

BILL SYNOPSIS

Committee: Public Safety and Government Operations

Bill 21-0021R

**Informational Hearing –
 Building a Homegrown Public Safety Cadet Program**

Sponsor: Councilmember Kris Burnett

Introduced: February 22, 2021

Purpose:

For the purpose of inviting the Police Commissioner of the Baltimore Police Department, the Fire Chief of the Baltimore City Fire Department, the Director of the Office of Emergency Management, the Sheriff of the Baltimore City Sheriff's Office, the Police Chief of the Baltimore City School Police, the Director of the Mayor's Office of Employment Development, the Director of the Department of Human Resources, and the head of the Baltimore City Public School System's Career and Technology Education program to appear before the Baltimore City Council to discuss: the Baltimore City Fire and Police Department's explorer programs; youth works programs; cadet programs; college internship programs; the successes and opportunities with local recruiting and hiring initiatives; and establishing the best method to create a pipeline of homegrown talent into Baltimore City public safety agencies.

Effective: None

Agency Reports

Law Department	Favorable
Department of Finance	Favorable
Police Department	
Fire Department	Favorable
Office of Emergency Management	Favorable
Sheriff's Office	
Baltimore City Public School System	Favorable
Office of Employment Development	
Department of Human Resources	Favorable

Analysis

Background

One of the earliest originations of Cadet programs started with the United States military in 1941. The Civil Air Patrol recruited cadets between the age of 15 – 18 years' old who were in the last two years of high school. In the first six-months after it was started 20,000 cadets had joined the Minneapolis Cadet Squadron. These students were provided with training that focused on preparing them to serve a nation at war. Similar programs still exist today in the form of high school and college Junior Reserve Officers' Training Corps (JROTC) that prepare young people for enlisted or commissioned positions in the military.

In 2019, the Center for State and Local Government Excellence found that hiring police officers was the biggest public sector recruitment challenge. During that same year, the Police Executive Research Forum (PERF) issued a report labeling recruitment a “workforce crisis” that affected “law enforcement agencies of all sizes and types – large, medium and small, local, state and federal.” In the survey conducted by the forum it showed that 63% of police departments had seen a decrease in applications, and cited turnover problems, particularly among young officers. One of the major issues cited in the report was an uncertain political environment, racial tensions, pandemic hardships, and a large drop in revenue and the movement to dramatically reduce budgets all complicate recruitment and hiring even more.

In 2012, Measure of America published the first comprehensive report on job opportunities for youth – young people ages 16 – 24 who were disconnected from school or work. The report revealed that, due to a lack of viable job leads, nationwide, 5.8 million – or 1 in 7 – teenagers and young adults in this age group would end up with a higher chance of exposure to public assistance, crime, incarceration, health issues, and a continuation of the cycle of intergenerational poverty which can result in a heavy burden to communities and taxpayers alike. As a result of this report, and the potential negative outcomes that this work shortage could produce, the 100,000 Opportunities Initiative was created. In 2020, with the original goal surpassed and a new sense of urgency driven by both the economic devastation of the pandemic and social unrest that has heightened the focus on historic and systemic inequities, the 100,000 Opportunities Initiatives was relaunched as The Hire Opportunity Coalition.

Recognizing these challenges, in February of 2020, Mayor Muriel Bowser announced that she would propose a \$3.4 million investment for Fiscal Year 2021 to expand the Metropolitan Police Department's Cadet Corp Program from 100 positions to 200 positions. Since the development and implementation of Cadet programs in public safety agencies, local youth and young adults have been provided with viable pathways into fire and police service, while allowing those agencies to build a bench for the future. One of the unique features of the Washington D.C. fire and police cadet programs is that participants must be residents of the District, and they must attend or be a graduate of a public, public charter or parochial high school in the District.

In a report released by the Maryland Department of Education in 2020, approximately 70.3 percent of the 4,955 students in the class of 2019 graduated from Baltimore City high schools in four years. One of the strategies that the Baltimore City Public School System is using to improve graduation rates is students in sixth, eighth, ninth and twelfth grades are completing plans to ensure that their academic path aligns with their post-secondary goals. This presents a perfect opportunity for local public safety agencies to create explorer programs, summer youth works opportunities specialized

for kids interested in the profession, and the expansion of Cadet programs to provide mentorship and a pathway into one of these middle class professions.

