

SENATE BILL 872

L1, L3

5lr3131
CF 5lr2621

By: **Senator Jennings**

Introduced and read first time: January 28, 2025

Assigned to: Finance

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
28 Annotated Code of Maryland

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (2013 Volume and 2024 Supplement)

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

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

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

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

17 **Article – Labor and Employment**

18 3–714.

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

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

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

25 (i) the National Guard;

26 (ii) the military reserves;

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

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

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

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

- 1 (1) an eligible veteran;
- 2 (2) the spouse of an eligible veteran who has a service-connected disability;
- 3 (3) the spouse of an eligible service member; or
- 4 (4) the surviving spouse of a deceased eligible veteran.

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

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

11 **Article – Local Government**

12 **1-204.**

13 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS
14 INDICATED.

15 (2) “ELIGIBLE SPOUSE” HAS THE MEANING STATED IN § 7-207 OF THE
16 STATE PERSONNEL AND PENSIONS ARTICLE.

17 (3) “ELIGIBLE VETERAN” HAS THE MEANING STATED IN § 7-207 OF
18 THE STATE PERSONNEL AND PENSIONS ARTICLE.

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

23 (I) AN ELIGIBLE SPOUSE;

24 (II) AN ELIGIBLE VETERAN;

25 (III) THE SPOUSE OF AN ELIGIBLE VETERAN WHO HAS A
26 SERVICE-CONNECTED DISABILITY; OR

27 (IV) THE SURVIVING SPOUSE OF A DECEASED ELIGIBLE
28 VETERAN.

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

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

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

8 **(C) THE FOLLOWING APPLICANTS ARE INELIGIBLE FOR A CREDIT UNDER**
9 **THIS SUBSECTION:**

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

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

13 12-109.

14 (a) Frederick County may:

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

18 **Article – State Personnel and Pensions**

19 7-207.

20 (c) (1) (i) In this subsection the following words have the meanings
21 indicated.

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

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

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