

HOUSE BILL 916

D2, K3

0lr2610
CF SB 726

By: **Cecil County Delegation**

Introduced and read first time: February 10, 2010

Assigned to: Appropriations

A BILL ENTITLED

1 AN ACT concerning

2 **Cecil County – Collective Bargaining – Representation of Deputy Sheriffs**
3 **– Arbitration – Referendum**

4 FOR the purpose of authorizing the representatives of certain full-time sworn law
5 enforcement deputy sheriffs in the Cecil County Sheriff's Office and the County
6 Commissioners of Cecil County to bargain collectively with the Sheriff and the
7 County Commissioners on certain issues; authorizing certain sworn law
8 enforcement deputy sheriffs to take or refrain from taking certain actions in
9 connection with certain labor organizations with regard to certain collective
10 bargaining activities; providing for the procedures for certifying a labor
11 organization as a certified labor organization for certain collective bargaining
12 negotiations; requiring the certified labor organization, the Sheriff, and the
13 County Commissioners to follow certain procedures for collective bargaining;
14 providing for certain means to resolve a dispute if the certified labor
15 organization and the Sheriff and the County Commissioners are unable to
16 negotiate a certain agreement; requiring a collective bargaining agreement to
17 contain certain matters; providing for certain rights and responsibilities of the
18 Sheriff that are not impaired by the provisions of this Act; requiring that any
19 additional funding required as a result of a certain agreement be subject to
20 approval by the County Commissioners; providing a certain cost-sharing cap for
21 certain costs associated with this Act; providing for the construction of this Act;
22 submitting this Act to a referendum of the legally qualified voters of Cecil
23 County; and generally relating to collective bargaining of deputy sheriffs in
24 Cecil County.

25 BY adding to
26 Article – Courts and Judicial Proceedings
27 Section 2-309(i)(4)
28 Annotated Code of Maryland
29 (2006 Replacement Volume and 2009 Supplement)

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
2 MARYLAND, That the Laws of Maryland read as follows:

3 **Article – Courts and Judicial Proceedings**

4 2–309.

5 (i) (4) (I) THIS PARAGRAPH APPLIES ONLY TO ALL FULL–TIME
6 SWORN LAW ENFORCEMENT DEPUTY SHERIFFS IN THE OFFICE OF THE SHERIFF
7 OF CECIL COUNTY AT THE RANK OF FIRST SERGEANT AND BELOW.

8 (II) A FULL–TIME SWORN LAW ENFORCEMENT DEPUTY
9 SHERIFF AT THE RANK OF FIRST SERGEANT AND BELOW MAY:

10 1. TAKE PART IN OR REFRAIN FROM TAKING PART IN
11 FORMING, JOINING, SUPPORTING, OR PARTICIPATING IN A LABOR
12 ORGANIZATION OR ITS LAWFUL ACTIVITIES;

13 2. SELECT A LABOR ORGANIZATION AS THE
14 EXCLUSIVE REPRESENTATIVE OF THE DEPUTY SHERIFFS SUBJECT TO THIS
15 PARAGRAPH;

16 3. ENGAGE IN COLLECTIVE BARGAINING WITH THE
17 SHERIFF AND THE COUNTY COMMISSIONERS OF CECIL COUNTY, OR THE
18 DESIGNEE OF THE SHERIFF AND THE COUNTY COMMISSIONERS, CONCERNING
19 WAGES, BENEFITS, AND ANY WORKING CONDITIONS THAT ARE NOT INCLUDED IN
20 SUBPARAGRAPH (V)4A OF THIS PARAGRAPH THROUGH A LABOR ORGANIZATION
21 CERTIFIED AS THE EXCLUSIVE REPRESENTATIVE OF THE DEPUTY SHERIFFS
22 SUBJECT TO THIS PARAGRAPH;

23 4. SUBJECT TO ITEM 2 OF THIS SUBPARAGRAPH,
24 ENTER INTO A COLLECTIVE BARGAINING AGREEMENT, THROUGH THE
25 EXCLUSIVE REPRESENTATIVE OF THE DEPUTY SHERIFFS SUBJECT TO THIS
26 PARAGRAPH, COVERING THE WAGES, BENEFITS, AND OTHER WORKING
27 CONDITIONS OF THE DEPUTY SHERIFFS SUBJECT TO THIS PARAGRAPH, TO THE
28 EXTENT THAT THE AGREEMENT DOES NOT IMPAIR THE RIGHTS OF THE SHERIFF
29 SET FORTH IN SUBPARAGRAPH (V)4 OF THIS PARAGRAPH; AND

30 5. DECERTIFY A LABOR ORGANIZATION AS THE
31 EXCLUSIVE REPRESENTATIVE OF THE DEPUTY SHERIFFS SUBJECT TO THIS
32 PARAGRAPH.

