

Department of Legislative Services
Maryland General Assembly
2018 Session

FISCAL AND POLICY NOTE
First Reader

Senate Bill 825 (Senator Conway)
Finance and Judicial Proceedings

Baltimore City - Sheriff's Office - Appointments, Salaries, and Workers' Compensation

This bill establishes that salaries for specified positions in the Baltimore City Sheriff's Office must be set at a rate not less than the salary of an employee of the Baltimore Police Department (BPD) of the equivalent rank and service if specified conditions are met. The bill also (1) increases the maximum number of deputy sheriff sergeants and deputy sheriffs that may be appointed by the Baltimore City Sheriff and (2) alters the definition of "public safety employee" to include Baltimore City deputy sheriffs, thereby making these individuals eligible for enhanced workers' compensation benefits. The bill has prospective application and does not have any effect on claims arising before the bill's October 1, 2018 effective date.

Fiscal Summary

State Effect: None.

Local Effect: Baltimore City expenditures increase by an estimated \$3.0 million in FY 2019, which accounts for the bill's October 1, 2018 effective date, and by at least \$4.1 million annually thereafter. **This bill imposes a mandate on a unit of local government.**

Small Business Effect: None.

Analysis

Bill Summary: A salary for a deputy sheriff, deputy sheriff sergeant, and deputy sheriff lieutenant must be set at a rate not less than the salary of an employee of BPD of the equivalent rank and service if the individual (1) is certified as a police officer through the Maryland Police Training and Standards Commission and (2) has jurisdictional authority to make arrests, issue traffic citations, drive an emergency vehicle, serve warrants, seize property by court order, and serve domestic violence orders in Baltimore City.

The bill also increases, from 9 to 10, the maximum number of deputy sheriff sergeants the sheriff may appoint. It also increases, from 103 to 109, the maximum number of deputy sheriffs allowed.

Current Law:

Baltimore City Sheriff

The Baltimore City Sheriff must appoint specified employees, including an undersheriff or chief deputy sheriff, one assistant sheriff, and three deputy sheriff majors. The sheriff may appoint up to a maximum of (1) nine deputy sheriff sergeants; (2) 103 deputy sheriffs; (3) two domestic violence clerks; and (4) two domestic violence advocates.

Except for deputy sheriffs, deputy sheriff sergeants, and deputy sheriff lieutenants, salaries for these employees must be set by the Secretary of Budget and Management. Salaries for deputy sheriffs must be set at a rate at least equivalent to grade 14 of the State pay scale. Salaries for deputy sheriff sergeants must be set at a rate at least equivalent to grade 16 of the State pay scale. Salaries for deputy sheriff lieutenants must be set at a rate at least equivalent to grade 18 of the State pay scale.

In addition to any other compensation received, each deputy sheriff must receive an expense allowance of \$400 annually, as specified.

Workers' Compensation Benefits

Normally, an employee who is awarded compensation for a permanent partial disability for a period of less than 75 weeks is eligible to receive weekly benefits of one-third of his or her average weekly wage, but that amount may not exceed 16.7% of the State average weekly wage. However, a public safety employee is eligible for enhanced workers' compensation benefits if awarded compensation for less than 75 weeks. In such a case, the employer or its insurer must pay the public safety employee at a compensation rate set for an award period of greater than 75 weeks but less than 250 weeks. Thus, a public safety employee is eligible to receive approximately double the weekly benefits – two-thirds of

his or her average weekly wage, but that amount may not exceed one-third of the State average weekly wage. The State average weekly wage for 2018 is \$1,094.

Local Expenditures: Baltimore City expenditures increase by an estimated \$3,026,935 in fiscal 2019, which accounts for the bill’s October 1, 2018 effective date, and by at least \$4.1 million annually thereafter, as shown in **Exhibit 1**. A significant portion of the bill’s impact is due to the expenditures necessary to increase salaries of current positions in order to achieve salary equity with employees of BPD. Excluding any impact on benefits, those expenditures are estimated at \$1.4 million in fiscal 2019 and by at least \$1.9 million annually thereafter. Additional estimated costs for the bill, including those for new employees and increased benefits, are reflected below, as provided by Baltimore City.

Exhibit 1
Fiscal Impact of Senate Bill 825

	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
Existing Positions					
Salary Increases					
Deputy Sheriff Salary	\$1,142,914	\$1,561,982	\$1,601,032	\$1,641,057	\$1,682,084
Deputy Sheriff Sergeant	150,552	205,754	210,898	216,171	221,575
Deputy Sheriff Lieutenant	127,382	174,088	178,440	182,901	187,474
Benefits	974,209	1,331,419	1,364,704	1,398,822	1,433,792
Total Impact for Existing Positions	\$2,395,056	\$3,273,243	\$3,355,074	\$3,438,951	\$3,524,925
New Positions					
Deputy Sheriff	\$316,535	\$432,597	\$443,412	\$454,497	\$465,860
Deputy Sheriff Sergeant	69,175	94,539	96,902	99,325	101,808
Benefits	243,370	332,605	340,920	349,443	358,180
Expense Allowance	2,800	2,800	2,800	2,800	2,800
Total Impact for New Positions	\$631,879	\$862,541	\$884,035	\$906,066	\$928,647
Total Fiscal Impact	\$3,026,935	\$4,135,785	\$4,239,109	\$4,345,017	\$4,453,572

Source: Baltimore City; Department of Legislative Services

Additional Information

Prior Introductions: None.

Cross File: None.

Information Source(s): Baltimore City; Department of Labor, Licensing, and Regulation; Department of Public Safety and Correctional Services; Department of Legislative Services

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mm/kdm

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