

HB 208 - Carroll County Sheriff

Uploaded by: James DeWees

Position: FAV



Colonel Richard L. Hart Jr.
Chief Deputy

James T. DeWees
Sheriff

Office of the Sheriff
Carroll County, Maryland
100 North Court Street
Westminster, Maryland 21157

TTY: 711/800-735-2258



Colonel Dennis A. Strine
Warden

February 7, 2023

House Judiciary Committee
Delegate Luke Clippinger - Chair

Dear Chairman Clippinger and members of the House Judiciary Committee,

I'm Carroll County Sheriff Jim DeWees, thank you for allowing me the opportunity to submit favorable testimony regarding House Bill 308 with amendments, Police Retention Workgroup. The amendment to add a representative from both the Maryland Sheriff's Association and the Maryland Chiefs of Police Association is key to making sure all the stakeholders are represented to discuss this important topic.

As the elected sheriff for Carroll County, I oversee both law enforcement and corrections with a total staff of 300 employees. I'm in my third term as the elected sheriff and I am a retired captain with the Maryland State Police where I served for 25 years.

In support of HB 308, I strongly agree that it's time to study police recruitment and retention. You can't discuss retention with examining how we recruit; the two are intertwined. How as a profession do we recruit and retain men & women with character, integrity, intelligence, ability, and compassion? We must look at how we can identify key recruiting tools that drew individuals to enter the profession; then dissect why so many leave before they can honorably retire.

This group should also look at the common practice of "lateralling" from one agency to another and how this unhealthy practice effects an agency's ability to maintain continuity of operations. Furthermore, this workgroup should take a holistic approach at examining both recruiting and retention and have representation from small and large agencies that represent all four corners of our state.

SHERIFF SERVICES

Phone: (410) 386-2900
Toll Free: (888) 302-8924
Fax: (410) 876-1152



DETENTION CENTER

Phone: (410) 386-2628
Toll Free: (888) 302-8826
Fax: (410) 857-1509

I look forward to supporting this committee and working with the group should I have the future opportunity.

A handwritten signature in black ink that reads "James T. DeWees". The signature is written in a cursive style with a large, looping initial "J".

James T. DeWees
Sheriff
Carroll County, Maryland

MTA Favorable HB308 2-7-23.pdf

Uploaded by: Jenna Massoni

Position: FAV



M a r y l a n d Troopers Association



INCORPORATED 1979

February 7, 2023

The Honorable Ben Barnes, Chair and Members of the Appropriations Committee

RE: HB 308 - Police Retention Workgroup

POSITION: SUPPORT

The Maryland Troopers Association (MTA) has a membership strength of approximately 2,629 members of which 1,120 are active sworn Troopers involved in traffic and criminal enforcement throughout the State of Maryland.

Much like the rest of the country, in Maryland, police officer recruitment and retention is down. Applications to the Maryland State Police are down 40% over last year. This impacts every single aspect of our departments, our communities, and our state. While there are several factors that we have personally identified within the MD Troopers Association, we support the establishment of the Police Retention Workgroup to study issues and factors potentially contributing to the decline in police officer retention statewide.

The Maryland Troopers Association supports HB 308 and requests a favorable report.

Brian Blubaugh
President
Maryland Troopers Association

HB 308 Letter of Support.pdf

Uploaded by: Michael Shier

Position: FAV



STEUART PITTMAN
COUNTY EXECUTIVE

ANNE ARUNDEL COUNTY POLICE DEPARTMENT

8495 VETERANS HIGHWAY
MILLERSVILLE | MARYLAND | 21108
(410) 222-8500 | www.aacounty.org



AMAL E. AWAD
CHIEF OF POLICE

RE: HB 308 Police Retention Workgroup
Position: SUPPORT

2/3/2023

Chairman Barnes and Members of the House Appropriations Committee:

Over the past few years police agencies statewide have experienced a dramatic drop in applications for the job of sworn police officer. For each academy class in times past, Anne Arundel County Police would receive thousands of applications. By the end of the hiring process, we would find we had more qualified applicants than we had available positions in our department or more qualified applicants than we had capacity to train. Today, we can muster barely a few hundred applications as we struggle to reach our budgeted staffing levels or to fill an academy class.

In the past, academy classes would be filled with as many as fifty recruits. Today, we strain to place fifteen in a class. Despite dozens of vacancies, we have had to cancel academy classes due to insufficient candidates or combine planned academy class sessions in order to even make it possible to hold an academy class at all.

Recruiting minority candidates has been especially challenging. Our agency has implemented strategies aimed at recruiting from minority populations such as appointing minority officers to recruitment roles, visiting Historically Black Colleges and Universities in and beyond Maryland, and targeting billboards and radio ads toward minority communities. Our agency has also implemented programs to mentor and assist applicants before and during the application process. But still, we find ourselves struggling to staff our agency, particularly with minority officers.

With rising crime rates statewide and in the face of a nationwide anti-police narrative still playing out, the task of finding, not just qualified, but exemplary candidates to be police officers is of the utmost importance, but extraordinarily challenging. Our citizens demand and deserve compassionate, skilled, and dedicated officers serving their need to create safe communities.