33 (III) 1. A LABOR ORGANIZATION SEEKING
34 CERTIFICATION AS AN EXCLUSIVE REPRESENTATIVE MUST SUBMIT A PETITION

1 TO THE SHERIFF AND THE COUNTY COMMISSIONERS THAT IS SIGNED BY MORE
2 THAN 50% OF THE SWORN LAW ENFORCEMENT DEPUTY SHERIFFS AT THE RANK
3 OF FIRST SERGEANT AND BELOW INDICATING THE DESIRE OF THE DEPUTY
4 SHERIFFS SUBJECT TO THIS PARAGRAPH TO BE REPRESENTED EXCLUSIVELY BY
5 THE LABOR ORGANIZATION FOR THE PURPOSE OF COLLECTIVE BARGAINING.

6 2. IF THE SHERIFF AND THE COUNTY
7 COMMISSIONERS DO NOT CHALLENGE THE VALIDITY OF THE PETITION WITHIN
8 20 CALENDAR DAYS FOLLOWING THE RECEIPT OF THE PETITION, THE LABOR
9 ORGANIZATION SHALL BE DEEMED CERTIFIED AS THE EXCLUSIVE
10 REPRESENTATIVE.

11 3. IF THE SHERIFF OR THE COUNTY
12 COMMISSIONERS CHALLENGE THE VALIDITY OF THE PETITION, THE AMERICAN
13 ARBITRATION ASSOCIATION SHALL APPOINT A NEUTRAL THIRD PARTY TO
14 CONDUCT AN ELECTION AND TO CERTIFY WHETHER THE LABOR ORGANIZATION
15 HAS BEEN SELECTED AS THE EXCLUSIVE REPRESENTATIVE BY A MAJORITY OF
16 THE VOTES CAST IN THE ELECTION.

17 4. THE COSTS ASSOCIATED WITH THE APPOINTMENT
18 OF A NEUTRAL THIRD PARTY SHALL BE SHARED EQUALLY BY THE PARTIES.

19 5. A LABOR ORGANIZATION SHALL BE DEEMED
20 DECERTIFIED IF A PETITION IS SUBMITTED TO THE SHERIFF AND THE COUNTY
21 COMMISSIONERS THAT IS SIGNED BY MORE THAN 50% OF THE FULL-TIME
22 SWORN LAW ENFORCEMENT DEPUTY SHERIFFS AT THE RANK OF FIRST
23 SERGEANT AND BELOW INDICATING THE DESIRE OF THE DEPUTY SHERIFFS TO
24 DECERTIFY THE LABOR ORGANIZATION AS THE EXCLUSIVE REPRESENTATIVE
25 OF THE DEPUTY SHERIFFS SUBJECT TO THIS PARAGRAPH.

26 (IV) 1. FOLLOWING CERTIFICATION OF AN EXCLUSIVE
27 REPRESENTATIVE AS PROVIDED IN SUBPARAGRAPH (III) OF THIS PARAGRAPH,
28 THE CERTIFIED LABOR ORGANIZATION AND THE SHERIFF AND THE COUNTY
29 COMMISSIONERS SHALL MEET AT REASONABLE TIMES AND ENGAGE IN
30 COLLECTIVE BARGAINING IN GOOD FAITH.

31 2. THE CERTIFIED LABOR ORGANIZATION, THE
32 SHERIFF, AND THE COUNTY COMMISSIONERS SHALL MAKE EVERY REASONABLE
33 EFFORT TO CONCLUDE NEGOTIATIONS ON OR BEFORE FEBRUARY 15 OF THE
34 YEAR IN WHICH A COLLECTIVE BARGAINING AGREEMENT IS TO TAKE EFFECT TO
35 ALLOW FOR INCLUSION BY THE SHERIFF OF MATTERS AGREED ON IN ITS
36 BUDGET REQUEST TO THE COUNTY COMMISSIONERS.

1 **3. A. IF THE CERTIFIED LABOR ORGANIZATION**
2 **AND THE SHERIFF AND THE COUNTY COMMISSIONERS ARE UNABLE TO REACH**
3 **AN AGREEMENT BEFORE THE DATE SET FORTH IN SUBSUBPARAGRAPH 2 OF**
4 **THIS SUBPARAGRAPH, EITHER THE CERTIFIED LABOR ORGANIZATION OR THE**
5 **SHERIFF AND THE COUNTY COMMISSIONERS MAY SEEK NONBINDING**
6 **MEDIATION THROUGH THE FEDERAL MEDIATION AND CONCILIATION SERVICE.**

7 **B. A PARTY SEEKING NONBINDING MEDIATION**
8 **UNDER SUBSUBSUBPARAGRAPH A OF THIS SUBSUBPARAGRAPH SHALL GIVE**
9 **WRITTEN NOTICE TO THE OTHER PARTY AND TO THE FEDERAL MEDIATION AND**
10 **CONCILIATION SERVICE AT LEAST 15 DAYS PRIOR TO THE START OF THE FIRST**
11 **MEDIATION MEETING.**

12 **C. THE COSTS ASSOCIATED WITH THE MEDIATOR OR**
13 **MEDIATION PROCESS SHALL BE SHARED EQUALLY BY THE PARTIES.**

14 **D. THE CERTIFIED LABOR ORGANIZATION, THE**
15 **SHERIFF, AND THE COUNTY COMMISSIONERS SHALL ENGAGE IN NONBINDING**
16 **MEDIATION FOR AT LEAST 30 DAYS UNLESS THEY MUTUALLY AGREE IN WRITING**
17 **TO TERMINATION OR EXTENSION OF THE MEDIATION OR REACH AN**
18 **AGREEMENT.**

