

**Department of Legislative Services**  
Maryland General Assembly  
2002 Session

**FISCAL NOTE**  
**Revised**

House Bill 1019  
Appropriations

(Charles County Delegation)

Finance

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**Charles County - Sheriff's Office - Collective Bargaining**

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This bill provides a system of collective bargaining for full-time, merit system law enforcement officers and correctional officers in the Charles County Sheriff's Office at a rank of sergeant or below.

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**Fiscal Summary**

**State Effect:** The bill's requirements could be handled with existing resources.

**Local Effect:** Personnel and administrative costs could increase depending on the scope of any negotiated provisions. **This bill imposes a mandate on a unit of local government.**

**Small Business Effect:** None.

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**Analysis**

**Bill Summary:** The bill provides that employees may bargain collectively over compensation (excluding salary, wages, and benefits determined or otherwise controlled by the county commissioners), leave, holidays, vacations, hours, working conditions, and job security. Disciplinary matters and the disciplinary process are not subject to the collective bargaining process. The bill does not authorize sworn officers or correctional officers to participate in a strike. In addition, the Sheriff of Charles County is responsible for actions to carry out the mission of the office including, but not limited to, determining the work projects, employee assignments, and budget.

Selection and certification of the exclusive representative shall be conducted by the Department of Labor, Licensing, and Regulation (DLLR) based on a show of support of 51% or more of eligible employees.

The bill does not specify the form of dispute restitution in the event of a bargaining impasse (e.g., fact-finding, mediation, and arbitration). Any matters negotiated that require legislative approval or the appropriation of funds would be referred to the General Assembly for approval of legislation or to the county commissioners for appropriation of funds.

**Current Law:** None applicable.

**State Expenditures:** DLLR could handle the certification, if needed, with existing resources.

**Local Expenditures:** Charles County advises that there would be no current impact of the bill's requirements because they informally bargain now, but there might be an impact in the future depending on the results of collective bargaining. A study by the former Department of Fiscal Services found that collective bargaining increased salaries and salary-related fringe benefits by 1% to 1.5% per year, versus what they would be in the absence of collective bargaining. County administrative costs could also increase if formal bargaining requires additional resources or services (such as labor consultants or attorneys) not currently required under the informal process.

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### **Additional Information**

**Prior Introductions:** None.

**Cross File:** None.

**Information Source(s):** Charles County, Department of Budget and Management, Department of Legislative Services

**Fiscal Note History:** First Reader - February 27, 2002  
lc/mdr Revised - House Third Reader - March 29, 2002

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