



# BE A PART OF THE GREATEST COMEBACK STORY IN AMERICA

Baltimore City Police officers have one of the most important, challenging, and rewarding jobs serving Baltimore communities.

**STARTING ANNUAL SALARY:**  
**\$53,512**

Top officers can earn **up to \$92,548/year**

### BENEFITS:

- + **Retirement:** Pension after 25 years of service is 60% of sworn member's salary
- + **Health Insurance:** Includes prescription, dental and vision
- + 6-month paid, entry-level Police Academy training
- + Pay incentives for Bachelor's Degree
- + Equipment provided at no cost
- + Option to participate in tax-deferred, 457B retirement plan (Deferred Compensation) which can be used to supplement income upon retirement
- + Additional vacation leave is available to members who do not use medical leave

# CAREER OPPORTUNITIES?

## We've got them.

Every sworn officer starts their career in patrol. After completing 3 years of service, officers are eligible to take the Sergeant's examination. Sergeants are eligible to take the Lieutenant's examination after completing 2 years of service as a Sergeant.

### SWORN OFFICER PATROL RANKS

- Detective
- Captain
- Sergeant
- Major
- Lieutenant

- Performance Improvement
- Recruitment Background
- Regional Auto Theft
- Sex Offense
- SWAT

### SPECIAL UNITS

- Arson
- Aviation - Foxtrot Helicopter
- Ceasefire
- Child Abuse & Missing Persons
- CityWatch
- Citywide Robbery
- Citywide Shooting
- Community Collaboration
- Crime Prevention
- Criminal Intelligence
- Cyber & Electronic Crimes
- Domestic Violence
- Economics Crimes
- Elderly Abuse
- Executive Protection
- Homicide
- Human Trafficking
- Narcotics
- Pawn Shop

### CIVILIAN JOBS

- Community Outreach Coordinator
- Crime Prevention Coordinator
- Crime Scene Investigator
- Data Analyst
- Dispatcher
- Evidence Technician
- Forensic Analyst
- IT Specialist
- Media Relations Director
- Records Manager
- Victim Advocate

# JOIN THE BPD!

Visit [bpdrecruit.org/aforceforgood](http://bpdrecruit.org/aforceforgood) to learn more and apply.

The BPD is an equal opportunity employer. Employees who have been with the city for at least one year are eligible for 12 weeks of unpaid family and medical leave.

### MINIMUM QUALIFICATIONS FOR BECOMING A BALTIMORE CITY POLICE OFFICER:

- + Must be a U.S. citizen
- + Possess a valid driver's full license
- + Must be 20 years of age and 6 months upon beginning the academy
- + Must have a high school diploma or GED
- + Must be able to pass an extensive background check
- + Must be able to work shift work, weekends and holidays
- + Applicants do not need to be a Maryland resident

To view disqualifiers, visit [baltimorepolice.org/careers](http://baltimorepolice.org/careers)



# SELECTION PROCESS

Applicants must successfully complete the following steps in the hiring process before being hired as a Baltimore Police Officer:



