



Maryland

DEPARTMENT OF BUDGET
AND MANAGEMENT

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HOUSE BILL 1305 State Personnel – Correctional Services – Employee Pay and Benefits

STATEMENT OF INFORMATION

DATE: March 12, 2024

COMMITTEE: Appropriations

SUMMARY OF BILL: House Bill 1305 expands the employee classifications that are eligible to receive retention and longevity benefits negotiated by bargaining unit H to employees who are not currently covered by collective bargaining, but support State correctional facilities. The classifications that would receive these benefits are Lieutenant, Captain, Major, Case Manager, or Case Management Supervisor. The bill would apply proportional pay increases that are limited to bargaining unit H to those same employee classifications that are not in bargaining unit H or covered by collective bargaining.

EXPLANATION: House Bill 1305 would automatically apply any pay increases and bonuses negotiated by bargaining unit H to supervisors and management positions. These groups do not currently automatically receive the same pay increases and bonuses that unit H members negotiate. House Bill 1305 would increase costs by expanding the eligibility for wages and bonuses to this group, though the increase is indeterminate without knowing specific provisions unit H members will negotiate for their membership. As an example of increased costs, below are projected costs of paying the Retention and Longevity Pay Incentive (RLPI) benefits to current employees who are in the job classifications identified in the bill (Lieutenant, Captain, Major, Case Manager, or Case Management Supervisor), starting in fiscal 2024:

<u>Yr.</u>	<u># of Current Employees</u>	<u>Est. add. Payroll costs</u>
2024:	325	\$ 2,437,500
2025:	48	\$ 360,000
2026:	60	\$ 2,887,500
2027:	92	\$ 1,050,000
2028:	66	\$ 8,257,500
2029:	[]	\$ 1,770,000
2030:	[]	\$ 1,845,000

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2031:	[]	\$ 2,070,000
2032:	[]	\$ 1,485,000
TOTAL:	591	\$22,162,500

Note: [] unable to project out accurately

DBM would like to note there are two bills (Senate Bill 192 and House Bill 260) in the 2024 session that would grant collective bargaining rights to supervisors. If these bills pass and are signed into law, House Bill 1305 would overstep the authority of this new bargaining unit regarding salary negotiations as relates to supervisors.

**For additional information, contact Dana Phillips at
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