

Department of Fiscal Services  
Maryland General Assembly

FISCAL NOTE

House Bill 1206 (Delegate Harkins, et al.)  
Judiciary

---

**Law Enforcement Officers' Bill of Rights - Hearing Boards -  
Composition and Authority**

---

This bill alters provisions of the Law Enforcement Officers' Bill of Rights relating to hearing boards in agencies where law enforcement officers are covered by a collective bargaining agreement. At an exclusive bargaining representative's request, a law enforcement agency must negotiate with the representative an alternative method of forming a board. The representative may elect to make the hearing board's disciplinary recommendations final and binding on all parties.

---

**Fiscal Summary**

**State Effect:** None. The Mass Transit Administration (MTA) Police is the only State Police Department covered by a collective bargaining agreement. The requirements of the bill could be handled with existing budgeted resources.

**Local Effect:** Potential indeterminate increase in expenditures. No effect on revenues.

---

**Fiscal Analysis**

**Local Expenditures:** The Department of Fiscal Services advises that any effect on local expenditures would be minimal. For example, Montgomery County reports that a hearing board selected through negotiation with a union would likely consist of one person chosen by the union, one by the agency, and a third chosen by the other two. In many cases the third person may be a professional arbitrator, with a fee of \$500 or more. In each of the past three years, Montgomery County has convened an average of seven hearing boards.

---

**Information Source(s):** Department of Transportation (Mass Transit Administration), Department of State Police, Montgomery County, City of Frostburg, Town of Brentwood, Department of Fiscal Services

**Fiscal Note History:** First Reader - March 12, 1996

ncs

---

Analysis by: Robert C. Bates

Reviewed by: John Rixey

Direct Inquiries to:

John Rixey, Coordinating Analyst

(410) 841-3710

(301) 858-3710