**1** Fill out an online application. Link available at [baltimorepolice.org/](http://baltimorepolice.org/)



**2** National Testing Network (NTN) Police Exam



**3** Fitness Test



**4** Preliminary Interview and Background Investigation



**5** Polygraph, Psychological, and Physical Examination



**6** Start your career with the Baltimore Police Department as a Patrol Officer

NOW HIRING A PROUD NEW  
**GENERATION**  
OF BALTIMORE POLICE OFFICERS





**ADDENDUM B**  
**Salary Schedules<sup>2</sup>**

**City of Baltimore**  
**Baltimore Police Department**  
**Salary Schedules -- Unit I**

Service Step	Police Officer - Current		Police Officer - 1/1/2019		Police Officer - 7/1/2019		Police Officer - 7/1/2020		Police Officer - 1/1/2019		Police Officer - 7/1/2019		Police Officer - 7/1/2020	
	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly
1	\$ 50,440	\$24.29	\$ 51,953	\$25.01	\$ 53,512	\$25.76	\$ 55,117	\$26.54	\$ 50,032	\$ 24.09	\$ 51,533	\$ 24.81	\$ 53,079	\$ 25.56
2	\$ 50,561	\$24.34	\$ 52,078	\$25.07	\$ 53,640	\$25.83	\$ 55,249	\$26.60	\$ 51,184	\$ 24.54	\$ 52,720	\$ 25.38	\$ 54,301	\$ 26.14
3	\$ 51,328	\$24.71	\$ 52,868	\$25.45	\$ 54,454	\$26.22	\$ 56,087	\$27.00	\$ 52,339	\$ 25.20	\$ 53,909	\$ 25.96	\$ 55,526	\$ 26.73
4	\$ 60,732	\$29.24	\$ 62,554	\$30.12	\$ 64,431	\$31.02	\$ 66,363	\$31.95	\$ 62,436	\$ 30.06	\$ 64,309	\$ 30.96	\$ 66,238	\$ 31.89
5	\$ 64,556	\$31.08	\$ 66,493	\$32.01	\$ 68,487	\$32.97	\$ 70,542	\$33.96	\$ 66,236	\$ 31.90	\$ 68,246	\$ 32.86	\$ 70,293	\$ 33.84
6	\$ 68,105	\$32.79	\$ 70,149	\$33.77	\$ 72,254	\$34.79	\$ 74,421	\$35.83	\$ 69,751	\$ 33.58	\$ 71,844	\$ 34.59	\$ 73,999	\$ 35.63
7	\$ 68,788	\$33.12	\$ 70,852	\$34.11	\$ 72,977	\$35.14	\$ 75,167	\$36.19	\$ 70,447	\$ 33.92	\$ 72,560	\$ 34.94	\$ 74,737	\$ 35.98
8	\$ 71,454	\$34.40	\$ 73,598	\$35.43	\$ 75,806	\$36.50	\$ 78,080	\$37.59	\$ 73,178	\$ 35.23	\$ 75,373	\$ 36.29	\$ 77,635	\$ 37.38
9	\$ 72,153	\$34.74	\$ 74,318	\$35.78	\$ 76,547	\$36.85	\$ 78,844	\$37.96	\$ 73,894	\$ 35.58	\$ 76,111	\$ 36.64	\$ 78,394	\$ 37.74
10	\$ 72,857	\$35.08	\$ 75,043	\$36.13	\$ 77,044	\$37.58	\$ 79,386	\$38.70	\$ 74,611	\$ 35.92	\$ 76,849	\$ 37.00	\$ 79,223	\$ 38.48
