

HOUSE BILL 670

D2

7lr1400

By: **Delegates Impallaria and Lisanti**

Introduced and read first time: February 1, 2017

Assigned to: Appropriations

A BILL ENTITLED

1 AN ACT concerning

2 **Harford County – Deputy Sheriffs and Correctional Officers – Collective**
3 **Bargaining**

4 FOR the purpose of providing that, except under certain circumstances, an employee of the
5 Harford County Sheriff's Office may be terminated only with just cause in accordance
6 with certain provisions of law or certain personnel rules and regulations; providing
7 that certain deputy sheriffs and correctional officers in the Office of the Sheriff of
8 Harford County have the right to organize and collectively bargain with the Harford
9 County Sheriff and Harford County Executive with regard to certain wages and
10 benefits; authorizing certain deputy sheriffs and certain correctional officers to take
11 certain actions in connection with certain labor organizations with regard to certain
12 collective bargaining activities; providing for the procedures for certifying a labor
13 organization as a certified labor organization for certain collective bargaining
14 negotiations; requiring the certified labor organization and the Sheriff to follow
15 certain procedures for collective bargaining; providing for a certain method to resolve
16 a dispute if the certified labor organization and the Sheriff are unable to negotiate a
17 certain agreement; requiring a collective bargaining agreement to contain certain
18 matters, be in writing, and be signed by certain representatives; providing that a
19 collective bargaining agreement may contain a certain grievance procedure;
20 providing that a collective bargaining agreement is not effective except under certain
21 circumstances; providing for the construction of this Act; and generally relating to
22 collective bargaining rights of sworn law enforcement officers and correctional
23 officers of the Harford County Sheriff's Office.

24 BY repealing and reenacting, without amendments,
25 Article – Courts and Judicial Proceedings
26 Section 2–309(a)
27 Annotated Code of Maryland
28 (2013 Replacement Volume and 2016 Supplement)

29 BY repealing and reenacting, with amendments,

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 Article – Courts and Judicial Proceedings
 2 Section 2–309(n)(6)
 3 Annotated Code of Maryland
 4 (2013 Replacement Volume and 2016 Supplement)

5 BY adding to
 6 Article – Courts and Judicial Proceedings
 7 Section 2–309(n)(9) and (10)
 8 Annotated Code of Maryland
 9 (2013 Replacement Volume and 2016 Supplement)

10 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
 11 That the Laws of Maryland read as follows:

12 **Article – Courts and Judicial Proceedings**

13 2–309.

14 (a) The sheriff of a county and his deputies shall receive the annual salaries
 15 provided by this section for performing the duties required of them by the Constitution and
 16 the laws of this State. They shall be reimbursed for expenses as provided by law.

17 (n) (6) (i) Except as provided in subparagraph (ii) of this paragraph, an
 18 employee of the Harford County Sheriff's Office may [not] be terminated [without] **ONLY**
 19 **WITH** just cause **IN ACCORDANCE WITH:**

20 **1. THE LAW ENFORCEMENT OFFICERS' BILL OF**
 21 **RIGHTS, IF THE EMPLOYEE'S RIGHTS ARE COVERED UNDER THE LAW**
 22 **ENFORCEMENT OFFICERS' BILL OF RIGHTS;**

23 **2. THE CORRECTIONAL OFFICERS' BILL OF RIGHTS, IF**
 24 **THE EMPLOYEE'S RIGHTS ARE COVERED UNDER THE CORRECTIONAL OFFICERS'**
 25 **BILL OF RIGHTS; OR**

26 **3. THE PERSONNEL RULES AND REGULATIONS OF THE**
 27 **HARFORD COUNTY SHERIFF'S OFFICE, IF THE EMPLOYEE'S RIGHTS ARE NOT**
 28 **COVERED UNDER THE LAW ENFORCEMENT OFFICERS' BILL OF RIGHTS OR THE**
 29 **CORRECTIONAL OFFICERS' BILL OF RIGHTS.**

30 (ii) Subparagraph (i) of this paragraph does not apply to:

- 31 1. The chief deputy;
 32 2. A lieutenant colonel or major;
 33 3. The secretary for the Sheriff;

1 4. A deputy or employee on probationary status; or

2 5. The warden of the Harford County Detention Center.

