
By: **Delegates Cane, Benson, Carlson, D'Amato, D. Davis, Eckardt, Hill,
Paige, Phillips, Schisler, Swain, and Zirkin**

Introduced and read first time: February 11, 1999

Assigned to: Commerce and Government Matters

A BILL ENTITLED

1 AN ACT concerning

2 **Dorchester County - Roads Board - Employees**

3 FOR the purpose of providing that certain Dorchester County employee positions
4 under the County Roads Engineer shall be classified in a specified manner;
5 modifying certain statutory references in light of changes in State law involving
6 personnel matters; making stylistic changes; and generally relating to
7 employment matters involving employees of the Dorchester County Roads
8 Board.

9 BY repealing and reenacting, with amendments,
10 The Public Local Laws of Dorchester County
11 Section 40-7
12 Article 10 - Public Local Laws of Maryland
13 (1984 Edition and June 1998 Supplement, as amended)

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

16 **Article 10 - Dorchester County**

17 40-7.

18 A. Jurisdiction and control. Every county employee engaged in the
19 construction or maintenance of county roads or bridges shall be under the exclusive
20 jurisdiction and control of the County Roads Engineer, except as otherwise provided
21 in this section.

22 B. Compensation and benefits. These employees shall receive not less than
23 the hourly wage rate paid to state employees engaged in similar work on state
24 highways in Dorchester County and shall be part of and included in the merit plan or
25 system. EACH EMPLOYEE POSITION INVOLVING ROAD ENGINEERING, ROAD
26 CONSTRUCTION WORK, OR SUPPORT STAFF FUNCTIONS SHALL BE CLASSIFIED
27 UNDER THE COUNTY MERIT SYSTEM IN ACCORDANCE WITH THE CLASSIFICATION

1 SYSTEM USED BY THE STATE HIGHWAY ADMINISTRATION FOR SIMILAR POSITIONS.

2 Benefits shall be part of the employee handbook, as amended annually.

3 C. Determination of vacation and sick leave. Each employee who has
4 worked under the County Roads Engineer for at least one [(1)] year shall receive the
5 same vacation, with pay, at a time to be designated by the Engineer, and shall be
6 entitled also to the same sick leave, with pay, in each year to which employees of the
7 State Highway Administration with the same or similar classification are entitled.

8 D. Effect of inclement weather on wages. Every employee who reports
9 promptly for work at the state roads barns designated by the County Roads Engineer
10 shall receive at least one-half [(1/2)] of a day's wages even though [he] THE
11 EMPLOYEE does no work on that day because of inclement weather.

12 E. Complaints or grievances. Any employee who has any complaint or
13 grievance concerning the terms, conditions or procedures of [his] employment may
14 take the complaint to the County Roads Engineer. The County Roads Engineer shall
15 consider the complaint and answer promptly, either granting or not granting, in
16 whole or in part, the remedy sought. The County Roads Engineer shall keep the
17 County Roads Board informed generally concerning all complaints and their answers.
18 If the complaining employee is dissatisfied with the decision of the County Roads
19 Engineer, in whole or in part, [he] THE EMPLOYEE may appeal the matter to the
20 Secretary of [Personnel] BUDGET AND MANAGEMENT and may [avail himself of]
21 USE all the procedures and appeals provided generally for state employees under or
22 pursuant to [Article 64A, Merit System,] THE STATE PERSONNEL AND PENSIONS
23 ARTICLE of the Annotated Code of Maryland. The Secretary of [Personnel] BUDGET
24 AND MANAGEMENT shall notify the County Roads Engineer of the final decision
25 [under and pursuant to Article 64A], and the County Roads Engineer shall accept
26 and conform to this decision.

27 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take
28 effect July 1, 1999.