

Department of Legislative Services
Maryland General Assembly
2004 Session

FISCAL AND POLICY NOTE
Revised

House Bill 673

(Prince George's County Delegation)

Environmental Matters

Finance

**Prince George's County - State's Attorney's Office - Support Staff - Collective
Bargaining
PG 307-04**

This bill provides that all eligible full-time, nonexempt employees, as defined in the county's labor code, of the Prince George's County State's Attorney's Office are subject to the county personnel law. These employees have the right to organize and collectively bargain and are subject to the county's labor code with regard to collective bargaining for compensation, including pension and fringe benefits, hours, and terms and conditions of employment. The county executive is considered the employer of these personnel for the purpose of collectively bargaining for compensation, while the State's Attorney is considered the employer for the purposes of bargaining for other terms and conditions of employment. Any required funding for a collective bargaining agreement negotiated by the State's Attorney is subject to the approval of the county executive.

Fiscal Summary

State Effect: None.

Local Effect: Prince George's County expenditures would increase due to compensation and benefits for affected employees in the Prince George's County State's Attorney's Office negotiated during collective bargaining.

Small Business Effect: None.

Analysis

Current Law: Collective bargaining rights are not provided in statute for any employee of the Prince George's County State's Attorney's Office or employees of any other State's Attorney's Office in Maryland.

Local Fiscal Effect: Collective bargaining would likely increase compensation and benefits expenditures to eligible full-time employees in the Prince George's County State's Attorney's Office. A study by the Department of Legislative Services found that collective bargaining increased personnel compensation by 1% to 1.5% above what it would have been in the absence of collective bargaining. The magnitude of the expenditure increase would be controlled by the county executive's approval of any bargaining agreement between the State's Attorney and the eligible employees. Accordingly, any increase cannot be reliably predicted at this time. Because the county already has a collective bargaining structure in place for other county employees, it is assumed that any administrative costs could be absorbed within existing budgeted resources.

Additional Information

Prior Introductions: None.

Cross File: None.

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

Fiscal Note History: First Reader - March 16, 2004
ncs/ljm Revised - House Third Reader - April 1, 2004

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