3 **(9) (I) THIS PARAGRAPH APPLIES ONLY TO ALL FULL-TIME**
4 **DEPUTY SHERIFFS IN THE OFFICE OF THE SHERIFF OF HARFORD COUNTY AT THE**
5 **RANK OF CAPTAIN AND BELOW.**

6 **(II) DEPUTY SHERIFFS SUBJECT TO THIS PARAGRAPH SHALL**
7 **HAVE THE RIGHT TO ORGANIZE AND BARGAIN COLLECTIVELY WITH THE HARFORD**
8 **COUNTY SHERIFF AND THE HARFORD COUNTY EXECUTIVE WITH REGARD TO**
9 **WAGES AND BENEFITS NOT REGULATED BY THE SHERIFF.**

10 **(III) A DEPUTY SHERIFF MAY:**

11 1. **TAKE PART IN OR REFRAIN FROM TAKING PART IN**
12 **FORMING, JOINING, SUPPORTING, OR PARTICIPATING IN A LABOR ORGANIZATION**
13 **OR ITS LAWFUL ACTIVITIES;**

14 2. **SELECT A LABOR ORGANIZATION AS THE EXCLUSIVE**
15 **REPRESENTATIVE OF THE DEPUTY SHERIFFS SUBJECT TO THIS PARAGRAPH;**

16 3. **ENGAGE IN COLLECTIVE BARGAINING WITH THE**
17 **SHERIFF OF HARFORD COUNTY, OR THE DESIGNEE OF THE SHERIFF, CONCERNING**
18 **WAGES, BENEFITS, AND OTHER TERMS AND CONDITIONS THROUGH A LABOR**
19 **ORGANIZATION CERTIFIED AS THE EXCLUSIVE REPRESENTATIVE OF THE DEPUTY**
20 **SHERIFFS SUBJECT TO THIS PARAGRAPH;**

21 4. **SUBJECT TO ITEM 2 OF THIS SUBPARAGRAPH, ENTER**
22 **INTO A COLLECTIVE BARGAINING AGREEMENT, THROUGH THE EXCLUSIVE**
23 **REPRESENTATIVE OF THE DEPUTY SHERIFFS SUBJECT TO THIS PARAGRAPH,**
24 **COVERING THE WAGES, BENEFITS, AND OTHER TERMS AND CONDITIONS OF**
25 **EMPLOYMENT OF THE DEPUTY SHERIFFS SUBJECT TO THIS PARAGRAPH; AND**

26 5. **DECERTIFY A LABOR ORGANIZATION AS THE**
27 **EXCLUSIVE REPRESENTATIVE OF THE DEPUTY SHERIFFS SUBJECT TO THIS**
28 **PARAGRAPH.**

29 **(IV) 1. A LABOR ORGANIZATION SEEKING CERTIFICATION AS**
30 **AN EXCLUSIVE REPRESENTATIVE MUST SUBMIT A PETITION TO THE SHERIFF THAT**
31 **IS SIGNED BY AT LEAST 30% OF THE DEPUTY SHERIFFS INDICATING THE DESIRE OF**
32 **THE DEPUTY SHERIFFS SUBJECT TO THIS PARAGRAPH TO BE REPRESENTED**

1 EXCLUSIVELY BY THE LABOR ORGANIZATION FOR THE PURPOSE OF COLLECTIVE
2 BARGAINING.

3 2. IF THE SHERIFF DOES NOT CHALLENGE THE
4 VALIDITY OF THE PETITION WITHIN 30 CALENDAR DAYS AFTER THE RECEIPT OF THE
5 PETITION, THE PETITION SHALL BE SUBMITTED TO THE COMMISSIONER OF LABOR
6 AND INDUSTRY TO BE APPROVED BY A CONSENT ELECTION UNDER TITLE 4,
7 SUBTITLE 2, PART II OF THE LABOR AND EMPLOYMENT ARTICLE.

8 3. IF THE SHERIFF CHALLENGES THE VALIDITY OF THE
9 PETITION, EITHER PARTY MAY SUBMIT A REQUEST TO THE COMMISSIONER OF
10 LABOR AND INDUSTRY TO DETERMINE THE VALIDITY OF THE PETITION AND
11 WHETHER TO CONDUCT A CONSENT ELECTION UNDER TITLE 4, SUBTITLE 2, PART
12 II OF THE LABOR AND EMPLOYMENT ARTICLE.

