



**Catherine Pugh  
Mayor**

# BALTIMORE POLICE DEPARTMENT

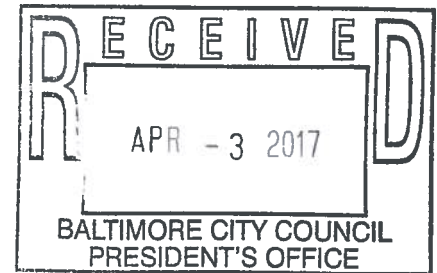


**Kevin Davis  
Police Commissioner**

March 30, 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. 17-0007R  
Reviving the Baltimore Police Cadet Program**

Dear Council President Young and Members of the City Council:

The Baltimore Police Department (BPD or the Department) has reviewed Council Bill 17-0007R. This resolution is for the purpose requesting the Director of Finance to release fifty (50) of the two hundred fifty (250) frozen police officer positions in order to revive the Baltimore Police Cadet Program.

The Department has experienced a steep decline in the number of sworn officers over the last several years. This phenomenon has led to a multitude of problems including budgetary issues, crime control, and staffing problems. In response, the Department has renewed its focus on the recruitment and retention of qualified and able persons.

The Department supports the concept of this bill. In fact, the Department has already been laying the groundwork to re-establish the Police Cadet Program. The legal formalities for the launch of the program have been completed and members of the Department's Recruitment Unit have already attended a mock interview and training session at Douglas High School, among other things.

Young people who are interested in pursuing a career in law enforcement with the Department must wait until the minimum age of 20 years and 6 months before they are able to attend the Professional Development and Training Academy (PDTA) as Police Officer Trainees, which is a prerequisite to becoming a police officer. Revival of the Cadet Program will allow young people between the ages of 18 and 21 to start on a track towards this goal during their most formative years and bridge the gap between high school and entrance into the PDTA.

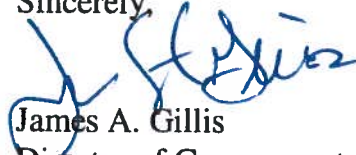
Cadets will be assigned throughout the Department to fulfill two basic missions. First, Cadets will provide support to sworn and civilian members of the Department. Second, Cadets will receive fundamental training that will positively impact their success upon attaining the position of Police Officer Trainee.

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Revising the Police Cadet Program, which is already underway, will directly address the problems of recruitment while also serving as a valuable opportunity and experience for the young people of our City as they prepare for a career in public service. The Department is focusing on Baltimore City residents for this program.

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

Sincerely,



James A. Gillis  
Director of Government Affairs