11	\$ 73,554	\$35.41	\$ 75,761	\$36.48	\$ 77,919	\$37.94	\$ 80,386	\$39.07	\$ 75,382	\$ 36.27	\$ 77,592	\$ 37.36	\$ 80,696	\$ 38.85
12	\$ 74,257	\$35.75	\$ 76,485	\$36.82	\$ 78,544	\$38.30	\$ 81,930	\$39.45	\$ 76,049	\$ 36.61	\$ 78,330	\$ 37.71	\$ 81,464	\$ 39.22
13	\$ 74,958	\$36.09	\$ 77,207	\$37.17	\$ 79,295	\$38.66	\$ 82,704	\$39.82	\$ 76,734	\$ 36.94	\$ 79,036	\$ 38.05	\$ 82,197	\$ 39.58
14	\$ 75,658	\$36.43	\$ 77,928	\$37.52	\$ 80,045	\$39.02	\$ 83,476	\$40.19	\$ 77,482	\$ 37.30	\$ 79,806	\$ 38.42	\$ 82,999	\$ 39.96
15	\$ 76,358	\$36.76	\$ 78,649	\$37.87	\$ 81,795	\$39.38	\$ 84,249	\$40.56	\$ 78,202	\$ 37.65	\$ 80,548	\$ 38.78	\$ 83,770	\$ 40.33
16	\$ 79,199	\$38.03	\$ 81,575	\$39.28	\$ 84,838	\$40.85	\$ 87,383	\$42.07	\$ 81,109	\$ 39.05	\$ 83,542	\$ 40.22	\$ 86,884	\$ 41.83
17	\$ 79,919	\$38.48	\$ 82,317	\$39.63	\$ 85,609	\$41.22	\$ 88,178	\$42.45	\$ 81,846	\$ 39.41	\$ 84,301	\$ 40.59	\$ 87,673	\$ 42.21
18	\$ 80,638	\$38.82	\$ 83,057	\$39.99	\$ 86,379	\$41.59	\$ 88,971	\$42.84	\$ 82,584	\$ 39.76	\$ 85,062	\$ 40.95	\$ 88,464	\$ 42.59
19	\$ 81,358	\$39.17	\$ 83,799	\$40.35	\$ 87,151	\$41.96	\$ 89,765	\$43.22	\$ 83,323	\$ 40.12	\$ 85,823	\$ 41.32	\$ 89,256	\$ 42.97
20	\$ 82,080	\$39.52	\$ 84,542	\$40.70	\$ 87,924	\$42.33	\$ 90,562	\$43.60	\$ 84,057	\$ 40.47	\$ 86,579	\$ 41.68	\$ 90,042	\$ 43.35
21	\$ 82,799	\$39.86	\$ 85,283	\$41.06	\$ 88,694	\$42.70	\$ 91,355	\$43.98	\$ 84,796	\$ 40.83	\$ 87,340	\$ 42.05	\$ 90,833	\$ 43.73
22	\$ 83,519	\$40.21	\$ 86,025	\$41.42	\$ 89,466	\$43.07	\$ 92,150	\$44.37	\$ 85,535	\$ 41.18	\$ 88,101	\$ 42.42	\$ 91,625	\$ 44.11
23	\$ 84,238	\$40.56	\$ 86,765	\$41.77	\$ 90,236	\$43.45	\$ 92,943	\$44.75	\$ 86,272	\$ 41.54	\$ 88,860	\$ 42.78	\$ 92,415	\$ 44.49
24	\$ 84,959	\$40.90	\$ 87,508	\$42.13	\$ 91,008	\$43.82	\$ 93,738	\$45.13	\$ 87,006	\$ 41.89	\$ 89,616	\$ 43.15	\$ 93,201	\$ 44.87
25	\$ 85,680	\$41.25	\$ 88,250	\$42.49	\$ 91,780	\$44.19	\$ 94,534	\$45.51	\$ 87,746	\$ 42.25	\$ 90,378	\$ 43.51	\$ 93,994	\$ 45.25
26	\$ 86,397	\$41.60	\$ 88,989	\$42.84	\$ 92,548	\$44.56	\$ 95,325	\$45.90	\$ 88,483	\$ 42.60	\$ 91,137	\$ 43.88	\$ 94,783	\$ 45.63

