

HB1431/527879/1

BY: Finance Committee

AMENDMENTS TO HOUSE BILL 1431  
(Third Reading File Bill)

AMENDMENT NO. 1

On page 1, strike beginning with “authorizing” in line 4 down through “Act;” in line 19 and substitute “providing that, except under certain circumstances, an employee of the Harford County Sheriff’s Office may be terminated only with just cause in accordance with certain provisions of law or certain personnel rules and regulations; providing that certain deputy sheriffs and correctional officers in the Office of the Sheriff of Harford County have the right to organize and collectively bargain with the Harford County Executive and Harford County Sheriff with regard to certain wages and employee healthcare premium share; requiring the right to organize and bargain collectively to be conducted in accordance with certain provisions of the Harford County Code unless otherwise provided in this Act; requiring the terms of any agreement with regard to certain wages and employee healthcare premium share to be set forth in a collective bargaining agreement entered into between the Sheriff, the County Executive, and the employee organization; providing that an agreement with regard to certain wages and employee healthcare premium share is not effective until the agreement is ratified by the Sheriff, the County Executive, and the employee organization; providing that a modification to an existing collective bargaining agreement is not valid except under certain circumstances; requiring certain procedures set forth in the Harford County Code to apply if certain parties are unable to reach a certain agreement;”; and after line 21, insert:

“BY repealing and reenacting, with amendments,  
Article – Courts and Judicial Proceedings  
Section 2–309(n)(6)  
Annotated Code of Maryland  
(2013 Replacement Volume and 2016 Supplement)”.

(Over)

AMENDMENT NO. 2

On pages 2 through 12, strike in their entirety the lines beginning with line 7 on page 2 through line 6 on page 12, inclusive, and substitute:

“(n) (6) (i) Except as provided in subparagraph (ii) of this paragraph, an employee of the Harford County Sheriff’s Office may [not] be terminated [without] ONLY WITH just cause IN ACCORDANCE WITH:

1. THE LAW ENFORCEMENT OFFICERS’ BILL OF RIGHTS, IF THE EMPLOYEE’S RIGHTS ARE COVERED UNDER THE LAW ENFORCEMENT OFFICERS’ BILL OF RIGHTS;

2. THE CORRECTIONAL OFFICERS’ BILL OF RIGHTS, IF THE EMPLOYEE’S RIGHTS ARE COVERED UNDER THE CORRECTIONAL OFFICERS’ BILL OF RIGHTS; OR

3. THE PERSONNEL RULES AND REGULATIONS OF THE HARFORD COUNTY SHERIFF’S OFFICE, IF THE EMPLOYEE’S RIGHTS ARE NOT COVERED UNDER THE LAW ENFORCEMENT OFFICERS’ BILL OF RIGHTS OR THE CORRECTIONAL OFFICERS’ BILL OF RIGHTS.

(ii) Subparagraph (i) of this paragraph does not apply to:

1. The chief deputy;
2. A lieutenant colonel or major;
3. The secretary for the Sheriff;
4. A deputy or employee on probationary status; or

5. The warden of the Harford County Detention Center.

**(9) (I) THIS PARAGRAPH APPLIES ONLY TO ALL FULL-TIME DEPUTY SHERIFFS IN THE OFFICE OF THE SHERIFF OF HARFORD COUNTY AT THE RANK OF CAPTAIN AND BELOW.**

**(II) SWORN LAW ENFORCEMENT OFFICERS SUBJECT TO THIS PARAGRAPH SHALL HAVE THE RIGHT TO ORGANIZE AND BARGAIN COLLECTIVELY WITH THE HARFORD COUNTY EXECUTIVE AND THE HARFORD COUNTY SHERIFF WITH REGARD TO WAGES AND EMPLOYEE HEALTHCARE PREMIUM SHARE NOT REGULATED BY THE SHERIFF.**

**(III) UNLESS OTHERWISE PROVIDED IN THIS PARAGRAPH, THE RIGHT TO ORGANIZE AND BARGAIN COLLECTIVELY SHALL BE CONDUCTED IN ACCORDANCE WITH §§ 38-5 THROUGH 38-8 OF CHAPTER 38, ARTICLE I OF THE HARFORD COUNTY CODE.**

**(IV) THE TERMS OF ANY AGREEMENT WITH REGARD TO WAGES AND EMPLOYEE HEALTHCARE PREMIUM SHARE NOT REGULATED BY THE SHERIFF SHALL BE SET FORTH IN A COLLECTIVE BARGAINING AGREEMENT ENTERED INTO BETWEEN THE SHERIFF, THE COUNTY EXECUTIVE, AND THE EMPLOYEE ORGANIZATION.**

