

Written Testimony Submitted for the Senate Finance Committee
Testimony of Jenine Dyer, 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 Jenine Dyer, and I am a Lieutenant with the Department of Public Safety and Correctional Services. I wanted to let you know what the reality of being a Supervisor for the State of Maryland is. I do my best to live within my means. I keep expenses low, I make frugal choices, and I want to save for emergencies. Even with these proactive steps, I cannot make ends meet. The time commitment of my job is considerably higher than the compensation that is offered for it. And though my challenges are extreme, I worry for my fellow supervisors as well. Even more, I worry for the employees that want to build a career here, who want to move up and make a life for themselves. It once was rewarding to do so, then it became difficult. Today, it is impossible.

We find ourselves in a vicious cycle. Because of understaffing we are forced to work overtime, which is rewarded with compensatory time, which cannot be taken because we are so short staffed. This cycle results in simply longer hours, for less relative pay. It makes the positions unattractive and unsustainable. Most of all, it just makes us feel disrespected. We are the ones with our feet to the floor, every day. We keep the doors open and the lights on. We do the work. All we are asking for is a voice in the work that we do. We are ready to help fix these problems, rather than just throwing in the towel. We can, together, make a state that not only works, but that people want to work in. But we can only do it if this legislation passes. If we are given the right to collectively bargain. If we have your support. Please vote for this bill, and support our Supervisors.

Janine Dyer
Lieutenant
DPSCS