

**Department of Transportation - Personnel - Disciplinary Action**

FOR the purpose of requiring that certain regulations adopted by the Secretary of Transportation to govern the Department of Transportation's human resources management system provide that an appointing authority or a designated representative of the Department shall initiate certain steps before taking any disciplinary action related to employee misconduct; requiring the regulations to authorize the appointing authority or designated representative to suspend an employee, with or without pay, under certain circumstances; providing that the regulations shall require the appointing authority or designated representative to inform the Secretary of Transportation of certain charges within a certain amount of time if the employee is suspended without pay; providing that the regulations shall require that an employee be placed on leave with pay for a certain period of time under certain circumstances; providing that the regulations shall establish that an appointing authority or a designated representative and an employee may agree to the holding in abeyance of a disciplinary action for a certain period of time under certain circumstances; and generally relating to disciplinary action for Department of Transportation personnel.

BY repealing and reenacting, without amendments,  
 Article - Transportation  
 Section 2-103.4(a)  
 Annotated Code of Maryland  
 (2001 Replacement Volume and 2004 Supplement)

BY repealing and reenacting, with amendments,  
 Article - Transportation  
 Section 2-103.4(d)  
 Annotated Code of Maryland  
 (2001 Replacement Volume and 2004 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:

**Article - Transportation**

2-103.4.

(a) Without regard to the laws of this State relating to other State employees, the Secretary of Transportation may establish a human resources management system for employees of the Department and its units. Any human resources management system that the Secretary establishes under this section shall:

- (1) Be based on merit;
- (2) Include fair and equitable procedures for appointment, hiring, promotion, layoff, removal, termination, redress of grievances, and reinstatement of employees; and