

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Samantha Barrett, 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 Samantha Barrett, and I am an Assistant Regional Administrator in the Division of Parole and Probation.

Not having the ability to bargain as supervisors means that we do not receive adequate compensation as compared to lower ranks in bargaining units. We take on increased responsibility, find ourselves working more hours, for functionally less pay. My home life has suffered as a result. I see my children less and I have less availability to participate in their events. I have not been able to save as much for their college funds, and have less resources for adequately providing for their social and emotional needs as well. The effects of this change linger as well in the form of lower Social Security benefits.

Retention continues to be an issue. In Supervisory positions, low retention leads to increased workloads, as we spend more time training people for the same positions repeatedly. Policy changes and disciplinary actions are brought to us not so a discussion can be had, but so direction can be firmly given. This leaves no flexibility for how to best serve our state, and ends up costing precious time and resources. Overall, it has caused a dramatic drop in morale. Each night when I do return home I am exhausted physically as well as mentally.

These issues do not need to be solved individually. Instead, they should be solved at the bargaining table. And they can be if this bill is passed. We can achieve the same rights as other workers, find similar solutions as they have, and meet our management in a place of respect and dignity. I urge you to make this possible, and I urge you to pass this bill.

Samantha Barrett  
Assistant Regional Administrator  
DPSCS, Parole and Probation