

Chapter 647

(Senate Bill 73)

AN ACT concerning

Harford County Sheriff – Deputy Sheriffs and Correctional Officers – Collective Bargaining

FOR the purpose of providing that certain deputy sheriffs and correctional officers in the Office of the Sheriff of Harford County have the right to organize and negotiate with the Harford County Executive and Harford County Sheriff with regard to certain wages and employee health care premium share; requiring the right to organize and negotiate 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 health care premium share to be set forth in a memorandum of agreement entered into between the Sheriff, the County Executive, and the employee organization; providing that an agreement with regard to certain wages and employee health care 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 memorandum of 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 generally relating to the salaries and negotiation rights of sworn law enforcement officers and correctional officers of the Harford County Sheriff's Office.

BY adding to

Article – Courts and Judicial Proceedings
Section 2–309(n)(9) and (10)
Annotated Code of Maryland
(2013 Replacement Volume and 2017 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
That the Laws of Maryland read as follows:

Article – Courts and Judicial Proceedings

2–309.

(n) (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 NEGOTIATE WITH THE

HARFORD COUNTY EXECUTIVE AND THE HARFORD COUNTY SHERIFF WITH REGARD TO WAGES AND EMPLOYEE HEALTH CARE PREMIUM SHARE NOT REGULATED BY THE SHERIFF.

(III) UNLESS OTHERWISE PROVIDED IN THIS PARAGRAPH, THE RIGHT TO ORGANIZE AND NEGOTIATE 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 HEALTH CARE PREMIUM SHARE NOT REGULATED BY THE SHERIFF SHALL BE SET FORTH IN A MEMORANDUM OF AGREEMENT ENTERED INTO BETWEEN THE SHERIFF, THE COUNTY EXECUTIVE, AND THE EMPLOYEE ORGANIZATION.

(V) AN AGREEMENT WITH REGARD TO WAGES AND EMPLOYEE HEALTH CARE 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 MEMORANDUM OF 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 § 38-8(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 NEGOTIATE WITH THE HARFORD COUNTY EXECUTIVE AND THE HARFORD COUNTY SHERIFF WITH REGARD TO WAGES AND EMPLOYEE HEALTH CARE PREMIUM SHARE NOT REGULATED BY THE SHERIFF.

(III) UNLESS OTHERWISE PROVIDED IN THIS PARAGRAPH, THE RIGHT TO ORGANIZE AND NEGOTIATE 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 HEALTH CARE PREMIUM SHARE NOT REGULATED BY THE SHERIFF SHALL BE SET IN A MEMORANDUM OF AGREEMENT ENTERED INTO BETWEEN THE SHERIFF, THE COUNTY EXECUTIVE, AND THE EMPLOYEE ORGANIZATION.

(V) AN AGREEMENT WITH REGARD TO WAGES AND EMPLOYEE HEALTH CARE 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 MEMORANDUM OF 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 § 38-8(B) OF THE HARFORD COUNTY CODE.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 2018.

Approved by the Governor, May 15, 2018.