

A RESOLUTION

1 Directing the Legislative Budget and Finance Committee to
2 conduct a study of the salaries and training of police
3 officers in this Commonwealth.

4 WHEREAS, According to a United States Bureau of Justice
5 Statistics 2008 Census of State and Local Law Enforcement
6 Agencies, the Commonwealth of Pennsylvania has more than 1,100
7 police forces and employs more than 27,000 officers; and

8 WHEREAS, This Commonwealth has the second-highest number of
9 individual police forces in the country and twice as many as the
10 national average; and

11 WHEREAS, A 2013 Legislative Budget and Finance Committee
12 report found that municipalities in this Commonwealth spend
13 approximately \$1.3 billion dollars a year on police services,
14 including spending on 986 municipal police departments and 34
15 regional police departments representing 102 municipalities; and

16 WHEREAS, This same report found that more than half of
17 Pennsylvania's 2,500 municipalities have no police department
18 and of those 72% have 10 or fewer officers, and of those more

1 than half have five or fewer full-time officers; and

2 WHEREAS, Municipalities have cited cost as the most
3 significant reason for not forming a police department and loss
4 of control as the reason for not forming regional departments;
5 and

6 WHEREAS, Part-time police officers and officers in small
7 departments may receive lower salaries and less training and
8 therefore must balance multiple jobs and face safety issues and
9 high turnover rates; therefore be it

10 RESOLVED, That the House of Representatives direct the
11 Legislative Budget and Finance Committee to conduct a study of
12 the salaries of law enforcement officers across this
13 Commonwealth, including any disparities between departments, and
14 highlight the salary differences between part-time and full-time
15 officers of police departments; and be it further

16 RESOLVED, That the Legislative Budget and Finance Committee
17 identify the training levels of different departments, comparing
18 the average time full-time and part-time forces take to complete
19 the minimum training and what training is offered to officers
20 beyond minimum training; and be it further

21 RESOLVED, That as legislative initiatives have proposed
22 specialized training on specific issues such as interacting with
23 persons suffering from mental health issues, use of force,
24 school safety and domestic violence, the Legislative Budget and
25 Finance Committee shall study the status of training across
26 police departments on these and other specialized issues beyond
27 the basic training required by statute; and be it further

28 RESOLVED, That the Legislative Budget and Finance Committee
29 assess the rates of turnover of police officers and the factors
30 contributing most to these rates with emphasis on demographic

1 information of the police officers, including race and gender
2 and whether or not they reflect the communities they serve,
3 whether salaries are insufficient and the presence or lack of
4 sufficient training and equipment, including whether the
5 department is using officer safety measures such as body
6 cameras; and be it further

7 RESOLVED, That the Legislative Budget and Finance Committee
8 shall make recommendations for addressing disparities in
9 salaries and training between departments as well as specific
10 measures to eliminate discrepancies in standards between
11 departments with the goal of achieving higher quality services
12 and greater equity Statewide; and be it further

13 RESOLVED, That the Legislative Budget and Finance Committee
14 report its findings to the General Assembly within 180 days of
15 the adoption of this resolution.

