

ENROLLED

COUNTY COUNCIL OF WICOMICO COUNTY, MARYLAND
LEGISLATIVE SESSION, 2019
BILL 2019-03

Introduced: April 16, 2019

BY: The Council President

AN ACT to amend the Wicomico County Personnel Manual Chapter 27, titled "Definitions," Section 2701, to correct the definition of "Termination-at-Will" to properly describe the status of employees on their initial probationary period and appointed employees, as "at-will" employees.

WHEREAS, because of a drafting error in Legislative Bill 2018-13, the definition of "Termination-at-Will" in the Personnel Manual incorrectly describes the status of an employee on their initial probationary period and appointed employees; and

WHEREAS, the Council desires to correct that erroneous language so that the definition of "Termination-at-Will" properly describes the status of those employees, which is established by Legislative Bill 2018-13 and other legislation in accordance with the Wicomico County Charter.

SECTION I: BE IT ENACTED AND ORDAINED BY THE COUNTY COUNCIL OF WICOMICO COUNTY, MARYLAND, IN LEGISLATIVE SESSION, that the Wicomico County Personnel Manual Chapter 27, titled "Definitions," Section 2701, is hereby amended as follows to clarify that employees on their initial probationary period and appointed employees are "at-will" employees:

CHAPTER 27
DEFINITIONS

2701 Definitions. The following words and terms, whenever used in this manual, shall have the meaning indicated:

Termination-at-Will. A condition under which an employer is free to terminate the employment relationship either for some specific reason or even for no reason at all. Employees on their initial probationary period, and appointed employees, are ~~merit~~ "AT-WILL" employees, provided however that deputy department directors are not at will employees after the probationary period following appointment.

SECTION II. BE IT FURTHER ENACTED THAT this Bill shall be known as Bill No. 2019-03 of Wicomico County, Maryland and shall take effect sixty (60) days after its final passage, unless a proper Petition for Referendum thereof shall be filed prior to said date; in which event, the Bill shall not take effect until the expiration of thirty (30) days following the approval of this Bill by a majority of the qualified voters of the County voting in any such referendum.

Certified correct as passed and adopted by the County Council of Wicomico County, Maryland
this 4th day of June, 2019.

WICOMICO COUNTY, MARYLAND


BY: John T. Cannon, President


BY: Laura Hurley, Secretary

I HEREBY CERTIFY that copies of the above Bill are available to the public, the press and
other news media at the time of its introduction.


Laura Hurley, Secretary

Explanation:

CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

~~Strike out~~ indicates material deleted from law.

~~CAPITAL STRIKE OUT~~ indicates matter stricken from Bill by Amendment.

Underlining indicates Amendments to Bill.

COUNTY COUNCIL
OF
WICOMICO COUNTY, MARYLAND

2019 Legislative Session

Legislative Day No. 08

LEGISLATIVE BILL NO. 2019-03

INTRODUCED BY: President of the Council.

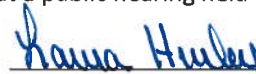
Bill No. 2019-03: AN ACT to amend the Wicomico County Personnel Manual Chapter 27, titled "Definitions," Section 2701, to correct the definition of "Termination-at-Will" to properly describe the status of employees on their initial probationary period and appointed employees, as "at-will" employees.

Introduced and read first time on April 16, 2019. Ordered posted and public hearing scheduled for May 7, 2019 at 6:00 p.m.



Laura Hurley, Council Administrator

PUBLIC HEARING: Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, the Bill was read for a second time at a public hearing held on May 7, 2019 and concluded on May 7, 2019.



Laura Hurley, Council Administrator

CERTIFICATION: The undersigned hereby certifies that this Bill was Approved and Adopted by the County Council of Wicomico County, Maryland, on the 7th day of May, 2019.



Laura Hurley, Council Administrator

Presented to the County Executive for approval this 8th day of May, 2019 at 9:30a. m. (5 days §411)



Laura Hurley, Council Administrator

BY THE EXECUTIVE:



County Executive

APPROVED
Date: _____
(21 days §411)

VETOED
Date: 5/24/19

BY THE COUNCIL:

Option One: This Bill, having been approved by the County Executive and returned to the Council, becomes law on _____ and effective on: _____.
(60 days §311)

Option Two: This Bill, having received neither the approval nor the disapproval of the Executive within 21 days of its presentation, stands enacted on _____ and becomes effective on _____.
(60 days §311)

Option Three: This Bill, being exempt from the Executive Veto stands enacted on _____ and becomes effective on _____. (Charter Section 305)

ENROLLMENT: Legislative Bill No. 2019-03 is herewith submitted to the County Council of Wicomico County for enrollment as being the text as finally passed.



Laura Hurley, Council Administrator

Date: June 5, 2019

- Veto Override on June 4, 2019, becomes law on June 4, 2019.