



# BALTIMORE POLICE DEPARTMENT



**Brandon M. Scott**  
Mayor

**Michael S. Harrison**  
Police Commissioner

July 7, 2022

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 our six-month update 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 July 7, 2022 for both compositions are provided below:

## **Budgeted Composition**

- 2,605 sworn officers
- 671 civilian employees (609 full time employees + 62 contract services specialists<sup>1</sup>)
- 3,276 total members of the department
- **20.4% civilian composition** (671 divided by 3,276)

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<sup>1</sup> Note that this number is corrected from the 52 figure that was initially reported.

### **Actual Composition**

- 2,231 sworn officers
- 519 civilian employees (473 full time employees + 46 contract services specialists)
- 2,750 total members of the department
- **18.87% civilian composition** (519 divided by 2,750)

With respect to the budgeted composition, the BPD is in compliance with the 20% threshold mandated by the statute. This was achieved through the FY23 budget, which converted 30 sworn positions into 35 newly created civilian investigator positions. Additionally, 9 civilian positions were added to the Group Violence Unit to further the Group Violence Reduction Strategy (GVRS). We are working diligently to fill all of these new positions as well as others, which in turn will affect the actual composition of the Department. To that end, there are several points to note:

- We have hired to oversee this process, a new Director of Human Resources, Hector Chavarria, who has extensive HR experience in the public sector at both the local and state levels. Most recently, he served as the Director of HR Program Management (Recruitment and Performance Evaluations) at the New York City Department of Finance.
- The civilian investigator position has already been posted and have thus far received an overwhelming response with more than 775 applications. We are currently going through those resumes to narrow the applicant pool and moving to the interview phase.
- Once the civilian investigator positions are filled, several will be dedicated to work specifically on HR backgrounds, which will add capacity to that process.

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](mailto: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  
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  
Hector Chavarria, Director of Human Resources, Baltimore Police Department