13 4. THE COSTS ASSOCIATED WITH A DETERMINATION BY
14 THE COMMISSIONER OF LABOR AND INDUSTRY UNDER SUBSUBPARAGRAPH 3 OF
15 THIS SUBPARAGRAPH SHALL BE SHARED EQUALLY BY THE PARTIES.

16 5. A LABOR ORGANIZATION SHALL BE DEEMED
17 DECERTIFIED IF A PETITION IS SUBMITTED TO THE SHERIFF THAT IS SIGNED BY
18 MORE THAN 50% OF THE DEPUTY SHERIFFS INDICATING THE DESIRE OF THE
19 DEPUTY SHERIFFS TO DECERTIFY THE LABOR ORGANIZATION AS THE EXCLUSIVE
20 REPRESENTATIVE OF THE DEPUTY SHERIFFS SUBJECT TO THIS PARAGRAPH.

21 (v) 1. FOLLOWING CERTIFICATION OF AN EXCLUSIVE
22 REPRESENTATIVE AS PROVIDED IN SUBPARAGRAPH (IV) OF THIS PARAGRAPH, THE
23 CERTIFIED LABOR ORGANIZATION AND THE SHERIFF SHALL MEET AT REASONABLE
24 TIMES AND ENGAGE IN COLLECTIVE BARGAINING IN GOOD FAITH ON OR BEFORE
25 NOVEMBER 1 OF THE YEAR IMMEDIATELY PRECEDING THE YEAR IN WHICH A
26 COLLECTIVE BARGAINING AGREEMENT IS TO TAKE EFFECT.

27 2. THE CERTIFIED LABOR ORGANIZATION AND THE
28 SHERIFF SHALL MAKE EVERY REASONABLE EFFORT TO CONCLUDE NEGOTIATIONS
29 ON OR BEFORE JANUARY 15 OF THE YEAR IN WHICH A COLLECTIVE BARGAINING
30 AGREEMENT IS TO TAKE EFFECT TO ALLOW FOR INCLUSION BY THE SHERIFF OF
31 MATTERS AGREED ON IN ITS BUDGET REQUEST TO THE COUNTY EXECUTIVE.

32 3. A. IF THE CERTIFIED LABOR ORGANIZATION AND
33 THE SHERIFF ARE UNABLE TO REACH AN AGREEMENT BEFORE FEBRUARY 5 OF THE
34 YEAR IN WHICH A COLLECTIVE BARGAINING AGREEMENT IS TO TAKE EFFECT, AN
35 IMPASSE SHALL BE DEEMED TO HAVE BEEN REACHED, EACH SIDE SHALL SUBMIT
36 THEIR BEST AND FINAL OFFERS WITHIN 24 HOURS, AND WITHIN 5 DAYS AFTER AN

1 IMPASSE IS REACHED THE DISPUTE, ALONG WITH EACH SIDE'S BEST AND FINAL
2 OFFER, SHALL BE SUBMITTED TO THE AMERICAN ARBITRATION ASSOCIATION.

3 B. THE ARBITRATOR APPOINTED BY THE AMERICAN
4 ARBITRATION ASSOCIATION SHALL MEET WITH THE PARTIES AND MAKE WRITTEN
5 FINDINGS OF FACT AND OPINION BY MARCH 1.

6 C. THE COSTS ASSOCIATED WITH THE ARBITRATOR OR
7 ARBITRATION PROCESS SHALL BE SHARED EQUALLY BY THE PARTIES.

8 D. COPIES OF THE ARBITRATOR'S WRITTEN FINDINGS
9 AND OPINION SHALL BE SENT TO THE SHERIFF AND CERTIFIED LABOR
10 ORGANIZATION.

11 E. THE OPINION OF THE ARBITRATOR SHALL BE FINAL
12 AND BINDING ON THE SHERIFF, THE COUNTY, AND THE CERTIFIED LABOR
13 ORGANIZATION.

14 F. THE COUNTY EXECUTIVE SHALL FORMULATE THE
15 COUNTY EXECUTIVE'S BUDGET BASED ON THE AMOUNT OF FUNDS SET IN THE
16 AWARD OF THE ARBITRATOR.

17 G. THE AMOUNT OF FUNDS SET IN THE AWARD OF THE
18 ARBITRATOR SHALL BE IMPLEMENTED BY THE COUNTY AS PART OF THE BUDGET
19 PROCESS FOR THE APPROPRIATE FISCAL YEARS.

