

corresponds to his position. He shall be placed in the first step of that rank unless his present salary is more than that step, then his step shall correspond to his present salary, but he shall not receive a lesser salary nor shall he be demoted as a result of the implementation of the salary schedule.

(c) All Deputy Sheriffs shall receive the salary for the next step within their rank upon each anniversary date, which means July 1 as to all persons who are Deputy Sheriffs on July 1, 1979, or the date of employment as to all other deputies.

(d) The Board of Public Safety shall approve all promotions upon recommendation of the Sheriff TO THE EXTENT PROVIDED BY ORDINANCE ADOPTED BY THE COUNTY COMMISSIONERS UNDER SUBSECTION C(2) OF THIS SECTION. Such promotions shall become effective only upon the concurrence of the County Commissioners and shall be subject to the availability of funds budgeted for such promotions.

E. (1) The Sheriff shall have control and supervision over other members of his office and shall assign the members thereof to such duties and hours as he may deem necessary and shall make such rules and regulations for the proper government, discipline and operation of his office as he may deem best to promote its efficiency. A copy of such rules and regulations shall be furnished to each member of his office, and whenever any addition or change is made in such rules and regulations, a copy of such addition or change shall be provided for each member of the office, who shall familiarize himself therewith.

(2) The Sheriff shall require each member of his office, at such times of the day or night as he may be upon duty, to preserve the public peace, prevent crime and protect the rights of persons and property; [to see that all laws relating to the observance of Sunday and in regard to gambling, intemperance, vagrants and disorderly persons are strictly enforced;] and to assist the sanitary offices of the county to enforce faithfully and strictly all laws, rules and orders that now exist or which may hereafter be passed or issued for the purpose of maintaining and preserving the public health and to arrest all offenders against the laws of the state.

F. [(1) The] IN ACCORDANCE WITH THE PROVISIONS OF THE LAW ENFORCEMENT OFFICERS' BILL OF RIGHTS UNDER ARTICLE 27, § 727 THROUGH 734D OF THE ANNOTATED CODE OF MARYLAND THE Sheriff may, in his discretion, suspend without pay, remove, dismiss, demote or discharge any member of his office for any offense against law or good morals, for neglect of duty, inefficiency, physical or mental disability or breach of discipline.

[(2) The following offenses shall be considered sufficient to warrant suspension, discharge or demotion:

- (a) Cowardice.
- (b) Willful disobedience of rules or orders.
- (c) Any act of cruelty, tyranny or oppression toward a civilian or any other officer.
- (d) Conduct unbecoming an officer.