

MONTGOMERY COUNTY

members, including a chairman. The Committee shall include at least two paid firemen who shall not be members of the fire board. The appointments shall be subject to board approval.

(1) Personnel System for Paid Employees of Fire Departments and Rescue Squads.

(i) The personnel committee shall prepare and adopt, subject to the approval of the fire board, personnel regulations generally consistent with county merit system personnel regulations, which regulations shall cover all paid employees of the fire departments and rescue squads. These regulations shall include provision for uniform minimum entrance requirements, uniform minimum medical standards and common eligible lists for entrance level positions. The committee shall consult with the county's personnel director and the county personnel board in the preparation of personnel regulations and minimum standards, including promotions and pay standards.

(ii) 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.

(iii) 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 thirty 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.

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