

(I) THE SERVICE SHALL SUBMIT ANNUALLY A BUDGET REFLECTING THE OPERATING AND CAPITAL PROGRAM OF THE SERVICE TO THE DEPARTMENT OF BUDGET AND FISCAL PLANNING FOR INCLUSION FOR INFORMATIONAL PURPOSES IN THE STATE BUDGET BOOK.

3-103.1.

(A) THE STAFF OF THE SERVICE SHALL CONSIST OF SUCH EMPLOYEES AS THE SERVICE MAY DETERMINE ARE NECESSARY TO CARRY OUT THE DUTIES OF THE SERVICE.

(B) (1) THE SERVICE SHALL ADOPT REGULATIONS TO GOVERN THE EMPLOYEES OF THE SERVICE.

(2) THE SERVICE SHALL ESTABLISH A PERSONNEL SYSTEM THAT:

(I) IS BASED ON MERIT AND COMPENSATES EMPLOYEES BASED ON PERFORMANCE;

(II) INCLUDES FAIR AND EQUITABLE PROCEDURES FOR THE REDRESS OF GRIEVANCES AND FOR THE HIRING, PROMOTION, AND LAYING OFF OF EMPLOYEES; AND

(III) ALLOWS STATE EMPLOYEES WHO ARE EMPLOYED BY THE SERVICE PRIOR TO JULY 1, 1993 AND MEMBERS OF THE STATE RETIREMENT OR PENSION SYSTEMS TO CONTINUE ~~TO PARTICIPATE IN THE RETIREMENT OR MEMBERSHIP IN THE EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF MARYLAND OR THE PENSION SYSTEM SYSTEMS SYSTEM~~ FOR EMPLOYEES OF THE STATE OF MARYLAND.

(3) (I) THE SERVICE SHALL ANNUALLY BE LIABLE FOR AND SHALL PAY TO THE STATE RETIREMENT AGENCY THE EMPLOYER'S SHARE OF EMPLOYEE RETIREMENT OR PENSION COSTS FOR SERVICE EMPLOYEES WHO PARTICIPATE IN THE STATE RETIREMENT OR PENSION SYSTEMS, AS PROVIDED IN ARTICLE 73B, § 1-310 OF THE CODE.

(II) THE SERVICE SHALL BE LIABLE FOR AND SHALL PAY THE EMPLOYER'S SHARE OF HEALTH INSURANCE COSTS FOR SERVICE EMPLOYEES.

(4) IN CARRYING OUT THE REQUIREMENTS OF THIS SUBSECTION, THE SERVICE MAY:

(I) CREATE OR ABOLISH ANY POSITION OTHER THAN ONE SPECIFICALLY PROVIDED FOR IN THIS SUBTITLE;

(II) DETERMINE EMPLOYEE QUALIFICATIONS, APPOINTMENT AND REMOVAL PROCEDURES, TERMS OF EMPLOYMENT INCLUDING COMPENSATION, BENEFITS, HOLIDAY SCHEDULES, AND LEAVE POLICIES, AND ANY OTHER MATTER CONCERNING EMPLOYEES; AND

(III) SUBJECT TO THE PROVISIONS OF SUBSECTION (C) OF THIS SECTION, TAKE SUCH ACTIONS THAT ARE NECESSARY FOR THE TRANSITION TO A NEW PERSONNEL SYSTEM.