

Department of Legislative Services
Maryland General Assembly
2024 Session

FISCAL AND POLICY NOTE
Third Reader

House Bill 589
Judiciary

(Dorchester County Delegation)

Finance

Dorchester County - County Applicants - Polygraph Examination

This bill exempts an applicant for employment as (1) a paramedic or an emergency medical technician with the Emergency Medical Services Division in the Dorchester County Department of Emergency Services; (2) a 9-1-1-center dispatcher at the Dorchester County 9-1-1 Center in the Dorchester County Department of Emergency Services; or (3) a correctional officer at the Dorchester County Detention Center in the Dorchester County Department of Corrections from the prohibition against an employer requiring or demanding, as a condition of employment, prospective employment, or continued employment, that an individual submit to or take a polygraph examination.

Fiscal Summary

State Effect: None. The bill pertains only to Dorchester County.

Local Effect: No material effect on Dorchester County operations or finances. Revenues are not affected.

Small Business Effect: None.

Analysis

Current Law: Generally, an employer in the State may not require or demand, as a condition of employment, prospective employment, or continued employment, that an individual submit to or take a lie detector or similar test. However, various exemptions from this prohibition are specified in statute, which include law enforcement officers or employees of law enforcement agencies and correctional officers at specified facilities, among others. Exemptions are also specified for only an applicant for employment (*i.e.*, not

current employees), such as applicants for employment as a paramedic or an emergency medical technician with St. Mary's County or with the St. Mary's County emergency communication center, among others.

Each application for employment must provide notice of the prohibition, which an applicant must sign as acknowledgment. An employer who violates this law is guilty of a misdemeanor and subject to a maximum fine of \$100.

Additional Information

Recent Prior Introductions: Similar legislation has been introduced within the last three years. See HB 1270 of 2023.

Designated Cross File: SB 809 (Senator Mautz) - Finance.

Information Source(s): Maryland Department of Labor; Dorchester County; Department of Legislative Services

Fiscal Note History: First Reader - February 27, 2024
km/mcr Third Reader - March 18, 2024

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