

Department of Legislative Services
Maryland General Assembly
2025 Session

FISCAL AND POLICY NOTE
First Reader

House Bill 1091
Appropriations

(Delegate Smith)

Baltimore City Sheriff's Office - Collective Bargaining - Compensation

This bill expands collective bargaining rights for full-time sworn law enforcement officers who are deputy sheriffs at the rank of lieutenant or below and court security officers in Baltimore City by authorizing collective bargaining in regard to salary, wages, and other benefits determined, offered, administered, controlled, or managed by the city. **The bill takes effect June 1, 2025.**

Fiscal Summary

State Effect: The bill is not anticipated to materially affect State operations or finances.

Local Effect: Baltimore City expenditures may increase due to the collective bargaining rights established in the bill, as discussed below. Baltimore City revenues are not affected.

Small Business Effect: None.

Analysis

Current Law: Full-time sworn law enforcement officers at or below the rank of lieutenant and court security officers in the Baltimore City Sheriff's Office are authorized to seek recognition by the sheriff (or designee) to organize and bargain collectively in good faith concerning the following matters: (1) compensation, *excluding salary, wages, and those benefits determined, offered, administered, controlled, or managed by the city*; (2) leave, holidays, and vacations; and (3) hours, working conditions, and job security. Sworn law enforcement officers and court security officers may seek recognition in order to organize and bargain collectively in good faith with the city concerning merit step increases and

those benefits determined, offered, administered, controlled, or managed by the mayor and city council.

Numerous other counties in Maryland, including Allegany, Anne Arundel, Baltimore, Cecil, Charles, Frederick, Harford, Howard, Montgomery, and Prince George's counties have collective bargaining for deputy sheriffs.

Local Expenditures: Baltimore City did not respond to a request for information on the fiscal and operational impact of the bill. Generally, Baltimore City expenditures may further increase if, and to the extent that, personnel costs under any negotiated agreement are higher than they would have otherwise been. Any potential expenditures cannot be reliably estimated in advance.

Additional Information

Recent Prior Introductions: Similar legislation has not been introduced within the last three years.

Designated Cross File: None.

Information Source(s): Department of Budget and Management; Department of Legislative Services

Fiscal Note History: First Reader - March 11, 2025
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