

forum for State employees to seek redress of their complaints; and

WHEREAS, Acting pursuant to Article 77A, Section 15 of the Annotated Code of Maryland, the University of Maryland has established a grievance procedure for its classified employees, set forth in a document known as Personnel Practices for Classified Employees at the College Park Campus, which procedures have been extended to classified employees on the other campuses of the University and modified by Article 77A, Section 15(e) (1-a) of the Annotated Code of Maryland; and

WHEREAS, It is the desire of the State to make these grievance procedures applicable to all FULLTIME State employees OF THE EXECUTIVE BRANCH OF THE STATE GOVERNMENT, except those who already have the advantage of an alternative procedure, or who are employed under a recognized teacher tenure system, or who are ELECTED OFFICIALS OR ARE appointees in high level policy making positions, OR WHO ARE POLICE OFFICERS OF THE MARYLAND STATE POLICE: and

WHEREAS, The current grievance procedure, as embodied in Department of Personnel Policy No. 9, has been interpreted by the Attorney General as being applicable only to classified employees of the State, and the authority of the Secretary of Personnel to extend the procedure is in doubt; and

WHEREAS, The grievance procedures set forth in the aforesaid University of Maryland publication do not presently apply to non-classified personnel; and

WHEREAS, I, as Governor, have the authority under the Constitution and laws of Maryland to promulgate rules of conduct or procedure for State employees and State agencies;

NOW, THEREFORE, I, MARVIN MANDEL, GOVERNOR OF MARYLAND, BY VIRTUE OF THE AUTHORITY VESTED IN ME BY THE CONSTITUTION AND LAWS OF MARYLAND, HEREBY PROMULGATE THE FOLLOWING ORDER, EFFECTIVE IMMEDIATELY:

1. The grievance procedure embodied in Department of Personnel Policy No. 9, dated August 16, 1971 as set forth in Attachment A to this Executive Order, is adopted and promulgated, and it shall be applicable to all [State] employees OF THE EXECUTIVE BRANCH OF THE STATE GOVERNMENT except employees of the University of Maryland and except employees in the categories excluded in Paragraph 2 of this