19 **E. THE CONTENTS OF THE MEDIATION**
20 **PROCEEDINGS MAY NOT BE DISCLOSED BY ANY OF THE PARTIES OR THE**
21 **MEDIATOR.**

22 **4. A. IF THE CERTIFIED LABOR ORGANIZATION,**
23 **THE SHERIFF, AND THE COUNTY COMMISSIONERS ARE UNABLE TO REACH AN**
24 **AGREEMENT THROUGH MEDIATION UNDER SUBSUBPARAGRAPH 3 OF THIS**
25 **SUBPARAGRAPH, ANY OF THE PARTIES MAY DEMAND AN ARBITRATOR.**

26 **B. THE ARBITRATOR SHALL BE SELECTED FROM A**
27 **PANEL OF SEVEN ARBITRATORS WHO ARE MEMBERS OF THE NATIONAL**
28 **ACADEMY OF ARBITRATORS.**

29 **C. THE PARTIES SHALL SELECT AN ARBITRATOR BY**
30 **ALTERNATIVE STRIKES FROM THE PANEL.**

31 **D. THE ARBITRATOR SELECTED MAY SCHEDULE A**
32 **HEARING, ISSUE SUBPOENAS TO COMPEL THE TESTIMONY OF WITNESSES AND**
33 **THE PRODUCTION OF DOCUMENTS, ADMINISTER OATHS, AND DECLARE THE**
34 **RECORD CLOSED.**

1 **E. THE ARBITRATOR SELECTED SHALL RECEIVE AND**
2 **ENTER INTO THE RECORD THE FINAL OFFERS OF THE CERTIFIED LABOR**
3 **ORGANIZATION AND THE SHERIFF AND THE COUNTY COMMISSIONERS.**

4 **F. THE ARBITRATOR MAY RECEIVE AND CONSIDER**
5 **EVIDENCE REGARDING HOURS, WAGES, AND BENEFITS OF SIMILAR SWORN LAW**
6 **ENFORCEMENT EMPLOYEES IN COMPARABLE SURROUNDING JURISDICTIONS,**
7 **THE COST OF LIVING IN CECIL COUNTY, THE CONDITION OF CECIL COUNTY'S**
8 **GENERAL OPERATING FUND AND CECIL COUNTY'S ABILITY TO FUND THE FINAL**
9 **PROPOSED OFFERS, THE NATURE OF THE WORK PERFORMED BY EMPLOYEES**
10 **REPRESENTED BY THE CERTIFIED LABOR ORGANIZATION, AND OTHER**
11 **INFORMATION THAT THE ARBITRATOR CONSIDERS NECESSARY TO WEIGH**
12 **FULLY THE FINAL PROPOSED OFFERS OF THE CERTIFIED LABOR ORGANIZATION**
13 **AND THE SHERIFF AND THE COUNTY COMMISSIONERS.**

14 **G. UNLESS THE PARTIES MUTUALLY AGREE TO AN**
15 **EXTENSION, THE ARBITRATOR SHALL ISSUE A FINAL REPORT TO THE SHERIFF**
16 **AND THE COUNTY COMMISSIONERS WITHIN 30 DAYS AFTER THE RECORD IS**
17 **CLOSED.**

18 **H. THE WRITTEN DECISION OF THE ARBITRATOR IS**
19 **BINDING ON THE SHERIFF AND THE COUNTY COMMISSIONERS.**

20 **I. THE COSTS OF ARBITRATION SHALL BE SHARED**
21 **EQUALLY BY THE PARTIES.**

22 **(v) 1. A COLLECTIVE BARGAINING AGREEMENT SHALL**
23 **CONTAIN ALL MATTERS OF AGREEMENT REACHED IN THE COLLECTIVE**
24 **BARGAINING PROCESS.**

25 **2. A COLLECTIVE BARGAINING AGREEMENT MAY**
26 **CONTAIN A GRIEVANCE PROCEDURE PROVIDING FOR BINDING ARBITRATION OF**
27 **GRIEVANCES IN REFERENCE TO A LABOR CONTRACT, INCLUDING GRIEVANCES**
28 **RELATED TO INTERPRETATION OR BREACH OF CONTRACT.**

29 **3. A COLLECTIVE BARGAINING AGREEMENT**
30 **REACHED IN ACCORDANCE WITH THIS PARAGRAPH SHALL BE IN WRITING AND**
31 **SIGNED BY THE CERTIFIED REPRESENTATIVES OF THE PARTIES INVOLVED IN**
32 **THE COLLECTIVE BARGAINING NEGOTIATIONS.**

33 **4. EXCEPT AS PROVIDED IN THE CODE AND**
34 **REGULATIONS OF CECIL COUNTY, THE PROVISIONS OF THIS SUBPARAGRAPH**
35 **AND ANY AGREEMENT MADE UNDER IT MAY NOT IMPAIR THE RIGHT AND THE**
36 **RESPONSIBILITY OF THE SHERIFF TO:**

