

HOUSE BILL 597

P1, E4

4lr4593
CF SB 470

By: **The Speaker (By Request – Administration) and Delegates Allen, Alston, Amprey, Anderton, Bagnall, Bartlett, Bhandari, Boaf, Bouchat, Boyce, Conaway, Crutchfield, Davis, Edelson, Fennell, Foley, Forbes, Fraser-Hidalgo, Griffith, Grossman, Guyton, Harris, Henson, Hill, Hornberger, Jackson, A. Johnson, S. Johnson, D. Jones, Kaiser, Kaufman, Lopez, Love, McCaskill, Miller, Mireku-North, Munoz, Pasteur, Patterson, Phillips, Pruski, Qi, Roberson, Roberts, Ruff, Ruth, Simmons, Simpson, Solomon, Spiegel, Taveras, Taylor, Toles, Tomlinson, Turner, Watson, Williams, Wu, and Young**

Introduced and read first time: January 24, 2024

Assigned to: Judiciary

A BILL ENTITLED

1 AN ACT concerning

2 **Growing Apprenticeships and the Public Safety Workforce (GAPS) Act**

3 FOR the purpose of altering the Law Enforcement Cadet Apprenticeship Program in the
4 Maryland Department of Labor to be the Public Safety Apprenticeship Program;
5 expanding the purpose and scope of the Program to promote careers with certain
6 public safety agencies; increasing the maximum amount of a grant that may be
7 awarded; requiring the Maryland Police Training and Standards Commission to
8 develop certain mental health wellness policies to be implemented in certain law
9 enforcement agencies; establishing the Workgroup on Growing Engagement in the
10 Law Enforcement Workforce to study and make recommendations on increasing law
11 enforcement employment in the State; and generally relating to the Public Safety
12 Apprenticeship Program, the duties of the Maryland Police Training and Standards
13 Commission, and the Workgroup on Growing Engagement in the Law Enforcement
14 Workforce.

15 BY repealing and reenacting, with amendments,
16 Article – Labor and Employment
17 Section 11–603
18 Annotated Code of Maryland
19 (2016 Replacement Volume and 2023 Supplement)

20 BY repealing and reenacting, without amendments,
21 Article – Public Safety

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



Section 3–201(a), (b), and (d)
Annotated Code of Maryland
(2022 Replacement Volume and 2023 Supplement)

BY adding to
Article – Public Safety
Section 3–207(m)
Annotated Code of Maryland
(2022 Replacement Volume and 2023 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
That the Laws of Maryland read as follows:

Article – Labor and Employment

11–603.

(a) (1) In this section the following words have the meanings indicated.

[(2) “Cadet Program” means the Law Enforcement Cadet Apprenticeship
Program.]

[(3)] (2) “Law enforcement agency” means the police department of a
county, municipal corporation, [or] university in the State, **OR STATE AGENCY.**

**(3) “PROGRAM” MEANS THE PUBLIC SAFETY APPRENTICESHIP
PROGRAM.**

(4) “PUBLIC SAFETY AGENCY” INCLUDES:

**(I) A CORRECTIONAL UNIT, AS DEFINED IN § 2–401 OF THE
CORRECTIONAL SERVICES ARTICLE;**

(II) A LAW ENFORCEMENT AGENCY; AND

**(III) A PUBLIC SAFETY AGENCY, AS DEFINED IN § 1–301 OF THE
PUBLIC SAFETY ARTICLE.**

(b) There is a [Law Enforcement Cadet] **PUBLIC SAFETY** Apprenticeship
Program in the Department.

(c) The purposes of the [Cadet] Program are to:

(1) provide young individuals opportunities to begin a career [in law
enforcement] **WITH A PUBLIC SAFETY AGENCY;**

(2) foster positive relationships between the public, particularly young individuals, and [law enforcement] **PUBLIC SAFETY** agencies;

(3) develop a cohort of individuals qualified to join a [law enforcement] **PUBLIC SAFETY** agency;

(4) encourage [law enforcement] **PUBLIC SAFETY** agencies to hire apprentices; and

(5) help [law enforcement] **PUBLIC SAFETY** agencies offset additional costs, if any, associated with hiring apprentices.

(d) (1) The Department shall:

(i) administer the [Cadet] Program; and

(ii) award grants under the [Cadet] Program on a competitive basis to [law enforcement] **PUBLIC SAFETY** agencies that meet the requirements under paragraph (2) of this subsection.

(2) A [law enforcement] **PUBLIC SAFETY** agency is eligible to receive a grant if the [law enforcement] **PUBLIC SAFETY** agency employs at least one apprentice who:

(i) has been employed by the agency for at least 7 months; **AND**

(ii) is enrolled in the first year of an apprenticeship program registered with the Maryland Apprenticeship and Training Council under § 11-405(b) of this title; and

(iii) lives in a zip code in which at least 10% of the population is below the poverty level as established by the U.S. Department of Commerce, Bureau of the Census, in the most recently released data].