It is agreed that the hourly rates set forth on the Salary Schedule shall govern members' compensation and that the annual salaries are illustrative only (based on an assumed number of hours per year).



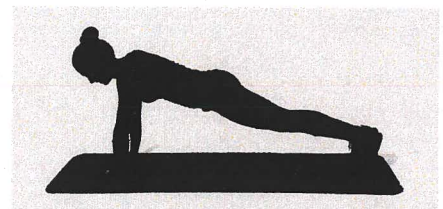
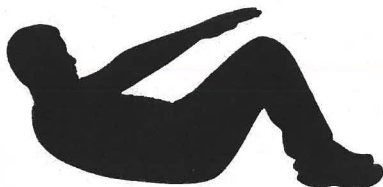


Applicants will be required to take a Fitness Test. Applicants must successfully complete the Fitness Test to move on in the hiring process. Listed below are the minimum requirements for each exercise that will be given at the Fitness Test.

**1. SIT-UPS (Minimum number of Sit-Ups in one (1) minute: 29)**

**2. 1.5 MILE RUN (Time limit: 16 minutes and 28 seconds)**

**3. PUSH –UPS (Minimum number of Push-Ups in one (1) minute: Male: 20 Female: 10)**







## TYPICAL DISQUALIFIERS

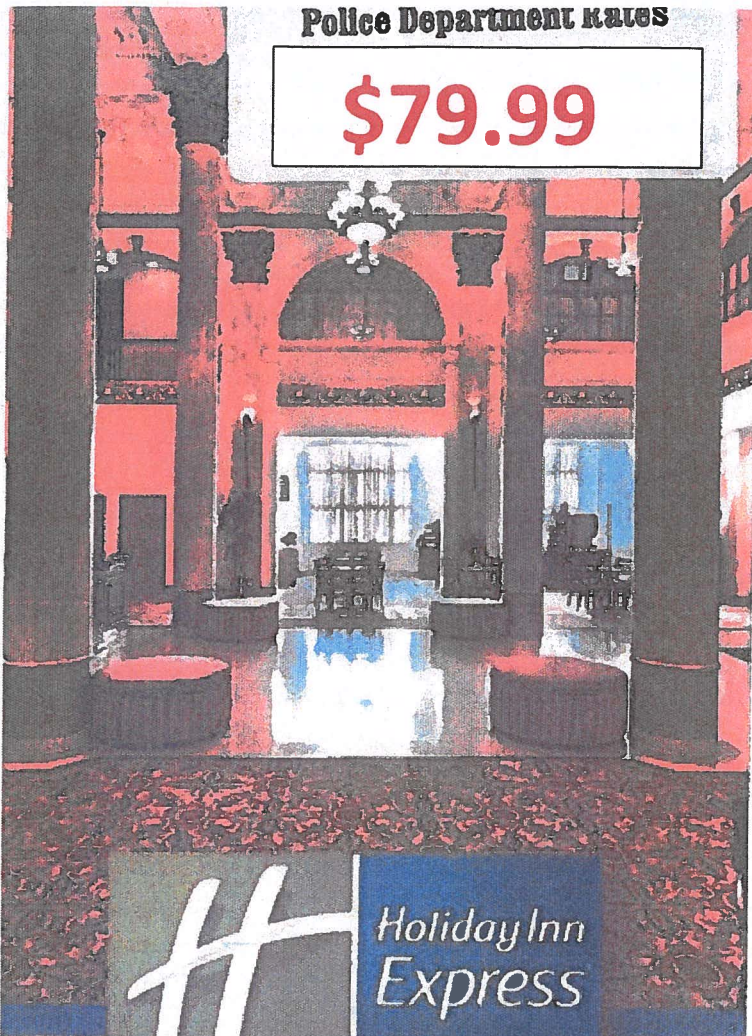
- **Driving Record: not to exceed three (3) points**
- **Poor Driver's Record**
- **DWI/DUI conviction within the last 5 Years**
- **Military Record: Separation less than Honorable**
- **Arrest Record: Any Felony Convictions**
- **Currently on Parole or Probation. *All misdemeanor charges must be expunged***
- **Applicants are ineligible if they have illegally used a controlled dangerous substance, narcotic drug, or marijuana for any purpose within 3 years (36 months).**
- **Medical History: Must be mentally and physically qualified**
- **Integrity: Being truthful is of the utmost importance; telling a lie or altering the truth at any stage of the process will disqualify your current-*and any future*-applications**





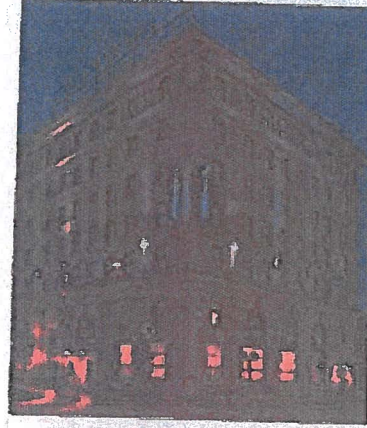
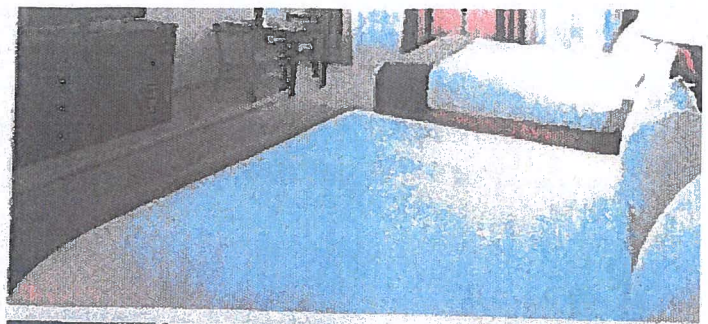
Police Department Rates