It is imperative that steps are taking to reverse these declining recruitment trends being seen by law enforcement professionals across the state. Understanding the problem is the first step towards solving it, and **Anne Arundel County Police SUPPORTS HB 308** and its goal to better understand why we cannot effectively fill our ranks and how to overcome those challenges.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Shier".

Lieutenant Michael Shier *Esq.*
Anne Arundel County Police



HB 308 - FWA - MML.pdf

Uploaded by: Bill Jorch

Position: FWA



Maryland Municipal League
The Association of Maryland's Cities and Towns

TESTIMONY

February 7, 2023

Committee: House Appropriations

Bill: HB 308 - Police Retention Workgroup

Position: Support with Amendment

Reason for Position:

The Maryland Municipal League supports House Bill 308 with amendment, to add municipal police agency representation on the workgroup established in the bill. We expect the workgroup to provide valuable information that will lead to municipal police agencies recruiting and retaining top quality police officers. The bill establishes a workgroup with the task of examining factors that are contributing to the decline in police officer retention.

There are 89 municipal police agencies in Maryland and at some point there have been challenges with police officer recruitment and retention in every part of the State; this problem seems to be particularly pervasive at the moment. As the costs and risks to operate a police agency continue to rise, the issue of officer compensation is of the utmost importance; both in terms of running an efficient and effective municipal public safety program but also finding and developing the right officers.

There are more municipal police agencies than county and State agencies combined. As such MML requests that the committee consider our proposed amendment which has been submitted to the bill sponsor:

On page 2, after line 6 insert:

(9) THE FOLLOWING MEMBERS APPOINTED BY THE MARYLAND MUNICIPAL LEAGUE:

(i) ONE REPRESENTATIVE OF A POLICE DEPARTMENT FOR AN URBAN MUNICIPALITY;

(ii) ONE REPRESENTATIVE OF A POLICE DEPARTMENT FOR A RURAL MUNICIPALITY.

1212 West Street, Annapolis, Maryland 21401

410-268-5514 | 800-492-7121 | FAX: 410-268-7004 | www.md-municipal.org

The workgroup established in HB 308 is an appropriate vehicle to provide much needed information on policies and trends that municipal police agencies can use to continue providing critical public safety services. For these reasons the League respectfully requests that this committee provide a favorable report on House Bill 18 with the above amendment.

FOR MORE INFORMATION CONTACT:

Theresa Kuhns

Angelica Bailey Thupari, Esq.

Bill Jorch

Justin Fiore

Chief Executive Officer

Director, Advocacy & Public Affairs

Director, Public Policy

Deputy Director, Advocacy & Public Affairs

HB0308-APP_MACo_SWA.pdf

Uploaded by: Brianna January

Position: FWA



House Bill 308

Police Retention Workgroup

MACo Position: **SUPPORT**
WITH AMENDMENTS

To: Appropriations Committee

Date: February 7, 2023

From: Sarah Sample and Brianna January

The Maryland Association of Counties (MACo) **SUPPORTS HB 308 WITH AMENDMENTS**. This bill would establish a workgroup to study the issues and factors contributing to the decline in police officer retention statewide. MACo's amendment is merely to strengthen the body's membership.

Staffing shortages have created complications across many sectors but few pose a comparable and immediate threat the way law enforcement shortages do. Vacancies, in conjunction with the percentage of employees eligible for retirement, paint an even more disturbing picture of the crisis. Including law enforcement officers in this workgroup can only enhance the group's effectiveness and outcomes.

County law enforcement officers are on the ground every day facing these retention challenges head-on – they see the workforce shortages juxtaposed with the evolving needs and challenges of their communities. These day-to-day, lived experiences of law enforcement are the clearest lens to bring these issues into focus for a capable, diverse, and well-meaning workgroup of stakeholders.

For these reasons, Counties support HB 308, **with an amendment** to include in the workgroup a representative of a police department in a large county jurisdiction and a representative of a sheriff's department in a jurisdiction where the sheriff's department serves as the primary law enforcement agency.

Counties applaud the willingness to focus attention on recommendations to help solve this growing problem. Including county representatives in that process will ensure an effective outcome, based on professional experience. Accordingly, MACo urges a **FAVORABLE WITH AMENDMENTS** report for HB 308.

HB 308 - Police Retention Workgroup Favorable with

Uploaded by: Darren Popkins

Position: FWA



Maryland Chiefs of Police Association Maryland Sheriffs' Association



MEMORANDUM

TO: The Honorable Ben Barnes, Chair and
Members of the Appropriations Committee

FROM: Darren Popkin, Executive Director, MCPA-MSA Joint Legislative Committee
Andrea Mansfield, Representative, MCPA-MSA Joint Legislative Committee
Natasha Mehu, Representative, MCPA-MSA Joint Legislative Committee

DATE: February 7, 2023

RE: **HB 308 – Police Retention Workgroup**

POSITION: SUPPORT WITH AMENDMENTS

The Maryland Chiefs of Police Association (MCPA) and the Maryland Sheriffs' Association (MSA) SUPPORT HB 308 WITH AMENDMENTS. This bill establishes a Police Retention Workgroup to identify and examine issues and factors potentially contributing to the decline in police officer retention statewide.

