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: April 22, 2015

Effective: April 22, 2015

Sunset Date: None

Ch. _23 _, Laws of Mont. Co. _2015

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

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

1		Sec.	1. Sec	tions 3	3-7 is a	ıme	nded	l as fo	ollov	vs:						
2	33-7.	Cou	nty Ex	ecutive	and N	1eri	t Sy	stem :	Pro	tection	1 Boa	rd 1	resp	ons	ibiliti	es
3						*	;	*	*							
4		(d)	Hirin	g perso	ons wit	h dis	sabil	ities.								
5						*	:	*	*							
6			(3)	Comp	etitive	app	ointi	nent.								
7				(A)	Excep	<u>t as</u>	prov	ided	in Si	ubsect	<u>ion (e</u>	<u>),</u> []	Γhe]	<u>the</u>	regul	ation
8				`	must	esta	blish	and	mai	ntain a	a pref	fere	nce	[for	the i	nitial
9					appoi	ntme	ent o	f a qu	ıalif	ied pe	rson v	with	a d	isab	ility i	nto a
10					merit	sys	tem	posit	tion]	unde	er the	e fo	ollov	ving	orde	er of
11					prefer	ence	e:									
12	-				(i)	an	emp	oloye	e w	ho is	s una	able	to	pe	rform	the
13						em	ploye	ee's j	ob 1	becaus	se of	a d	lisat	oility	or i	njury
14						unc	ler th	ne AD)A;							
15					(ii)	an (empl	oyee	subj	ect to	reduc	tion	ı-in-	forc	e;	
16					(iii)	an	emj	ploye	e v	vho v	vas į	gran	ted	a	temp	orary
17						dis	abilit	ty r	etire	ment	unc	ler	th	e .	Emple	oyees
18						Ref	tirem	ent	Syst	em o	r an	ini	tial	or	temp	orary
19			,			dis	abilit	ty ber	nefit	of an	y type	e un	der	the	Retire	ement
20						Sav	vings	Plan	or t	he Gu	arante	eed]	Reti	rem	ent In	come
21						Pla	n bu	t is n	o lo	nger e	ligibl	e fo	r su	ch a	temp	orary
22						dis	abili [.]	ty reti	irem	ent or	bene	fit;				•
23		•			(iv)	a v	etera	ın wit	h a c	disabil	ity;					
24					(v)	an	equ	ial p	refe	rence	for	a v	/ete	ran	witho	out a
25						dis	abili	ty and	d a n	on- ve	eteran	wit	h a	disa	bility.	
26				(B)	This	reg	ulati	on n	nust	only	app	ly	the	pre	feren	ce <u>in</u>
27			÷													initial

28				appointment of a qualified [a] person to a merit system
29	,			position who is among the highest rating category in a
30				normal competitive process.
31				* * *
32	<u>(e)</u>	<u>Hirir</u>	ıg <u>Vete</u>	erans for Uniformed Public Safety Positions.
33		<u>(1)</u>	Find	ings.
34			<u>(A)</u>	Veterans, particularly those returning from combat in Iraq and
35				Afghanistan, suffer from a high unemployment rate.
36			<u>(B)</u>	The skills and experience gained by veterans while in the
37				military are helpful assets for serving in uniformed public
38			•	safety positions.
39		<u>(2)</u>	Regu	lation. The Executive must establish by personnel regulation,
40			unde	r Method (1), standards for a hiring preference point system for
41			the ir	nitial appointment of a qualified veteran who applies for a merit
42			unifo	ormed public safety position in a normal competitive process.
43			Thes	e standards must:
44	,		<u>(A)</u>	define a veteran as a person who was honorably discharged or
45				released from a branch of the United States armed services after
46				at least 180 days of active military duty other than for training;
47			<u>(B)</u>	define a veteran with a disability as a veteran rated by the
48				Department of Veterans Affairs with a compensable service-
49				connected disability of 30 percent or more;
50			<u>(C)</u>	define a uniformed public safety position as a:
51			•	(i) police officer;
52				(ii) fire fighter/rescuer; or
53				(iii) [[deputy sheriff; or
54				(iv)]] correctional officer; and

55		(<u>D</u>)	give prefer	rence points for a veteran and additional preference				
56			points for a	<u>veteran with a disability.</u>				
57	[(e)] <u>(f)</u>	*	* *					
58	[(f)] <u>(g)</u>	*	* *					
59	[(g)] <u>(h)</u>	*	* *					
60	[(h)] <u>(i)</u>	*	* *					
61	[(i)] (j)	*	* *					
62	Sec. 2. Sl	hort Title	e					
63	This Act m	nay be cit	ed as the "	Veterans in Public Safety Employment Act."				
64	Sec. 3. Effective Date.							
65	The Council declares that this legislation is necessary for the immediate							
66	protection of the	public	interest.]	This Act takes effect on the date on which it				
67	becomes law.	_						
68								
69	Approved:							
70		, ,		A / - /				
71	(Sexp)	Lev	wha	4/16/15				
	George Leventhal, F	President,	County Cour					
72	Approved:	وسيعو ب مدون	·					
73	fralle	21	<i>)</i> 	April 23,2013				
	Isiah Leggett, Coun			/ Date				
74	This is a correct cop	y of Coun	cil action.					
75	Sinda M.	. Lan	er_	4/22/15				
	Linda M. Lauer, Cle	erk of the (Council	Date				