



Office of the Sheriff  
Howard County, Maryland

William J. McMahon  
Sheriff

MEMORANDUM

DATE: January 23, 2018

TO: The Honorable Dr. Calvin Ball  
The Honorable Greg Fox  
The Honorable Mary Kay Sigaty  
The Honorable Jen Terrasa  
The Honorable Jon Weinstein

FROM: William J. McMahon *Ball*  
Sheriff

SUBJECT: Information for Council Bills 5 & 7 2018

Thank you for your consideration of these bills, which aim to establish a tax credit for public safety employees who work in Howard County public safety agencies and live in Howard County. I provided written and verbal testimony on these bills at the public hearing on January 16, 2018. In that testimony, I expressed concern about limiting the benefit to bargaining unit members, only. I also expressed concern about a "cap" that may lead to inequities in implementation. This correspondence answers the questions posed by Council members that evening and during the work session on January 22, 2018.

**Probationary Status:**

The majority of the deputies that the Howard County Sheriff's Office hires are experienced officers who have served in other agencies, and are eligible to easily regain their State certifications. These new deputies are treated as "lateral" deputies and serve a 12-month probationary period.

In the rare instance when the Office hires a new deputy with no prior law enforcement experience, he/she is treated as a "recruit" deputy, and serves an 18-month probationary period. This allows the Office to evaluate the new hire for approximately one year, after they attend an approximately six-month training academy.



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**Training Costs:**

The training costs for lateral deputies are minimal, aside from the cost of uniforms and equipment. The only additional cost is the Field Training Deputy pay that we are contractually obligated to pay the more experienced officers who mentor the new deputies. The average cost for that is \$1,200.

When the Office hires a "recruit", we incur the additional cost of tuition for a training academy. This cost may vary, but is approximately \$5,000.

**Status of Howard County Sheriff's Office Employees:**

As was discussed, employees of the Sheriff's Office are not considered Howard County employees. We are considered "State authorized exempt positions". This distinction must be considered in drafting the legislative language so that our otherwise eligible deputies are not unintentionally left out.

Again, thank you for consideration of these important bills and for the opportunity to provide input. Please let me know if you have any questions or need additional information.

Cc: Lonnie Robbins, CAO  
Jessica Feldmark, Admin to County Council