

**CITY OF BALTIMORE  
COUNCIL BILL 08-0081R  
(Resolution)**

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Introduced by: Councilmembers Young, D’Adamo, Henry, Cole, President Rawlings-Blake,  
Councilmembers Branch, Conaway, Holton, Welch, Clarke, Kraft, Curran, Middleton,  
Reisinger

Introduced and read first time: October 27, 2008

Assigned to: Public Safety and Health Committee

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REFERRED TO THE FOLLOWING AGENCIES: Police Department, Department of Finance, Mayor’s  
Office of Criminal Justice

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A RESOLUTION ENTITLED

1 A COUNCIL RESOLUTION concerning

2 **Informational Hearing - Baltimore Police Department - Recruitment Efforts**

3 FOR the purpose of requesting the Baltimore Police Commissioner to report to the City Council  
4 on the status of recruitment efforts to maintain or increase the number of sworn police  
5 officers on the Baltimore Police Department force, the effect of looming budget cuts on  
6 maintaining an appropriate level of deployment in all divisions of the Department, and  
7 attempts to recruit Baltimore City high school graduates to participate in the Police Cadet  
8 program.

9 **Recitals**

10 In July of last year, the Administration implemented a series of steps to enhance police  
11 recruitment. The 6-point plan called for increasing the Police Department’s recruitment goal  
12 from 240 to 300 new officers a year, studying and rejuvenating the recruitment and training  
13 process, providing tutoring and training for the required civil service test for those who failed,  
14 increasing marketing efforts, expanding the cadet program, and establishing a loan program for  
15 college students who commit to becoming police officers.

16 The 2007 6-point plan was the result of a shortage that, in 2006, drove the Baltimore Police  
17 to take the extraordinary measure of traveling to Puerto Rico to recruit officers. According to  
18 media reports, Baltimore police traveled to Puerto Rico for 2 reasons: (1) Down 130 officers  
19 amid a cutthroat recruiting climate for U.S. law enforcement agencies, the Department needed to  
20 replenish its ranks; and (2) With the City’s Latino population booming, the police needed more  
21 bilingual, Spanish-speaking officers on the streets.

22 If a shortage of recruits exists in the Police Department, it does so amidst a declining  
23 employment rate among those who are eligible to apply to be Police Cadets. The Program is  
24 designed for 18-20 year old applicants who are interested in pursuing a career in law enforcement.  
25 “The BDP offers cadets a variety of rewarding assignments and affords the opportunity to gain  
26 valuable skills. Cadets also attend the local community college taking law enforcement courses  
27 on a part-time basis, paid for by the BPD. The cadet program provides valuable and rewarding  
28 law enforcement experience and prepares the younger applicants for future success in the BPD  
29 academy”.

EXPLANATION: Underlining indicates matter added by amendment.  
~~Strike out~~ indicates matter deleted by amendment.

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1 The population of the ages eligible to become cadets is experiencing unprecedented  
2 unemployment across the nation. The Collapse of the National Teen Job Market and the Case  
3 for An Immediate Summer and Year Round Jobs Creation Program, a report prepared by the  
4 Center for Labor Market Studies, Northeastern University, Boston Massachusetts, states, in part,  
5 that the nation’s teens (16-19) have experienced declining rates since the summer of 2006. Their  
6 annual average employment rate declined in 2007, to a new record low – 34.8% – for the post-  
7 World War II period. Teens from low income families who were Black or Hispanic fared the  
8 worst in U.S. labor markets.

9 “The troubled job market for the nation’s teens has carried over to the job market for 20-24  
10 year old adults. The employment rates of 20-24 year olds with no four year college degree in  
11 2007 were substantially below those of 2000, especially among males and the native born. High  
12 school graduates faced a 6 percentage point lower employment rate. The real weekly and annual  
13 earnings of employed teens and young adults also has declined and remain well below their  
14 historical peaks in the mid-1970s”.

15 Should the projected cuts to the Police Department’s annual operating budget be sustained or  
16 even increased, the recruit program must be protected – Baltimore City citizens’ need for law  
17 and order does not diminish with the diminishing coffers of City government. And, should the  
18 dollars available for recruiting of new cadets be affected, it is imperative that the remaining  
19 dollars be spent to employ those Baltimore City young adults most in need of rewarding and  
20 gainful employment.

21 **NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BALTIMORE**, That the  
22 Baltimore Police Commissioner is requested to report to the City Council on the status of  
23 recruitment efforts to maintain or increase the number of sworn police officers on the Baltimore  
24 Police Department force, the effect of looming budget cuts on maintaining an appropriate level  
25 of deployment in all divisions of the department, and attempts to recruit Baltimore City high  
26 school graduates to participate in the Police Cadet program.

27 **AND BE IT FURTHER RESOLVED**, That a copy of this Resolution be sent to the Mayor, the  
28 Baltimore Police Commissioner, the Director of Finance, and the Mayor’s Legislative Liaison to  
29 the City Council.