**(V) AN AGREEMENT WITH REGARD TO WAGES AND EMPLOYEE HEALTHCARE PREMIUM SHARE NOT REGULATED BY THE SHERIFF IS NOT EFFECTIVE UNTIL THE AGREEMENT IS RATIFIED BY:**

- 1. THE SHERIFF;**
- 2. THE COUNTY EXECUTIVE; AND**

(Over)

**3. THE EMPLOYEE ORGANIZATION.**

**(VI) A MODIFICATION TO AN EXISTING COLLECTIVE BARGAINING AGREEMENT IS NOT VALID UNLESS THE MODIFICATION IS IN WRITING AND RATIFIED BY:**

- 1. THE SHERIFF;**
- 2. THE COUNTY EXECUTIVE; AND**
- 3. THE EMPLOYEE ORGANIZATION.**

**(VII) IF THE SHERIFF, THE COUNTY EXECUTIVE, AND THE EMPLOYEE ORGANIZATION ARE UNABLE TO REACH AN AGREEMENT BY THE DATES SET IN CHAPTER 38, ARTICLE I OF THE HARFORD COUNTY CODE, THE PROCEDURES SET FORTH IN § 38-8(B) OF THE HARFORD COUNTY CODE SHALL APPLY, WITH THE COUNTY EXECUTIVE AND THE EMPLOYEE ORGANIZATION AS PARTIES TO THE PROCEEDINGS DESCRIBED UNDER § 38-3(B) OF THE HARFORD COUNTY CODE.**

**(10) (I) THIS PARAGRAPH APPLIES ONLY TO ALL FULL-TIME CORRECTIONAL OFFICERS IN THE OFFICE OF THE SHERIFF OF HARFORD COUNTY AT THE RANK OF CAPTAIN AND BELOW.**

**(II) CORRECTIONAL OFFICERS SUBJECT TO THIS PARAGRAPH SHALL HAVE THE RIGHT TO ORGANIZE AND BARGAIN COLLECTIVELY WITH THE HARFORD COUNTY EXECUTIVE AND THE HARFORD COUNTY SHERIFF**

WITH REGARD TO WAGES AND EMPLOYEE HEALTHCARE PREMIUM SHARE NOT REGULATED BY THE SHERIFF.

(III) UNLESS OTHERWISE PROVIDED IN THIS PARAGRAPH, THE RIGHT TO ORGANIZE AND BARGAIN COLLECTIVELY SHALL BE CONDUCTED IN ACCORDANCE WITH §§ 38-5 THROUGH 38-8 OF CHAPTER 38, ARTICLE I OF THE HARFORD COUNTY CODE.

(IV) THE TERMS OF ANY AGREEMENT WITH REGARD TO WAGES AND EMPLOYEE HEALTHCARE PREMIUM SHARE NOT REGULATED BY THE SHERIFF SHALL BE SET IN A COLLECTIVE BARGAINING AGREEMENT ENTERED INTO BETWEEN THE SHERIFF, THE COUNTY EXECUTIVE, AND THE EMPLOYEE ORGANIZATION.

(V) AN AGREEMENT WITH REGARD TO WAGES AND EMPLOYEE HEALTHCARE PREMIUM SHARE NOT REGULATED BY THE SHERIFF IS NOT EFFECTIVE UNTIL THE AGREEMENT IS RATIFIED BY:

1. THE SHERIFF;
2. THE COUNTY EXECUTIVE; AND
3. THE EMPLOYEE ORGANIZATION.

(VI) A MODIFICATION TO AN EXISTING COLLECTIVE BARGAINING AGREEMENT IS NOT VALID UNLESS THE MODIFICATION IS IN WRITING AND RATIFIED BY:

1. THE SHERIFF;

**2. THE COUNTY EXECUTIVE; AND**

**3. THE EMPLOYEE ORGANIZATION.**

**(VII) IF THE SHERIFF, THE COUNTY EXECUTIVE, AND THE EMPLOYEE ORGANIZATION ARE UNABLE TO REACH AN AGREEMENT BY THE DATES SET IN CHAPTER 38, ARTICLE I OF THE HARFORD COUNTY CODE, THE PROCEDURES SET FORTH IN § 38-8(B) OF THE HARFORD COUNTY CODE SHALL APPLY, WITH THE COUNTY EXECUTIVE AND THE EMPLOYEE ORGANIZATION AS PARTIES TO THE PROCEEDINGS DESCRIBED UNDER § 38-3(B) OF THE HARFORD COUNTY CODE.”.**