

HOUSE BILL 503

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HB 1091/25 – APP

6lr1582

By: **Delegates Smith, Amprey, Conaway, and Young**

Introduced and read first time: January 27, 2026

Assigned to: Government, Labor, and Elections

A BILL ENTITLED

1 AN ACT concerning

2 **Baltimore City Sheriff's Office – Collective Bargaining – Compensation**

3 FOR the purpose of including salary and wages in the compensation with regard to which
4 full-time sworn law enforcement officers and court security officers in Baltimore City
5 may collectively bargain; altering the person with whom the full-time sworn officers
6 and court security officers are to seek recognition for the purposes of collectively
7 bargaining concerning certain matters; specifying that the full-time sworn officers
8 and court security officers are to bargain in good faith with the Sheriff, or the
9 Sheriff's designee, and Baltimore City, rather than either the Sheriff or the Sheriff's
10 designee or Baltimore City based on the subject of the collective bargaining; and
11 generally relating to collective bargaining rights for employees in the Baltimore City
12 Sheriff's Office.

13 BY repealing and reenacting, without amendments,
14 Article – Courts and Judicial Proceedings
15 Section 2–316(a) and (i)(1) and (2)
16 Annotated Code of Maryland
17 (2020 Replacement Volume and 2025 Supplement)

18 BY repealing and reenacting, with amendments,
19 Article – Courts and Judicial Proceedings
20 Section 2–316(i)(3)
21 Annotated Code of Maryland
22 (2020 Replacement Volume and 2025 Supplement)

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

25 **Article – Courts and Judicial Proceedings**

26 2–316.

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



(a) This section applies only in Baltimore City.

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

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

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

(ii) Employees in appointed positions;

(iii) Civilian merit system employees;

(iv) Full-time reduced hours employees;

(v) Part-time employees;

(vi) Contractual employees;

(vii) Temporary employees;

(viii) Emergency employees; or

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

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

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

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

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

(ii) Full-time sworn law enforcement officers and court security officers may seek recognition by the Sheriff or the Sheriff's designee in order to organize and bargain collectively in good faith **WITH THE SHERIFF, OR THE SHERIFF'S DESIGNEE, AND THE CITY** concerning the following matters:

1 1. Compensation, [excluding] **INCLUDING** salary, wages,
2 **MERIT STEP INCREASES**, and those benefits determined, offered, administered,
3 controlled, or managed by the City;

4 2. Leave, holidays, and vacations; and

5 3. Hours, working conditions, and job security.

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 determined, offered, administered,
9 controlled, or managed by the City.

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

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

17 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect June
18 1, 2026.