

# SENATE BILL 645

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By: **Senator McCray**

Introduced and read first time: February 6, 2023

Assigned to: Judicial Proceedings

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Committee Report: Favorable

Senate action: Adopted

Read second time: March 9, 2023

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## CHAPTER \_\_\_\_\_

1 AN ACT concerning

2 **Baltimore City – Sheriff’s Office – Salaries and Collective Bargaining**

3 FOR the purpose of authorizing the Mayor and City Council of Baltimore City, rather than  
4 the Secretary of Budget and Management, to set the salaries for deputy sheriffs and  
5 certain other employees of the Sheriff in Baltimore City; altering certain provisions  
6 relating to collective bargaining for full–time sworn law enforcement officers and  
7 court security officers and sworn law enforcement officers and court security officers  
8 in Baltimore City; and generally relating to the Baltimore City Sheriff’s Office.

9 BY repealing and reenacting, without amendments,  
10 Article – Courts and Judicial Proceedings  
11 Section 2–316(a), (b), (d), and (i)(1) and (2)  
12 Annotated Code of Maryland  
13 (2020 Replacement Volume and 2022 Supplement)

14 BY repealing and reenacting, with amendments,  
15 Article – Courts and Judicial Proceedings  
16 Section 2–316(e) and (i)(3)  
17 Annotated Code of Maryland  
18 (2020 Replacement Volume and 2022 Supplement)

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

21 **Article – Courts and Judicial Proceedings**

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 2-316.

2 (a) This section applies only in Baltimore City.

3 (b) (1) In this section, the following words have the meanings indicated.

4 (2) "City" means the Mayor and City Council of Baltimore City.

5 (3) "Commissioner" means the Labor Commissioner of Baltimore City.

6 (d) (1) The Sheriff shall appoint:

7 (i) An undersheriff or chief deputy sheriff;

8 (ii) One assistant sheriff;

9 (iii) Three deputy sheriff majors;

10 (iv) Three deputy sheriff captains;

11 (v) Six deputy sheriff lieutenants;

12 (vi) One secretary sheriff; and

13 (vii) One fiscal clerk sheriff.

14 (2) The Sheriff may appoint up to a maximum of:

15 (i) 9 deputy sheriff sergeants;

16 (ii) 103 deputy sheriffs;

17 (iii) 2 domestic violence clerks; and

18 (iv) 2 domestic violence advocates.

19 (e) (1) Except as provided in paragraph (2) of this subsection and subsection  
20 (i) of this section, salaries for employees listed in subsection (d) of this section shall be set  
21 by the [Secretary of Budget and Management] **CITY**.

22 (2) (i) Salaries for deputy sheriffs shall be set at a rate not less than the  
23 salary equivalent to grade 14 of the State pay scale.

24 (ii) Salaries for deputy sheriff sergeants shall be set at a rate not less  
25 than the salary equivalent to grade 16 of the State pay scale.

1 (iii) Salaries for deputy sheriff lieutenants shall be set at a rate not  
2 less than the salary equivalent to grade 18 of the State pay scale.

3 (i) (1) This subsection applies only to all full-time sworn law enforcement  
4 officers who are deputy sheriffs at the rank of lieutenant or below and court security  
5 officers.

6 (2) This subsection does not apply to the following employees in the  
7 Sheriff's Office:

8 (i) Sworn law enforcement officers in the Sheriff's Office at a rank  
9 of captain or above;

10 (ii) Employees in appointed positions;

11 (iii) Civilian merit system employees;

12 (iv) Full-time reduced hours employees;

13 (v) Part-time employees;

14 (vi) Contractual employees;

15 (vii) Temporary employees;

16 (viii) Emergency employees; or

17 (ix) Employees whose employment is administered under the  
18 Baltimore City policies and procedures manual.

19 (3) (i) A deputy sheriff or a court security officer has the right to:

20 1. Take part in or refrain from taking part in forming,  
21 joining, supporting, or participating in any employee organization or its lawful activities;

22 2. Be represented by an exclusive representative, if any, in  
23 collective bargaining; and

24 3. Engage in other concerted activities for the purpose of  
25 collective bargaining.

26 (ii) Full-time sworn law enforcement officers and court security  
27 officers may seek recognition by the Sheriff or the Sheriff's designee in order to organize  
28 and bargain collectively in good faith concerning [the following matters:

1                                   1.     Compensation, excluding] salary, wages, **HOURS**, and  
2 [those benefits] **OTHER TERMS AND CONDITIONS OF EMPLOYMENT THAT ARE**  
3 determined, offered, administered, controlled, or managed by the [City;

4                                   2.     Leave, holidays, and vacations; and

5                                   3.     Hours, working conditions, and job security] **SHERIFF**.

6                                   (iii)   Sworn law enforcement officers and court security officers may  
7 seek recognition in order to organize and bargain collectively in good faith with the City  
8 concerning [merit step increases and those benefits] **SALARY, WAGES, HOURS, AND**  
9 **OTHER TERMS AND CONDITIONS OF EMPLOYMENT THAT ARE** determined, offered,  
10 administered, controlled, or managed by the City.

11                                   (iv)   1.     A sworn law enforcement officer or a court security officer  
12 who is a member of a bargaining unit with an exclusive representative may discuss any  
13 matter with the employer without the intervention of the exclusive representative.

14                                   2.     If a discussion under subparagraph 1 of this  
15 subparagraph leads to a resolution or an adjustment of a dispute, the resolution or  
16 adjustment may not be inconsistent with the terms of a collective bargaining agreement  
17 then in effect.

18                                   SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
19 October 1, 2023.

Approved:

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Governor.

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President of the Senate.

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Speaker of the House of Delegates.