20 (VI) 1. A COLLECTIVE BARGAINING AGREEMENT SHALL
21 CONTAIN ALL MATTERS OF AGREEMENT REACHED IN THE COLLECTIVE BARGAINING
22 PROCESS.

23 2. A COLLECTIVE BARGAINING AGREEMENT MAY
24 CONTAIN A GRIEVANCE PROCEDURE THAT SHALL APPLY ONLY TO QUESTIONS
25 CONCERNING THE INTERPRETATION OR APPLICATION OF A SPECIFIC PROVISION OF
26 THE AGREEMENT.

27 3. A COLLECTIVE BARGAINING AGREEMENT REACHED
28 IN ACCORDANCE WITH THIS PARAGRAPH SHALL BE IN WRITING AND SIGNED BY THE
29 CERTIFIED REPRESENTATIVES OF THE PARTIES INVOLVED IN THE COLLECTIVE
30 BARGAINING NEGOTIATIONS.

31 4. A COLLECTIVE BARGAINING AGREEMENT IS NOT
32 EFFECTIVE UNTIL IT IS RATIFIED BY THE MAJORITY OF VOTES CAST BY THE DEPUTY
33 SHERIFFS IN THE BARGAINING UNIT AND APPROVED BY THE SHERIFF.

1 (VII) NOTHING IN THIS PARAGRAPH MAY BE CONSTRUED TO:

2 1. AUTHORIZE OR OTHERWISE ALLOW A DEPUTY
3 SHERIFF TO ENGAGE IN A STRIKE AS DEFINED IN § 3-303 OF THE STATE PERSONNEL
4 AND PENSIONS ARTICLE; AND

5 2. RESTRICT IN ANY WAY THE AUTHORITY OF THE
6 COUNTY EXECUTIVE OR COUNTY COUNCIL TO DETERMINE THE BUDGET FOR THE
7 SHERIFF'S OFFICE.

8 (10) (I) THIS PARAGRAPH APPLIES ONLY TO ALL FULL-TIME
9 CORRECTIONAL OFFICERS IN THE OFFICE OF THE SHERIFF OF HARFORD COUNTY
10 AT THE RANK OF CAPTAIN AND BELOW.

11 (II) CORRECTIONAL OFFICERS SUBJECT TO THIS PARAGRAPH
12 SHALL HAVE THE RIGHT TO ORGANIZE AND BARGAIN COLLECTIVELY WITH THE
13 HARFORD COUNTY SHERIFF AND THE HARFORD COUNTY EXECUTIVE WITH
14 REGARD TO WAGES AND BENEFITS NOT REGULATED BY THE SHERIFF.

15 (III) A CORRECTIONAL OFFICER MAY:

16 1. TAKE PART IN OR REFRAIN FROM TAKING PART IN
17 FORMING, JOINING, SUPPORTING, OR PARTICIPATING IN A LABOR ORGANIZATION
18 OR ITS LAWFUL ACTIVITIES;

19 2. SELECT A LABOR ORGANIZATION AS THE EXCLUSIVE
20 REPRESENTATIVE OF THE CORRECTIONAL OFFICERS SUBJECT TO THIS
21 PARAGRAPH;

22 3. ENGAGE IN COLLECTIVE BARGAINING WITH THE
23 SHERIFF OF HARFORD COUNTY, OR THE DESIGNEE OF THE SHERIFF, CONCERNING
24 WAGES, BENEFITS, AND OTHER TERMS AND CONDITIONS THROUGH A LABOR
25 ORGANIZATION CERTIFIED AS THE EXCLUSIVE REPRESENTATIVE OF THE
26 CORRECTIONAL OFFICERS SUBJECT TO THIS PARAGRAPH;

27 4. SUBJECT TO ITEM 2 OF THIS SUBPARAGRAPH, ENTER
28 INTO A COLLECTIVE BARGAINING AGREEMENT, THROUGH THE EXCLUSIVE
29 REPRESENTATIVE OF THE CORRECTIONAL OFFICERS SUBJECT TO THIS
30 PARAGRAPH, COVERING THE WAGES, BENEFITS, AND OTHER TERMS AND
31 CONDITIONS OF EMPLOYMENT OF THE CORRECTIONAL OFFICERS SUBJECT TO THIS
32 PARAGRAPH; AND

