



Catherine Pugh  
Mayor

# BALTIMORE POLICE DEPARTMENT



Kevin Davis  
Police Commissioner

December 11, 2017

Honorable President and Members of the Baltimore City Council  
Room 400, City Hall  
100 N. Holliday Street  
Baltimore, Maryland 21202

*Attention: Natawna Austin, Executive Secretary*

**Re: City Council Bill No. 17-0059R  
Investigative Hearing – Baltimore City Police Staffing, Recruitment, and  
Retention**

Dear Council President Young and Members of the City Council:

The Baltimore Police Department (the BPD) has reviewed Council Bill 17-0059R. This resolution is for the purpose of requesting that the Baltimore City Police Commissioner appear before the City Council to brief it regarding recruitment efforts, officer retention, and recouping training dollars, report on the number and percentage of individuals that enroll in the police academy, graduate from the police academy, and are employed by the BPD after graduation, and discuss the retention rate of those employed by the BPD, the deployment of officers, and how that deployment will enable the City to curtail the rise in violent crime.

The BPD supports this bill.

The BPD has experienced a steep decline in the number of sworn officers over the last several years. This has been due in part to attrition and budgetary decisions to have a smaller police force, and has been coupled with a stark decline in hiring new recruits. This phenomenon has led to a multitude of problems including exaggerated budgetary issues, crime control, and staffing problems.

The BPD remains committed to ensuring that Baltimore City is safe, but recognizes the need to address historic, structural, internal issues in order to maximize its external effectiveness for the communities it serves. This is being done by implementing an accelerated hiring strategy and other recruitment plans, employing additional tools for retention, civilianization of the Department, and discovering and maximizing budgetary efficiencies including addressing issues involving overtime.

Thank you for the opportunity to comment. The BPD looks forward to working with the City Council on this matter.

Sincerely,



James A. Gillis  
Chief of Staff