

# HOUSE BILL 618

E4  
HB 308/23 – APP

4lr2939  
CF SB 380

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By: **Delegates Munoz and Toles**  
Introduced and read first time: January 25, 2024  
Assigned to: Appropriations

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Committee Report: Favorable with amendments  
House action: Adopted  
Read second time: March 20, 2024

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## CHAPTER \_\_\_\_\_

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;

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### EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



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

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

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

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

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

10 (10) the President of the Maryland chapter of the National Organization of  
11 Black Law Enforcement Executives, or the President's designee;

12 (11) the President of the Hispanic American Law Enforcement Association,  
13 or the President's designee;

14 ~~(10)~~ (12) the following members, appointed by the Governor:

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

16 (ii) one representative from the National Association for the  
17 Advancement of Colored People; ~~and~~

18 (iii) one representative with expertise in human resources;

19 (iv) one representative with expertise in police practices;

20 (v) one representative with expertise in police retention and  
21 recruitment; and

22 (vi) ~~one~~ two citizen ~~representative~~ representatives;

23 ~~(11)~~ (13) the following members, appointed by the Maryland Association  
24 of Counties:

25 (i) one representative of a police department for an urban county;  
26 and

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

28 ~~(12)~~ (14) the following members, appointed by the Maryland Municipal  
29 League:

1 (i) one representative of a police department for an urban  
2 municipality; and

3 (ii) one representative of a police department for a rural  
4 municipality.

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

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

7 (e) A member of the Workgroup:

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

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

11 (f) A member of the Workgroup serves at the pleasure of the person who  
12 appointed the member to the Workgroup.

13 (g) At the first meeting of the Workgroup, the Workgroup shall vote to adopt a  
14 code of conduct providing for the acceptable conduct of Workgroup members.

15 (h) The Workgroup shall identify and examine issues and factors potentially  
16 contributing to recruitment challenges and the decline in police officer retention statewide,  
17 including:

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

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

20 (3) training hour requirements for police officers;

21 (4) police training academy acceptance requirements;

22 (5) recruitment techniques;

23 (6) requirements for advancement within police departments;

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

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

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

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- 1 (i) the migration of police officers between departments;
- 2 (ii) the attrition rates of newly certified police officers;
- 3 (iii) the average length of active service for police officers; and
- 4 (iv) the number of actively employed police officers who have retired  
5 from another police department in State or local government; and
- 6 (10) perceptions of the occupation among potential recruits.

7 ~~(e)~~ (i) The Workgroup shall:

- 8 (1) explore recruitment and retention strategies used successfully in other  
9 states and countries;
- 10 (2) design a statewide joint apprenticeship and training council including  
11 multiple departments and unions to operate a police-registered apprenticeship beginning  
12 in high school; and
- 13 (3) provide recommendations for reviewing the decline in police retention  
14 statewide.

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

18 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July  
19 1, 2024. It shall remain effective for a period of 2 years and, at the end of June 30, 2026,  
20 this Act, with no further action required by the General Assembly, shall be abrogated and  
21 of no further force and effect.

Approved:

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Governor.

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Speaker of the House of Delegates.

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President of the Senate.