



# BALTIMORE POLICE DEPARTMENT



**Brandon M. Scott**  
Mayor

**Richard Worley**  
Police Commissioner

November 29, 2023

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

**RE: City Council Bill #23-0449**  
**Public Safety - Baltimore City Police Department**

Dear Council President Mosby and Members of the City Council:

The Baltimore Police Department has reviewed City Council Bill #23-0449, for the purpose of repealing Subtitle 16 of the Public Laws of Baltimore City; creating a new article in the Baltimore City Code designated "Police Department"; defining certain terms; requiring the promulgation of certain rules and regulations; requiring the Police Commissioner to maintain the records of the Department; requiring that the Department be composed of a certain percentage of civilian employees; establishing a procedure for redistricting police districts; providing for collective bargaining and negotiations relating to direct compensation of police officers; establishing certain provisions relating to the qualifications, appointment, promotion, and probation of police officers; permitting police officers to earn witness fees; providing for a special effective date; and generally relating to the Baltimore City Police Department.

The BPD has participated as a member of the Local Control Advisory Board (LCAB) since its creation by the General Assembly. The bill as introduced is largely consistent with the work of the LCAB as well as the current Public Local Law. Therefore, the BPD has no objection to the bill. However, we have noticed two areas that may necessitate further discussion:

1. With respect to section 3-2(b) Appointments at the Entrance Level, does not reflect the current practice of those appointments given today's reality of more open positions than qualified applicants. We recommend further discussion on this provision should be had in committee,
2. With respect to section 3-3(b)(2) Witness Fees, Compensation, we recommend amending this language to reflect that the MOU between the BPD and Fraternal Order of Police, currently governs these payments.

Lastly, we respectfully request adequate time to review and comment on any future amendments put forward by the City Council or any other entity as this legislation proceeds through the process, so that we may provide our best analysis of any impact that any proposed changes may have on the Department.

Thank you for allowing us to comment on this important piece of legislation.

Sincerely,

A handwritten signature in cursive script that reads "Erin Murphy".

Erin Murphy, Esq.  
Director of Government Affairs

cc: Natwana Austin, Executive Secretary of the Baltimore City Council  
Nina Themelis, Director of Mayor's Office of Government Relations  
Michelle Wirzberger, BPD Chief of Staff  
Andrew Smullian, BPD Deputy Chief of Staff