1 **5. DECERTIFY A LABOR ORGANIZATION AS THE**
2 **EXCLUSIVE REPRESENTATIVE OF THE CORRECTIONAL OFFICERS SUBJECT TO THIS**
3 **PARAGRAPH.**

4 **(IV) 1. A LABOR ORGANIZATION SEEKING CERTIFICATION AS**
5 **AN EXCLUSIVE REPRESENTATIVE MUST SUBMIT A PETITION TO THE SHERIFF THAT**
6 **IS SIGNED BY AT LEAST 30% OF THE DEPUTY SHERIFFS INDICATING THE DESIRE OF**
7 **THE CORRECTIONAL OFFICERS SUBJECT TO THIS PARAGRAPH TO BE REPRESENTED**
8 **EXCLUSIVELY BY THE LABOR ORGANIZATION FOR THE PURPOSE OF COLLECTIVE**
9 **BARGAINING.**

10 **2. IF THE SHERIFF DOES NOT CHALLENGE THE**
11 **VALIDITY OF THE PETITION WITHIN 30 CALENDAR DAYS AFTER THE RECEIPT OF THE**
12 **PETITION, THE PETITION SHALL BE SUBMITTED TO THE COMMISSIONER OF LABOR**
13 **AND INDUSTRY TO BE APPROVED BY A CONSENT ELECTION UNDER TITLE 4,**
14 **SUBTITLE 2, PART II OF THE LABOR AND EMPLOYMENT ARTICLE.**

15 **3. IF THE SHERIFF CHALLENGES THE VALIDITY OF THE**
16 **PETITION, EITHER PARTY MAY SUBMIT A REQUEST TO THE COMMISSIONER OF**
17 **LABOR AND INDUSTRY TO DETERMINE THE VALIDITY OF THE PETITION AND**
18 **WHETHER TO CONDUCT A CONSENT ELECTION UNDER TITLE 4, SUBTITLE 2, PART**
19 **II OF THE LABOR AND EMPLOYMENT ARTICLE.**

20 **4. THE COSTS ASSOCIATED WITH A DETERMINATION BY**
21 **THE COMMISSIONER OF LABOR AND INDUSTRY UNDER SUBSUBPARAGRAPH 3 OF**
22 **THIS SUBPARAGRAPH SHALL BE SHARED EQUALLY BY THE PARTIES.**

23 **5. A LABOR ORGANIZATION SHALL BE DEEMED**
24 **DECERTIFIED IF A PETITION IS SUBMITTED TO THE SHERIFF THAT IS SIGNED BY**
25 **MORE THAN 50% OF THE CORRECTIONAL OFFICERS INDICATING THE DESIRE OF THE**
26 **CORRECTIONAL OFFICERS TO DECERTIFY THE LABOR ORGANIZATION AS THE**
27 **EXCLUSIVE REPRESENTATIVE OF THE CORRECTIONAL OFFICERS SUBJECT TO THIS**
28 **PARAGRAPH.**

29 **(V) 1. FOLLOWING CERTIFICATION OF AN EXCLUSIVE**
30 **REPRESENTATIVE AS PROVIDED IN SUBPARAGRAPH (IV) OF THIS PARAGRAPH, THE**
31 **CERTIFIED LABOR ORGANIZATION AND THE SHERIFF SHALL MEET AT REASONABLE**
32 **TIMES AND ENGAGE IN COLLECTIVE BARGAINING IN GOOD FAITH ON OR BEFORE**
33 **NOVEMBER 1 OF THE YEAR IMMEDIATELY PRECEDING THE YEAR IN WHICH A**
34 **COLLECTIVE BARGAINING AGREEMENT IS TO TAKE EFFECT.**

35 **2. THE CERTIFIED LABOR ORGANIZATION AND THE**
36 **SHERIFF SHALL MAKE EVERY REASONABLE EFFORT TO CONCLUDE NEGOTIATIONS**

1 ON OR BEFORE JANUARY 15 OF THE YEAR IN WHICH A COLLECTIVE BARGAINING
2 AGREEMENT IS TO TAKE EFFECT TO ALLOW FOR INCLUSION BY THE SHERIFF OF
3 MATTERS AGREED ON IN ITS BUDGET REQUEST TO THE COUNTY EXECUTIVE.

