

(E) ALL NATURAL RESOURCES POLICE OFFICERS, INCLUDING PERSONS APPOINTED FOR TRAINING PRIOR TO REGULAR ASSIGNMENT AS A NATURAL RESOURCES POLICE OFFICER, SHALL REMAIN IN A PROBATIONARY STATUS FOR A PERIOD OF 2 YEARS FROM THE DATE OF INITIAL APPOINTMENT TO THE NATURAL RESOURCES POLICE FORCE. THE SECRETARY OR THE SECRETARY'S DESIGNATED REPRESENTATIVE MAY DISCHARGE AN EMPLOYEE IN PROBATIONARY STATUS FOR ANY CAUSE WHICH IS DEEMED SUFFICIENT IN THE SOLE DISCRETION OF THE SECRETARY OR THE SECRETARY'S DESIGNATED REPRESENTATIVE.

(F) THE SECRETARY SHALL ESTABLISH A GRIEVANCE PROCEDURE FOR NATURAL RESOURCES POLICE OFFICERS CONCERNING ANY CAUSE OF COMPLAINT BETWEEN A NATURAL RESOURCES POLICE OFFICER AND THE OFFICER'S SUPERVISORS OVER THE INTERPRETATION AND APPLICATION OF ANY RULE, REGULATION, OR POLICY APPLICABLE TO NATURAL RESOURCES POLICE OFFICERS OVER WHICH THE SECRETARY HAS CONTROL. THE SECRETARY MAY PROVIDE FOR VARIOUS STEPS IN THE GRIEVANCE PROCEDURE, BUT THE SECRETARY SHALL BE THE HIGHEST AND FINAL DECISION-MAKER UNDER THE PROCEDURE.

(6) IN CASES OF INCONSISTENCY BETWEEN THIS SUBTITLE AND THE PROVISIONS OF ARTICLE 64A, MERIT SYSTEM, THE PROVISIONS OF THIS SUBTITLE SHALL CONTROL AS TO ALL MATTERS RELATING TO THE NATURAL RESOURCES POLICE FORCE.

#### Article 64A --- Merit System

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(e) The following persons are excepted from the provisions of this subtitle:

(8) Police officers of the Maryland State Police AND THE NATURAL RESOURCES POLICE,

SECTION 2. AND BE IT FURTHER ENACTED, That the Department of Natural Resources shall submit by January 1 of 1986, and each year thereafter up to and including January 1, 1989, a report to the General Assembly documenting an affirmative action plan outlining reasonable goals and timetables for the employment of women and members of minority groups.

SECTION 2 3. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 1985. It shall remain effective for a period of 4 years and, at the end of June 30, 1989, and with no further action required by the General Assembly, this Act shall be abrogated and of no further force and effect.

Approved May 28, 1985.

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