



BALTIMORE POLICE DEPARTMENT



Brandon M. Scott
Mayor

Michael S. Harrison
Police Commissioner

December 31, 2021

The Honorable Brandon M. Scott
Mayor, City of Baltimore
City Hall, Suite 200
100 North Holliday Street
Baltimore, Maryland 21202

The Honorable President &
Members of the Baltimore City Council
City Hall, Suite 400
100 North Holliday Street
Baltimore, Maryland 21202

The Honorable Members of the
Baltimore City House Delegation
House Office Building, Room 316
6 Bladen Street
Annapolis, Maryland 21401

The Honorable Members of the
Baltimore City Senate Delegation
Miller Senate Office Building, Room 221
11 Bladen Street
Annapolis, Maryland 21401

Dear Baltimore City Elected Leadership:

Pursuant to the Public Local Laws of Baltimore City, §16-8(d) (as enacted by Senate Bill 499, Chapter 319 of the Laws of 2019), please accept this letter as the initial report on the number of civilian employees and police officers employed by the Baltimore Police Department (“BPD” or the “the Department”). The statute provides that “Beginning on January 1, 2022, the Department shall be composed of not less than 20% civilian employees.”

To begin our report, there is a question that we have as to the meaning of the word “composed” in the law. There are two ways that we count the Department’s composition. There is the budgeted composition, which is the number of positions that are allocated to the BPD by the Mayor and City Council. This number can change annually through the adoption of the Ordinance of Estimates, or intermittently by the Board of Estimates. The other method that we use is the actual composition, which is the number of individual employees who we employ at any given time. This number fluctuates on a daily basis as employees are hired, terminated, retire or resign.

The current count as of December 23, 2021 for both compositions are provided below:

Budgeted Composition

- 2,640 sworn officers
- 607 civilian employees (555 full time employees + 52 contract services specialists)
- 3,247 total members of the department
- **18.69% civilian composition** (607 divided by 3,247)

Actual Composition

- 2,323 sworn officers
- 533 civilian employees (481 full time employees + 52 contract services specialists)
- 2,856 total members of the department
- **18.66% civilian composition** (533 divided by 2,856)

It is important to note that at the beginning of the FY21 budget cycle, BPD salary-saved over 30 civilian positions that were being filled. This action was taken in order to provide savings to close budget deficits due to COVID and anticipated future education costs as mandated by Kirwan. Had those positions been retained, BPD would be near compliance in both the budgeted and actual compositions. However, looking forward, BPD has recently submitted a proposal through the City's outcome-based budgeting process for FY23 for additional as well as transitional civilian positions.

BPD will provide an update on our employment numbers in six months as mandated by the statute. In the meantime, if you have any questions, please contact my Deputy Chief of Staff, Andrew Smullian at (410) 458-9676 or via email at Andrew.Smullian@BaltimorePolice.org. Thank you.

Sincerely,



Michael S. Harrison
Commissioner
Baltimore Police Department

Cc: Christopher J. Shorter, Chief Administrative Officer, City of Baltimore
Michael Huber, Chief of Staff, Office of the Mayor
Olivia "Sunny" Schnitzer, Deputy Mayor for Public Safety, Office of the Mayor
Natasha Mehu, Director, Mayor's Office of Government Relations
Sheree Briscoe, Deputy Commissioner of Operations, Baltimore Police Department
James A. Gillis, Deputy Commissioner of Administration, Baltimore Police Department
Eric J. Melancon, Chief of Staff, Baltimore Police Department
Andrew R. Smullian, Deputy Chief of Staff, Baltimore Police Department
Michelle Wirzberger, Director of Government Relations, Baltimore Police Department
Shannon Conway, Government Relations, Baltimore Police Department