

Annotated Code of Maryland
(2001 Replacement Volume and 2006 Supplement)

Preamble

WHEREAS, The State personnel system has been in existence since 1920 and, between 1920 and 1995, had been operating with minor changes but was considered to be rigid, inflexible, centralized, and overly bureaucratic; and

WHEREAS, In 1995, the Task Force to Reform the State Personnel Management System was assigned the task of reforming the State personnel system and reported its findings and recommendations to the Governor in January 1996; and

WHEREAS, The State enacted the "State Personnel Management Reform Act of 1996" to establish a decentralized personnel management system in which State departments and agencies were given significant responsibility over the management of their workforce; and

WHEREAS, Personnel reform eliminated the classified and unclassified services and established the skilled, professional, management, and executive services; and

WHEREAS, The unclassified service consisted mostly of "at-will" employees, and after 1996, most of these at-will employees were placed in the management or executive services or were identified as "special appointments" in the State Personnel Management System; and

WHEREAS, The intent of the General Assembly with the enactment of the 1996 personnel reform law was not to create a higher number of at-will employees; and

WHEREAS, The General Assembly recognizes that an effective State personnel system is essential for effective provision of State services and that most State employees should not be concerned over job security because of political changes or inappropriate management practices; and

WHEREAS, The General Assembly established the Special Committee on State Employee Rights and Protections in August 2005 to examine whether Maryland law provides sufficient protections for State employees, particularly at-will employees, against involuntary separations for illegal and unconstitutional reasons; and

WHEREAS, The Special Committee on State Employee Rights and Protections completed its work in October 2006 with several recommendations to alter the laws governing at-will State employment, now, therefore,