

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Jamie Brown, member, AFSCME Maryland**  
**SB 192 – AN ACT concerning State Personnel – Collective Bargaining – Supervisory**  
**Employees**  
**February 1st, 2024**

**SUPPORT**

Dear Chair Beidle, Vice-Chair Klausmeier, and Members of the Finance Committee:

My name is Jamie Brown, and I am a Correctional Officer Lieutenant with the Department of Public Safety and Correctional Services. This is my 15th year with the State of Maryland. Things are, at present, not going well. There is of course the issue of mandatory overtime, which I am sure you are well aware of. Despite being called in to work extra hours frequently, we cannot be compensated for them. We cannot take extra jobs because of the uncertain hours, leaving us with less time, and functionally lower pay.

The supervisors are at the intersection of all decisions going up and down the chain of command. Supervisors are working daily under a short-staffing crisis that continues to worsen. Often, we don't have a relief that comes in for us, and we are trapped doing the tasks of 2 supervisors. We are also often forced to stay late and come in early when emergencies take place in the institution. We earn compensatory time for these events, but are prevented from using it because of the staffing crisis. The conditions of the institutions are causing health issues for everyone, not just the people we serve, but the very people that serve them.

Supporting this bill makes sure that the frontline workers who keep our institutions functioning are capable of functioning themselves. We deserve respect, dignity, and a job that keeps us safe. Help us win those things, help us be better at work, and help us keep our state running.

Jamie Brown  
Lieutenant  
DPSCS