

**Department of Legislative Services**  
Maryland General Assembly  
2012 Session

**FISCAL AND POLICY NOTE**  
**Revised**

House Bill 1189  
Appropriations

(Howard County Delegation)

Finance

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**Howard County - Deputy Sheriffs - Collective Bargaining**  
**Ho. Co. 11-12**

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This bill authorizes the representatives of full-time deputy sheriffs in Howard County to bargain collectively with the Howard County Sheriff on specified wage, benefits, and working conditions. The bill does not authorize or allow deputy sheriffs to engage in a strike or restrict in any way the authority of the Howard County Executive or county council to determine the budget for the sheriff's office.

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**Fiscal Summary**

**State Effect:** None.

**Local Effect:** Howard County expenditures may increase depending on wage and benefits packages that are developed. County revenues are not affected.

**Small Business Effect:** None.

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**Analysis**

**Bill Summary:** The bill authorizes full-time deputy sheriffs in Howard County, at the rank of corporal and below, to 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 provides for the methods and procedures for establishing collective bargaining arrangements including costs and dates by which agreements must be reached.

**Current Law:** Collective bargaining for deputy sheriffs in Howard 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 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.

**Background:** Law enforcement expenditures for the Howard County Sheriff's Office total \$6.4 million in fiscal 2012, including \$5.1 million for salaries and benefits. The sheriff's office has 41 deputy sheriffs at the rank of corporal and below.

**Local Fiscal Effect:** Howard County advises that 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. Any additional funding required as the result of a collective bargaining agreement is subject to approval of the Howard County Executive and County Council.

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### **Additional Information**

**Prior Introductions:** None.

**Cross File:** None.

**Information Source(s):** Howard County; Department of Labor, Licensing, and Regulation; Department of Legislative Services

**Fiscal Note History:** First Reader - March 6, 2012  
mc/hlb Revised - House Third Reader - March 27, 2012

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