
By: **Senator Stone**
Introduced and read first time: February 3, 2006
Assigned to: Finance

Committee Report: Favorable with amendments
Senate action: Adopted with floor amendments
Read second time: April 4, 2006

CHAPTER _____

1 AN ACT concerning

2 **State Personnel - Appointments in Skilled and Professional Services -**
3 **Veterans**

4 FOR the purpose of ~~requiring the Department of Budget and Management to adopt a~~
5 ~~uniform point rating system for determining if a candidate meets certain~~
6 ~~qualifications; requiring an appointing authority to use a certain selection~~
7 ~~process that ensures compliance with State and federal laws and consistency in~~
8 ~~recruitment and hiring; altering the number of points requiring an appointing~~
9 ~~authority is required to apply a credit of a certain number of points to the~~
10 ~~examination score or rating score on any selection test for certain positions in~~
11 ~~the State Personnel Management System for certain eligible veterans, spouses~~
12 ~~of certain eligible veterans, or a former POW/MIA prisoner of war; requiring the~~
13 ~~appointing authority to consider service in the Armed Forces under certain~~
14 ~~circumstances in the evaluation of relevant work experience; requiring certain~~
15 ~~eligible veterans that are laid off to be considered to displace certain other~~
16 ~~employees under certain circumstances; altering a certain defined term; and~~
17 ~~generally relating to appointments in the State Personnel Management System~~
18 ~~and veterans.~~

19 BY repealing and reenacting, with amendments,
20 Article - State Personnel and Pensions
21 Section ~~7-201(e), 7-206(a), 7-207(e), and 11-207~~ 7-207(c)
22 Annotated Code of Maryland
23 (2004 Replacement Volume and 2005 Supplement)

24 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
25 MARYLAND, That the Laws of Maryland read as follows:

1 Article - State Personnel and Pensions

2 ~~7-201.~~

3 (e) To ensure compliance with State and federal employment laws and to
 4 ensure consistency in recruitment and hiring practices in the State Personnel
 5 Management System, the Department shall:

6 (1) assist units in developing application forms, position selection plans,
 7 selection tests, and announcement forms; [and]

8 (2) ADOPT A UNIFORM NUMERICAL POINT RATING SYSTEM FOR
 9 DETERMINING IF A CANDIDATE MEETS THE MINIMUM QUALIFICATIONS FOR THE
 10 CLASS OF THE POSITION AND ANY SELECTIVE QUALIFICATIONS; AND

11 (3) review and audit recruitment and hiring practices of all appointing
 12 authorities at least once every 3 years.

13 ~~7-206.~~

14 (a) (1) An appointing authority [may] SHALL use [any appropriate] A
 15 selection process DEVELOPED IN ACCORDANCE WITH § 7-201(C) OF THIS SUBTITLE to
 16 rate qualified applicants.

17 (2) A unit must be able to establish the job relatedness, reliability, and
 18 validity of the selection tests that it uses.

19 ~~7-207.~~

20 (c) (1) In this subsection, "eligible veteran" means a veteran of any branch
 21 of the armed forces of the United States who has received an honorable discharge or
 22 a certificate of satisfactory completion of military service, INCLUDING THE NATIONAL
 23 GUARD AND THE ARMY RESERVE MILITARY RESERVES.

24 (2) (i) An appointing authority shall apply a credit of [ten] FIVE
 25 points [on any selection test] TO THE EXAMINATION SCORE OR RATING SCORE for:

- 26 1. an eligible veteran;
- 27 2. the spouse of an eligible veteran who has a service
 28 connected disability; or
- 29 3. the surviving spouse of a deceased eligible veteran.

30 (ii) An appointing authority shall apply a credit of [two additional]
 31 TEN points [on any selection test for] TO THE EXAMINATION SCORE OR RATING
 32 SCORE FOR:

- 33 1. an eligible veteran who has a service connected disability;
- 34 OR

1 ~~(2) AN ELIGIBLE VETERAN WITH A 10% OR HIGHER DISABILITY RATING~~
2 ~~BEING LAID OFF SHALL BE CONSIDERED TO DISPLACE ANOTHER EMPLOYEE BEFORE~~
3 ~~OTHER EMPLOYEES IN THE SAME CLASS AND WITH THE SAME AMOUNT OF~~
4 ~~SENIORITY POINTS.~~

5 ~~(3) AN ELIGIBLE VETERAN WITHOUT A DISABILITY RATING BEING LAID~~
6 ~~OFF SHALL BE CONSIDERED TO DISPLACE ANOTHER EMPLOYEE BEFORE OTHER~~
7 ~~CIVILIAN EMPLOYEES IN THE SAME CLASS AND WITH THE SAME AMOUNT OF~~
8 ~~SENIORITY POINTS.~~

9 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
10 October 1, 2006.