

HOUSE BILL 1185

L5, P4

6lr1057

By: **Prince George's County Delegation and Montgomery County Delegation**
Introduced and read first time: February 11, 2026
Assigned to: Environment and Transportation

A BILL ENTITLED

1 AN ACT concerning

2 **Washington Suburban Sanitary Commission – Personnel Management –**
3 **Disciplinary Actions**

4 **PG/MC 104–26**

5 FOR the purpose of requiring the Washington Suburban Sanitary Commission to take
6 certain actions before suspending or removing an employee of the Commission;
7 providing that the Commission may take any disciplinary action not later than
8 within a certain number of days after the Commission acquires knowledge of the
9 misconduct for which the disciplinary action is imposed; authorizing an employee
10 who is suspended for disciplinary purposes to appeal to the Office of Administrative
11 Hearings; requiring the Office to dispose of a case or conduct a hearing and issue a
12 final decision in an appeal under this Act; and generally relating to the Washington
13 Suburban Sanitary Commission.

14 BY repealing and reenacting, without amendments,
15 Article – Public Utilities
16 Section 16–101(a) and (b) and 18–123
17 Annotated Code of Maryland
18 (2025 Replacement Volume and 2025 Supplement)

19 BY adding to
20 Article – Public Utilities
21 Section 18–120.1
22 Annotated Code of Maryland
23 (2025 Replacement Volume and 2025 Supplement)

24 BY repealing and reenacting, with amendments,
25 Article – Public Utilities
26 Section 18–121
27 Annotated Code of Maryland

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.
[Brackets] indicate matter deleted from existing law.



(2025 Replacement Volume and 2025 Supplement)

BY repealing and reenacting, with amendments,
Article – State Personnel and Pensions
Section 4–401
Annotated Code of Maryland
(2024 Replacement Volume and 2025 Supplement)

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

Article – Public Utilities

16–101.

(a) In this division the following words have the meanings indicated.

(b) “Commission” means the Washington Suburban Sanitary Commission.

18–120.1.

(A) BEFORE TAKING ANY DISCIPLINARY ACTION UNDER § 18–121 OR § 18–123 OF THIS SUBTITLE, THE COMMISSION SHALL:

(1) INVESTIGATE THE ALLEGED MISCONDUCT;

(2) MEET WITH THE EMPLOYEE;

(3) CONSIDER ANY MITIGATING CIRCUMSTANCES;

(4) DETERMINE THE APPROPRIATE DISCIPLINARY ACTION, IF ANY, TO BE IMPOSED; AND

(5) GIVE THE EMPLOYEE A WRITTEN NOTICE OF THE DISCIPLINARY ACTION TO BE TAKEN AND THE EMPLOYEE’S APPEAL RIGHTS.

(B) EXCEPT AS PROVIDED IN SUBSECTION (C) OF THIS SECTION, THE COMMISSION MAY IMPOSE ANY DISCIPLINARY ACTION NOT LATER THAN 30 DAYS AFTER THE COMMISSION ACQUIRES KNOWLEDGE OF THE MISCONDUCT FOR WHICH THE DISCIPLINARY ACTION IS IMPOSED.

(C) (1) THE COMMISSION MAY SUSPEND AN EMPLOYEE WITHOUT PAY NOT LATER THAN 5 WORKDAYS FOLLOWING THE CLOSE OF THE EMPLOYEE’S NEXT SHIFT AFTER THE COMMISSION ACQUIRES KNOWLEDGE OF THE MISCONDUCT FOR WHICH THE SUSPENSION IS IMPOSED.

1 **(2) SATURDAYS, SUNDAYS, LEGAL HOLIDAYS, AND EMPLOYEE LEAVE**
2 **DAYS ARE EXCLUDED IN CALCULATING THE 5-WORKDAY PERIOD UNDER THIS**
3 **SUBSECTION.**

4 18–121.

5 (a) **(1)** The Commission may suspend an employee for disciplinary purposes
6 for up to 30 days.

7 **[(b)] (2)** Each suspension shall be without pay.

8 **[(c)] (3)** An employee may not be suspended for disciplinary purposes for more
9 than 30 days in a calendar year.

10 **(B) AN EMPLOYEE WHO IS SUSPENDED FOR DISCIPLINARY PURPOSES MAY**
11 **APPEAL TO THE OFFICE OF ADMINISTRATIVE HEARINGS IN ACCORDANCE WITH §**
12 **4–401 OF THE STATE PERSONNEL AND PENSIONS ARTICLE.**

13 18–123.

14 (a) An employee may not be permanently removed except for cause and after an
15 opportunity to be heard.

16 (b) An employee who is permanently removed may appeal to the Office of
17 Administrative Hearings in accordance with § 4–401 of the State Personnel and Pensions
18 Article.

19 (c) An employee may not be permanently removed from the merit system because
20 of religious or political opinions or affiliations.

21 **Article – State Personnel and Pensions**

22 4–401.

23 The Office of Administrative Hearings shall dispose of a case or conduct a hearing
24 and issue a final decision in:

25 (1) a Whistleblower Law hearing under § 5–310 of this article;

26 (2) an appeal under Title 11 of this article of a disciplinary action;

27 (3) a grievance under § 12–205 of this article;

1 **(4) AN APPEAL UNDER § 18–121 OF THE PUBLIC UTILITIES ARTICLE**
2 **FOR THE SUSPENSION OF AN EMPLOYEE OF THE WASHINGTON SUBURBAN**
3 **SANITARY COMMISSION; and**

4 **[(4)] (5)** an appeal under § 18–123 of the Public Utilities Article for the
5 removal of an employee of the Washington Suburban Sanitary Commission.

6 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
7 October 1, 2026.