



## State Law Enforcement Officers Labor Alliance

February 21, 2020

The Honorable Delores Kelley  
Chair, Senate Finance Committee  
3 East Miller Senate Office Building  
11 Bladen Street  
Annapolis, Maryland 21401

**Re: SB 485 – Department of State Police – Alternative Workdays  
Support with Amendment**

Dear Chair Kelley:

My name is Jeff Kelly. I am a Trooper First Class with the Maryland State Police and the Secretary of the State Law Enforcement Officers Labor Alliance (SLEOLA) which is the exclusive representative for approximately 1,800 active law enforcement officers.

I am here to testify in support of Senate Bill 485 with one Amendment. This bill will allow the Secretary of the Department of State Police greater flexibility to design alternative shift length configurations. SLEOLA's attached amendment clarifies that SB 485 only authorizes the Secretary to allow a police employee to work an alternative workday. As amended, SB 845 does not modify provisions providing that a 40-hour civilian employee may work an alternative workday of not more than 12 hours instead of an 8-hour workday.

In the past, alternative work schedules with extended shift lengths have proven to be successful and have become the standard work schedules for troopers.

Giving the Secretary even greater flexibility, as this bill would, could also allow labor and management to negotiate new work schedules that benefit the employee and the State. I would like to thank the sponsor of this bill and would ask the committee for a favorable with amendment report for SB 485.

Sincerely,

Jeffrey Kelly  
Secretary

cc: Members, Senate Finance Committee

AMENDMENT TO SENATE BILL 485  
(First Reading File Bill)

On page 1, in line 16, strike “or a” and insert “MAY WORK AN ALTERNATIVE WORKDAY.  
A”; in line 17, strike the bracket; and in line 18, strike “] AS APPROVED BY THE  
SECRETARY”.