

Department of Legislative Services
Maryland General Assembly
2001 Session

FISCAL NOTE

House Bill 1157 (Prince George's County Delegation)

Commerce and Government Matters

Finance

Prince George's County Court Security Officers - Collective Bargaining
PG 301-01

This bill provides that security officers of Prince George's County are subject to the county's collective bargaining rules and requires they be included in the same bargaining unit as the county's sworn police officers.

Fiscal Summary

State Effect: To the extent that the State provides funds for county security officers and collective bargaining increases personnel costs for these officers, State general fund expenditures may increase minimally.

Local Effect: Minimal increase in administrative costs to conduct collective bargaining. Potentially meaningful increase in personnel expenditures if collective bargaining results in salaries and benefits for security officers that are higher (by 1.0% to 1.5% per year) than they would be absent collective bargaining. **This bill imposes a mandate on a unit of local government.**

Small Business Effect: None.

Analysis

Current Law: Security at the District Court in Prince George's County is provided by the county's deputy sheriffs. The deputy sheriffs are covered by collective bargaining. Their bargaining unit bargains with county executive regarding compensation and benefits and bargains with the county sheriff regarding other terms and conditions of

employment. Any required funding for a collective bargaining agreement negotiated by the sheriff, however, is subject to the approval of the county executive. (The county's sworn police officers are in a separate bargaining unit from the deputy sheriffs.)

Background: "County security officer" is a newly created position for the purpose of providing security in the District Court, primarily in supervising the custody of prisoners while in the courthouse. The county estimates that it will have twenty-two such positions, with an entry level salary of \$25,000. This is approximately 75% of the salary received by a deputy sheriff. Training for the security officers will be comparable to that for correctional officers and security officers will not have jurisdiction or carry firearms outside the courts. The county advises that the State will pay a portion of the costs.

State Expenditures: To the extent that the State provides funding for these positions, an increase in personnel expenditures could result in a minimal increase in State general fund expenditures.

Local Expenditures: The Department of Legislative Services has estimated costs associated with collective bargaining in two categories: first, the administrative costs of implementing collective bargaining; and second, the additional personnel costs that result from collective bargaining.

Administrative Costs

Costs for implementing collective bargaining include the *per diem* charges of the third party mediator/arbitrator and any administrative expenses by the county in preparing for and conducting collective bargaining, including the use of outside counsel and any research that the county may conduct or procure to support its bargaining position. Given that the county already has a collective bargaining process in place, and that these security officers would be included in an existing bargaining unit, it is assumed that these administrative costs would be minimal.

Personnel Costs

Based on a Legislative Services' study of collective bargaining, it is estimated that, on average, collective bargaining increases salary and salary-driven fringe benefit costs by 1% to 1.5%. The terms of the collective bargaining, however, would be subject to the approval of the county executive. As a result, the amount of increase in personnel expenditures cannot be reliably estimated at this time.

Additional Information

Prior Introductions: None.

Cross File: None.

Information Source(s): Prince George's County, Department of Legislative Services

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ef/jr

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