

# HOUSE BILL 1080

L6, L3

5lr2423  
CF SB 652

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By: **Delegate Griffith**

Introduced and read first time: February 5, 2025

Assigned to: Appropriations

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## A BILL ENTITLED

1 AN ACT concerning

2 **Local Government – Local Personnel – Leave With Pay**

3 FOR the purpose of establishing that an employee of a governmental unit of a county or a  
4 municipality may be entitled to disaster service leave with pay under certain  
5 circumstances; authorizing certain governmental units to waive certain  
6 requirements for disaster service leave; authorizing a governmental unit of a county  
7 or a municipality to provide certain leave with pay under certain circumstances; and  
8 generally relating to disaster service leave and leave with pay for employees of  
9 counties and municipalities in the State.

10 BY adding to

11 Article – Local Government  
12 Section 1–207 and 1–208  
13 Annotated Code of Maryland  
14 (2013 Volume and 2024 Supplement)

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

17 **Article – Local Government**

18 **1–207.**

19 **(A) THIS SECTION APPLIES TO ALL EMPLOYEES OF A GOVERNMENTAL UNIT**  
20 **OF A COUNTY OR A MUNICIPALITY IN THE STATE.**

21 **(B) ON REQUEST, AN EMPLOYEE SUBJECT TO THIS SECTION MAY BE**  
22 **ENTITLED TO DISASTER SERVICE LEAVE WITH PAY IF:**

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1           **(1) (I) THE EMPLOYEE IS CERTIFIED BY THE AMERICAN RED**  
2 **CROSS AS A DISASTER SERVICE VOLUNTEER; AND**

3           **(II) THE AMERICAN RED CROSS REQUESTS THE SERVICES OF**  
4 **THE EMPLOYEE DURING A DISASTER THAT IS DESIGNATED AT LEVEL II OR ABOVE**  
5 **IN THE REGULATIONS AND PROCEDURES OF THE NATIONAL OFFICE OF THE**  
6 **AMERICAN RED CROSS; OR**

7           **(2) THE EMPLOYEE IS A MEMBER OF:**

8           **(I) THE CIVIL AIR PATROL;**

9           **(II) THE UNITED STATES COAST GUARD AUXILIARY;**

10          **(III) MARYLAND VOLUNTARY ORGANIZATIONS ACTIVE IN**  
11 **DISASTER;**

12          **(IV) A VOLUNTEER EMERGENCY MEDICAL SERVICES**  
13 **DEPARTMENT;**

14          **(V) A VOLUNTEER FIRE DEPARTMENT;**

15          **(VI) A VOLUNTEER RESCUE COMPANY OR VOLUNTEER RESCUE**  
16 **SQUAD; OR**

17          **(VII) A COMMUNITY EMERGENCY RESPONSE TEAM.**

18          **(C) AN EMPLOYEE MAY USE UP TO 15 DAYS OF DISASTER SERVICE LEAVE IN**  
19 **ANY 12-MONTH PERIOD ONLY AFTER OBTAINING APPROVAL FROM THE EMPLOYEE'S**  
20 **GOVERNMENTAL UNIT.**

21          **(D) DURING A PROLONGED OR RECURRENT DISASTER, THE EMPLOYEE'S**  
22 **GOVERNMENTAL UNIT MAY:**

23           **(1) WAIVE THE REQUIREMENTS UNDER SUBSECTIONS (B) AND (C) OF**  
24 **THIS SECTION THAT AN EMPLOYEE MUST REQUEST AND OBTAIN APPROVAL BEFORE**  
25 **THE EMPLOYEE MAY USE DISASTER SERVICE LEAVE, IF WAIVING THE REQUIREMENT**  
26 **WOULD BE IN THE BEST INTEREST OF THE CITIZENS OF THE COUNTY OR**  
27 **MUNICIPALITY; AND**

28           **(2) INCREASE THE NUMBER OF DAYS OF DISASTER SERVICE LEAVE**  
29 **UNDER SUBSECTION (C) OF THIS SECTION THAT AN EMPLOYEE MAY USE, IF AN**

1 INCREASE IN LEAVE WOULD BE IN THE BEST INTEREST OF THE CITIZENS OF THE  
2 COUNTY OR MUNICIPALITY.

3 1-208.

4 (A) IN THIS SECTION, "UNIFORMED SERVICES" HAS THE MEANING STATED  
5 IN 38 U.S.C. § 4303 AND 20 C.F.R. § 1002.5(O).

6 (B) THIS SECTION APPLIES TO ALL EMPLOYEES OF A GOVERNMENTAL UNIT  
7 OF A COUNTY OR A MUNICIPALITY IN THE STATE.

8 (C) EACH GOVERNMENTAL UNIT MAY PROVIDE LEAVE WITH PAY:

9 (1) FOR JURY SERVICE;

10 (2) TO ATTEND EMPLOYEE ORGANIZATION EVENTS APPROVED FOR  
11 THIS PURPOSE BY THE HEAD OF THE GOVERNMENTAL UNIT;

12 (3) FOR UP TO 30 DAYS FOR UNIFORMED SERVICES TRAINING OR  
13 ACTIVE UNIFORMED SERVICES DUTY IN A RESERVE UNIT OF THE ARMED FORCES OR  
14 IN THE ORGANIZED MILITIA;

15 (4) UNLESS THE EMPLOYEE IS A PARTY TO THE ACTION OR A PAID  
16 WITNESS, TO APPEAR IN COMPLIANCE WITH A SUBPOENA:

17 (I) IN COURT;

18 (II) BEFORE A GRAND JURY;

19 (III) BEFORE AN ADMINISTRATIVE UNIT; OR

20 (IV) FOR A DEPOSITION;

21 (5) FOR ADMINISTRATIVE LEAVE FOR THE PURPOSE OF  
22 IMMEDIATELY REMOVING AN EMPLOYEE FROM THE WORK SITE, IF THE EMPLOYEE:

23 (I) POSES A THREAT TO SELF, ANOTHER INDIVIDUAL, OR  
24 COUNTY OR MUNICIPAL PROPERTY; OR

25 (II) IS INCAPABLE OF PROPERLY PERFORMING THE  
26 EMPLOYEE'S DUTIES BECAUSE OF EXTRAORDINARY CIRCUMSTANCES; AND

1                   **(6) FOR ANY OTHER PAID LEAVE THE HEAD OF A GOVERNMENTAL**  
2 **UNIT CONSIDERS NECESSARY.**

3                   SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
4 October 1, 2025.