

Department of Legislative Services
Maryland General Assembly
2012 Session

FISCAL AND POLICY NOTE

House Bill 1474
Appropriations

(Allegany County Delegation)

Allegany County - Sheriff's Office Employees - Labor Organizations

This bill alters the existing collective bargaining process for the Allegany County Sheriff's Office by establishing two separate bargaining units; one unit comprised of deputies and a second unit comprised of officers and civilian employees. Each bargaining unit is authorized to select a labor organization to represent the unit in negotiations with the sheriff.

Fiscal Summary

State Effect: None.

Local Effect: None. The bill does not materially affect Allegany County operations or finances.

Small Business Effect: None.

Analysis

Current Law: Deputies, officers (not including individuals at a rank of lieutenant or above), and civilian employees of the Allegany County Sheriff's Office, including the Allegany County jail, have the right to organize and bargain collectively with the sheriff concerning wages and benefits, hours, working conditions, discipline procedures, and job security issues through a single labor organization selected by the majority of the deputies, officers, and civilian employees.

The sheriff must meet with the labor organization and engage in good faith negotiations to reach a written agreement on wages and benefits, hours, working conditions, discipline procedures, and job security issues.

Background: 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 commissioners; Frederick County authorizes bargaining for wages and benefits only. In Anne Arundel County, binding arbitration related to fiscal matters, is subject to approval of the county council; however, this provision of law, enacted in 2011, is currently in litigation.

Additional Information

Prior Introductions: None.

Cross File: SB 1099 (Senator Edwards) - Finance.

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

Fiscal Note History: First Reader - March 23, 2012
ncs/hlb

Analysis by: Michael Sanelli

Direct Inquiries to:
(410) 946-5510
(301) 970-5510