

ALL TIMES BE OPEN TO THE INSPECTION OF THE PUBLIC, AND THE EXAMINATION PAPERS AND OTHER MATERIAL USED IN DETERMINING AN APPLICANT'S ELIGIBILITY SHALL BE OPEN TO INSPECTION OF THE COMMISSIONER (OR HIS DESIGNATED REPRESENTATIVE) OR THE APPLICANT FOR PROMOTION.

(d) *Appointments without examination.*—Notwithstanding any provisions of this section, or of this subtitle, the Commissioner may make any appointment to the Department above the rank of Captain, without examination, except that no such position shall be filled by a police officer within the Department of a rank less than Lieutenant, and where any such appointment is made the police officer so appointed shall, upon the termination of his service in such position, be returned to the rank from which he was elevated, or to such higher rank as he became eligible to serve in during his appointment.

(e) *Probation.*—~~ALL~~ ANY PROVISIONS RELATING TO THE EXAMINING AUTHORITY CONTAINED IN SECTIONS 108 TO 121, BOTH INCLUSIVE, OF ARTICLE VII OF THE CHARTER OF BALTIMORE CITY (1964 REVISION) AS AMENDED FROM TIME TO TIME, TO THE CONTRARY NOTWITHSTANDING, ALL appointments and promotional appointments shall be probationary in accordance with the following rules:

(1) All appointments to the Department at the entrance level of both police officers and civilian employees shall, during the first and second years of service, be known and regarded as probationary. If, at any time during the probationary period, the services of such appointees are not satisfactory to the Commissioner, or if such appointees are not certified by the police physician as physically qualified to continue to discharge their duties, such person's employment may, in the discretion of the Commissioner, at any time within the two-year period, be forthwith terminated without the necessity for a hearing, and when so terminated such appointee shall cease to be a member of the Department.

(2) All promotional appointees, both police officers and civilian employees, shall be probationary for one year after which, if their services are satisfactory to the Commissioner, and the appointee is physically able to perform the duties of his rank, grade, or position, as certified by the police physician, such promotional appointment shall be made permanent. If, in the judgment of the Commissioner, the services of a promotional appointee have not been satisfactory, or he is not physically qualified for such promotional appointment, he shall be reduced to the rank, grade, or position from which he was promoted.

*Disciplinary proceedings—members of Department.*

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(a) All members of the Department, except those serving at the pleasure of the Commissioner, and those on probationary status under Section 535(f) (1), shall be retained in the Department during good behavior and efficiency and may be dismissed or removed, from the Department only for cause, in accordance with rules, regulations, or orders to be prescribed by the Commissioner for the government and discipline of members of the Department. Nothing herein shall prevent the Commissioner from adopting rules and regulations