

Department of Legislative Services
 Maryland General Assembly
 2012 Session

FISCAL AND POLICY NOTE

Senate Bill 729 (Senator Muse)
 Finance

County Personnel - Employee Grievances and Complaints

This bill requires each county with at least 6,500 full-time employees to keep records relating to employee grievances or complaints for fiscal 2013. Each affected county must submit a report regarding employee grievances or complaints to the Employee Relations Division of the Department of Budget and Management (DBM) by August 1, 2013. DBM must compile the reports and submit the compilation to the Senate Finance Committee and the House Appropriations Committee by November 1, 2013.

The bill takes effect June 1, 2012, and terminates May 31, 2014.

Fiscal Summary

State Effect: General fund expenditures increase by \$38,100 in FY 2013 and by \$14,900 in FY 2014 which reflects the cost of hiring one part-time human resources analyst to complete the bill’s reporting requirements. Revenues are not affected.

(in dollars)	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Revenues	\$0	\$0	\$0	\$0	\$0
GF Expenditure	38,100	14,900	0	0	0
Net Effect	(\$38,100)	(\$14,900)	\$0	\$0	\$0

Note:() = decrease; GF = general funds; FF = federal funds; SF = special funds; - = indeterminate effect

Local Effect: County expenditures may increase by a minimal amount in FY 2013 to comply with the proposed reporting requirements. County revenues are not affected.

Small Business Effect: None.

Analysis

Bill Summary: For fiscal 2013, each county that has at least 6,500 full-time employees must keep a record of (1) the number of employee grievances or complaints that are filed with the county personnel office; and (2) the time that it takes to resolve each grievance or complaint.

By August 1, 2013, each county must send a report to the DBM Employee Relations Division on the following information for fiscal 2013: (1) the number of employee grievances or complaints that were filed; (2) the average length of time for a grievance or complaint to be resolved; (3) the length of time required for a grievance or complaint to be resolved under county or State law; (4) the number of times that the time for resolution required by law was exceeded; and (5) an explanation for delays in resolving grievances and complaints within the time required by law.

Current Law: Counties are not required to submit a report regarding grievances or complaints to DBM.

State Fiscal Effect: General fund expenditures increase by \$38,100 in fiscal 2013 and by \$14,900 in fiscal 2014 for DBM to hire one part-time human resources analyst to complete the bill's reporting requirement. This estimate reflects the need of an additional part-time contractual position to compile the submitted county grievance information as well as learning county legal requirements and procedures in local grievance and complaint processes. It includes a salary, fringe benefits, one-time start-up costs, and operating expenses. Fiscal 2014 expenditures reflect the November 1, 2013 reporting deadline.

Local Fiscal Effect: Expenditures for county governments with more than 6,500 full-time employees may increase by a minimal amount in fiscal 2013 to comply with the bill's data collection and reporting requirements. The bill potentially applies to the following four jurisdictions: Baltimore City and Baltimore, Montgomery, and Prince George's counties, based on local government employment data for 2012.

Baltimore City advises that expenditures may increase by approximately \$20,000 to upgrade the current computer grievance tracking system within the Labor Commissioner's Office; whereas Montgomery County reports that increased staff time may be needed to collect the required information.

Additional Information

Prior Introductions: None.

Cross File: None.

Information Source(s): Calvert, Caroline, Howard, Montgomery, and Prince George's counties; Baltimore City; Department of Budget and Management; Maryland Association of Counties; Department of Legislative Services

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mc/hlb

Analysis by: Michael Sanelli

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