

SENATE BILL 645

D2

3lr2349

By: **Senator McCray**

Introduced and read first time: February 6, 2023

Assigned to: Judicial Proceedings

A BILL ENTITLED

1 AN ACT concerning

2 **Baltimore City – Sheriff’s Office – Salaries and Collective Bargaining**

3 FOR the purpose of authorizing the Mayor and City Council of Baltimore City, rather than
4 the Secretary of Budget and Management, to set the salaries for deputy sheriffs and
5 certain other employees of the Sheriff in Baltimore City; altering certain provisions
6 relating to collective bargaining for full–time sworn law enforcement officers and
7 court security officers and sworn law enforcement officers and court security officers
8 in Baltimore City; and generally relating to the Baltimore City Sheriff’s Office.

9 BY repealing and reenacting, without amendments,
10 Article – Courts and Judicial Proceedings
11 Section 2–316(a), (b), (d), and (i)(1) and (2)
12 Annotated Code of Maryland
13 (2020 Replacement Volume and 2022 Supplement)

14 BY repealing and reenacting, with amendments,
15 Article – Courts and Judicial Proceedings
16 Section 2–316(e) and (i)(3)
17 Annotated Code of Maryland
18 (2020 Replacement Volume and 2022 Supplement)

19 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
20 That the Laws of Maryland read as follows:

21 **Article – Courts and Judicial Proceedings**

22 2–316.

23 (a) This section applies only in Baltimore City.

24 (b) (1) In this section, the following words have the meanings indicated.

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (2) “City” means the Mayor and City Council of Baltimore City.

2 (3) “Commissioner” means the Labor Commissioner of Baltimore City.

3 (d) (1) The Sheriff shall appoint:

4 (i) An undersheriff or chief deputy sheriff;

5 (ii) One assistant sheriff;

6 (iii) Three deputy sheriff majors;

7 (iv) Three deputy sheriff captains;

8 (v) Six deputy sheriff lieutenants;

9 (vi) One secretary sheriff; and

10 (vii) One fiscal clerk sheriff.

11 (2) The Sheriff may appoint up to a maximum of:

12 (i) 9 deputy sheriff sergeants;

13 (ii) 103 deputy sheriffs;

14 (iii) 2 domestic violence clerks; and

15 (iv) 2 domestic violence advocates.

16 (e) (1) Except as provided in paragraph (2) of this subsection and subsection
17 (i) of this section, salaries for employees listed in subsection (d) of this section shall be set
18 by the [Secretary of Budget and Management] CITY.

19 (2) (i) Salaries for deputy sheriffs shall be set at a rate not less than the
20 salary equivalent to grade 14 of the State pay scale.

21 (ii) Salaries for deputy sheriff sergeants shall be set at a rate not less
22 than the salary equivalent to grade 16 of the State pay scale.

23 (iii) Salaries for deputy sheriff lieutenants shall be set at a rate not
24 less than the salary equivalent to grade 18 of the State pay scale.

25 (i) (1) This subsection applies only to all full-time sworn law enforcement
26 officers who are deputy sheriffs at the rank of lieutenant or below and court security
27 officers.

1 (2) This subsection does not apply to the following employees in the
2 Sheriff's Office:

3 (i) Sworn law enforcement officers in the Sheriff's Office at a rank
4 of captain or above;

5 (ii) Employees in appointed positions;

6 (iii) Civilian merit system employees;

7 (iv) Full-time reduced hours employees;

8 (v) Part-time employees;

9 (vi) Contractual employees;

10 (vii) Temporary employees;

11 (viii) Emergency employees; or

12 (ix) Employees whose employment is administered under the
13 Baltimore City policies and procedures manual.

14 (3) (i) A deputy sheriff or a court security officer has the right to:

15 1. Take part in or refrain from taking part in forming,
16 joining, supporting, or participating in any employee organization or its lawful activities;

17 2. Be represented by an exclusive representative, if any, in
18 collective bargaining; and

19 3. Engage in other concerted activities for the purpose of
20 collective bargaining.

21 (ii) Full-time sworn law enforcement officers and court security
22 officers may seek recognition by the Sheriff or the Sheriff's designee in order to organize
23 and bargain collectively in good faith concerning [the following matters:

24 1. Compensation, excluding] salary, wages, **HOURS**, and
25 [those benefits] **OTHER TERMS AND CONDITIONS OF EMPLOYMENT THAT ARE**
26 determined, offered, administered, controlled, or managed by the [City;

27 2. Leave, holidays, and vacations; and

28 3. Hours, working conditions, and job security] **SHERIFF**.

1 (iii) Sworn law enforcement officers and court security officers may
2 seek recognition in order to organize and bargain collectively in good faith with the City
3 concerning [merit step increases and those benefits] **SALARY, WAGES, HOURS, AND**
4 **OTHER TERMS AND CONDITIONS OF EMPLOYMENT THAT ARE** determined, offered,
5 administered, controlled, or managed by the City.

6 (iv) 1. A sworn law enforcement officer or a court security officer
7 who is a member of a bargaining unit with an exclusive representative may discuss any
8 matter with the employer without the intervention of the exclusive representative.

9 2. If a discussion under subparagraph 1 of this
10 subparagraph leads to a resolution or an adjustment of a dispute, the resolution or
11 adjustment may not be inconsistent with the terms of a collective bargaining agreement
12 then in effect.

13 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
14 October 1, 2023.