

Resolution No: 20-940
Introduced: October 7, 2025
Adopted: October 7, 2025

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

Lead Sponsor: Council President at the Request of the County Executive

SUBJECT: Resolution to approve Executive Regulation #24-25, Amendment to the Montgomery County Personnel Regulations – Recruitment and Application Rating Procedures

Background

1. On September 22, 2025, the County Executive transmitted Executive Regulation #24-25, Amendment to the Montgomery County Personnel Regulations – Recruitment and Application Rating Procedures, as a Method (1) regulation per Section 2A-15 of the County Code. Executive Regulations under Method (1) do not take effect until the Council approves them by resolution.
2. Executive Regulation #24-25, Amednment to the Montgomery County Personnel Regulations – Recruitment and Application Rating Procedures, was advertised in the September 2025 Montgomery County Register and no public comments were received. The Merit System Protection Board issued a memorandum dated September 3, 2025 stating that the Board reviewed Executive Regulation #24-25 and has no objection to the regulation.

Action

The County Council for Montgomery County approves the following resolution:

Executive Regulation #24-25, Amendment to the Montgomery County Personnel Regulations – Recruitment and Application Rating Procedures is approved. The approved regulation is attached to this resolution.

Executive Regulation #24-25 has an effective date of October 10, 2025.

This is a correct copy of Council action.



Sara R. Tenenbaum
Clerk of the Council



MONTGOMERY COUNTY EXECUTIVE REGULATION

Offices of the County Executive • 101 Monroe Street • Rockville, Maryland 20850

Subject: Recruitment and Application Rating Procedures – Amendments	Number: 24-25
Originating Department: Office of Human Resources	Effective Date: October 7, 2025

Montgomery County Regulation on:

Recruitment and Application Rating Procedures – Amendments

Issued by: County Executive

Regulation No. 24-25

COMCOR 33.07.01.06

Supersedes: Executive Regulation 16-13AMII in part

Authority: Montgomery County Code, Section 33-7(b)

Council Method (1) Under Code Section 2A-15

Register Volume 42, Issue 9

Comment Deadline: September 15, 2025

Effective Date: October 7, 2025

Sunset Date: N/A

SUMMARY: This regulation amends Section 6 of the Montgomery County Personnel Regulations to establish a preference in County hiring for displaced federal workers required by County Expedited Bill 10-25, Hiring Displaced Federal Workers.

ADDRESS: Director, Office of Human Resources
Executive Office Building
101 Monroe Street, 7th Floor
Rockville, MD 20850

STAFF Additional information and copies of the regulation are available from:
CONTACT: Samuel Frushour, Division Chief, Policy, Practice & Strategic Communications,
240-777-5012.



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COMCOR 33.07.01.06 Recruitment and Application Rating Procedures

* * *

6-11. Priority consideration for initial appointment to a County merit system position.

(a) Definitions

(1) Person with a disability: A person who:

- (A) has a developmental disability, severe physical disability, or a psychiatric disability within the meaning of 5 C.F.R. 213.3102(u), the criteria for disability used by the Federal Office of Personnel Management for noncompetitive appointment to Federal merit system positions under its special hiring authority; and
- (B) has been certified by the Maryland Department of Education Division of Rehabilitation Services or by an equivalent out-of-state vocational rehabilitation agency as meeting the definition of disability contained in (A) above.

(2) Veteran with a disability: A person who:

- (A) meets the definition of veteran contained in (3) below; and
- (B) is rated by the Department of Veterans Affairs with a compensable service-connected disability of 30 percent or more;

(3) Veteran without a disability: A veteran who:

- (A) was honorably discharged from a branch of the United States armed services; and
- (B) has not already used veteran's credit to receive priority consideration for appointment to a Montgomery County position.

(4) Displaced federal worker: A former federal employee who:

- (A) resides in the County; and



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(B) on or after January 1, 2025, received a notification of personnel action from the federal government that separated the individual from federal employment in which the reason for separation is that the individual's federal position was no longer needed or that the individual was subject to a federal reduction in force.

(b) Subject to persons who must be given priority under Section 6-10, the OHR Director must give priority consideration in the following order to persons who apply for initial appointment to a County merit system position in a normal competitive process and who are rated and placed in the highest rating category on the eligible list:

- (1) a veteran with a disability;
- (2) an equal preference for a veteran without a disability and for a person with a disability.

(c) To receive priority consideration under 6-11(b), an eligible applicant must apply for the preference on the application form and must [provide] submit the necessary certification or documentation [within 14 calendar days after it is requested by OHR] at the time of application.

(d) The OHR Director must place displaced federal workers who apply for initial appointment to a County merit system position in a normal competitive process into the highest rated category on an eligible list.

(e) To be placed into the highest rated category on an eligible list under 6-11(d), a displaced federal worker must:

- (1) identify themselves as a displaced federal employee on the application;
- (2) submit the necessary documentation at the time of application; and,
- (3) be determined by OHR to meet the minimum qualifications of the position.

(f) Absent any future legislation, the hiring advantage given to displaced federal workers in 6-11(d) will expire on July 2, 2027.



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6-12. Hiring preference points for initial appointment to a County merit uniformed public safety position.

* * *

- (b) To receive hiring preference points for a uniformed public service position under this section, an eligible applicant must apply for the preference on the application form and must provide the necessary certification or documentation [within 14 calendar days after it is requested by OHR] at the time of application.

* * *

Approved:



Marc Elrich, County Executive

9/22/2025

_____ Date

Approved as to form and legality:



Silvia C. Kinch

Chief, Division of Labor Relations and Public Safety

8/4/2025

_____ Date



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- (c) To receive priority consideration under 6-11(b), an eligible applicant must apply for the preference on the application form and must submit the necessary certification or documentation at the time of application.
- (d) The OHR Director must place displaced federal workers who apply for initial appointment to a County merit system position in a normal competitive process into the highest rated category on an eligible list.
- (e) To be placed into the highest rated category on an eligible list under 6-11(d), a displaced federal worker must:
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Approved:

Marc Elrich, County Executive

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