**\$79.99**



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with Historic Elegance



**HOTEL FEATURES**



Free WIFI



Free breakfast



Free shuttle



Shuttle service: Hourly  
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Sat. - Sun 8 am - 10 pm  
Shuttle travels within 1 mile radi

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- Business Center Available
- 24-Hour Fitness Center
- On-site ATM
- Guest Self-laundry Facilities
- Handicap Accessible Rooms Available
- Deluxe Rooms / Jacuzzi Suites Available
- In-Room Safe-box / Microwave / Mini-fridge
- Meeting & Events Facilities
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BALTIMORE POLICE DEPARTMENT – HOLIDAY INN PARTNERSHIP – APPLICANT INCENTIVE PROGRAM

THE BALTIMORE POLICE RATE FOR APPLICANTS IS ONLY \$79.99 AND IS WALKING DISTANCE TO THE BPD HEADQUARTERS and TOURIST ATTRACTIONS IN DOWNTOWN BALTIMORE!

USE THIS LINK TO BOOK AND RECEIVE THE DISCOUNT...

<https://bit.ly/35jlcxX>





# Officer Next Door

National Home Buying Program



## Good Neighbor Next Door

**Law enforcement officers**, pre-Kindergarten through 12th grade teachers, firefighters and emergency medical technicians can contribute to community revitalization while becoming homeowners through HUD's Good Neighbor Next Door Sales Program. HUD offers a substantial incentive in the form of a discount of 50% from the list price of the home. In return you must commit to live in the property for 36 months as your sole residence.

## How the Program Works

Eligible Single Family homes located in revitalization areas are listed exclusively for sale through the Good Neighbor Next Door Sales program. Properties are available for purchase through the program for seven days.

## How to Participate in Good Neighbor Next Door

Check the listings for your state. Follow the instructions to submit your interest in purchasing a specific home. If more than one person submits an offer on a single home a selection will be made by random lottery. You must meet the requirements for a law enforcement officer, teacher, firefighter or emergency medical technician and comply with HUD's regulations for the program.

HUD requires that you sign a second mortgage and note for the discount amount. No interest or payments are required on this "silent second" provided that you fulfill the three-year occupancy requirement. The number of properties available is limited and the list of available properties changes weekly.

To learn more, please visit the HUD website.

<https://www.hud.gov/>

[https://www.hud.gov/program\\_offices/housing/sfh/reo/goodn/gnndabot](https://www.hud.gov/program_offices/housing/sfh/reo/goodn/gnndabot)



# BALTIMORE CITY

## PUBLIC SAFETY OFFICERS TAX CREDIT

The Public Safety Officers Tax Credit offers a credit against the Baltimore City real property tax imposed on the principal residence of sworn public safety officers serving full time in the **Baltimore Police Department**, Baltimore City Fire Department, Baltimore City Sheriff's Office, or the Baltimore City Public School System. *The program provides up to a \$2,500 property tax reduction each taxable year the property remains eligible.*

### PROGRAM BENEFIT

This program reduces your property taxes.

