

# SENATE BILL 380

E4  
SB 18/23 – JPR

4lr1116

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By: **Senators West, Carozza, Watson, Klausmeier, and James**  
Introduced and read first time: January 17, 2024  
Assigned to: Judicial Proceedings

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## A BILL ENTITLED

1 AN ACT concerning

2 **Police Recruitment and Retention Workgroup**

3 FOR the purpose of establishing the Police Recruitment and Retention Workgroup to study  
4 issues and factors potentially contributing to the decline in police retention  
5 statewide; and generally relating to the Police Recruitment and Retention  
6 Workgroup.

7 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
8 That:

9 (a) There is a Police Recruitment and Retention Workgroup.

10 (b) The Workgroup consists of the following members:

11 (1) one member of the Senate of Maryland, appointed by the Chair of the  
12 Senate Judicial Proceedings Committee;

13 (2) one member of the House of Delegates, appointed by the Chair of the  
14 House Judiciary Committee;

15 (3) the Secretary of the Department of State Police, or the Secretary's  
16 designee;

17 (4) the Public Defender, or the Public Defender's designee;

18 (5) the Attorney General, or the Attorney General's designee;

19 (6) the President of the Maryland State's Attorneys' Association, or the  
20 President's designee;

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (7) the President of the Maryland Chiefs of Police Association, or the  
2 President's designee;

3 (8) one member with expertise in the field of effective policing, designated  
4 by the President of the Fraternal Order of Police;

5 (9) the Executive Director of the Maryland Commission on Criminal  
6 Sentencing Policy, or the Executive Director's designee;

7 (10) the following members, appointed by the Governor:

8 (i) one representative of the Fraternal Order of Police;

9 (ii) one representative from the National Association for the  
10 Advancement of Colored People; and

11 (iii) one citizen representative;

12 (11) the following members, appointed by the Maryland Association of  
13 Counties:

14 (i) one representative of a police department for an urban county;  
15 and

16 (ii) one representative of a sheriff's office for a rural county; and

17 (12) the following members, appointed by the Maryland Municipal League:

18 (i) one representative of a police department for an urban  
19 municipality; and

20 (ii) one representative of a police department for a rural  
21 municipality.

22 (c) The Governor shall designate the chair of the Workgroup.

23 (d) The Department of State Police shall provide staff for the Workgroup.

24 (e) A member of the Workgroup:

25 (1) may not receive compensation as a member of the Workgroup; but

26 (2) is entitled to reimbursement for expenses under the Standard State  
27 Travel Regulations, as provided in the State budget.

1 (f) The Workgroup shall identify and examine issues and factors potentially  
2 contributing to recruitment challenges and the decline in police officer retention statewide,  
3 including:

4 (1) the number of police officers retiring annually;

5 (2) the number of cadets completing police academy training annually;

6 (3) training hour requirements for police officers;

7 (4) police training academy acceptance requirements;

8 (5) recruitment techniques;

9 (6) requirements for advancement within police departments;

10 (7) the impact of current State and local laws on policing and police  
11 departments;

12 (8) current salary ranges, health benefits, and retirement benefits for  
13 police officers statewide;

14 (9) to the extent that information is available:

15 (i) the migration of police officers between departments;

16 (ii) the attrition rates of newly certified police officers;

17 (iii) the average length of active service for police officers; and

18 (iv) the number of actively employed police officers who have retired  
19 from another police department in State or local government; and

20 (10) perceptions of the occupation among potential recruits.

21 (g) The Workgroup shall:

22 (1) explore recruitment and retention strategies used successfully in other  
23 states and countries;

24 (2) design a statewide joint apprenticeship and training council including  
25 multiple departments and unions to operate a police-registered apprenticeship beginning  
26 in high school; and

27 (3) provide recommendations for reviewing the decline in police retention  
28 statewide.

1 (h) On or before December 30, 2025, the Workgroup shall report its findings and  
2 recommendations to the Governor and, in accordance with § 2-1257 of the State  
3 Government Article, the General Assembly.

4 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July  
5 1, 2024. It shall remain effective for a period of 2 years and, at the end of June 30, 2026,  
6 this Act, with no further action required by the General Assembly, shall be abrogated and  
7 of no further force and effect.