



BALTIMORE POLICE DEPARTMENT



Brandon M. Scott
Mayor

Michael S. Harrison
Police Commissioner

January 26, 2023

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 are employed at any given time. This number fluctuates on a daily basis as employees are hired, terminated, retire or resign.

The current count as of January 19, 2023 for both compositions are provided below:

Budgeted Composition

- 2,606 sworn officers
- 676 civilian employees (614 full time employees + 62 contract services specialists)
- 3,282 total members of the department
- **20.59% civilian composition** (676 divided by 3,282)

Actual Composition

- 2,140 sworn officers
- 490 civilian employees (443 full time employees + 47 contract services specialists)
- 2,632 total members of the department
- **18.63% civilian composition** (490 divided by 2,630)

With respect to the budgeted composition, the BPD is in compliance with the 20% threshold mandated by the statute. However, we still need to fill vacant positions at a rate that outpaces attrition. In order to create greater efficiency and output, please note that the Human Resources Section Director is in the process of re-structuring the Background Unit, including the addition of a Deputy Director of Civilian Backgrounds to oversee the unit and manage the process and staff. A candidate for the position has been identified and accepted an offer of employment. Moreover, we are adding needed line-staff (investigators) in order to more efficiently process pending background checks. HR has been allotted three additional slots for the investigator position, in which two have been filled and one is in the midst of completing the background process for official hire.

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: Faith Leach, Chief Administrative Officer, City of Baltimore
Chezia Cager, Chief of Staff, Office of the Mayor
Anthony Barksdale, Deputy Mayor of Public Safety
Samuel Johnson, Assistant Deputy Mayor of Public Safety
Nina Themelis, Acting Director, Mayor's Office of Government Relations
Sheree Briscoe, Deputy Commissioner of Administration, Baltimore Police Department
Michelle Wirzberger, Chief of Staff, Baltimore Police Department
Andrew R. Smullian, Deputy Chief of Staff, Baltimore Police Department
Shannon Conway, Government Relations, Baltimore Police Department
Hector Chavarria, Director of Human Resources, Baltimore Police Department