1 **A. DETERMINE THE MISSION, BUDGET,**
2 **ORGANIZATION, NUMBERS, TYPES, CLASSES, GRADES, AND RANKS OF DEPUTY**
3 **SHERIFFS ASSIGNED, THE SERVICES TO BE RENDERED, OPERATIONS TO BE**
4 **PERFORMED, AND THE TECHNOLOGY TO BE USED;**

5 **B. SET THE STANDARDS OF SERVICE AND EXERCISE**
6 **CONTROL OVER OPERATIONS, INCLUDING THE RIGHTS TO DETERMINE WORK**
7 **SHIFTS AND THE NUMBER OF DEPUTY SHERIFFS ON EACH SHIFT;**

8 **C. ASSIGN AND RETAIN DEPUTY SHERIFFS IN**
9 **POSITIONS WITHIN THE OFFICE;**

10 **D. DETERMINE AND SET WORK PROJECTS, TOURS OF**
11 **DUTY, SCHEDULES, ASSIGNMENTS, AND METHODS, MEANS, AND PERSONNEL BY**
12 **WHICH OPERATIONS ARE CONDUCTED;**

13 **E. DETERMINE AND SET TECHNOLOGY NEEDS,**
14 **INTERNAL SECURITY PRACTICES, EQUIPMENT, AND THE LOCATION OF**
15 **FACILITIES;**

16 **F. MAINTAIN AND IMPROVE THE EFFICIENCY AND**
17 **EFFECTIVENESS OF OPERATIONS;**

18 **G. HIRE, DIRECT, SUPERVISE, PROMOTE, DEMOTE,**
19 **DISCIPLINE, ASSIGN, AND WITH REASONABLE CAUSE DISCHARGE FULL-TIME**
20 **SWORN LAW ENFORCEMENT DEPUTY SHERIFFS, WITH THE EXCEPTION THAT**
21 **THE PROMOTIONAL PROCESS FOR DEPUTY SHERIFFS UP TO THE RANK OF FIRST**
22 **SERGEANT AND THE NUMBER AND COMPOSITION OF TRIAL BOARDS FOR THE**
23 **DISCIPLINE PROCESS FOR DEPUTY SHERIFFS AT THE RANK OF FIRST**
24 **SERGEANT AND BELOW ARE SUBJECT TO COLLECTIVE BARGAINING;**

25 **H. DETERMINE AND SET THE QUALIFICATIONS OF**
26 **DEPUTY SHERIFFS FOR APPOINTMENT AND PROMOTIONS; AND**

27 **I. DETERMINE AND SET THE STANDARDS OF**
28 **CONDUCT, AND WITH CONSULTATION AND INPUT FROM THE CERTIFIED LABOR**
29 **ORGANIZATION, ADOPT RULES, ORDERS, POLICIES, REGULATIONS, AND**
30 **PROCEDURES ON MUTUALLY AGREED ON SUBJECTS.**

31 **5. A COLLECTIVE BARGAINING AGREEMENT IS NOT**
32 **EFFECTIVE UNTIL IT IS RATIFIED BY THE MAJORITY OF VOTES CAST BY THE**
33 **DEPUTY SHERIFFS IN THE BARGAINING UNIT AND APPROVED BY THE SHERIFF**
34 **AND THE COUNTY COMMISSIONERS.**

1 (VI) 1. THE COSTS PAID BY THE COUNTY
2 COMMISSIONERS UNDER SUBPARAGRAPHS (III)4, (IV)3C, AND (IV)4I MAY NOT
3 EXCEED \$15,000 IN TOTAL FOR FISCAL YEAR 2010.

4 2. A. THE COUNTY COMMISSIONERS AND
5 CERTIFIED LABOR ORGANIZATION SHALL NEGOTIATE A COST SHARING CAP FOR
6 FISCAL YEAR 2011 AND EACH SUBSEQUENT FISCAL YEAR.

7 B. IF THE COUNTY COMMISSIONERS AND CERTIFIED
8 LABOR ORGANIZATION ARE UNABLE TO REACH AN AGREEMENT BY DECEMBER 1
9 OF THE PRIOR FISCAL YEAR, THE COST SHARING CAP SHALL INCREASE BY A
10 PERCENTAGE EQUAL TO THE ANNUAL PERCENTAGE INCREASE IN
11 COMPENSATION COSTS FOR CIVILIAN WORKERS FOR THE PRIOR CALENDAR
12 YEAR, AS MEASURED BY THE EMPLOYMENT COST INDEX AS PUBLISHED BY THE
13 BUREAU OF LABOR STATISTICS OF THE U.S. DEPARTMENT OF LABOR.

14 (VII) NOTHING IN THIS PARAGRAPH MAY BE CONSTRUED TO:

15 1. AUTHORIZE OR OTHERWISE ALLOW A DEPUTY
16 SHERIFF TO ENGAGE IN A STRIKE AS DEFINED IN § 3-303 OF THE STATE
17 PERSONNEL AND PENSIONS ARTICLE; AND

18 2. AUTHORIZE THE COLLECTION OF MANDATORY
19 MEMBERSHIP FEES FROM NONMEMBERS OF THE EMPLOYEE ORGANIZATION.