(e) [(1) Except as provided in paragraph (2) of this subsection, the] **THE** amount of a grant awarded under the [Cadet] Program:

[(i)] (1) shall be based on the number of apprentices who meet the description in subsection [(d)(2)(i) through (iii)] **(D)(2)** of this section who are employed by the eligible [law enforcement] **PUBLIC SAFETY** agency; and

[(ii)] (2) may not exceed [\$2,000] **\$5,000** for each apprentice who meets the description in subsection [(d)(2)(i) through (iii)] **(D)(2)** of this section who is employed by the eligible law enforcement agency.

(iii) are charged with exercising police powers in and for the Martin State Airport.

3–207.

(M) (1) THE COMMISSION SHALL DEVELOP MENTAL HEALTH WELLNESS POLICIES TO BE IMPLEMENTED IN LAW ENFORCEMENT AGENCIES IN THE STATE BY:

(I) DETERMINING WAYS TO PROMOTE SAFETY AND WELLNESS AT EVERY LEVEL OF A LAW ENFORCEMENT AGENCY;

(II) INCORPORATING INTO TRAININGS STRESS MANAGEMENT TECHNIQUES DESIGNED BY LAW ENFORCEMENT OFFICERS;

(III) ESTABLISHING PEER SUPPORT PROGRAMS;

(IV) OFFERING PSYCHOLOGICAL PROGRAMMING TO HELP OFFICERS MANAGE STRESS; AND

(V) UTILIZING MEASURING TOOLS TO TRACK EFFECTIVENESS.

(2) ON OR BEFORE JANUARY 1, 2025, AND EACH JANUARY 1 THEREAFTER, THE COMMISSION SHALL REPORT TO THE GOVERNOR AND, IN ACCORDANCE WITH § 2–1257 OF THE STATE GOVERNMENT ARTICLE, THE GENERAL ASSEMBLY ON THE STATUS OF THE DEVELOPMENT AND IMPLEMENTATION OF THE POLICIES DESCRIBED UNDER PARAGRAPH (1) OF THIS SUBSECTION AND THE EFFECTS OF THE POLICIES.

SECTION 2. AND BE IT FURTHER ENACTED, That:

(a) There is a Workgroup on Growing Engagement in the Law Enforcement Workforce.

(b) The Workgroup consists of the following members:

(1) the Secretary of Public Safety and Correctional Services, or the Secretary's designee;

(2) the Secretary of Higher Education, or the Secretary's designee;

(3) the Executive Director of the Maryland Association of Counties, or the Executive Director's designee;

(4) the Chief Executive Officer of the Maryland Municipal League, or the

1 Chief Executive Officer's designee;

2 (5) the Executive Director of the Maryland Association of Community
3 Colleges, or the Executive Director's designee;

4 (6) the State Superintendent of Schools, or the Superintendent's designee;

5 (7) the Secretary of Labor, or the Secretary's designee;

6 (8) the Secretary of State Police, or the Secretary's designee;

7 (9) the President of the Maryland Chiefs of Police Association, or the
8 President's designee;

9 (10) the President of the Maryland Sheriffs' Association, or the President's
10 designee; and

11 (11) the President of the Maryland Fraternal Order of Police, or the
12 President's designee.

13 (c) The Governor shall designate the Chair of the Workgroup.

14 (d) The Maryland Police Training and Standards Commission shall staff the
15 Workgroup.

16 (e) A member of the Workgroup or any subgroup established under subsection (g)
17 of this section:

18 (1) may not receive compensation as a member of the Workgroup or
19 subgroup; but

20 (2) is entitled to reimbursement for expenses under the Standard State
21 Travel Regulations, as provided in the State budget.

22 (f) The Workgroup shall:

23 (1) identify and study the shortage of employees in the law enforcement
24 fields;

25 (2) determine ways to advertise and promote law enforcement employment
26 opportunities across the State; and

27 (3) make recommendations on incentives or other methods to increase the
28 number of employees in the law enforcement workforce.

29 (g) (1) The Workgroup may establish a subgroup within the Workgroup to
30 assist the Workgroup in carrying out its duties, including by conducting research and

1 producing reports.

2 (2) A subgroup established under paragraph (1) of this subsection may
3 include an individual who is not a member of the Workgroup.

4 (h) On or before January 1, 2025, the Workgroup shall report its findings and
5 recommendations to the Governor and, in accordance with § 2-1257 of the State
6 Government Article, the General Assembly.

7 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect June
8 1, 2024. Section 2 of this Act shall remain effective for a period of 1 year and 1 month and,
9 at the end of June 30, 2025, Section 2 of this Act, with no further action required by the
10 General Assembly, shall be abrogated and of no further force and effect.