





June 7, 2024

FISCAL AND POLICY NOTE

TO: Jennifer A. Jenkins
Council Administrator

Colette R. Gresham, Esq.
Deputy Council Administrator

THRU: Josh Hamlin 
Director of Budget and Policy Analysis

FROM: David Noto 
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CR-029-2024, Continuing Education Pilot Program

CR-029-2024 (*Proposed and introduced by:* Council Member Fisher)

Assigned to the Education and Workforce Development (EWD) Committee

A RESOLUTION concerning The Prince George's County Police Department Continuing Education Pilot Program for the purpose of encouraging the University of Maryland College Park, Bowie State University, and Prince George's Community College to work together to offer a program for Prince George's County Police Department to receive tuition and credit benefits at their respective institutions.

Fiscal Summary

Direct Impact:

Expenditures: No anticipated expenditure impact.

Revenues: No anticipated revenue impact.

Indirect Impact:

Likely favorable.

Legislative Summary:

CR-029-2024, proposed by Council Member Fisher, and sponsored by Council Members Fisher, Ivey, Watson, Olson, Harrison, Blegay, Dernoga, Hawkins, Oriadha, Burroughs, and Franklin, was introduced and referred to the Education and Workforce Development (EWD) Committee on April 23, 2024. This resolution would support the creation of a pilot program, in partnership with the University of Maryland, College Park, Bowie State University, and Prince George's Community College, which would offer members of the Prince George's County Police Department tuition and credit benefits, for the purpose of assisting Prince George's County in recruiting and retaining qualified police officers.

Current Law/Background:

The University of Maryland, College Park (UMD), Bowie State University (BSU), and Prince George's Community College (PGCC) all have their own campus police departments, but they also utilize the services of the Prince George's County Police Department as an adjunct force on their campuses. The support offered by the Prince George's County Police Department to the campus police acts as a force multiplier for the universities, which benefits the campus police departments. Furthermore, students living off campus, and those leaving campus to dine, shop, and enjoy activities within the community also receive the services of the Prince George's County Police Department.

There are many tuition reimbursement programs where municipalities and police departments set aside funding to support further educational opportunities for sworn officers, and nearly every university has a tuition remission program that allows campus police and their families to participate in courses at a reduced rate. However, almost no public universities offer any type of tuition discount to local police, firefighters, EMS, or any other type of first responders, although most institutions offer discounts to military personnel and veterans. For example, UMD and BSU both fall under the University System of Maryland and are subject to the same tuition remission protocols. Under the current guidelines, employees are eligible for eight (8) credits per semester, with a maximum of 24 credits per academic year.¹ Spouses and dependent children of employees are eligible for 100% tuition remission on courses toward a first undergraduate degree at the home institution of the employee. If they attend an institution within the University System of Maryland that is not the home institution, they are eligible for 50% tuition remission.² PGCC employees enrolled in a class with at least 10 enrolled students can have their tuition waived while being responsible for all other fees.³

The only public institution found that offered reduced tuition for law enforcement officers and other first responders was the University of Arkansas Grantham, an online branch of the University

¹[Faculty and Staff remission](#)

²[Spouses and Dependent remission](#)

³[Tuition exemptions](#)

of Arkansas System, which also waived all textbook, software, and technology fees⁴. However, there are several private universities across the country offering tuition discounts to either law enforcement employees and other first responders or their families. One example is the highly prestigious University of Chicago, which offers full-tuition scholarships to the children of select active-duty Chicago firefighters and police officers and the children of first responders who fell in the line of duty⁵. Another institution offering a \$5,000 scholarship per year to active-duty first responders is Capitol Tech University, located in Laurel.⁶

Resource Personnel:

Leroy D. Maddox Jr., Legislative Attorney

Discussion/Policy Analysis:

CR-029-2024 would encourage the creation of a pilot program to support the educational endeavors of members of the Prince George's County Police Department. Police departments and municipal governments across the country are looking for innovative ways to strengthen ties to the communities they serve. Police departments are particularly anxious to fill their ranks with high-quality officers, while also attracting more women and people of color, so that their departments better reflect the communities they serve. Offering scholarships and tuition reimbursements or remissions are popular incentives to encourage a broader pool of recruits.

Residency requirements tend to be unpopular with police officers, and many police departments now argue that recruitment is essential to a diverse and qualified officer corps. Another rationale for creating this program is that UMD, BSU, and PGCC are all County-based institutions and thus benefit from the services of the County's police department. By implementing such a program, these institutions could support the police department and encourage sworn officers to participate in their courses, either in person or virtually, so that both the County and UMD, BSU, and PGCC will continue to reap the benefits of their continued close association.

Fiscal Impact:

- *Direct Impact:*

Adoption of CR-029-2024 is not likely to have any direct fiscal impact.

- *Indirect Impact:*

Adoption of CR-029-2024 is not likely to have any indirect fiscal impact.

⁴[First Responder Flexible Online Education | UA Grantham](#)

⁵[Chicago Scholarships | College Admissions \(uchicago.edu\)](#)

⁶[Capitol Technology University | Washington D.C. | Washington D.C. & Maryland Area | Capitol Technology University \(captechu.edu\)](#)

Effective Date of Proposed Legislation:

The proposed Resolution shall be effective upon its adoption.

If you require additional information or have questions about this fiscal impact statement, please call me.