20 SECTION 2. AND BE IT FURTHER ENACTED, That the Laws of Maryland
21 read as follows:

22 Article – Courts and Judicial Proceedings

23 2-309.

24 (i) (4) (I) THIS PARAGRAPH APPLIES ONLY TO ALL FULL-TIME
25 SWORN LAW ENFORCEMENT DEPUTY SHERIFFS IN THE OFFICE OF THE SHERIFF
26 OF CECIL COUNTY AT THE RANK OF FIRST SERGEANT AND BELOW.

27 (II) A FULL-TIME SWORN LAW ENFORCEMENT DEPUTY
28 SHERIFF AT THE RANK OF FIRST SERGEANT AND BELOW MAY:

29 1. TAKE PART IN OR REFRAIN FROM TAKING PART IN
30 FORMING, JOINING, SUPPORTING, OR PARTICIPATING IN A LABOR
31 ORGANIZATION OR ITS LAWFUL ACTIVITIES;

1 **2. SELECT A LABOR ORGANIZATION AS THE**
2 **EXCLUSIVE REPRESENTATIVE OF THE DEPUTY SHERIFFS SUBJECT TO THIS**
3 **PARAGRAPH;**

4 **3. ENGAGE IN COLLECTIVE BARGAINING WITH THE**
5 **SHERIFF AND THE COUNTY COMMISSIONERS OF CECIL COUNTY, OR THE**
6 **DESIGNEE OF THE SHERIFF AND THE COUNTY COMMISSIONERS, CONCERNING**
7 **WAGES, BENEFITS, AND ANY WORKING CONDITIONS THAT ARE NOT INCLUDED IN**
8 **SUBPARAGRAPH (V)4A OF THIS PARAGRAPH THROUGH A LABOR ORGANIZATION**
9 **CERTIFIED AS THE EXCLUSIVE REPRESENTATIVE OF THE DEPUTY SHERIFFS**
10 **SUBJECT TO THIS PARAGRAPH;**

11 **4. SUBJECT TO ITEM 2 OF THIS SUBPARAGRAPH,**
12 **ENTER INTO A COLLECTIVE BARGAINING AGREEMENT, THROUGH THE**
13 **EXCLUSIVE REPRESENTATIVE OF THE DEPUTY SHERIFFS SUBJECT TO THIS**
14 **PARAGRAPH, COVERING THE WAGES, BENEFITS, AND OTHER WORKING**
15 **CONDITIONS OF THE DEPUTY SHERIFFS SUBJECT TO THIS PARAGRAPH, TO THE**
16 **EXTENT THAT THE AGREEMENT DOES NOT IMPAIR THE RIGHTS OF THE SHERIFF**
17 **SET FORTH IN SUBPARAGRAPH (V)4 OF THIS PARAGRAPH; AND**

18 **5. DECERTIFY A LABOR ORGANIZATION AS THE**
19 **EXCLUSIVE REPRESENTATIVE OF THE DEPUTY SHERIFFS SUBJECT TO THIS**
20 **PARAGRAPH.**

21 **(III) 1. A LABOR ORGANIZATION SEEKING**
22 **CERTIFICATION AS AN EXCLUSIVE REPRESENTATIVE MUST SUBMIT A PETITION**
23 **TO THE SHERIFF AND THE COUNTY COMMISSIONERS THAT IS SIGNED BY MORE**
24 **THAN 50% OF THE SWORN LAW ENFORCEMENT DEPUTY SHERIFFS AT THE RANK**
25 **OF FIRST SERGEANT AND BELOW INDICATING THE DESIRE OF THE DEPUTY**
26 **SHERIFFS SUBJECT TO THIS PARAGRAPH TO BE REPRESENTED EXCLUSIVELY BY**
27 **THE LABOR ORGANIZATION FOR THE PURPOSE OF COLLECTIVE BARGAINING.**

28 **2. IF THE SHERIFF AND THE COUNTY**
29 **COMMISSIONERS DO NOT CHALLENGE THE VALIDITY OF THE PETITION WITHIN**
30 **20 CALENDAR DAYS FOLLOWING THE RECEIPT OF THE PETITION, THE LABOR**
31 **ORGANIZATION SHALL BE DEEMED CERTIFIED AS THE EXCLUSIVE**
32 **REPRESENTATIVE.**

33 **3. IF THE SHERIFF OR THE COUNTY**
34 **COMMISSIONERS CHALLENGE THE VALIDITY OF THE PETITION, THE AMERICAN**
35 **ARBITRATION ASSOCIATION SHALL APPOINT A NEUTRAL THIRD PARTY TO**
36 **CONDUCT AN ELECTION AND TO CERTIFY WHETHER THE LABOR ORGANIZATION**
37 **HAS BEEN SELECTED AS THE EXCLUSIVE REPRESENTATIVE BY A MAJORITY OF**
38 **THE VOTES CAST IN THE ELECTION.**

1 4. **THE COSTS ASSOCIATED WITH THE APPOINTMENT**
2 **OF A NEUTRAL THIRD PARTY SHALL BE SHARED EQUALLY BY THE PARTIES.**

