

**Written Testimony Submitted for the House Appropriations Committee**  
**Testimony of Doyle Ham, member, AFSCME Maryland**  
**HB 260 – AN ACT concerning State Personnel – Collective Bargaining – Supervisory**  
**Employees**  
**January 26th, 2024**

**SUPPORT**

Dear Chair Barnes, Vice-Chair Chang, and Members of the Appropriations Committee:

My name is Nicole Spencer, and I am a Field Supervisor I with the Division of Parole & Probation here in the great state of Maryland, where I have worked for 25 years. I raise a family here, and have five children, one of which has special needs. My position as a supervisor has high demands on my time. Time spent there is time spent away from my children and the needs they have of me.

The significant change in responsibilities from being a standard state employee to a supervisor has been a challenge, but one I have gladly accepted. Unfortunately, as the demands have weighed more heavily on my home life, I have had to make adjustments. I have brought in more child-care, but the small increase in my salary is not equivalent to the extra time I now spend away. I do not receive overtime pay, rather, I am given comp-time. Unfortunately, my child care providers do not accept comp-time as payment.

Similar calculations are being made all across the state. Many supervisors are deciding to leave, while even more employees are avoiding the promotion altogether. We occupy a unique space between management and employees, and though both have a voice in their respective ways, we are left with no mechanism for addressing issues that affect us all. When we raise issues, we are told they will be looked into, but have no way of following up. When we receive policies that require training, we are told it will come, but have no way of making sure it does. When we have issues that need to be settled with management, we are told to bring it forward, but we have no way of knowing we will be protected.

The answer to these issues is simple, it is an expansion of collective bargaining to supervisors. This bill allows us to join management at the table and hammer out solutions that benefit us all. It allows us to be heard with our own voice, rather than trapped between everyone else's. I urge you to pass this bill, for me, for my family, and for Maryland.

Nicole Spencer  
Field Supervisor I  
Annapolis, Division of Parole and Probation