

Expedited Bill No. 10-15
Concerning: Personnel – Veteran Hiring
Preference – Public Safety Position
Revised: April 2, 2015 Draft No. 4
Introduced: March 3, 2015
Enacted: April 14, 2015
Executive: _____
Effective: _____
Sunset Date: None
Ch. _____, Laws of Mont. Co. _____

COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

By: Council President at the Request of the County Executive and Councilmember Katz

AN EXPEDITED ACT to:

- (1) establish a hiring preference for a qualified veteran or a veteran with a disability who applies for a uniformed public safety position;
- (2) require the Executive to adopt regulations implementing this hiring preference; and
- (3) generally amend the merit system law governing competitive hiring for merit system positions.

By amending

Montgomery County Code
Chapter 33, Personnel and Human Resources
Sections 33-7

Boldface	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

The County Council for Montgomery County, Maryland approves the following Act

1 **Sec. 1. Sections 33-7 is amended as follows:**

2 **33-7. County Executive and Merit System Protection Board responsibilities**

3 * * *

4 (d) *Hiring persons with disabilities.*

5 * * *

6 (3) Competitive appointment.

7 (A) Except as provided in Subsection (e), [The] the regulation
8 must establish and maintain a preference [for the initial
9 appointment of a qualified person with a disability into a
10 merit system position] under the following order of
11 preference:

12 (i) an employee who is unable to perform the
13 employee's job because of a disability or injury
14 under the ADA;

15 (ii) an employee subject to reduction-in-force;

16 (iii) an employee who was granted a temporary
17 disability retirement under the Employees
18 Retirement System or an initial or temporary
19 disability benefit of any type under the Retirement
20 Savings Plan or the Guaranteed Retirement Income
21 Plan but is no longer eligible for such a temporary
22 disability retirement or benefit;

23 (iv) a veteran with a disability;

24 (v) an equal preference for a veteran without a
25 disability and a non- veteran with a disability.

26 (B) This regulation must only apply the preference in
27 Subparagraphs (A)(iv) and (A)(v) [to] for the initial

appointment of a qualified [a] person to a merit system position who is among the highest rating category in a normal competitive process.

* * *

(e) Hiring Veterans for Uniformed Public Safety Positions.

(1) Findings.

(A) Veterans, particularly those returning from combat in Iraq and Afghanistan, suffer from a high unemployment rate.

(B) The skills and experience gained by veterans while in the military are helpful assets for serving in uniformed public safety positions.

(2) Regulation. The Executive must establish by personnel regulation, under Method (1), standards for a hiring preference point system for the initial appointment of a qualified veteran who applies for a merit uniformed public safety position in a normal competitive process. These standards must:

(A) define a veteran as a person who was honorably discharged or released from a branch of the United States armed services after at least 180 days of active military duty other than for training;

(B) define a veteran with a disability as a veteran rated by the Department of Veterans Affairs with a compensable service-connected disability of 30 percent or more;

(C) define a uniformed public safety position as a:

(i) police officer;

(ii) fire fighter/rescuer; or

(iii) [[deputy sheriff; or

(iv)]] correctional officer; and

(D) give preference points for a veteran and additional preference points for a veteran with a disability.

[(e)] (f) * * *

[(f)] (g) * * *

[(g)] (h) * * *

[(h)] (i) * * *

[(i)] (j) * * *

Sec. 2. Short Title

This Act may be cited as the "Veterans in Public Safety Employment Act."

Sec. 3. Effective Date.

The Council declares that this legislation is necessary for the immediate protection of the public interest. This Act takes effect on the date on which it becomes law.

Approved:

George Leventhal
George Leventhal, President, County Council

4/16/15
Date

Approved:

Isiah Leggett, County Executive

Date

This is a correct copy of Council action.

Linda M. Lauer, Clerk of the Council

Date