3 5. **A LABOR ORGANIZATION SHALL BE DEEMED**
4 **DECERTIFIED IF A PETITION IS SUBMITTED TO THE SHERIFF AND THE COUNTY**
5 **COMMISSIONERS THAT IS SIGNED BY MORE THAN 50% OF THE FULL-TIME**
6 **SWORN LAW ENFORCEMENT DEPUTY SHERIFFS AT THE RANK OF FIRST**
7 **SERGEANT AND BELOW INDICATING THE DESIRE OF THE DEPUTY SHERIFFS TO**
8 **DECERTIFY THE LABOR ORGANIZATION AS THE EXCLUSIVE REPRESENTATIVE**
9 **OF THE DEPUTY SHERIFFS SUBJECT TO THIS PARAGRAPH.**

10 (iv) 1. **FOLLOWING CERTIFICATION OF AN EXCLUSIVE**
11 **REPRESENTATIVE AS PROVIDED IN SUBPARAGRAPH (III) OF THIS PARAGRAPH,**
12 **THE CERTIFIED LABOR ORGANIZATION AND THE SHERIFF AND THE COUNTY**
13 **COMMISSIONERS SHALL MEET AT REASONABLE TIMES AND ENGAGE IN**
14 **COLLECTIVE BARGAINING IN GOOD FAITH.**

15 2. **THE CERTIFIED LABOR ORGANIZATION, THE**
16 **SHERIFF, AND THE COUNTY COMMISSIONERS SHALL MAKE EVERY REASONABLE**
17 **EFFORT TO CONCLUDE NEGOTIATIONS ON OR BEFORE FEBRUARY 15 OF THE**
18 **YEAR IN WHICH A COLLECTIVE BARGAINING AGREEMENT IS TO TAKE EFFECT TO**
19 **ALLOW FOR INCLUSION BY THE SHERIFF OF MATTERS AGREED UPON IN ITS**
20 **BUDGET REQUEST TO THE COUNTY COMMISSIONERS.**

21 3. **A. IF THE CERTIFIED LABOR ORGANIZATION**
22 **AND THE SHERIFF AND THE COUNTY COMMISSIONERS ARE UNABLE TO REACH**
23 **AN AGREEMENT BEFORE THE DATE SET FORTH IN SUBSUBPARAGRAPH 2 OF**
24 **THIS SUBPARAGRAPH, EITHER THE CERTIFIED LABOR ORGANIZATION OR THE**
25 **SHERIFF AND THE COUNTY COMMISSIONERS MAY SEEK NONBINDING**
26 **MEDIATION THROUGH THE FEDERAL MEDIATION AND CONCILIATION SERVICE.**

27 **B. A PARTY SEEKING NONBINDING MEDIATION**
28 **UNDER SUBSUBSUBPARAGRAPH A OF THIS SUBSUBPARAGRAPH SHALL GIVE**
29 **WRITTEN NOTICE TO THE OTHER PARTY AND TO THE FEDERAL MEDIATION AND**
30 **CONCILIATION SERVICE AT LEAST 15 DAYS PRIOR TO THE START OF THE FIRST**
31 **MEDIATION MEETING.**

32 **C. THE COSTS ASSOCIATED WITH THE MEDIATOR OR**
33 **MEDIATION PROCESS SHALL BE SHARED EQUALLY BY THE PARTIES.**

34 **D. THE CERTIFIED LABOR ORGANIZATION, THE**
35 **SHERIFF, AND THE COUNTY COMMISSIONERS SHALL ENGAGE IN NONBINDING**
36 **MEDIATION FOR AT LEAST 30 DAYS UNLESS THEY MUTUALLY AGREE IN WRITING**

1 TO TERMINATION OR EXTENSION OF THE MEDIATION OR REACH AN
2 AGREEMENT.

3 E. THE CONTENTS OF THE MEDIATION
4 PROCEEDINGS MAY NOT BE DISCLOSED BY ANY OF THE PARTIES OR THE
5 MEDIATOR.

6 4. A. IF THE CERTIFIED LABOR ORGANIZATION,
7 THE SHERIFF, AND THE COUNTY COMMISSIONERS ARE UNABLE TO REACH AN
8 AGREEMENT THROUGH MEDIATION UNDER SUBSUBPARAGRAPH 3 OF THIS
9 SUBPARAGRAPH, ANY OF THE PARTIES MAY DEMAND AN ARBITRATOR.

10 B. THE ARBITRATOR SHALL BE SELECTED FROM A
11 PANEL OF SEVEN ARBITRATORS WHO ARE MEMBERS OF THE NATIONAL
12 ACADEMY OF ARBITRATORS.

13 C. THE PARTIES SHALL SELECT AN ARBITRATOR BY
14 ALTERNATIVE STRIKES FROM THE PANEL.

15 D. THE ARBITRATOR SELECTED MAY SCHEDULE A
16 HEARING, ISSUE SUBPOENAS TO COMPEL THE TESTIMONY OF WITNESSES AND
17 THE PRODUCTION OF DOCUMENTS, ADMINISTER OATHS, AND DECLARE THE
18 RECORD CLOSED.

