

Department of Fiscal Services
Maryland General Assembly

FISCAL NOTE

House Bill 1172 (Delegates Bissett and Grosfeld)
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, including binding arbitration. 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.

Small Business Effect: Potential minimal effect on small businesses as discussed below.

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.

Small Business Effect: This bill may increase business opportunities for individual

arbitrators and/or alternative dispute resolution organizations. The extent of such a small business benefit cannot be reliably projected, but it is assumed to be minimal.

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

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