



MAJOR CITIES CHIEFS ASSOCIATION

February 28, 2023

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

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

The Honorable John Cornyn
United States Senate
Washington, D.C. 20510

The Honorable Amy Klobuchar
United States Senate
Washington, D.C. 20510

Dear Senator Fischer, Senator Coons, Senator Cornyn, and Senator Klobuchar,

I'm writing on behalf of the Major Cities Chiefs Association (MCCA) to register our support for S. 546, 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.

Nearly every MCCA member is currently understaffed. Local law enforcement agencies are having difficulty recruiting high-quality candidates to serve as law enforcement officers. Retention is also an issue, as officers are retiring or leaving MCCA agencies for smaller departments at an alarming rate. Solutions to law enforcement staffing challenges must account for both recruitment and retention. The *Recruit and Retain Act* will bolster efforts to fully staff local law enforcement agencies. This legislation will create a new initiative to develop partnerships between law enforcement and educational institutions, which will help increase interest in the law enforcement profession and broaden recruitment pools. This is critical as the current universe of qualified recruits interested in a career in law enforcement is insufficient to keep pace with attrition rates.

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