT SHALL REQUEST THAT THE OFFICERS**
22 **OF THE NATURAL RESOURCES POLICE FORCE BLACK OFFICERS ASSOCIATION**
23 **ATTEND THE MEETINGS REQUIRED UNDER SUBPARAGRAPH (I) OF THIS PARAGRAPH.**

24 **(2) (I) ON OR BEFORE OCTOBER 1, 2023, THE DEPARTMENT**
25 **SHALL:**

26 **1. COMPLETE AND PUBLISH THE HIRING AND**
27 **PROMOTION PLAN REQUIRED UNDER SUBSECTION (B) OF THIS SECTION; AND**

28 **2. PROVIDE THE PLAN TO THE NATURAL RESOURCES**
29 **POLICE FORCE BLACK OFFICERS ASSOCIATION AND, IN ACCORDANCE WITH §**
30 **2-1257 OF THE STATE GOVERNMENT ARTICLE, THE SENATE EDUCATION, HEALTH,**
31 **AND ENVIRONMENTAL AFFAIRS COMMITTEE AND THE HOUSE ENVIRONMENT AND**
32 **TRANSPORTATION COMMITTEE.**

33 **(II) ON OR BEFORE DECEMBER 1, 2023, AND EACH DECEMBER**
34 **1 FOR THE NEXT 4 YEARS, THE DEPARTMENT SHALL REPORT TO THE SENATE**

1 EDUCATION, HEALTH, AND ENVIRONMENTAL AFFAIRS COMMITTEE AND THE
2 HOUSE ENVIRONMENT AND TRANSPORTATION COMMITTEE, IN ACCORDANCE WITH
3 § 2-1257 OF THE STATE GOVERNMENT ARTICLE, ON THE STATUS OF
4 IMPLEMENTING THE HIRING AND PROMOTION PLAN ESTABLISHED UNDER
5 SUBSECTION (B) OF THIS SECTION.

6 (III) THE DEPARTMENT MAY NOT INITIATE OR CONTINUE ANY
7 PROMOTION PROCESS FOR THE NATURAL RESOURCES POLICE FORCE BEFORE THE
8 PUBLICATION OF THE HIRING AND PROMOTION PLAN UNDER SUBPARAGRAPH (I) OF
9 THIS PARAGRAPH.

10 (IV) THE SECRETARY SHALL DIRECT THE COMPTROLLER TO
11 WITHHOLD \$500,000 FROM THE DEPARTMENT IF THE DEPARTMENT FAILS TO MEET
12 THE PUBLICATION AND REPORTING REQUIREMENTS ESTABLISHED UNDER THIS
13 PARAGRAPH.

14 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
15 October 1, 2022.