



## MAJOR CITIES CHIEFS ASSOCIATION

November 16, 2022

Albuquerque  
Arlington TX  
Atlanta  
Aurora  
Austin  
Baltimore  
Baltimore Co.  
Boston  
Buffalo  
Charlotte-Mecklenburg  
Chicago  
Cincinnati  
Cleveland  
Columbus  
Dallas  
DeKalb Co.  
Denver  
Detroit  
El Paso  
Fairfax Co.  
Fort Worth  
Fresno  
Honolulu  
Houston  
Indianapolis  
Jacksonville  
Kansas City  
Las Vegas  
Long Beach  
Los Angeles  
Los Angeles Co.  
Louisville  
Memphis  
Mesa  
Miami  
Miami-Dade  
Milwaukee  
Minneapolis  
Montgomery Co.  
Nashville  
Nassau Co.  
New Orleans  
New York City  
Newark  
Oakland  
Oklahoma City  
Omaha  
Orlando  
Philadelphia  
Phoenix  
Pittsburgh  
Portland  
Prince George's Co.  
Raleigh  
Sacramento  
Salt Lake City  
San Antonio  
San Diego  
San Francisco  
San Jose  
Seattle  
St. Louis  
St. Louis Co.  
Suffolk Co.  
Tampa  
Tucson  
Tulsa  
Virginia Beach  
Washington DC  
Wichita

The Honorable Deb Fischer  
United States Senate  
Washington, D.C. 20510

The Honorable Christopher A. Coons  
United States Senate  
Washington, D.C. 20510

Dear Senator Fischer and Senator Coons,

I'm writing on behalf of the Major Cities Chiefs Association (MCCA) to register our support for S. 5103, the *Recruit and Retain Act*. The MCCA is a professional organization of law enforcement executives representing the largest cities in the United States and Canada.

The challenges currently facing law enforcement have frustrated officers and devastated morale. Officers are retiring at an alarming rate, and many are leaving MCCA agencies for smaller departments. As a result, nearly every MCCA member is understaffed. This has had significant operational and logistical impacts on law enforcement agencies that are working tirelessly to protect their communities from increased violent crime and many other threats.

Solving the ongoing law enforcement recruitment and retention issues will require more than just additional resources. While some MCCA members have the necessary funding to hire more officers, they are struggling to find people who want to serve as law enforcement officers. The *Recruit and Retain Act* will help address this problem by creating a new initiative within the COPS grant program to develop partnerships between law enforcement and educational institutions. These partnerships will increase interest in the law enforcement profession and broaden recruitment pools.

Thank you for your leadership and your continued support of law enforcement. Please do not hesitate to contact me if the MCCA can be of additional assistance.

Sincerely,

Eddie Garcia  
Chief, Dallas Police Department  
President, Major Cities Chiefs Association

Calgary, Alberta  
Edmonton, Alberta  
Montreal, Québec  
Ottawa, Ontario  
Peel Region, Ontario  
Toronto, Ontario  
Vancouver, B.C.  
Winnipeg, Manitoba  
York Region, Ontario