4 **3. A. IF THE CERTIFIED LABOR ORGANIZATION AND**
5 **THE SHERIFF ARE UNABLE TO REACH AN AGREEMENT BEFORE FEBRUARY 5 OF THE**
6 **YEAR IN WHICH A COLLECTIVE BARGAINING AGREEMENT IS TO TAKE EFFECT, AN**
7 **IMPASSE SHALL BE DEEMED TO HAVE BEEN REACHED, EACH SIDE SHALL SUBMIT**
8 **THEIR BEST AND FINAL OFFERS WITHIN 24 HOURS, AND WITHIN 5 DAYS AFTER AN**
9 **IMPASSE IS REACHED THE DISPUTE, ALONG WITH EACH SIDE'S BEST AND FINAL**
10 **OFFER, SHALL BE SUBMITTED TO THE AMERICAN ARBITRATION ASSOCIATION.**

11 **B. THE ARBITRATOR APPOINTED BY THE AMERICAN**
12 **ARBITRATION ASSOCIATION SHALL MEET WITH THE PARTIES AND MAKE WRITTEN**
13 **FINDINGS OF FACT AND OPINION BY MARCH 1.**

14 **C. THE COSTS ASSOCIATED WITH THE ARBITRATOR OR**
15 **ARBITRATION PROCESS SHALL BE SHARED EQUALLY BY THE PARTIES.**

16 **D. COPIES OF THE ARBITRATOR'S WRITTEN FINDINGS**
17 **AND OPINION SHALL BE SENT TO THE SHERIFF AND CERTIFIED LABOR**
18 **ORGANIZATION.**

19 **E. THE OPINION OF THE ARBITRATOR SHALL BE FINAL**
20 **AND BINDING ON THE SHERIFF, THE COUNTY, AND THE CERTIFIED LABOR**
21 **ORGANIZATION.**

22 **F. THE COUNTY EXECUTIVE SHALL FORMULATE THE**
23 **COUNTY EXECUTIVE'S BUDGET BASED ON THE AMOUNT OF FUNDS SET IN THE**
24 **AWARD OF THE ARBITRATOR.**

25 **G. THE AMOUNT OF FUNDS SET IN THE AWARD OF THE**
26 **ARBITRATOR SHALL BE IMPLEMENTED BY THE COUNTY AS PART OF THE BUDGET**
27 **PROCESS FOR THE APPROPRIATE FISCAL YEARS.**

28 **(VI) 1. A COLLECTIVE BARGAINING AGREEMENT SHALL**
29 **CONTAIN ALL MATTERS OF AGREEMENT REACHED IN THE COLLECTIVE BARGAINING**
30 **PROCESS.**

31 **2. A COLLECTIVE BARGAINING AGREEMENT MAY**
32 **CONTAIN A GRIEVANCE PROCEDURE THAT SHALL APPLY ONLY TO QUESTIONS**
33 **CONCERNING THE INTERPRETATION OR APPLICATION OF A SPECIFIC PROVISION OF**
34 **THE AGREEMENT.**

1 **3. A COLLECTIVE BARGAINING AGREEMENT REACHED**
2 **IN ACCORDANCE WITH THIS PARAGRAPH SHALL BE IN WRITING AND SIGNED BY THE**
3 **CERTIFIED REPRESENTATIVES OF THE PARTIES INVOLVED IN THE COLLECTIVE**
4 **BARGAINING NEGOTIATIONS.**

5 **4. A COLLECTIVE BARGAINING AGREEMENT IS NOT**
6 **EFFECTIVE UNTIL IT IS RATIFIED BY THE MAJORITY OF VOTES CAST BY THE**
7 **CORRECTIONAL OFFICERS IN THE BARGAINING UNIT AND APPROVED BY THE**
8 **SHERIFF.**

9 **(VII) NOTHING IN THIS PARAGRAPH MAY BE CONSTRUED TO:**

10 **1. AUTHORIZE OR OTHERWISE ALLOW A CORRECTIONAL**
11 **OFFICER TO ENGAGE IN A STRIKE AS DEFINED IN § 3-303 OF THE STATE PERSONNEL**
12 **AND PENSIONS ARTICLE; AND**

13 **2. RESTRICT IN ANY WAY THE AUTHORITY OF THE**
14 **COUNTY EXECUTIVE OR COUNTY COUNCIL TO DETERMINE THE BUDGET FOR THE**
15 **SHERIFF'S OFFICE.**

16 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
17 October 1, 2017.