

County Police Force and to furnish upon request to the Chief of Police of Anne Arundel County, lists of those whom they shall deem qualified for appointment arranged in the order of their respective qualifications as disclosed by such examination *and investigation*. [provided, however, they shall not place upon such list the name of any person who shall be less than twenty-one (21) or more than forty (40) years of age.] The said examination *and investigation* shall be conducted by the [Chief of Police,] *Board of Police Examiners*, under definite rules to be adopted by the Board of Police Examiners from time to time and when so adopted to be recorded among the records of the County Commissioners of Anne Arundel County before the holding of each and every examination to which they shall be made applicable. *The appointments shall be made by the Chief of Police and shall be subject to one year's probation. At the end of which time the appointee shall be required to appear before the Board of Police Examiners who shall determine the fitness of the appointee for continued duty as a member of the Anne Arundel Police Force.*

[(f) The Chief of Police shall be appointed on the basis of training, experience and qualifications by the Board of Police Examiners in accordance with this sub-title.

(1) The Chief of Police shall make all appointments and promotions of Captains, Lieutenants, Sergeants and Officers, to and in said department.

(a) The members of the Anne Arundel County Police Force in office on June 1, 1949, shall continue to hold office until removed or retired in accordance with this subtitle. ]

*(f) The Chief of Police shall make all promotions within said department, subject to the approval of the Board of Police Examiners. All promotions shall be made from personnel within the Department and no person shall be promoted to any rank, grade or position unless he shall have filled the rank, grade or position inferior to the rank, grade or position to which he shall be promoted. It shall be the duty of the Board of Police Examiners to ascertain by appropriate investigation and examination the qualifications of all candidates for promotion. Examinations may be written or oral or in the form of a demonstration of skill or any combination of these and shall be of a character fairly to test and determine the relative fitness and ability of the candidates actually to perform the duties of the positions to which they seek. Any investigation of training and experience and any tests of technical knowledge, manual skill, or physical fitness, that in the judgment of the Board serves to this end may be employed.*

*The members of the Anne Arundel County Police Force in office on June 1, 1959, shall continue to hold office until removed or retired in accordance with this sub-title.*

420. (a) The Chief of Police may in his discretion, suspend without pay, remove, dismiss, demote or discharge any member of the police force for any offense against law or good morals, for neglect of duty, inefficiency, physical or mental disability, or breach of discipline. The following offenses shall be considered sufficient to warrant suspension, discharge or demotion.

(1) Cowardice.