Baltimore City Fire Department EMT School Program

The current Fire Chief started the EMT school program during the 2014 – 2015 school year at Vivian T. Thomas and Frederick Douglass high schools. The program expanded to Dunbar and Patterson high schools during the 2016 – 2017 school year. Since the program was created, 25 Baltimore City Public School students have been hired into the fire department, and 18 are currently still employed. This program is a great pathway for Baltimore City youth interested in the public service. Prior to the launch of the EMT School Program that focuses on specific schools, the program recruited students citywide. Listed below are charts highlighting the total number of youth that the fire department has engaged in this program over four school years. Also, the charts will show the number of students hired and terminated per year.

Baltimore City Fire Department EMT School Program Engagement

Name of the School	Total Number of Youth in Program between 2015 – 2018
Dunbar H.S.	55
Douglas H.S.	26
Patterson H.S	16
V.T. Thomas H.S	69
Total	166

	Females	Male
Black or African American	102	56
White or Caucasian	1	4
Hispanic or Latino	3	0
Asian	0	0
Total	106	60

Baltimore City Fire Department EMT School Program Hiring and Retention

Name of the School	School Year	Total Number of Youth	Females	White or Caucasian	Black or African American	Asian	Hispanic or Latino
Dunbar H.S.	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Douglas H.S.	2015	0	0	0	0	0	0
Patterson H.S	N/A	N/A	N/A	N/A	N/A	N/A	N/A
V.T. Thomas H.S	2015	4	3	1	3	0	0
Number Hired	2015	4	3	1	3	0	0
Number Terminated	2015	1	1	0	1	0	0

Name of the School	School Year	Total Number of Youth	Females	White or Caucasian	Black or African American	Asian	Hispanic or Latino
Dunbar H.S.	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Douglas H.S.	2016	2	2	0	2	0	0
Patterson H.S	N/A	N/A	N/A	N/A	N/A	N/A	N/A
V.T. Thomas H.S	2016	0	0	0	0	0	0
Number Hired	2016	2	2	0	2	0	0

Name of the School	School Year	Total Number of Youth	Females	White or Caucasian	Black or African American	Asian	Hispanic or Latino
Dunbar H.S.	2017	5	2	0	5	0	0
Douglas H.S.	2017	0	0	0	0	0	0
Patterson H.S	2017	0	0	0	0	0	0
V.T. Thomas H.S	2017	2	2	1	0	0	1
Number Hired	2017	7	4	1	5	0	1
Number Terminated	2017	1	1	0	1	0	0


Name of the School	School Year	Total Number of Youth	Females	White or Caucasian	Black or African American	Asian	Hispanic or Latino
Dunbar H.S.	2018	7	5	0	7	0	0
Douglas H.S.	2018	0	0	0	0	0	0
Patterson H.S	2018	0	0	0	0	0	0
V.T. Thomas H.S	2018	5	3	1	4	0	0
Number Hired	2018	12	8	1	11	0	0
Number Terminated	2018	5	2	0	5	0	0

