

HOUSE BILL 1091

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5lr3428

By: **Delegate Smith**

Introduced and read first time: February 5, 2025

Assigned to: Appropriations

A BILL ENTITLED

1 AN ACT concerning

2 **Baltimore City Sheriff's Office – Collective Bargaining – Compensation**

3 FOR the purpose of including salary, wages, and certain benefits in the compensation with
4 regard to which full-time sworn law enforcement officers and court security officers
5 in Baltimore City may collectively bargain; and generally relating to collective
6 bargaining rights for employees in the Baltimore City Sheriff's Office.

7 BY repealing and reenacting, without amendments,
8 Article – Courts and Judicial Proceedings
9 Section 2–316(a) and (i)(1) and (2)
10 Annotated Code of Maryland
11 (2020 Replacement Volume and 2024 Supplement)

12 BY repealing and reenacting, with amendments,
13 Article – Courts and Judicial Proceedings
14 Section 2–316(i)(3)
15 Annotated Code of Maryland
16 (2020 Replacement Volume and 2024 Supplement)

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

19 **Article – Court and Judicial Proceedings**

20 2–316.

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

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

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



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] **INCLUDING** salary, wages,
25 and those benefits determined, offered, administered, controlled, or managed by the City;

26 2. Leave, holidays, and vacations; and

27 3. Hours, working conditions, and job security.

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 determined, offered, administered,
4 controlled, or managed by the City.

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

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

12 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect June
13 1, 2025.