

**CITY OF BALTIMORE
COUNCIL BILL 07-0297R
(Resolution)**

Introduced by: Councilmembers Young, Kraft, D'Adamo, Clarke, Middleton, Crider, Harris,
Curran, Conaway, Welch, Reisinger, Mitchell

Introduced and read first time: May 21, 2007

Assigned to: Public Safety Subcommittee

REFERRED TO THE FOLLOWING AGENCIES: City Solicitor, Police Department, Department of
Human Resources, Department of Finance

A RESOLUTION ENTITLED

1 A COUNCIL RESOLUTION concerning

2 **Informational Hearing – Police Training Reimbursement**

3 FOR the purpose of requesting representatives of the Personnel Division of the Baltimore City
4 Police Department, the Department of Human Resources, and the Collections Division of the
5 Baltimore City Police Department to brief the Council on the reasons for the current rate of
6 officers leaving Baltimore City post training, why Baltimore City is providing funded
7 training to officers who leave the Baltimore City Police Department to work in surrounding
8 jurisdictions, and whether the current training reimbursement program is working as it was
9 originally designed.

10 **Recitals**

11 In recent years, the Baltimore City Police Department has seen a significant drop in the
12 number of officers who remain in Baltimore City after they graduate from the Police Academy
13 and complete their field training. Currently, the Baltimore City Police Department requires
14 cadets to sign a number of contracts before entering the academy.

15 The first form new cadets must sign is an Explanation of Training Costs form. This form
16 informs the trainees of the costs of training and states that if an officer resigns within the first
17 two years after completion of Field Training, then he or she must pay a prorated fee for the costs
18 of training. The total cost of training is \$12,405.

19 Cadets are also required to sign a Cost of Training Requirement form. This form states that
20 the officer agrees to reimburse the Department for expenses in the event that the officer
21 voluntarily leaves the employ of the Baltimore City Police Department at any time between the
22 commencement of the training program and the conclusion of 2 full years service following the
23 completion of entrance level training, as well as pay for any legal actions that the Department
24 must pay in order to collect these funds.

25 The first question that needs to be answered is why officers are deciding to leave the employ
26 of Baltimore City to go work in other surrounding jurisdictions. If the money that an officer
27 must pay back for the training is less than the difference between the Baltimore City Police
28 Officers' salary and the salary they will earn elsewhere, then it would seem that the 2-year
29 requirement is not helping to keep our trained officers in Baltimore City.

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

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1 The second question that needs to be answered is whether the Police Department Collections
2 Division is actually receiving this reimbursement when officers resign before their 2 years of
3 service have been completed. The Baltimore City Police Academy should not be treated as a
4 training ground for our surrounding jurisdictions. We should be prepared to work to keep our
5 officers working in Baltimore City, and, if they choose to leave, be sure that we are able to
6 collect what had been spent for their training.

7 This hearing will provide information to the Council in order to understand what needs to be
8 done to keep officers working in the City and to make sure that the training they are receiving is
9 being put to the best use possible. The goal should be to make sure that officers are proud to be
10 members of the Baltimore City Police Department and remain as officers in the City even after
11 their 2 year reimbursement requirements have been met. Hopefully, through discussion,
12 solutions to the current problems can be found, and the citizens of Baltimore City can remain
13 safe knowing that there are enough properly trained officers on the streets serving the civilian
14 population.

15 **NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BALTIMORE,** That this
16 Body requests that representatives of the Personnel Division of the Baltimore City Police
17 Department, the Department of Human Resources, and the Collections Division of the Baltimore
18 City Police Department brief the Council on the reasons for the current rate of officers leaving
19 Baltimore City post training to work elsewhere, why Baltimore City is providing funded training
20 to officers who leave the Baltimore City Police Department to work in surrounding jurisdictions,
21 and whether the current training reimbursement program is working as it was originally
22 designed.

23 **AND BE IT FURTHER RESOLVED,** That a copy of this Resolution be sent to the Mayor, the
24 Personnel Division of the Baltimore City Police Department, the Department of Human
25 Resources, the Collections Division of the Baltimore City Police Department, and the Mayor's
26 Legislative Liaison to the City Council.