

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 Shaun Rutherford, and I am currently a Field Supervisor II with the Department of Public Safety and Correctional Services. I have worked for the state for 20 years and have been a supervisor for 15 years. As supervisors, the work we do is often identical to the work state employees do, only with added responsibility. Because of that, we need to have a seat at the table just like the employees we supervise.

Our work is frequently stressful. Staff looks to us for directions and support, but we often lack a clarity of understanding to be sufficient and effective leaders. The committees that do exist for this purpose are currently insufficient, because they either lack representation for supervisors, or the power to actually affect policy changes. I have watched employees leave, and reject promotions, because of the rights they would lose. Each one of those was a massive loss to the State of Maryland, and I would like to see it stopped.

We are on the front lines, and are asked to enforce policies and procedures created and handed down by the administration. But as it now stands, we have no way to communicate back up the chain of command how these policies affect the state and its workers on the ground. We do not feel that our opinions are valued, that our positions are respected, and that our voices are loud enough to be heard where they need to be. We are asking for a seat to work together with the administration, and our management. We are asking for collaboration. We all want Maryland to be safe, healthy, and a welcoming place to work. We are ready to work with you, for a state we all love.

Shaun Rutherford
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