



David A. Burse
Chief of Police

Town of Upper Marlboro Police Department

14211 School Lane, Upper Marlboro, Maryland 20772 Tel: (301) 627-6905

Janice Duckett
Treasurer

Karen Lott
Commissioner

Sarah Franklin
President

Thomas Hanchett
Commissioner

Charles Colbert
Commissioner

MEMORANDUM

To: Board of Town Commissioners

From: David A. Burse Chief of Police

Date: November 23, 2022

Re: Police Officer 2-year or 3-year Employment Agreements

Commissioners,

Please see the attached employee agreement that I am requesting to get approved. The employee agreement is used to help retain experienced officers for two years or for a new officer that will be sent to a training academy for three years of continuous work. The officer agrees that if they leave before the end of the term, then they will be required to pay back some of the money that the Town expended on them during the hiring process and training. This will allow the Chief of Police to hire police staff without the Board of Commissioners having to vote to approve every officer that is hired. This employment agreement is widely used by other agencies in the State. The average cost to hire an officer is \$4,000 without training.