19 E. THE ARBITRATOR SELECTED SHALL RECEIVE AND
20 ENTER INTO THE RECORD THE FINAL OFFERS OF THE CERTIFIED LABOR
21 ORGANIZATION AND THE SHERIFF AND THE COUNTY COMMISSIONERS.

22 F. THE ARBITRATOR MAY RECEIVE AND CONSIDER
23 EVIDENCE REGARDING HOURS, WAGES, AND BENEFITS OF SIMILAR SWORN LAW
24 ENFORCEMENT EMPLOYEES IN COMPARABLE SURROUNDING JURISDICTIONS,
25 THE COST OF LIVING IN CECIL COUNTY, THE CONDITION OF CECIL COUNTY'S
26 GENERAL OPERATING FUND AND CECIL COUNTY'S ABILITY TO FUND THE FINAL
27 PROPOSED OFFERS, THE NATURE OF THE WORK PERFORMED BY EMPLOYEES
28 REPRESENTED BY THE CERTIFIED LABOR ORGANIZATION, AND OTHER
29 INFORMATION THAT THE ARBITRATOR CONSIDERS NECESSARY TO WEIGH
30 FULLY THE FINAL PROPOSED OFFERS OF THE CERTIFIED LABOR ORGANIZATION
31 AND THE SHERIFF AND THE COUNTY COMMISSIONERS.

32 G. UNLESS THE PARTIES MUTUALLY AGREE TO AN
33 EXTENSION, THE ARBITRATOR SHALL ISSUE A FINAL REPORT TO THE SHERIFF
34 AND THE COUNTY COMMISSIONERS WITHIN 30 DAYS AFTER THE RECORD IS
35 CLOSED.

1 **H. THE WRITTEN DECISION OF THE ARBITRATOR IS**
2 **NONBINDING ON THE SHERIFF AND THE COUNTY COMMISSIONERS.**

3 **I. THE COSTS OF ARBITRATION SHALL BE SHARED**
4 **EQUALLY BY THE PARTIES.**

5 **(v) 1. A COLLECTIVE BARGAINING AGREEMENT SHALL**
6 **CONTAIN ALL MATTERS OF AGREEMENT REACHED IN THE COLLECTIVE**
7 **BARGAINING PROCESS.**

8 **2. A COLLECTIVE BARGAINING AGREEMENT MAY**
9 **CONTAIN A GRIEVANCE PROCEDURE PROVIDING FOR BINDING ARBITRATION OF**
10 **GRIEVANCES IN REFERENCE TO A LABOR CONTRACT, INCLUDING GRIEVANCES**
11 **RELATED TO INTERPRETATION OR BREACH OF CONTRACT.**

12 **3. A COLLECTIVE BARGAINING AGREEMENT**
13 **REACHED IN ACCORDANCE WITH THIS PARAGRAPH SHALL BE IN WRITING AND**
14 **SIGNED BY THE CERTIFIED REPRESENTATIVES OF THE PARTIES INVOLVED IN**
15 **THE COLLECTIVE BARGAINING NEGOTIATIONS.**

16 **4. EXCEPT AS PROVIDED IN THE CODE AND**
17 **REGULATIONS OF CECIL COUNTY, THE PROVISIONS OF THIS SUBPARAGRAPH**
18 **AND ANY AGREEMENT MADE UNDER IT MAY NOT IMPAIR THE RIGHT AND THE**
19 **RESPONSIBILITY OF THE SHERIFF TO:**

20 **A. DETERMINE THE MISSION, BUDGET,**
21 **ORGANIZATION, NUMBERS, TYPES, CLASSES, GRADES, AND RANKS OF DEPUTY**
22 **SHERIFFS ASSIGNED, THE SERVICES TO BE RENDERED, OPERATIONS TO BE**
23 **PERFORMED, AND THE TECHNOLOGY TO BE USED;**

24 **B. SET THE STANDARDS OF SERVICE AND EXERCISE**
25 **CONTROL OVER OPERATIONS, INCLUDING THE RIGHTS TO DETERMINE WORK**
26 **SHIFTS AND THE NUMBER OF DEPUTY SHERIFFS ON EACH SHIFT;**

27 **C. ASSIGN AND RETAIN DEPUTY SHERIFFS IN**
28 **POSITIONS WITHIN THE OFFICE;**

29 **D. DETERMINE AND SET WORK PROJECTS, TOURS OF**
30 **DUTY, SCHEDULES, ASSIGNMENTS, AND METHODS, MEANS, AND PERSONNEL BY**
31 **WHICH OPERATIONS ARE CONDUCTED;**

32 **E. DETERMINE AND SET TECHNOLOGY NEEDS,**
33 **INTERNAL SECURITY PRACTICES, EQUIPMENT, AND THE LOCATION OF**
34 **FACILITIES;**

1 **F. MAINTAIN AND IMPROVE THE EFFICIENCY AND**
2 **EFFECTIVENESS OF OPERATIONS;**

3 **G. HIRE, DIRECT, SUPERVISE, PROMOTE, DEMOTE,**
4 **DISCIPLINE, ASSIGN, AND WITH REASONABLE CAUSE DISCHARGE FULL-TIME**
5 **SWORN LAW ENFORCEMENT DEPUTY SHERIFFS, WITH THE EXCEPTION THAT**
6 **THE PROMOTIONAL PROCESS FOR DEPUTY SHERIFFS UP TO THE RANK OF FIRST**
7 **SERGEANT AND THE NUMBER AND COMPOSITION OF TRIAL BOARDS FOR THE**
8 **DISCIPLINE PROCESS FOR DEPUTY SHERIFFS AT THE RANK OF FIRST**
9 **SERGEANT AND BELOW ARE SUBJECT TO COLLECTIVE BARGAINING;**

