

gram for State employees, to make the Secretary of Personnel responsible for staff supervision of all manpower training and development under this program, to authorize the Secretary of Personnel to issue policy, regulations and instructions relating to this training program, and relating generally to the laws of this State providing for a training program for State employees.

SECTION 1. *Be it enacted by the General Assembly of Maryland,* That Section 49 of Article 64A of the Annotated Code of Maryland (1968 Replacement Volume and 1970 Supplement), title "Merit System," be and it is hereby repealed and re-enacted to read as follows:

49.

[(a) Definitions.

(1) "Government" means the government of the State of Maryland.

(2) "Employee" means any person employed in the classified or unclassified service or any person who has entered into an obligated service agreement with the government.

(3) "Training" means the process of providing for and making available to an employee and, placing or enrolling such employee in, a planned, prepared, and coordinated program, course, curriculum, subject, system, or routine of instruction or education, in scientific, professional, technical, mechanical, trade, clerical, fiscal, administrative, or other fields which are or will be directly related to the performance by such employee of official duties for the government, in order to increase the knowledge, proficiency, ability, skill, and qualifications of such employee in the performance of official duties.

(4) "Commissioner" or "Secretary" means the Secretary of Personnel.

(5) "In-service training" means training conducted in a State agency on State time by employees acting in their official State capacities.

(6) "Out-service training" means any training when a fee is paid for the training by a State agency or an employee of the State who is eligible for reimbursement at State expense.

(7) "Additional expenses of training" means all authorized expenses of training other than salary, pay or compensation.

(8) "Tuition and related fees" means cost of instruction including compensation paid to instructors and organizations and all other costs connected with instruction including matriculation fees, laboratory fees, and purchase or rental of books.

(9) "Career development plan" means a combination of experience and training designed to prepare an employee to perform the duties of a classification or position.

(b) *Coverage.*—This section governs employees of departments, agencies, and institutions whose training is not otherwise specified by law. Provisions of this section may be waived to accommodate a training program supported by federal funds or other outside sources when approved by the Commissioner.