

# 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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Committee Report: Favorable with amendments

House action: Adopted

Read second time: February 25, 2025

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## CHAPTER \_\_\_\_\_

1 AN ACT concerning

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

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

11 BY adding to  
12 Article – Local Government  
13 Section 1–207 and 1–208  
14 Annotated Code of Maryland  
15 (2013 Volume and 2024 Supplement)

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

18 **Article – Local Government**

19 **1–207.**

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 (A) THIS SECTION APPLIES TO ALL EMPLOYEES OF A GOVERNMENTAL UNIT  
2 OF A COUNTY OR A MUNICIPALITY IN THE STATE.

3 (B) SUBJECT TO SUBSECTIONS (C) THROUGH (E) OF THIS SECTION, EACH  
4 GOVERNMENTAL UNIT MAY PROVIDE DISASTER SERVICE LEAVE WITH PAY TO  
5 EMPLOYEES SUBJECT TO THIS SECTION.

6 (C) ON REQUEST, AN EMPLOYEE SUBJECT TO THIS SECTION MAY BE  
7 ENTITLED TO DISASTER SERVICE LEAVE WITH PAY IF:

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

10 (II) THE AMERICAN RED CROSS REQUESTS THE SERVICES OF  
11 THE EMPLOYEE DURING A DISASTER THAT IS DESIGNATED AT LEVEL II OR ABOVE  
12 IN THE REGULATIONS AND PROCEDURES OF THE NATIONAL OFFICE OF THE  
13 AMERICAN RED CROSS; OR

14 (2) THE EMPLOYEE IS A MEMBER OF:

15 (I) THE CIVIL AIR PATROL;

16 (II) THE UNITED STATES COAST GUARD AUXILIARY;

17 (III) MARYLAND VOLUNTARY ORGANIZATIONS ACTIVE IN  
18 DISASTER;

19 (IV) A VOLUNTEER EMERGENCY MEDICAL SERVICES  
20 DEPARTMENT;

21 (V) A VOLUNTEER FIRE DEPARTMENT;

22 (VI) A VOLUNTEER RESCUE COMPANY OR VOLUNTEER RESCUE  
23 SQUAD; OR

24 (VII) A COMMUNITY EMERGENCY RESPONSE TEAM.

25 ~~(C)~~ (D) AN EMPLOYEE MAY USE UP TO ~~15~~ 30 DAYS OF DISASTER SERVICE  
26 LEAVE IN ANY 12-MONTH PERIOD ONLY AFTER OBTAINING APPROVAL FROM THE  
27 EMPLOYEE'S GOVERNMENTAL UNIT.

28 ~~(D)~~ (E) DURING A PROLONGED OR RECURRENT DISASTER, THE  
29 EMPLOYEE'S GOVERNMENTAL UNIT MAY:

1           (1) WAIVE THE REQUIREMENTS UNDER SUBSECTIONS ~~(B)~~ (C) AND ~~(C)~~  
2 ~~(D)~~ OF THIS SECTION THAT AN EMPLOYEE MUST REQUEST AND OBTAIN APPROVAL  
3 BEFORE THE EMPLOYEE MAY USE DISASTER SERVICE LEAVE, IF WAIVING THE  
4 REQUIREMENT WOULD BE IN THE BEST INTEREST OF THE CITIZENS OF THE COUNTY  
5 OR MUNICIPALITY; AND

6           (2) INCREASE THE NUMBER OF DAYS OF DISASTER SERVICE LEAVE  
7 UNDER SUBSECTION ~~(C)~~ (D) OF THIS SECTION THAT AN EMPLOYEE MAY USE, IF AN  
8 INCREASE IN LEAVE WOULD BE IN THE BEST INTEREST OF THE CITIZENS OF THE  
9 COUNTY OR MUNICIPALITY.

10 1-208.

11           (A) IN THIS SECTION, “UNIFORMED SERVICES” HAS THE MEANING STATED  
12 IN 38 U.S.C. § 4303 AND 20 C.F.R. § 1002.5(O).

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

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

16               (1) FOR JURY SERVICE;

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

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

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

24                   (I) IN COURT;

25                   (II) BEFORE A GRAND JURY;

26                   (III) BEFORE AN ADMINISTRATIVE UNIT; OR

27                   (IV) FOR A DEPOSITION;

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

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

3 (II) IS INCAPABLE OF PROPERLY PERFORMING THE  
4 EMPLOYEE’S DUTIES BECAUSE OF EXTRAORDINARY CIRCUMSTANCES; AND

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

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

Approved:

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Governor.

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Speaker of the House of Delegates.

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President of the Senate.