

(B) The personnel committee, subject to approval of the fire board and the availability of funds, shall establish a program of uniform fringe benefits for paid employees equivalent to that accorded to county merit system employees which shall include a system of leave, retirement pay, life insurance protection, group hospitalization and medical program, Workman's Compensation coverage, Social Security coverage, and professional development programs.

(C) Any employee with career status under the personnel regulations who is removed, demoted, or suspended, shall have as a matter of right an opportunity for a hearing before the personnel board of the county, and in such event, the charges against him shall be stated in writing in such form as the personnel board may require. The decision of the personnel board in such appeals shall be final and shall be binding, and shall not be subject to review except by a court of competent jurisdiction, upon appeal taken within 30 days of the decision. Decision of the board, or if appealed, the decree of the court, shall be enforceable by the fire board or by the county. The committee shall include in the personnel regulations rights of appeal to the county personnel board by paid employees of fire departments and rescue squads which rights shall be essentially the same as accorded merit system employees under county personnel regulations.

(D) The personnel committee, subject to approval of the fire board and availability of funds, shall establish a uniform pay scale.

*(2) Personnel System for Volunteer Members of Fire Departments and Rescue Squads.*

(A) The personnel committee shall prepare and adopt uniform personnel regulations and minimum standards, subject to the approval of the fire board, governing all volunteer members of the several fire departments and rescue squads.

(B) The personnel committee, subject to approval of the fire board and the availability of funds, shall establish a program for volunteer members to provide financial protection for the volunteer and his family in the event of the volunteer's disability or death in line of duty. The committee shall also determine what other parts of the paid firemen and rescue squadmen fringe benefit program can be extended in whole or in part to volunteer members. Any determinations made by the committee shall be subject to the approval of the fire board and the availability of funds.

(3) The executive committee is authorized, subject to approval of the fire board, to contract on a fee-for-service basis with the county's personnel office for whatever personnel services it may deem necessary.

*Section 2. Conflict.* All provision of law pertaining to the fire and rescue services of Montgomery County and Takoma Park, Maryland, including chapters 27 through 43, Montgomery County Code 1965, as amended, shall remain in full force and effect, except whenever any section or provision of this act shall conflict or be inconsistent with any prior enacted law, ordinance, resolution, rule or regulation, said section or provision of this act shall be held to prevail.

*Section 3. Special Delegate Election.* In order to implement the provisions of this act as soon as practicable after its effective date, delegates to the fire board, the chairman and officers of the board, and the executive