

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2020, Legislative Day No. 21

Resolution No. 19-20

Introduced by Ms. Pickard, Chair
(by request of the County Executive)

By the County Council, May 26, 2020

A RESOLUTION ENTITLED
Charter Amendment – Merit System – Probationary Period – Extension of Probationary
Period

1 RESOLUTION proposing an amendment to the Charter of Anne Arundel County to
2 modify the probationary period for entry-level public safety employees and to provide that
3 a probationary period does not run while an employee is on certain paid or unpaid leave
4

5 *Be it resolved by the County Council of Anne Arundel County, Maryland, That the*
6 *following amendment to the Anne Arundel County Charter is proposed for submission to*
7 *the qualified voters of the County at the General Election in November 2020:*
8

9 **Article VIII. Merit System**

10
11 **Sec. 806. Probationary period.**

12
13 (A) ~~[[Each]]~~ EXCEPT AS SET FORTH HEREIN, EACH employee in the classified service is
14 a ~~[[probational]]~~ PROBATIONARY employee until the employee satisfactorily completes a
15 probationary period of six months. ~~FULL-TIME CLASSIFIED SWORN EMPLOYEES OF THE~~
16 ~~POLICE DEPARTMENT, FIRE DEPARTMENT, SHERIFF'S OFFICE, AND DETENTION CENTER~~
17 ~~MUST SATISFACTORILY COMPLETE A PROBATIONARY PERIOD OF TWELVE MONTHS.~~ At the
18 request of the appointing authority, the Personnel Officer may extend ~~[[the]]~~ A THIS
19 probationary period for one additional six-month period.
20

21 (B) ENTRY-LEVEL FULL-TIME CLASSIFIED SWORN EMPLOYEES OF THE POLICE
22 DEPARTMENT, FIRE DEPARTMENT, SHERIFF'S OFFICE, AND DEPARTMENT OF DETENTION
23 FACILITIES MUST SATISFACTORILY COMPLETE A PROBATIONARY PERIOD EQUAL TO THE
24 TIME REQUIRED TO SUCCESSFULLY COMPLETE THE DEPARTMENT'S ENTRY-LEVEL
25 TRAINING PROGRAM PLUS TWELVE MONTHS.
26

27 (C) An employee dismissed during the probationary period is considered permanently
28 dismissed without the privilege of appeal.

EXPLANATION: CAPITALS indicate new matter added to existing law.
[[Brackets]] indicate matter deleted from existing law.
Underlining indicates matter added by amendment.
~~Strikeover~~ indicates matter stricken by amendment.
Captions and taglines in **bold** are catchwords and are not law.

1 (D) A PROBATIONARY PERIOD SHALL NOT RUN WHILE AN EMPLOYEE IS ON PAID OR
2 UNPAID LEAVE THAT EXCEEDS 80 CONSECUTIVE HOURS.

3
4 *And be it further resolved*, That the following question is adopted for submittal to the
5 qualified voters of the County at the General Election in November 2020 for their adoption
6 or rejection:

7
8 “To amend Section 806 of the Anne Arundel County Charter to modify the ~~initial~~
9 probationary period from six months to the time required to complete the department’s
10 entry-level training program plus twelve months for entry-level full-time classified sworn
11 employees of the Police Department, Fire Department, Sheriff’s Office, and Department
12 of Detention Center Facilities, and to provide that a probationary period does not run while
13 an employee is on paid or unpaid leave that exceeds 80 consecutive hours.”

14
15 *And be it further resolved*, That this question shall be designated as Question “ ___ ” on
16 the ballot at the General Election in November 2020.

17
18 *And be it further resolved*, That if the majority of qualified votes cast in the election
19 are for the Charter Amendment, this amendment shall stand adopted from and after the 30th
20 day following the election.

AMENDMENTS ADOPTED: July 6, 2020

READ AND PASSED this 20th day of July, 2020.

By Order:



JoAnne Gray
Administrative Officer

I HEREBY CERTIFY THAT RESOLUTION NO. 19-20, AS AMENDED, IS TRUE AND CORRECT AND DULY ADOPTED BY THE COUNTY COUNCIL OF ANNE ARUNDEL COUNTY.



Allison M. Pickard
Chair