

63D. Upon the adoption of classifications and salary schedules for each position in the Classified Service, the employee then filling the respective positions shall automatically and without examination, become a classified employee of the classified system, subject to all of the provisions hereunder; provided that an employee receiving a higher salary than that provided in the salary schedule shall not have his or her salary decreased, or increased until adjustments for increments to which he or she is entitled shall have exceeded the salary being received.

63E. The County Commissioners, when an emergency arises and time will not permit compliance with the provisions of this sub-title or any regulation adopted thereunder may make an emergency appointment for a period not to exceed four months, and such employee shall be known as an emergency employee and have no status as a classified employee.

63F. The County Commissioners shall by rule prescribe standards of performance, for any positions or classes of positions and the County Commissioners shall have authority to provide facilities for special training to increase the efficiency of new and old employees.

63G. (a) An employee may be permanently separated from the Classified Service through resignation, rejection on probation or removal for cause, and may be temporarily separated through suspension pending charges, or leave of absence granted at the request of the employee.

(b) The County Commissioners may at any time before the expiration of a probationary period, to be prescribed by rule, which in no event shall exceed six (6) months, discharge any person appointed to a classified position. The employee so discharged shall be considered permanently separated from such position.

(c) No employee who has completed his or her probation may have his position abolished; EXCEPT EMPLOYEES OF ANY COUNTY AGENCY, DEPARTMENT OR INSTITUTION, WHICH MAY HEREAFTER BE ABOLISHED IN ITS ENTIRETY OR WHOSE FUNCTIONS MAY HEREAFTER BE TRANSFERRED TO THE STATE OF MARYLAND. No employee may be permanently removed from the Classified Service except for cause, upon written charges and after an opportunity to be heard in his own defense. Such charges shall be filed by the County Commissioners with the Civil Service Board, hereinafter provided for, and within thirty (30) days after such filing, and notice thereof to the employee by mailing a copy of said charge addressed to the employee at his or her address carried in the records of the Classified Service, shall be investigated, heard and determined by the Civil Service Board. The finding and decision of the said Board may be appealed to the Circuit Court of Allegany County, and the case shall be heard de novo by said Court.

(d) The County Commissioners shall by rule prescribe what may constitute cause for removal, but no removal shall be allowed because of the religious or political opinions or affiliations, or age of any employee, provided he or she shall be physically capable of performing the duties of his or her employment.

63H. (a) The County Commissioners may, from time to time, adopt such rules and regulations, not inconsistent with the provisions