

HOUSE BILL 1443

L1, L3

5lr2621
CF SB 872

By: **Delegates Griffith, Rogers, Allen, Buckel, A. Johnson, S. Johnson, Korman, Pippy, and Wilson**

Introduced and read first time: February 7, 2025

Assigned to: Environment and Transportation

A BILL ENTITLED

1 AN ACT concerning

2 **Local Government – Hiring and Promotion Preferences for Veterans and**
3 **Spouses of Service Members and Veterans**
4 **(Families Serve Act)**

5 FOR the purpose of authorizing counties and municipalities to grant, by local law, a
6 preference in the hiring and promotion to eligible veterans, spouses of eligible service
7 members, spouses of certain eligible veterans and eligible service members, and
8 surviving spouses of deceased eligible veterans; authorizing counties and
9 municipalities to adopt a local law that allows for the application of a certain credit
10 on a selection test for eligible spouses, eligible veterans, spouses of certain eligible
11 veterans, and surviving spouses of deceased eligible veterans; and generally relating
12 to hiring and promotion preferences for veterans and spouses of service members
13 and veterans.

14 BY renumbering

15 Article – Local Government
16 Section 1–204 through 1–206
17 to be Section 1–205 through 1–207, respectively
18 Annotated Code of Maryland
19 (2013 Volume and 2024 Supplement)

20 BY repealing and reenacting, with amendments,

21 Article – Labor and Employment
22 Section 3–714
23 Annotated Code of Maryland
24 (2016 Replacement Volume and 2024 Supplement)

25 BY adding to

26 Article – Local Government
27 Section 1–204

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 Annotated Code of Maryland
2 (2013 Volume and 2024 Supplement)

3 BY repealing and reenacting, with amendments,
4 Article – Local Government
5 Section 12–109(a)(2)
6 Annotated Code of Maryland
7 (2013 Volume and 2024 Supplement)

8 BY repealing and reenacting, without amendments,
9 Article – State Personnel and Pensions
10 Section 7–207(c)(1)
11 Annotated Code of Maryland
12 (2024 Replacement Volume and 2024 Supplement)

13 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
14 That Section(s) 1–204 through 1–206 of Article – Local Government of the Annotated Code
15 of Maryland be renumbered to be Section(s) 1–205 through 1–207, respectively.

16 SECTION 2. AND BE IT FURTHER ENACTED, That the Laws of Maryland read
17 as follows:

18 Article – Labor and Employment

19 3–714.

20 (a) (1) In this section the following words have the meanings indicated.

21 (2) “Eligible service member” means a full–time active duty member of any
22 branch of the uniformed services of the United States.

23 (3) “Eligible veteran” means a veteran of any branch of the uniformed
24 services of the United States who has received an honorable discharge or a certificate of
25 satisfactory completion of service, including:

26 (i) the National Guard;

27 (ii) the military reserves;

28 (iii) the Commissioned Corps of the Public Health Service; and

29 (iv) the Commissioned Corps of the National Oceanic and
30 Atmospheric Administration.

31 (4) **“EMPLOYER” INCLUDES A COUNTY OR MUNICIPAL CORPORATION.**

1 (b) [An] **SUBJECT TO SUBSECTION (D) OF THIS SECTION**, AN employer may
2 grant a preference in hiring and promotion to:

3 (1) an eligible veteran;

4 (2) the spouse of an eligible veteran who has a service-connected disability;

5 (3) the spouse of an eligible service member; or

6 (4) the surviving spouse of a deceased eligible veteran.

7 (c) Granting a preference under subsection (b) of this section does not violate any
8 State or local equal employment opportunity law.

9 **(D) FOR AN EMPLOYER WHO IS A COUNTY OR MUNICIPAL CORPORATION,**
10 **THE COUNTY OR MUNICIPAL CORPORATION SHALL ADOPT A LOCAL LAW THAT**
11 **PROVIDES FOR THE HIRING AND PROMOTION PREFERENCE AUTHORIZED UNDER**
12 **SUBSECTION (B) OF THIS SECTION BEFORE IMPLEMENTING THE PREFERENCE.**

13 Article – Local Government

14 1–204.

15 **(A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS**
16 **INDICATED.**

17 **(2) “ELIGIBLE SPOUSE” HAS THE MEANING STATED IN § 7–207 OF THE**
18 **STATE PERSONNEL AND PENSIONS ARTICLE.**

19 **(3) “ELIGIBLE VETERAN” HAS THE MEANING STATED IN § 7–207 OF**
20 **THE STATE PERSONNEL AND PENSIONS ARTICLE.**

21 **(B) (1) IF A COUNTY OR MUNICIPALITY USES A SELECTION TEST FOR THE**
22 **HIRING OR APPOINTMENT OF EMPLOYEES, THE COUNTY OR MUNICIPALITY MAY**
23 **ADOPT A LOCAL LAW THAT ALLOWS FOR THE APPLICATION OF A CREDIT OF 10**
24 **POINTS, OR ITS EQUIVALENT, ON A SELECTION TEST FOR:**

25 **(I) AN ELIGIBLE SPOUSE;**

26 **(II) AN ELIGIBLE VETERAN;**

27 **(III) THE SPOUSE OF AN ELIGIBLE VETERAN WHO HAS A**
28 **SERVICE-CONNECTED DISABILITY; OR**

1 (IV) THE SURVIVING SPOUSE OF A DECEASED ELIGIBLE
2 VETERAN.

3 (2) A LOCAL LAW ADOPTED UNDER PARAGRAPH (1) OF THIS
4 SUBSECTION:

5 (I) MAY ALLOW FOR THE APPLICATION OF A CREDIT OF TWO
6 ADDITIONAL POINTS, OR ITS EQUIVALENT, ON ANY SELECTION TEST FOR A FORMER
7 PRISONER OF WAR; AND

8 (II) IF NECESSARY, SHALL CLARIFY THE APPLICATION OF ANY
9 SPECIAL CREDIT APPLIED UNDER § 1-205 OF THIS SUBTITLE.

10 (C) THE FOLLOWING APPLICANTS ARE INELIGIBLE FOR A CREDIT UNDER
11 THIS SUBSECTION:

12 (1) A CURRENT EMPLOYEE OF A COUNTY OR MUNICIPALITY; AND

13 (2) AN ELIGIBLE VETERAN WHO IS CONVICTED OF A CRIME AFTER
14 BEING DISCHARGED FROM OR COMPLETING MILITARY SERVICE.

15 12-109.

16 (a) Frederick County may:

17 (2) require a county employee, as a condition of employment, to elect to
18 receive the payment of wages by debit card or, subject to [§ 1-205(b)] § 1-206(B) and (c) of
19 this article, by direct deposit.

20 Article – State Personnel and Pensions

21 7-207.

22 (c) (1) (i) In this subsection the following words have the meanings
23 indicated.

24 (ii) “Eligible spouse” means an individual who is married to a
25 full-time active duty member of any branch of the uniformed services of the United States.

26 (iii) “Eligible veteran” means a veteran of any branch of the
27 uniformed services of the United States who has received an honorable discharge or a
28 certificate of satisfactory completion of service, including the National Guard and the
29 military reserves.

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