

**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 Jacqueline Eversley, and I am an Intake Supervisor with the Office of The Public Defenders in Baltimore County. In the nearly 13 years that I have worked for the State of Maryland, I have watched administrations change, coworkers come and go, and seismic shifts across the landscape of my job. There was once a time that working for the State would bring jealousy from friends and family. It was synonymous with good pay, great benefits, and a secure future. But over the last ten years, as I have progressed in my career, this has become less and less true.

As the cost of living has ballooned in the state of Maryland, employees below me in the hierarchy have been able to collectively bargain for their positions, ensuring that the experience and expertise they bring to their positions is met with commensurate treatment and respect. As a supervisor, I lack this right. I lack this path, and as a result, my voice is often unheard in the places I need it to be heard the most. Today, when I let people know that I work for the State, they often ask If I know about more competitive positions in the private sector.

This troubles me for myself and my family, who have sacrificed time with each other for the sake of my job. But it also troubles me deeply for the state that I have dedicated over a decade of my life to. It makes it challenging to attract new workers into the positions we desperately need to fill. Then, it makes it difficult to keep them there. High turnover and low retention are not just problems on paper, they affect morale as well. Without proper resources and training, myself and my fellow supervisors are left guessing as to the standards we will be held to and the responsibilities we will answer for. The best way to solve these issues is through collective bargaining, because that is the only way we get a seat at the table, a voice in the process, and the respect we deserve. Please support HB 260 and enable collective bargaining for supervisors.

Jacqueline Eversley  
Intake Supervisor  
Baltimore County, OPD