



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.