

Department of Legislative Services
Maryland General Assembly
2025 Session

FISCAL AND POLICY NOTE
Third Reader - Revised

Senate Bill 767

Finance

(Senator M. Jackson)

Appropriations

Calvert County Sheriff - Deputy Sheriffs and Correctional Deputies - Collective Bargaining

This bill establishes a framework by which full-time deputy sheriffs and correctional deputies in the Calvert County Sheriff's Office at the rank of major and below may organize and negotiate a collective bargaining agreement with the Calvert County Sheriff and the Calvert County Administrator with regard to wages and employee benefits. The bill establishes that any additional funding required as a result of a negotiated collective bargaining agreement is subject to approval by the county commissioners.

Fiscal Summary

State Effect: The bill does not materially affect State operations or finances.

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

Small Business Effect: None.

Analysis

Bill Summary: Applicable deputy sheriffs and correctional deputies may (1) take part or refrain from taking part in forming, joining, supporting, or participating in a labor organization or its lawful activities; (2) select a labor organization as their exclusive representative; (3) engage in collective bargaining with the sheriff and the county administrator concerning wages and employee benefits through a labor organization certified as their exclusive representative; (4) enter into a collective bargaining agreement,

as specified, through the exclusive representative, covering those wages and benefits; and (5) decertify a labor organization as their exclusive representative.

Certification of a Labor Organization

The bill specifies conditions under which a labor organization is to be deemed certified as the exclusive representative. If the sheriff challenges the validity of a petition to recognize a labor organization as the exclusive representative, the American Arbitration Association must be requested to appoint a third-party neutral arbitrator to conduct a secret ballot election and certify whether the organization has been validly selected, as specified; associated costs must be shared equally among the parties.

Reasonable and Good Faith Collective Bargaining

Once an exclusive representative has been certified, the applicable parties must meet at reasonable times and engage in good faith collective bargaining. The parties must make every reasonable effort to conclude negotiations in a timely manner to allow for the sheriff's office to include matters agreed upon in the office's budget request. The exclusive representative, the sheriff, and the county administrator may each designate up to four individuals for representation in collective bargaining negotiations.

The sheriff and the county administrator may not be required to engage in collective bargaining negotiations with the exclusive representative after the time that the county commissioners approve the annual operating budget with regard to conditions of employment requiring the appropriation of funds in the annual operating budget.

The collective bargaining agreement must contain all matters of agreement reached in the collective bargaining process and may contain a grievance procedure providing for nonbinding arbitration or grievances. These terms must be set forth in writing and signed by the designated representative of the parties involved. An agreement is not effective until it has been ratified, as specified. An agreement is not valid if it extends for less than one year or more than four years.

Finally, the provisions of the bill may not be construed as authorizing or allowing a correctional deputy to engage in a strike, as specified.

Current Law: Numerous 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: Calvert County may incur expenditures to facilitate the collective bargaining process authorized by the bill. Calvert County 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, and any additional funding required due to the collective bargaining process is subject to approval by the county commissioners.

Additional Information

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

Designated Cross File: None.

Information Source(s): Calvert County; Department of Legislative Services

Fiscal Note History: First Reader - February 19, 2025
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