

Department of Legislative Services  
Maryland General Assembly  
2009 Session

FISCAL AND POLICY NOTE

House Bill 427

(Cecil County Delegation)

Environmental Matters

Finance

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Cecil County - Employees of Cecil County Treasurer's Office

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This bill alters the personnel policies of the Cecil County Treasurer's Office by requiring that office employees, other than the deputy treasurer, be subject to the personnel policies and procedures governing county employees.

The bill takes effect June 1, 2009.

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Fiscal Summary

**State Effect:** None.

**Local Effect:** None. The bill will not result in changes to staffing and benefits at the Cecil County Treasurer's Office.

**Small Business Effect:** None.

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Analysis

**Bill Summary:** Employees of the Cecil County Treasurer's Office, other than the deputy treasurer, are subject to the personnel policies and procedures governing county employees, with the following exceptions:

- Determination of an employee's qualifications and ability to serve in a position within the office are at the sole discretion of the county treasurer.
- A new employee must serve a six-month probationary period, that the county treasurer may extend for cause.

- Those employed by the office for at least six months before June 1, 2009 are not required to serve an additional probationary period, except for cause.
- A newly created position is placed in an unclassified, at-will category unless the position is substantially the same as an existing merit system position.

The county treasurer may also adopt specific policies and procedures that supplement the county personnel policies and procedures.

**Current Law:** In Cecil County, personnel policies are generally set forth in an employee policies and procedures manual, as approved by the county commissioners. The county commissioners may change the terms of the manual without notice, at any time. Employees of the Cecil County Treasurer's Office are unclassified employees and subject to termination at-will by the county treasurer. Employees of the treasurer's office do not serve a probationary period.

**Background:** Subjecting treasurer's office employees to the personnel policies and procedures changes these positions from unclassified to classified and places them within the county's merit system. Following an initial probationary period, those in classified positions are protected against termination without cause. Classified employees are also entitled to address certain concerns through a system of grievance procedures following the probationary period. The county advises that the treasurer's office employs approximately 20 individuals, including the treasurer and deputy treasurer.

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### **Additional Information**

**Prior Introductions:** None.

**Cross File:** None.

**Information Source(s):** Cecil County, Department of Legislative Services

**Fiscal Note History:** First Reader - February 23, 2009  
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