

Policy 1741



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EXPERIENCED POLICE OFFICER PROGRAM	
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By Order of the Police Commissioner

POLICY

The Baltimore Police Department (BPD) values high-level quality service in its workforce and is committed to attract, hire, and retain a diverse group of qualified individuals. The Experienced Police Officer program was established as part of a broader comprehensive recruitment strategy. The purpose of this policy is to outline the initial procedures for recruiting police officers with prior police experience as lateral hires. This policy also outlines the framework for an Experienced Police Officer training program.

DEFINITIONS

Experienced Police Officer — An applicant who is currently a police officer in an agency other than the BPD, or who has qualifying prior police experience, including as a police officer currently certified by the Maryland Police Training and Standards Commission (MPTSC).

- **Returning BPD Police Officer** — Has previously been employed by the BPD as a sworn member and is currently certified or eligible for recertification per the Code of Maryland Regulations; or
- **Lateral or Comparative Compliance Officer** — Recently certified as a sworn police officer as per the Code of Maryland Regulations and who has never worked for the BPD.

Maryland Police Training and Standards Commission (MPTSC) — State Agency that provides training and regulatory services to Maryland's certified police and correctional professionals through the recommendation and implementation of standards. It is MPTSC that reviews an Experienced Police Officer candidate's qualifications and determines the training needed for certification.

GENERAL

1. An individual shall be considered an Experienced Police Officer Candidate eligible for hiring by the Baltimore Policed Department under this program if they meet the following minimum qualifications:
 - 1.1. U.S. Citizen
 - 1.2. High School Graduate (diploma or GED)
 - 1.3. Holds a valid driver's license
 - 1.4. Must pass a comprehensive background investigation to include review of Internal Affairs File, Oral Interview, Polygraph, Psychological Evaluation, and Medical Evaluation
 - 1.5. Is currently a police officer in an agency other than the BPD, or who has qualifying prior police experience, including as a police officer currently certified by the Maryland Police Training and Standards Commission (MPTSC)
2. An Experienced Police Officer Candidate must successfully complete the Comparative Compliance and Field Training requirements as determined by the MPTSC and BPD's Education & Training Section.
3. Experienced Police Officers shall be eligible for any incentive program offered to any new-hire Police Officer candidate.
 - 3.1. If the Experienced Police Officer voluntarily leaves employment with the BPD, they may be required to reimburse the department for a pro-rated or full amount of training and incentives they received. Members shall refer to the specific policy or Departmental guidance for the applicable incentive for information regarding reimbursing received incentives (see Policy 1804, *Recruitment/Retention Incentive Programs* and Policy 408, *College Tuition Assistance/ Educational Incentive Program*).
4. Newly hired Experienced Police Officers shall be awarded equivalent salary step progressions up to and including 10 years of service.
 - 4.1. Leave accrual will start at salary step 1 and progress based on the accrual schedule established in the governing MOU.
5. An Experienced Police Officer that is being rehired as a Returning BPD Police Officer shall be hired back at the rank of Police Officer if they left the BPD at the rank of Lieutenant or below. In addition, the Returning BPD Police Officer being rehired will be assigned to Patrol as their first assignment. The rank of Captain and above are exempt from this requirement. Returning BPD Officers shall expect:
 - 5.1. To be awarded the salary step progression they held at the time of separation from the department.

- 5.2. Their previous time in service with the Baltimore Police Department to not be considered toward seniority and promotion within BPD.

Review of Training and Experience

6. During the application process, and before any conditional offer of employment is extended by the BPD:
- 6.1. The applicant shall submit documentation to BPD that confirms their eligibility, as required by the MPTSC, for employment as a certified law enforcement officer.
- 6.2. The Recruitment Section shall submit the applicant's documentation to MPTSC in order to determine:
- 6.2.1. Whether or not the MPTSC will certify (or recertify) the applicant as a police officer; and
- 6.2.2. If the MPTSC requires specific training for the applicant to complete in order to achieve certification.

Experienced Police Officer Training

7. Based on the category of training required by the MPTSC for an Experienced Police Officer Candidate (e.g., annual in-service training update, comparative compliance, or full entry-level academy), the Recruitment Section and the Education and Training Section will jointly determine the appropriate start date and class assignment for that Candidate.

ASSOCIATED POLICIES

Policy 408, *Tuition and Education Assistance/ Educational Incentive Program*
Policy 1804, *Recruitment/ Retention Incentive Programs*

COMMUNICATION OF POLICY

This policy is effective on the date listed herein. Each employee is responsible for complying with the contents of this policy.