10 **H. DETERMINE AND SET THE QUALIFICATIONS OF**
11 **DEPUTY SHERIFFS FOR APPOINTMENT AND PROMOTIONS; AND**

12 **I. DETERMINE AND SET THE STANDARDS OF**
13 **CONDUCT, AND WITH CONSULTATION AND INPUT FROM THE CERTIFIED LABOR**
14 **ORGANIZATION, ADOPT RULES, ORDERS, POLICIES, REGULATIONS, AND**
15 **PROCEDURES ON MUTUALLY AGREED ON SUBJECTS.**

16 **5. A COLLECTIVE BARGAINING AGREEMENT IS NOT**
17 **EFFECTIVE UNTIL IT IS RATIFIED BY THE MAJORITY OF VOTES CAST BY THE**
18 **DEPUTY SHERIFFS IN THE BARGAINING UNIT AND APPROVED BY THE SHERIFF**
19 **AND THE COUNTY COMMISSIONERS.**

20 **B. ADDITIONAL FUNDING, IF ANY, REQUIRED AS A**
21 **RESULT OF A COLLECTIVE BARGAINING AGREEMENT SHALL BE SUBJECT TO THE**
22 **APPROVAL OF THE COUNTY COMMISSIONERS.**

23 **(VI) 1. THE COSTS PAID BY THE COUNTY**
24 **COMMISSIONERS UNDER SUBPARAGRAPHS (III)4, (IV)3C, AND (IV)4I MAY NOT**
25 **EXCEED \$15,000 IN TOTAL FOR FISCAL YEAR 2010.**

26 **2. A. THE COUNTY COMMISSIONERS AND**
27 **CERTIFIED LABOR ORGANIZATION SHALL NEGOTIATE A COST SHARING CAP FOR**
28 **FISCAL YEAR 2011 AND EACH SUBSEQUENT FISCAL YEAR.**

29 **B. IF THE COUNTY COMMISSIONERS AND CERTIFIED**
30 **LABOR ORGANIZATION ARE UNABLE TO REACH AN AGREEMENT BY DECEMBER 1**
31 **OF THE PRIOR FISCAL YEAR, THE COST SHARING CAP SHALL INCREASE BY A**
32 **PERCENTAGE EQUAL TO THE ANNUAL PERCENTAGE INCREASE IN**
33 **COMPENSATION COSTS FOR CIVILIAN WORKERS FOR THE PRIOR CALENDAR**
34 **YEAR, AS MEASURED BY THE EMPLOYMENT COST INDEX AS PUBLISHED BY THE**
35 **BUREAU OF LABOR STATISTICS OF THE U.S. DEPARTMENT OF LABOR.**

1 **(VII) NOTHING IN THIS PARAGRAPH MAY BE CONSTRUED TO:**

2 **1. AUTHORIZE OR OTHERWISE ALLOW A DEPUTY**
3 **SHERIFF TO ENGAGE IN A STRIKE AS DEFINED IN § 3-303 OF THE STATE**
4 **PERSONNEL AND PENSIONS ARTICLE; AND**

5 **2. AUTHORIZE THE COLLECTION OF MANDATORY**
6 **MEMBERSHIP FEES FROM NONMEMBERS OF THE EMPLOYEE ORGANIZATION.**

7 SECTION 3. AND BE IT FURTHER ENACTED, That before this Act becomes
8 effective it shall first be submitted to a referendum of the legally qualified voters of
9 Cecil County at the general election to be held in November of 2010. The County
10 governing body and the Cecil County Board of Elections shall do those things
11 necessary and proper to provide for and hold the referendum required by this section.
12 There shall be printed on the ballot to be used at this election the title of this Act and
13 underneath the title, on separate lines, a square or box opposite the words "For
14 collective bargaining with binding arbitration" and a corresponding square or box
15 opposite the words "For collective bargaining with nonbinding arbitration". A voter
16 may choose only one of the methods of arbitration. If a majority of the votes cast on the
17 question are "For collective bargaining with binding arbitration" the provisions of
18 Section 1 of this Act shall become effective on the 30th day following the official
19 canvass of votes for the referendum and the provisions of Section 2 of this Act are of no
20 effect and null and void. If a majority of the votes cast on the question are "For
21 collective bargaining with nonbinding arbitration" the provisions of Section 2 of this
22 Act become effective on the 30th day following the official canvass of votes for the
23 referendum and the provisions of Section 1 of this Act are of no effect and null and
24 void.

25 SECTION 4. AND BE IT FURTHER ENACTED, That, subject to the provisions
26 of Section 3 of this Act and for the sole purpose of providing for the referendum
27 required by Section 3 of this Act, this Act shall take effect July 1, 2010.