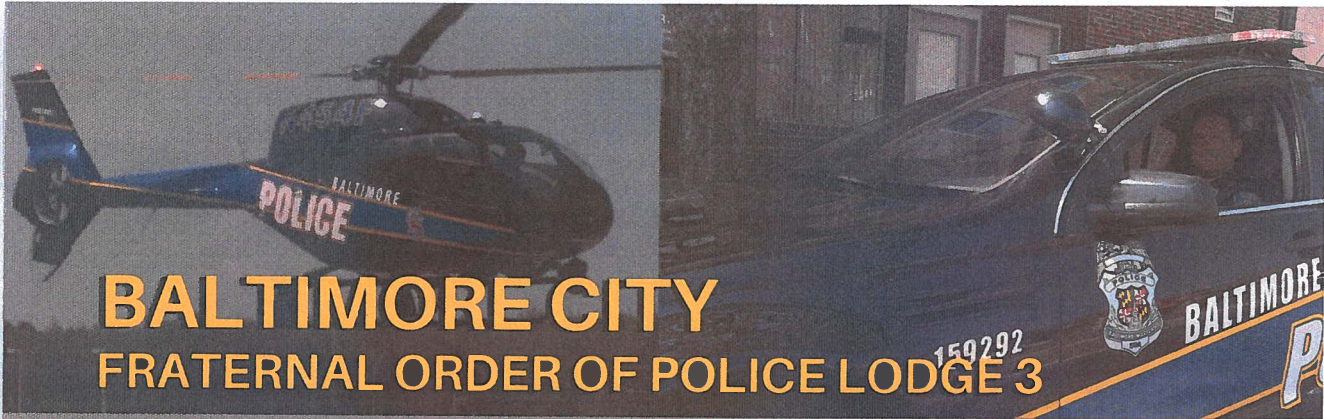
### ELIGIBILITY & LIMITATIONS

- You must be a "Public safety officer" which means a firefighter, an emergency medical technician, or a law enforcement officer who is a sworn member of and employed full time by the Baltimore City Fire Department, the **Baltimore Police Department**, The Baltimore City Sheriff's Office, or the Baltimore City Public School System.
- You must live in this home as your primary residence.
- The tax credit must be applied for or renewed every taxable year by submitting an application prior to April 1st of each year.
- This tax credit can only be combined with the Targeted Homeowners Tax Credit and the Homestead Tax Credit.
- If an application is rejected the credit cannot be applied for again in the same tax year, you may apply in subsequent taxable years.

### PROGRAM CONTACT

Baltimore City Department of Finance  
(410) 396-4585





## BALTIMORE CITY FRATERNAL ORDER OF POLICE LODGE 3

### SPECIAL MORTGAGE FINANCE BENEFIT

Paramount Residential Mortgage Group, Inc. is proud to serve the brave men and women of the Baltimore Police. Our team members have been working with police personnel since 1998. We are pleased to announce a **SPECIAL MORTGAGE FINANCE BENEFIT** available to all members of the Baltimore City Fraternal Order of Police Lodge 3 and their families. This benefit provides the opportunity to take advantage of the **MOST COMPETITIVE RATES AVAILABLE** on the market today. We have a wide variety of loan benefits to match your needs. We, at PRMG Inc., want to make your experience as pleasant and stress-free as possible by providing all your financial services under one roof. More information is available at: [OURUNIONPARTNERS.COM/FOP3](http://OURUNIONPARTNERS.COM/FOP3)

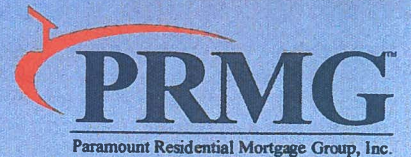
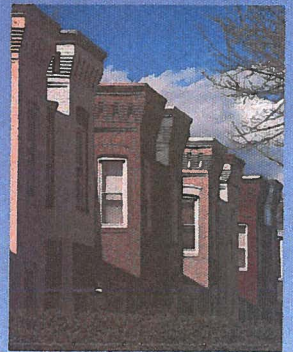
#### YOUR BENEFITS INCLUDE:

- FREE APPRAISAL\*
- FREE CREDIT REPORT\*
- FREE 24-HOUR ONLINE APPLICATION
- CASH-OUT LOANS
- GRANTS AND CLOSING COST ASSISTANCE
- GET A FREE PRE-QUALIFICATION AND DETAILS TODAY!


### USDA & VA ZERO DOWN PAYMENT LOANS!!

#### PURCHASE A HOME WITH:

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3. Closing Cost Assistance



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\*Borrowers Credit and Appraisal Fees will be paid by the lender at closing. \* PRMG Inc is not affiliated with True Title.  
\*Tim McCully NMLS 392423