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By: **Delegates O'Donnell, Owings, Ports, Linton, Kelly, Hutchins, M. Burns,  
V. Mitchell, Minnick, Holt, Jacobs, Kittleman, and R. Baker**

Introduced and read first time: February 2, 1998

Assigned to: Appropriations

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A BILL ENTITLED

1 AN ACT concerning

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

4 FOR the purpose of requiring that a candidate for appointment to a position in the  
5 skilled service or the professional service who is an eligible veteran be appointed  
6 before a candidate who is not an eligible veteran and who is in the same rating  
7 category as the eligible veteran or a lower rating category; and generally  
8 relating to appointments in the skilled and professional services.

9 BY repealing and reenacting, without amendments,  
10 Article - State Personnel and Pensions  
11 Section 7-207(c)(1)  
12 Annotated Code of Maryland  
13 (1997 Replacement Volume)

14 BY repealing and reenacting, with amendments,  
15 Article - State Personnel and Pensions  
16 Section 7-209  
17 Annotated Code of Maryland  
18 (1997 Replacement Volume)

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

21 **Article - State Personnel and Pensions**

22 7-207.

23 (c) (1) In this subsection, "eligible veteran" means a veteran of any branch  
24 of the armed forces of the United States who has received an honorable discharge or  
25 a certificate of satisfactory completion of military service.

1 7-209.

2 (a) Except as otherwise provided by law, AND SUBJECT TO SUBSECTION (B) OF  
3 THIS SECTION, an appointing authority shall make an appointment from among the  
4 candidates in a rating category on a list of eligible candidates as follows:

5 (1) if there are at least five candidates rated best qualified, from that  
6 rating category;

7 (2) if there are fewer than five candidates rated best qualified, from the  
8 candidates in the best qualified and better qualified categories; and

9 (3) if there are fewer than five candidates rated best qualified and better  
10 qualified, from candidates in best qualified, better qualified, and qualified categories.

11 (B) A CANDIDATE WHO IS AN ELIGIBLE VETERAN UNDER § 7-207(C) OF THIS  
12 SUBTITLE SHALL BE SELECTED FOR APPOINTMENT BEFORE A CANDIDATE WHO IS  
13 NOT AN ELIGIBLE VETERAN AND WHO IS IN THE SAME RATING CATEGORY AS THE  
14 ELIGIBLE VETERAN OR A LOWER RATING CATEGORY.

15 [(b)] (C)(1) In making a selection, the appointing authority may interview  
16 any of the candidates in the rating category from which the selection will be made.

17 (2) When interviews are conducted under this section, the appointing  
18 authority must interview at least three candidates.

19 [(c)] (D) The appointing authority must certify to the Secretary that the  
20 hiring process was conducted in accordance with the selection plan and this subtitle.

21 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
22 October 1, 1998.