

**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.

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**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 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.

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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.

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19 COUNTY COMMISSIONERS  
20 CHARLES COUNTY, MARYLAND

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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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Carol A. DeSoto, Clerk to the Commissioners