

**Department of Legislative Services**  
 Maryland General Assembly  
 2023 Session

**FISCAL AND POLICY NOTE**  
**Third Reader - Revised**

Senate Bill 18

(Senator West, *et al.*)

Judicial Proceedings

Appropriations

**Police Recruitment and Retention Workgroup**

This bill establishes a Police Recruitment and Retention Workgroup to (1) identify and examine issues and factors potentially contributing to recruitment challenges and the decline in police officer retention statewide, as specified, and (2) explore recruitment and retention strategies used successfully in other states and countries and design a statewide joint apprenticeship and training council including multiple departments and unions to operate a police registered apprenticeship beginning in high school. The Department of State Police (DSP) must provide staff for the workgroup. Workgroup members may not receive compensation but are entitled to reimbursement for expenses. The workgroup must report its findings and recommendations to the Governor and the General Assembly by December 30, 2024. **The bill takes effect July 1, 2023, and terminates June 30, 2025.**

**Fiscal Summary**

**State Effect:** General fund expenditures increase by \$57,500 in FY 2024 for contractual staff. Future year expenditures reflect termination of the contractual position on December 30, 2024, when the final report is due. Revenues are not affected.

(in dollars)	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028
Revenues	\$0	\$0	\$0	\$0	\$0
GF Expenditure	57,500	24,200	0	0	0
Net Effect	(\$57,500)	(\$24,200)	\$0	\$0	\$0

*Note: ( ) = decrease; GF = general funds; FF = federal funds; SF = special funds; - = indeterminate increase; (-) = indeterminate decrease*

**Local Effect:** None.

**Small Business Effect:** None.

## Analysis

### Current Law:

*Police Recruitment & Retention Initiative:* The Police Recruitment & Retention (PRAR) initiative within the Governor's Office of Crime Prevention, Youth, and Victim Services provides funding to local law enforcement agencies to recruit and retain qualified sworn police officers. The fiscal 2024 budget as introduced includes \$1.3 million in general funds for PRAR.

Tuition waiver and loan repayment programs help improve the knowledge base of police officers and are an important recruitment and retention benefit. Chapter 59 of 2021, the Maryland Police Accountability Act of 2021, established the Maryland Loan Assistance Repayment Program for Police Officers to assist in the repayment of a higher education loan owed by a police officer who meets specified requirements. The Governor must include an annual appropriation of at least \$1.5 million in the State budget for the program. In addition, the Maryland Police Officers Scholarship Program provides tuition assistance. A recipient of a scholarship must meet specified requirements, including satisfying any additional criteria that the Maryland Higher Education Commission may establish. A recipient of a scholarship must repay the commission the funds received if the recipient does not satisfy or fulfill the specified program requirements. The Governor must include in the annual budget bill an appropriation of at least \$8.5 million to the commission to award scholarships, of which \$6.0 million must be used for students intending to become police officers after graduation, and \$2.5 million must be used for existing police officers.

*Income Tax – Subtraction Modification:* Chapter 519 of 2016 established a subtraction modification of up to \$5,000 of the income earned by a law enforcement officer if (1) the officer resides in the political subdivision in which the officer is employed and (2) the crime rate in the political subdivision exceeds the State's crime rate. Chapter 631 of 2020 expanded the subtraction modification for local law enforcement officers by extending eligibility to law enforcement officers of the Maryland-National Capital Park Police and the Washington Suburban Sanitary Commission Police Force.

*Law Enforcement Cadet Apprenticeship Program:* Chapter 25 of 2019 established a Law Enforcement Cadet Apprenticeship Program (Cadet Program) in the Maryland Department of Labor (MDL) to award competitive grants to law enforcement agencies, defined as the police departments of a county, municipal corporation, or university in Maryland.

The purposes of the Cadet Program are to:

- provide young individuals opportunities to begin a career in law enforcement;

- foster positive relationships between the public, particularly young individuals, and law enforcement agencies;
- develop a cohort of individuals qualified to join a law enforcement agency;
- encourage law enforcement agencies to hire apprentices; and
- help law enforcement agencies offset additional costs, if any, associated with hiring apprentices.

MDL is charged with administering the Cadet Program and awarding competitive grants to law enforcement agencies. To be eligible for an award, the law enforcement agency must employ at least one apprentice who (1) has been employed by the agency for at least seven months; (2) is enrolled in the first year of a specified apprenticeship program; and (3) lives in a zip code in which at least 10% of the population is below the federal poverty level, as specified.

The amount of a grant awarded under the Cadet Program is based on the number of apprentices within the law enforcement agency who meet all three of the eligibility criteria and is generally capped at \$2,000 for each such apprentice. However, for an eligible university law enforcement agency, a grant award is capped at \$1,000 for each such apprentice. The Governor must include in the State budget an appropriation of at least \$750,000 each year for the Cadet Program.

The fiscal 2024 budget as introduced includes \$750,000 for the Cadet Program.

**State Expenditures:** DSP advises, and the Department of Legislative Services concurs, that it is unable to provide staff for the workgroup with existing resources. Thus, general fund expenditures increase by \$57,514 in fiscal 2024, which reflects the bill’s July 1, 2023 effective date. This estimate reflects the cost of hiring one contractual management associate to staff the workgroup. It includes a salary, fringe benefits, one-time start-up costs, and ongoing operating expenses.

Contractual Position	1.0
Salary and Fringe Benefits	\$49,840
Operating Expenses	<u>7,674</u>
<b>Total FY 2024 State Expenditures</b>	<b>\$57,514</b>

Future year expenditures reflect termination of the contractual position on December 30, 2024, when the workgroup’s final report is due.

This estimate does not include any health insurance costs that could be incurred for specified contractual employees under the State’s implementation of the federal Patient Protection and Affordable Care Act.

Any expense reimbursements for workgroup members are assumed to be minimal and absorbable within existing budgeted resources.

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### **Additional Information**

**Prior Introductions:** Similar legislation has not been introduced within the last three years.

**Designated Cross File:** HB 308 (Delegate Tomlinson) - Appropriations.

**Information Source(s):** Department of State Police; Governor's Office of Crime Prevention, Youth, and Victim Services; Department of Legislative Services

**Fiscal Note History:** First Reader - January 27, 2023  
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