

Department of Legislative Services
Maryland General Assembly
2019 Session

FISCAL AND POLICY NOTE
First Reader

House Bill 540
Appropriations

(Cecil County Delegation)

Cecil County - Correctional Deputy Sheriffs - Collective Bargaining

This bill authorizes full-time sworn correctional deputy sheriffs at the rank of lieutenant and below in the Office of the Sheriff of Cecil County to engage in specified collective bargaining activities. It extends applicability of numerous provisions regarding collective bargaining rights of *law enforcement* deputy sheriffs in Cecil County to *correctional* deputy sheriffs.

Fiscal Summary

State Effect: None.

Local Effect: Cecil County expenditures may increase depending on wage and benefits packages that are developed and consulting services necessary for negotiations. County revenues are not affected.

Small Business Effect: None.

Analysis

Bill Summary: A full-time sworn correctional deputy sheriff at the rank of lieutenant and below may (1) take part in or refrain from taking part in forming, joining, supporting, or participating in a labor organization or its lawful activities; (2) select a labor organization as the exclusive representative of the correctional deputy sheriffs; (3) engage in collective bargaining with the Sheriff and the County Executive of Cecil County (or designees) concerning wages, benefits, and working conditions, as specified; (4) enter into a collective bargaining agreement through the exclusive representative of the correctional deputy

sheriffs, as specified; and (5) decertify a labor organization as the exclusive representative of the correctional deputy sheriffs.

The bill sets forth requirements for the certification and decertification of labor organizations.

Unless otherwise permitted, a collective bargaining agreement may not impair the right and responsibility of the sheriff to hire, direct, supervise, promote, demote, discipline, assign, and with reasonable cause discharge full-time sworn correctional deputy sheriffs; however, the promotional process for correctional deputy sheriffs up to the rank of lieutenant and the number and composition of trial boards for the discipline process for deputy sheriffs at the rank of lieutenant and below are subject to collective bargaining.

Current Law/Background: Full-time, sworn *law enforcement* deputy sheriffs in the Office of the Sheriff of Cecil County at the rank of captain and below may take part in specified activities regarding collective bargaining. Statutory provisions set forth a process for collective bargaining.

Local Expenditures: Cecil County advises that the county may incur expenditures for consulting services to negotiate any collective bargaining agreements. In addition, future year expenditures may increase depending on future collective bargaining agreements. These expenditures cannot be reliably estimated and depend on the wage and benefits packages that are ratified.

Additional Information

Prior Introductions: None.

Cross File: SB 511 (Cecil County Senators) - Finance.

Information Source(s): Cecil County; Department of Legislative Services

Fiscal Note History: First Reader - February 28, 2019
md/kdm

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