

Chapter 523

(Senate Bill 818)

AN ACT concerning

State Personnel – Individuals With Disabilities – Hiring Preferences

FOR the purpose of requiring an appointing authority to apply a certain credit on a selection test for certain positions in the State Personnel Management System for an individual with a certain disability; requiring ~~a certain appointing authorities for certain positions in the Judicial, Legislative, and Executive branches~~ authority for a certain position in the Executive Branch of State government to develop a hiring preference for an individual with a certain disability that is equivalent to a certain credit applied on a certain selection test; repealing a requirement that a certain appointing authority apply a certain credit on a selection test for an eligible veteran with a service connected disability; and generally relating to hiring preferences for individuals with disabilities.

BY adding to

Article – State Personnel and Pensions
Section ~~2-310~~ 2-204 and 7-207(g)
Annotated Code of Maryland
(2015 Replacement Volume)

BY repealing and reenacting, without amendments,

Article – State Personnel and Pensions
Section 7-207(a)
Annotated Code of Maryland
(2015 Replacement Volume)

BY repealing and reenacting, with amendments,

Article – State Personnel and Pensions
Section 7-207(c)(2)(ii)
Annotated Code of Maryland
(2015 Replacement Volume)

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

Article – State Personnel and Pensions

~~2-310.~~ 2-204.

(A) ~~THIS SECTION APPLIES TO APPOINTING AUTHORITIES FOR POSITIONS IN THE JUDICIAL, LEGISLATIVE, AND EXECUTIVE BRANCHES~~ AN APPOINTING

AUTHORITY FOR A POSITION IN THE EXECUTIVE BRANCH OF STATE GOVERNMENT, EXCEPT A POSITION IN THE STATE PERSONNEL MANAGEMENT SYSTEM.

(B) AN APPOINTING AUTHORITY SUBJECT TO THIS SECTION SHALL DEVELOP A HIRING PREFERENCE FOR ~~INDIVIDUALS WITH DISABILITIES, AS DEFINED BY THE FEDERAL AMERICANS WITH DISABILITIES ACT~~ INDIVIDUALS WHO HAVE INTELLECTUAL OR DEVELOPMENTAL DISABILITIES, SEVERE PHYSICAL DISABILITIES, OR PSYCHIATRIC DISABILITIES THAT SUBSTANTIALLY LIMIT ONE OR MORE OF AN INDIVIDUAL'S MAJOR LIFE ACTIVITIES *WITH DISABILITIES, AS DEFINED BY THE FEDERAL AMERICANS WITH DISABILITIES ACT*, THAT IS EQUIVALENT TO THE CREDIT APPLIED ON A SELECTION TEST UNDER § 7-207(G) OF THIS ARTICLE.

7-207.

(a) A credit under this section shall be applied to an applicant's score on any selection test administered to establish placement on a list of eligible candidates for which the applicant otherwise is qualified and has at least the minimum passing score on a selection test.

(c) (2) (ii) An appointing authority shall apply a credit of two additional points on any selection test for[

1. an eligible veteran who has a service connected disability;

or

2.] a former prisoner of war.

(G) AN APPOINTING AUTHORITY SHALL APPLY A CREDIT OF FIVE POINTS ON A SELECTION TEST FOR AN INDIVIDUAL ~~WITH A DISABILITY, AS DEFINED BY THE FEDERAL AMERICANS WITH DISABILITIES ACT~~ WHO HAS AN INTELLECTUAL OR DEVELOPMENTAL DISABILITY, A SEVERE PHYSICAL DISABILITY, OR A PSYCHIATRIC DISABILITY THAT SUBSTANTIALLY LIMITS ONE OR MORE OF AN INDIVIDUAL'S MAJOR LIFE ACTIVITIES *WITH A DISABILITY, AS DEFINED BY THE FEDERAL AMERICANS WITH DISABILITIES ACT*.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2016.

Approved by the Governor, May 19, 2016.