

Written Testimony Submitted for the Senate Finance Committee
Testimony of Doyle Ham, 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 Doyle Ham, and I am a Acting Correctional Maintenance Officer Manager with the Department of Public Safety and Correctional Services. I have worked for the State of Maryland for 30 years, my entire career. Even though I have achieved a high level of seniority, in my position as a supervisor, I do not feel that I am treated as well as I would have hoped. Because the facility I work out of is a 24-hour facility, I am almost always on call. This presents a constant threat to the time I have set aside for my family, and for my life outside of work.

As a Supervisor, I am often expected to go above and beyond, and often do. But though I do my best to meet the demands made of me, I feel as though that effort is not matched when it comes to the things I need to succeed in my work. I am tasked with supervising Contractors, but my authority is often questioned, or outright ignored. Without the proper authority, it is not possible for me to live up to the standard I have set for myself in my job, nor is it possible for me to do the work the State of Maryland deserves.

Supervisors are front-line workers, and we are often the first call in an emergency situation. But as supervisors, we lack the voice to advocate for ourselves effectively. Though we always answer the calls, we have no way of engaging in a meaningful dialogue with our employer. We deserve respect, dignity, and a seat at the table. SB 192 gives us these things, and builds a path by which we can address future issues as well. I encourage you to support this legislation, and by doing so, to support the supervisors across this state.

Doyle Ham
Acting Correctional Maintenance Officer Manager
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