

Department of Legislative Services
Maryland General Assembly
2010 Session

FISCAL AND POLICY NOTE
Revised

Senate Bill 726

(Cecil County Senators)

Finance

Appropriations

Cecil County - Collective Bargaining - Representation of Deputy Sheriffs

This bill authorizes the representatives of deputy sheriffs in Cecil County to bargain collectively with the sheriff and the Cecil County Commissioners on specified wage, benefits, and working conditions. Sworn law enforcement deputy sheriffs, at the rank of sergeant and below, may take or refrain from taking part in forming, joining, supporting, or participating in a labor organization with regard to specified collective bargaining activities. The bill requires Cecil County to enact a local ordinance allowing nonbinding arbitration, under specified circumstances. The bill does not, however, authorize deputy sheriffs to engage in a strike or authorize the collection of mandatory membership fees from nonmembers of the employee organization.

The bill takes effect July 1, 2010.

Fiscal Summary

State Effect: None.

Local Effect: Cecil County expenditures increase by approximately \$100,000 in FY 2011. Future expenditures will depend on the wage and benefits packages that are developed. County revenues are not affected.

Small Business Effect: None.

Analysis

Current Law: Collective bargaining for deputy sheriffs in Cecil County is not authorized. Currently, seven counties in Maryland have collective bargaining for deputy sheriffs including: Allegany, Anne Arundel, Baltimore, Charles, Frederick,

Montgomery, and Prince George's counties. In Allegany, Anne Arundel, and Prince George's counties, binding arbitration is provided. The scope of collective bargaining is limited in a few counties: Charles County does not authorize bargaining on salaries and other issues controlled by the county; Frederick County authorizes bargaining for wages and benefits only.

Background: Law enforcement expenditures for the Cecil County Sheriff's Office total \$8.8 million in fiscal 2010. The sheriff's office has 77 deputy sheriffs at the rank of first sergeant and below.

Local Fiscal Effect: Cecil County expenditures increase by approximately \$100,000 in fiscal 2011, which reflects the estimated cost of developing a local collective bargaining ordinance and labor agreements; mediation fees; and other ongoing administrative costs. Cecil County indicates that these costs are partly due to the fact that the county does not currently recognize any unions and that collective bargaining is not authorized for county government positions. Consequently, the bill results in significant start-up and ongoing administrative costs.

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. The county indicates that a 1.5% increase to current wages and benefits will cost approximately \$300,000.

Additional Information

Prior Introductions: None.

Cross File: HB 916 (Cecil County Delegation) - Appropriations.

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

Fiscal Note History: First Reader - March 2, 2010
mpc/hlb Revised - Senate Third Reader - April 5, 2010
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