

**BILL SUMMARY**  
2<sup>nd</sup> Session of the 58<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>HB 3955</b>
<b>Version:</b>	<b>FULLPCS2</b>
<b>Request Number:</b>	<b>10760</b>
<b>Author:</b>	<b>Rep. Culver</b>
<b>Date:</b>	<b>2/28/2022</b>
<b>Impact:</b>	<b>Establishes a Process for Bargaining and Arbitration</b>

**Research Analysis**

The second proposed committee substitute for HB 3955, modifies the existing arbitration selection process for fire and police departments. The measure also establishes certain rules and processes for collective bargaining and arbitration between a county and a sheriff's department.

The measure establishes certain rules and procedures such as:

- Removing the process of the striking of names from a list of suggested arbitrators given by the Federal Mediation and Conciliation Service until one name remains;
- Defining terms related to arbitration and sheriff's departments;
- Allowing members of any county sheriff department to bargain collectively with their county and to be represented by a bargaining agent, which is elected by a majority vote of the employees of the department;
- Obligating the county to meet and confer with the sheriff's department within 10 days of receipt of a written notice from their bargaining agent;
- Submitting to arbitration any unresolved issues between the bargaining agent and the corporate authorities if they are unable to reach an agreement within 30 days;
- Establishing the arbitration selection process; and
- Establishing the framework for arbitration procedures and providing rules for the factors to be considered, fees and expenses, agreement procedures, appropriation of money and penalties.

Prepared By: Keana Swadley

**Fiscal Analysis**

The measure provides a structure and process for collective bargaining and arbitration involving counties and county sheriff's departments. Costs related to the process and the costs or savings from the activities will be dependent on the scope of required activities and will be borne by the bargaining agent and the corporate authorities respectively. Third party arbitrator fees are to be borne equally between the parties.

Prepared By: Mark Tygret

**Other Considerations**

None.