Despite recent efforts at the State and local level, law enforcement agencies across the State are having difficulty retaining and recruiting officers. As introduced, HB 308 has representation from the General Assembly, State Police, Public Defender's, Maryland State's Attorney's Association, the Fraternal Order of Police, the American Civil Liberties Union, and a citizen member; but no law enforcement agency leadership representation. As individuals who will be responsible for implementing initiatives to aid in recruitment and retention, MCPA and MSA respectfully requests that two representatives be added to the composition of the workgroup – one representative for MCPA and one representative for MSA.

MCPA and MSA support all efforts to expand the pool of eligible officers and retain those currently employed; and respectfully request to be represented as a part of this conversation. For this reason, MCPA and MSA SUPPORT HB 308 WITH AMENDMENTS to add a representative from each organization.

BaltimoreCounty_FWA_HB0308.pdf

Uploaded by: Joshua Greenberg

Position: FWA



JOHN A. OLSZEWSKI, JR.
County Executive

JENNIFER AIOSA
Director of Government Affairs

AMANDA KONTZ CARR
Legislative Officer

JOSHUA M. GREENBERG
Associate Director of Government Affairs

BILL NO.: **HB 308**

TITLE: Police Retention Workgroup

SPONSOR: Delegate Tomlinson

COMMITTEE: Appropriations

POSITION: **SUPPORT WITH AMENDMENTS**

DATE: February 2, 2023

Baltimore County **SUPPORTS WITH AMENDMENTS** House Bill 308 – Police Retention Workgroup. This legislation would establish a workgroup to study issues and factors contributing to the decrease in police office retention.

During the past few years, law enforcement agencies across the State of Maryland have begun to struggle with police retention. Baltimore County has recently faced a wave of recent retirements and has initiated a robust hiring program to eliminate staffing shortfalls. While these measures bring in more recruits, the County is not immune to the struggles jurisdiction across the country are experiencing with the retention of personnel.

House Bill 308 would convene a workgroup to identify what factors are contributing to the issue so that steps may be taken to improve retention. Identifying and examining these factors with local input is crucial for retaining the current police force and incentivize new recruits to join. Without understanding the core issues leading to declines in police retention, the significant efforts made by Baltimore County may not be enough. Input from local stakeholders, however, is critical to achieve this mission in a manner that is tailored to the needs of each and every local law enforcement agency. The County feels that this bill could be made stronger if it were amended to include local stakeholder input.

Accordingly, Baltimore County requests a **FAVORABLE WITH AMENDMENTS** report on HB 308. For more information, please contact Jenn Aiosa, Director of Government Affairs at jaiosa@baltimorecountymd.gov.

MSP Letter of Information.pdf

Uploaded by: Kathy Anderson

Position: INFO



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

POSITION ON PROPOSED LEGISLATION

DATE: February 7, 2023

BILL NUMBER: House Bill 308 **POSITION:** Letter of Information

BILL TITLE: Police Retention Workgroup

REVIEW AND ANALYSIS

This legislation to establish the Police Retention Workgroup to study issues and factors potentially contributing to the decline in police retention statewide. The bill establishes the membership and requires the Department of State Police to staff the workgroup.

The membership of the Workgroup consists of 12 people. Only one member is a representative of a law enforcement agency and two members of the Fraternal Order of Police (FOP) or designated by the FOP. While the FOP represents local and municipal police officers, the State Law Enforcement Officers Labor Alliance represents state law enforcement officers. Additionally, this legislation requires information related to training, recruitment techniques, and minimum requirements for hire, yet there is no one on the workgroup other than the State Police and FOP that might have information on the topics. There are more than 150 police departments in Maryland and of those, 24 are sheriff's departments. They are not represented on this workgroup. The majority of the members of this workgroup are non-law enforcement and may not have any experience or information on the nine issues and factors identified in the bill.

The Workgroup shall identify and examine issues and factors potentially contributing to the decline in police officer retention statewide, including:

- (1) the number of police officers retiring annually;
- (2) the number of cadets completing police academy training annually;
- (3) current salary ranges for police officers statewide;
- (4) current benefits and pension programs available to police officers;
- (5) training hour requirements for police officers;
- (6) police training academy acceptance requirements;
- (7) recruitment techniques;
- (8) requirements for advancement within police departments; and
- (9) the impact of current State and local laws on policing and police departments.

There is another bill introduced this Session, which also proposes a study of law enforcement compensation and benefits. The two bills are addressing the causes of under staffed police agencies focusing on similar but not all of the same items.

MSP Letter of Information.pdf

Uploaded by: Thomas Williams

Position: INFO



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

POSITION ON PROPOSED LEGISLATION

DATE: February 7, 2023

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