

(D) THE EQUAL EMPLOYMENT OPPORTUNITY PROGRAM IN TITLE 5, SUBTITLE 2 OF THIS ARTICLE GOVERNS ALL EMPLOYEES OF ANY UNIT IN THE EXECUTIVE BRANCH OF STATE GOVERNMENT, INCLUDING A UNIT WITH AN INDEPENDENT PERSONNEL SYSTEM.

(E) (1) AT LEAST ANNUALLY, THE SECRETARY OF PERSONNEL SHALL REPORT ON THE EQUAL EMPLOYMENT OPPORTUNITY PROGRAM ESTABLISHED IN § 5-203 OF THIS ARTICLE TO THE LEGISLATIVE JOINT COMMITTEE ON FAIR PRACTICES.

(2) THE HEAD OF A PERSONNEL SYSTEM IN THE LEGISLATIVE AND JUDICIAL BRANCHES MAY REPORT PERIODICALLY ON EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS AND POLICIES IN EFFECT IN THAT PERSONNEL SYSTEM TO THE LEGISLATIVE JOINT COMMITTEE ON FAIR PRACTICES.

[Subtitle 5. Actions Based on Medical Conditions.]

[3-501.

(a) This section applies to all applicants for employment in classified service and unclassified service positions in the State Personnel Management System.

(b) This section does not affect the power of the Secretary under § 4-203 of this article to establish reasonable minimum or maximum age requirements, if not otherwise set by law, for employment:

- (1) as a fire fighter;
- (2) as a police officer;
- (3) as a correctional officer; or
- (4) in any other position that requires extraordinary physical effort.

(c) Before an applicant may be denied employment for medical reasons, the appointing authority or a designee of the appointing authority shall document in writing:

- (1) that, using relevant provisions of federal and State law and regulations, reasonable accommodations were considered;
- (2) the specific accommodations that were considered; and
- (3) the reasons for rejecting those accommodations.

(d) The Secretary shall develop and make available to appointing authorities guidelines on denials of employment for medical reasons that reflect applicable federal and State law and regulations.]

[3-502.

(a) (1) Except as provided in paragraph (2) of this subsection, this section applies to all employees, including classified, unclassified, full-time, part-time, permanent, and temporary employees, of all units in the executive, judicial, and legislative branches of State government, including any unit with an independent personnel system.