

Department of Legislative Services
 Maryland General Assembly
 2007 Session

FISCAL AND POLICY NOTE

Senate Bill 722 (Senator Conway, *et al.*)
 Judicial Proceedings

Baltimore City - Sheriff's Office - Compensation

This bill provides that the salaries of deputy sheriff lieutenants and sergeants and rank-and-file deputies in the Baltimore City Sheriff’s Office must be equal to the salaries of corresponding ranks in the Baltimore City Police Department with equal service time.

Fiscal Summary

State Effect: General fund expenditures could increase by \$279,400 in FY 2010 and \$305,100 by FY 2012 for increased pension contributions associated with changing the pay scale for certain Baltimore City deputy sheriffs. Revenues would not be affected.

(in dollars)	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Revenues	\$0	\$0	\$0	\$0	\$0
GF Expenditure	0	0	279,400	291,900	305,100
Net Effect	\$0	\$0	(\$279,400)	(\$291,900)	(\$305,100)

Note: () = decrease; GF = general funds; FF = federal funds; SF = special funds; - = indeterminate effect

Local Effect: Baltimore City personnel expenditures could increase by \$478,100 in FY 2008 and \$760,100 by FY 2012 for a pay differential associated with changing the pay scale for certain Baltimore City deputy sheriffs. Revenues would not be affected.

Small Business Effect: None.

Analysis

Current Law: The Baltimore City Sheriff must appoint an undersheriff or chief deputy sheriff, secretary sheriff, and a fiscal clerk sheriff, as well as a specified number of assistant sheriffs, and deputy sheriff majors, captains, and lieutenants. In addition to the

required positions, the sheriff may appoint up to a certain number of deputy sheriff sergeants and rank-and-file deputy sheriffs.

The Secretary of Budget and Management has the authority to set the salaries for Baltimore City assistant sheriffs, and deputy sheriff majors and captains. Statute sets the salaries for deputy sheriff lieutenants and sergeants, and rank-and-file deputies at State pay grades 18, 16, and 14, respectively. In addition to other compensation received, each deputy sheriff receives an expense allowance of \$200 annually.

Background: The Baltimore City Sheriff's Office is primarily responsible for serving all circuit court arrest warrants, domestic violence protective orders, peace orders, child support warrants and summons, transportation of prisoners, evictions, and the protection of circuit court buildings and their occupants. The sheriff's office has created a bomb sniffing K-9 unit, a tactical high-risk team, a witness protection team, and an internal affairs section.

State Fiscal Effect: Deputy sheriffs in Baltimore City are members of the Law Enforcement Officers' Pension System and the State is responsible for making contributions to their pension. Based on the fiscal 2008 contribution rate of 41.74%, general fund expenditures could increase by \$279,400 in fiscal 2010 and by \$305,100 in fiscal 2012. **Exhibit 1** shows the State fiscal effect of altering the salaries for the positions affected by the bill.

Exhibit 1
Increased State Pension Contribution
Fiscal 2008-2012

<u>Fiscal Year</u>	<u>Pay Differential</u>	<u>State Pension Contribution</u>
2008	\$637,425	\$0
2009	666,109	0
2010	696,084	279,364
2011	727,408	291,936
2012	760,141	305,073

Note: Fiscal 2008 shows the annualized pay differential for the affected positions. This amount is used when calculating the fiscal 2010 State pension contribution.

Local Fiscal Effect: Changing the salary scale for deputy sheriff lieutenants, sergeants, and rank-and-file deputies in the Baltimore City Sheriff's Office could increase Baltimore City personnel expenditures by \$478,100 in fiscal 2008. This estimate assumes that 87 positions in the Baltimore City Sheriff's Office would be affected by the salary change, as advised by the city, and takes into account the bill's October 1, 2007 effective date. Future year expenditures would reflect 4.5% salary increases. Based on these assumptions, the salary differential could reach \$760,100 in fiscal 2012. **Exhibit 2** shows the salary ranges for deputy sheriff lieutenants, sergeants, and rank-and-file deputies and corresponding ranks in the Baltimore City Police Department.

Exhibit 2
Baltimore City Sheriff's Office Salary Comparison
Fiscal 2008

<u>Baltimore City</u> <u>Sheriff's Office</u>	<u>Salary Range</u>	<u>Baltimore City</u> <u>Police Department</u>	<u>Salary Range</u>
Dep. Sheriff Lieutenant	\$45,650 - \$73,259	Police Lieutenant	\$63,458 - \$83,555
Dep. Sheriff Sergeant	40,268 - 64,282	Police Sergeant	55,827 - 73,502
Rank-and-file Deputy	35,568 - 56,438	Police Officer	39,103 - 63,359

Note: The salaries for deputy sheriff lieutenants, sergeants, and rank-and-file deputies reflect State fiscal 2007 pay grades 18, 16, and 14, increased by 2%. The salaries for Baltimore City Police Department officers reflect the pay schedule effective January 1, 2007.

Additional Comments: Certain local officials and employees, including Baltimore City deputy sheriffs, are eligible to be members of the State Employees' Pension System. The employer's share of retirement costs is paid by the State and included in the annual State budget under payments to civil divisions. The State will spend \$2.2 million in fiscal 2008 for employer retirement costs associated with these locally paid officials and employees. The fiscal 2008 budget allowance is based on the June 30, 2006 salary base for these employees increased by 5%.

Baltimore City police officer salaries are determined through a collective bargaining process between the police officers' exclusive representative and the city. These negotiations may result in a higher salary schedule for those deputy sheriffs whose salaries would be tied to the city police department's pay scale.

Additional Information

Prior Introductions: None.

Cross File: None.

Information Source(s): Baltimore City, Department of Legislative Services

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