



# City of Baltimore

City Council  
City Hall, Room 408  
100 North Holliday Street  
Baltimore, Maryland 21202

## Legislation Text

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INTRODUCTORY\*

CITY OF BALTIMORE  
COUNCIL BILL        R  
(Resolution)

Introduced by: Councilmember Young

### A RESOLUTION ENTITLED

#### A COUNCIL RESOLUTION concerning **Informational Hearing - Police Training Reimbursement**

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

#### Recitals

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

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

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

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

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

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

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

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

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