

government. [A deputy holds office at the pleasure of the Sheriff and may be removed by the Sheriff at any time or by the Circuit Court for Howard County upon indictment and conviction as provided by law.]

(2) (I) EACH FULL-TIME DEPUTY SHERIFF AT THE RANK OF LIEUTENANT OR BELOW APPOINTED BY THE SHERIFF ON OR AFTER OCTOBER 1, 2005:

1. SHALL BE REQUIRED BY THE SHERIFF TO SERVE AN INITIAL PROBATIONARY PERIOD OF 12 MONTHS; AND

2. MAY BE DISMISSED BY THE SHERIFF FOR ANY REASON ONLY DURING THE INITIAL PROBATIONARY PERIOD.

(II) THE SHERIFF MAY EXTEND THE PROBATIONARY PERIOD FOR REASONABLE CAUSE.

(III) DURING THE PROBATIONARY PERIOD, THE SHERIFF HAS EXCLUSIVE DISCRETION TO DETERMINE WHETHER A PROBATIONARY DEPUTY SHERIFF HAS THE QUALIFICATIONS AND ABILITY TO SERVE IN THE POSITION OF A PERMANENT NONPROBATIONARY EMPLOYEE.

(IV) EACH PROBATIONARY DEPUTY SHERIFF SHALL BE REQUIRED TO COMPLETE THE MINIMUM NUMBER OF HOURS MANDATED FOR LAW ENFORCEMENT AGENCIES ESTABLISHED BY THE MARYLAND POLICE TRAINING COMMISSION.

(V) AFTER THE PROBATIONARY PERIOD, A FULL-TIME DEPUTY SHERIFF AT A RANK OF LIEUTENANT OR BELOW MAY BE DISCIPLINED OR DISMISSED ONLY FOR JUST CAUSE:

1. IN ACCORDANCE WITH THE LAW ENFORCEMENT OFFICERS' BILL OF RIGHTS, IF THE EMPLOYEE'S RIGHTS ARE COVERED UNDER THIS BILL OF RIGHTS; OR

2. IN ACCORDANCE WITH THE PERSONNEL RULES AND REGULATIONS OF THE HOWARD COUNTY SHERIFF'S OFFICE, IF THE EMPLOYEES' RIGHTS ARE NOT COVERED UNDER THE LAW ENFORCEMENT OFFICERS' BILL OF RIGHTS.

~~(3)~~ (VI) EXCEPT FOR AN APPEAL TAKEN PURSUANT TO THE LAW ENFORCEMENT OFFICERS' BILL OF RIGHTS, AN APPEAL BY AN AGGRIEVED PARTY SHALL BE TAKEN TO THE CIRCUIT COURT FOR HOWARD COUNTY.

~~(4)~~ (3) The Sheriff may appoint additional temporary deputy sheriffs when necessary for the public safety and the county government shall allow them reasonable compensation. These deputies may not serve longer than the case actually requires.

[(2)] ~~(5)~~ (4) The primary duties of the Sheriff are the following:

(i) The security of the circuit court, and the performance of such duties as may be required of them by that court;