

Department of Legislative Services  
Maryland General Assembly  
2010 Session

FISCAL AND POLICY NOTE

Senate Bill 731

(Cecil County Senators)

Finance

Appropriations

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**Cecil County - Emergency Medical Services - Collective Bargaining**

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This bill authorizes the Cecil County Commissioners to enact an ordinance allowing collective bargaining between Cecil County and specified emergency medical services (EMS) employees; authorizing the recognition of an exclusive representative for EMS employees; providing for the possible withdrawal of recognition of the representative; and establishing subjects, timeframes, and rules of conduct for collective bargaining.

The bill does not authorize or allow EMS employees to engage in a strike or authorize the collection of mandatory membership fees from nonmembers of the employee organization. In addition, Cecil County is not authorized to engage in a lockout. The bill does not authorize binding interest arbitration and does not require any method, means, or scope of bargaining between the county and the employee organization.

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**Fiscal Summary**

**State Effect:** None.

**Local Effect:** If collective bargaining is authorized, Cecil County expenditures may increase by \$15,000 to develop a memorandum of understanding (MOU) and for professional assistance regarding the bargaining process. Future expenditures will depend on the wage and benefits packages that are developed. County revenues are not affected.

**Small Business Effect:** None.

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## Analysis

**Bill Summary:** Should Cecil County enact an ordinance as authorized by the bill, specified EMS employees at or below the rank of captain may be represented by an exclusive representative that is certified by an election of eligible employees or otherwise recognized by the county. Collective bargaining between the county and the exclusive representative must include a binding MOU concerning agreements made through collective bargaining. Cecil County may retain or designate individuals to negotiate with the EMS employees' exclusive representative.

**Current Law:** Collective bargaining for Cecil County EMS employees is not authorized. Currently, seven counties in Maryland have collective bargaining for EMS employees, including Anne Arundel, Baltimore, Frederick, Howard, Montgomery, and Prince George's counties, and Baltimore City. In all of these counties except Frederick, binding arbitration is provided.

**Background:** Cecil County currently has 34 EMS employees at the rank of captain and below, earning on average a salary of \$43,600 plus benefits. The majority have the job title of paramedic. Budgeted operating expenditures for the Cecil County Division of Emergency Medical Services total \$3.2 million in fiscal 2010.

**Local Expenditures:** Cecil County estimates that \$30,000 may be needed to pay for professional services related to the development of an MOU. However, up to one-half of any such expenditure may be borne by the EMS employee organization. Because it is not known how frequently such an MOU may require substantial revision and/or replacement, this may or may not constitute a one-time expenditure. In addition, the county may incur additional expenditures in future years depending on future collective bargaining agreements. These expenditures cannot be reliably estimated and will depend on the wage and benefits packages that are developed.

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## Additional Information

**Prior Introductions:** None.

**Cross File:** HB 1490 (Cecil County Delegation) - Rules and Executive Nominations.

**Information Source(s):** Cecil County, Department of Legislative Services

**Fiscal Note History:** First Reader - March 9, 2010  
mpc/hlb

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