Baltimore Police Department Cadet Program

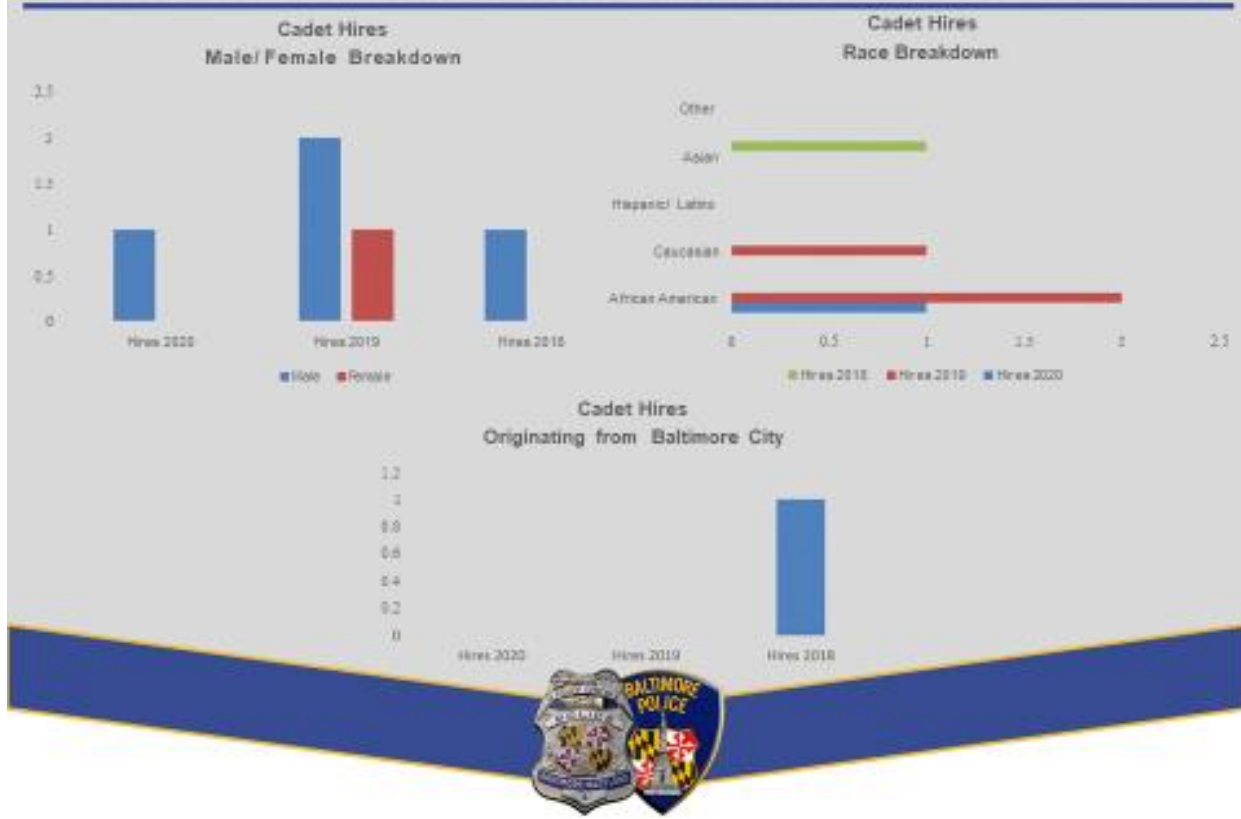
The Baltimore Police Department first established its cadet program on June 17, 1965, and the first cadet hired was Edmund Bossle. In 2017, then Councilmember Brandon Scott introduced a resolution (17-0007R) calling on the Department of Finance to release 50 of the 250 frozen police officer positions in order to revive the Baltimore Police Cadet program. In the spring of 2018, then Mayor Catherine Pugh revived the police cadet program, and announced that the Maryland Apprenticeship and Training Council approved the accreditation of the new program. Throughout the years the program has seen highs and lows as priorities have shifted from administration to administration. Current statistics show that recruitment and hiring for the program is significantly low, and more effort needs to be put into attracting youth and young adults to fill these positions.

Baltimore Police Department Cadet Program Engagement

1ST QUARTER POLICE CADET HIRES 2018-2020						
<i>Police Cadets Hired Quarter 1</i>	1		3		1	
<i>Gender</i>	Hires 2020	% of Hires	Hires 2019	% of Hires	Hires 2018	% of Hires
Male	1	100%	2	67%	1	100%
Female	0	0%	1	33%	0	0%
<i>Race</i>						
African American	1	100%	2	67%	0	0%
Caucasian	0	0%	1	33%	0	0%
Hispanic/ Latino	0	0%	0	0%	0	0%
Asian	0	0%	0	0%	1	100%
Other	0	0%	0	0%	0	0%
<i>Residence</i>						
Baltimore City	0	0%	0	0%	1	100%



1ST QUARTER POLICE CADET HIRES 2018-2020



Additional Information

Fiscal Note: Not Available

Information Source(s): Agency Reports; Center for State & Local Government Excellence; PERF – The Workforce Crisis, and What Police Agencies Are Doing About It; CAP Cadet History Project; Report: Baltimore City Public Schools graduation rate decreased in 2019

Analysis by: Samuel Johnson, Jr.
 Analysis Date: April 19, 2021

Direct Inquiries to: (410) 396-1091