

COUNTY COMMISSIONERS OF CHARLES COUNTY, MARYLAND

2023 Legislative Session

Bill 2023-14

**EXCLUSION OF APPOINTED POSITIONS FROM THE MERIT SYSTEM
FOR THE CHARLES COUNTY SHERIFF'S OFFICE**

Introduced by Charles County Commissioners

For the purpose of clarifying that all appointed positions of the Sheriff's Office are excluded from the Merit System. By amending CHAPTER 210 - Sheriff's Office.

Date introduced: 11/28/2023

Public Hearing: 02/07/2024 Virtual and In-Person @ 6:00 p.m.

Commissioners Action: 02/07/2024

Commissioner Votes: RBC: Y, GB: Y, TC: Y, AS: Y, RP: Y

Pass/Fail: Pass

Effective Date: 03/23/2024

Remarks: _____

NOTE: CAPITALS indicate matter added to existing text.
[Brackets] indicate matter deleted from existing law.

1 **COUNTY COMMISSIONERS OF CHARLES COUNTY, MARYLAND**

2
3 **Bill No.** 2023- 14

4 **Chapter No.** 210

5 **Introduced by:** County Commissioner of Charles County, Maryland

6 **Date of Introduction:** December 12, 2023

7 **BILL**

8 AN ACT concerning:

9 **EXCLUSION OF APPOINTED POSITIONS FROM THE MERIT SYSTEM FOR**
10 **THE CHARLES COUNTY SHERIFF'S OFFICE**

11 FOR the purpose of:

12 Clarifying that all Appointed Positions of the Sheriff's Office are excluded from the Merit
13 System.

14 BY amending:

15 CHAPTER 210 - Sheriff's Office

16
17 Section 3: Definitions.

18 *Code of Charles County, Maryland*
19 *(2022 Edition)*

20
21
22 **SECTION 1. BE IT ENACTED BY THE COUNTY COMMISSIONERS OF**
23 **CHARLES COUNTY, MARYLAND, that the Laws of Charles County, Maryland read as**
24 **follows:**

25
26 § 210-3 Definitions. As used in this article, the following terms shall have the meanings
27 indicated:

28
29 **APPOINTING AUTHORITY**

30 The authority to hire, dismiss, promote, transfer and make such other employment
31 decisions concerning positions within, and in accordance with, the rules of the merit
32 system. The Sheriff is the appointing authority for all merit system and non-merit system
33 positions.

34
35 **APPOINTED POSITIONS**

36 Regular full-time positions, outside the merit system, which are staffed through an at-will
37 employment relationship. Employees in appointed positions serve at the pleasure of the
38 Sheriff and may be dismissed with or without cause. Appointed positions include the
39 Assistant Sheriff, officers appointed to the ranks of Lieutenant Colonels, Majors, Captains,

1 and the Director of Administrative Services, the Director of the Charles County Detention
2 Center and others as added or deleted by the Sheriff.

3
4 **CLASSIFICATION**

5 The process of reviewing the duties and responsibilities of a position and incorporating
6 these duties and responsibilities into a position description.

7
8 **CONTRACTUAL EMPLOYEE**

9 An individual who, under a written agreement, provides temporary personal services to the
10 office of the Sheriff for pay, who is not employed in a budgeted position, and who has an
11 employer-employee relationship with the Office of the Sheriff, in which the Office of the
12 Sheriff furnishes the necessary tools and a place to work, has the right to control and direct
13 the details, means, and results of the performance or services and has the right to discharge
14 the individual from employment.

15
16 **DEMOTION**

17 The movement of a merit system employee from the currently occupied pay grade or rank
18 to a lower pay grade or rank.

19
20 **ELIGIBILITY LIST**

21 A list of persons who have satisfactorily completed all of the requirements necessary to
22 become eligible for appointment or promotion to a merit system position.

23
24 **EMERGENCY EMPLOYEE**

25 An employee serving in an at-will, temporary relationship with the Office of the Sheriff,
26 which may only be activated in the event of an immediate need for an individual with
27 specialized skills or knowledge. An emergency employee is not part of the merit system.

28
29 **EMPLOYEE**

30 One employed by the Charles County Sheriff's Office for wages or salary, in an at-will or
31 regular position where the Office of the Sheriff has the right and the ability to direct the
32 individual's conduct and work performance.

33
34 **FIELD PROMOTION**

35 The advancement of a merit system employee to a rank or pay grade higher than the one
36 currently occupied by that employee as a result of a particularly heroic, meritorious, valiant
37 or courageous act on the part of the employee.

38
39 **GRANT-FUNDED POSITIONS**

40 Positions which are funded in part or in total by federal/state funds, the continuation of
41 which may be strictly dependent on that funding.

42
43 **MERIT SYSTEM**

44 The name given to the classified system which includes the regulations and procedures
45 prescribed in and promulgated under the authority of this article, the Director of
46 Administrative Services, the Charles County Sheriff's Office Administrative and

1 Operational Manual, position descriptions, the Charles County Sheriff's Office pay plan
2 and all Charles County Sheriff's Office employees who are included in the merit system of
3 the Charles County Sheriff's Office under this article.

4
5 **MERIT SYSTEM POSITIONS**

6 All regular full-time positions within the Office of the Sheriff, except that of the Sheriff,
7 **APPOINTED POSITIONS**, [~~Assistant Sheriff, officers appointed to the ranks of~~
8 ~~Lieutenant Colonel, Major, Captain, and the Director of Administrative Services, the~~
9 ~~Director of the Charles County Detention Center,~~] probationary employees, student
10 officers, contractual employees, temporary employees, and emergency employees.

11
12 * * * * *
13 * *

14 **SECTION 2.** BE IT FURTHER ENACTED this Act shall take effect forty-five
15 (45) calendar days after it becomes law.

16
17 ADOPTED this 7th day of February 2024.

18
19 COUNTY COMMISSIONERS
20 CHARLES COUNTY, MARYLAND

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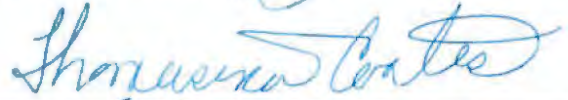
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24 Reuben B. Collins, II, Esq., President

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28 Ralph E. Patterson, M.A., Vice President

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32 Gilbert O. Bowling, III

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36 Thomasina O. Coates, M.S.

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40 Amanda M. Stewart, M. Ed.

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42 ATTEST:

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44 Carol A. DeSoto, Clerk to the Commissioners