

A. Contracting out work that will displace employees may not be undertaken by the employer unless 90 days prior to signing the contract, or on another date of notice as agreed to by the parties, written notice has been given to the certified representative AND THE CONTRACTING OUT OF WORK SHALL BE CONSISTENT WITH ANY APPLICABLE PROVISION OF THE MONTGOMERY COUNTY CODE; and

B. Any displacement of bargaining unit members shall be conducted in a manner that is consistent with [the county collective bargaining law] ANY APPLICABLE PROVISION OF THE MONTGOMERY COUNTY CODE AND ANY APPLICABLE COLLECTIVE BARGAINING AGREEMENT;

19. Suspend, discharge, or otherwise discipline:

A. Sworn employees for cause under the Maryland Law Enforcement Officers' Bill of Rights; and

B. Civilian employees, subject to the Montgomery County merit system law and collective bargaining agreement where applicable, provided that, subject to § 404 of the Montgomery County Charter, any action to suspend, discharge, or otherwise discipline a civilian employee may be subject to the grievance procedure set forth in the collective bargaining agreement; and

20. Issue and enforce rules, policies, and regulations necessary to carry out the functions of this subparagraph and all other managerial functions that are not inconsistent with law or the terms of the collective bargaining agreement.

[(vi) The rights and responsibility of the Sheriff under subparagraph (iii) of this paragraph shall be considered to be a part of each collective bargaining agreement reached by the Sheriff and an employee organization.]

[(vii)](VI) 1. Each assistant sheriff [and deputy sheriff] whose duty assignment requires the use of a motor vehicle shall be reimbursed in such amounts as shall be set forth in the budget for expenses for traveling, transportation, or use of motor vehicles, or may, in the alternative, be allowed the use of a publicly owned motor vehicle.

2. EACH DEPUTY SHERIFF WHOSE DUTY ASSIGNMENT REQUIRES THE USE OF A MOTOR VEHICLE SHALL BE REIMBURSED IN AN AMOUNT SET FORTH IN AN APPLICABLE COLLECTIVE BARGAINING AGREEMENT FOR EXPENSES FOR TRAVELING, TRANSPORTATION, OR USE OF MOTOR VEHICLES, OR MAY, IN THE ALTERNATIVE, BE ALLOWED USE OF A PUBLICLY OWNED MOTOR VEHICLE.

[(4)](5) Deputy sheriffs are not entitled to any additional compensation for rendering services incident to their office. The County Council shall levy and collect annual taxes on the assessable property in the county in an amount sufficient to pay the salaries and allowances of the Sheriff and the Sheriff's deputies.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2006.