

Department of Fiscal Services
Maryland General Assembly

FISCAL NOTE

House Bill 481 (Prince George's County Delegation)
Appropriations

Prince George's County Sheriff's Office - Collective Bargaining
PG 318-97

This bill expands the scope of bargaining for full-time civilian and nonprobationary commissioned employees of the Prince George's County Sheriff's Office by providing that these employees have the right to bargain collectively over pension benefits, hours, and other terms and conditions of employment. The bill recognizes the County Executive as the "employer" for collective bargaining purposes for matters related to compensation, pension and fringe benefits and hours, and recognizes the Sheriff as the "employer" for all other terms and conditions of employment. Any required funding for a collective bargaining agreement negotiated by the Sheriff is subject to the approval of the County Executive. This bill takes effect July 1, 1997.

Fiscal Summary

State Effect: None. This bill would not affect State operations or funding.

Local Effect: Prince George's County expenditures could increase by an indeterminate but potentially significant amount. Local revenues would not be affected. **This bill imposes a mandate on a unit of local government.**

Small Business Effect: None. This bill would not directly affect small businesses.

Fiscal Analysis

Local Expenditures: Expanding the scope of bargaining would not significantly impact the county's costs for negotiating a collective bargaining agreement. However, it could increase the number of employee grievance disputes filed and the county could expend additional resources to resolve those disputes. Prince George's County Sheriff's Office advises that 250

employees would be affected by this bill and that employee grievance disputes are handled by the county's Personnel Board. Therefore, the Department of Fiscal Services estimates that any increase in expenditures to resolve employee grievance disputes would be minimal.

In addition, county expenditures could increase if the contract agreement, as negotiated with the employee organization, alters the existing pension benefits, hours, and terms and conditions of employment in a manner that favors employees rather than management. For example, if the negotiated contract agreement requires the county to purchase additional safety equipment or to increase the number of employees assigned to a particular duty, then county expenditures would increase significantly. Because any additional funding required by the collective bargaining agreement is subject to the approval of the County Executive, it is difficult to anticipate the fiscal impact of the legislation.

One cent on Prince George's County property tax rate yields approximately \$1.7 million in fiscal 1998. Since the fiscal impact of the bill is indeterminate, the impact on the county's property tax rate is also indeterminate.

Information Source(s): Prince George's County, Department of Fiscal Services

Fiscal Note History: First Reader - February 6, 1997

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