

(3) A deputy sheriff is entitled to free meals while on duty in addition to the salary provided in this subsection.

(4) If authorized by the County Commissioners, the Sheriff may employ a clerk-bookkeeper under the county classified service at a salary agreed upon by the Sheriff and the County Commissioners. The clerk-bookkeeper shall perform the duties assigned by the Sheriff, including the preparation of reports submitted by the Sheriff's office to the grand jury or the County Commissioners.

(5) If the Sheriff of Allegany County approves after considering personnel needs, the County Commissioners may authorize a deputy sheriff to perform off-duty services for any person who agrees to pay a fee, including but not limited to, hourly rates for off-duty service, any necessary insurance to be determined by the Commissioners, including any fringe benefits and the reasonable rental cost of uniforms or other equipment used by any off-duty personnel.

(6) The Sheriff, with the approval of the County Commissioners, may appoint a chief deputy sheriff who shall perform all legal functions of the Sheriff during any temporary absence, sickness, vacation, or vacancy of office of the Sheriff. The Sheriff may appoint as chief deputy a person who has not served as a deputy sheriff. The chief deputy sheriff shall serve at the Sheriff's pleasure, and is not under the county classified service.

(7) (i) This subsection does not apply to officers in the Sheriff's office at a rank of lieutenant or above.

(ii) Deputies, officers, and civilian employees of the Sheriff's office, including the Allegany County jail, have the right to organize and bargain collectively with the Sheriff concerning wages and benefits, HOURS, WORKING CONDITIONS, DISCIPLINE PROCEDURES, AND JOB SECURITY ISSUES through a labor organization selected by the majority of the deputies, officers, and civilian employees.

(iii) The Sheriff shall meet with the labor organization and engage in good faith negotiations to reach a written agreement on wages and benefits, HOURS, WORKING CONDITIONS, DISCIPLINE PROCEDURES, AND JOB SECURITY ISSUES.

(IV) IF THE LABOR ORGANIZATION AND THE SHERIFF ARE UNABLE TO REACH AN AGREEMENT DURING THE COLLECTIVE BARGAINING PROCESS, EITHER THE LABOR ORGANIZATION OR THE SHERIFF MAY SEEK NONBINDING MEDIATION THROUGH THE FEDERAL MEDIATION AND CONCILIATION SERVICE BY GIVING AT LEAST 15 DAYS NOTICE TO THE OTHER PARTY AND TO THE FEDERAL MEDIATION AND CONCILIATION SERVICE.

[(iv)] (V) 1. If the Sheriff and the labor organization are unable to agree to the interpretation or application of a written agreement entered under this subsection, the Sheriff or the labor organization may demand arbitration before a neutral labor arbitrator in accordance with this paragraph.

2. An arbitration initiated under this paragraph shall be conducted before a single arbitrator.

3. The arbitrator shall be selected to hear the dispute from a