

(b) An employee who has completed probation may be removed only for cause, as provided in Title 9, Subtitle 2 of this article.]

7-401.

THIS SUBTITLE APPLIES TO ALL EMPLOYEES IN THE:

- (1) SKILLED SERVICE;
- (2) PROFESSIONAL SERVICE; AND
- (3) MANAGEMENT SERVICE; ~~AND~~
- (4) ~~EXECUTIVE SERVICE.~~

7-402.

(A) EACH EMPLOYEE SUBJECT TO THIS SUBTITLE IS REQUIRED TO COMPLETE A 6-MONTH PROBATIONARY PERIOD AS THE FINAL STEP IN:

(1) THE EMPLOYEE'S INITIAL APPOINTMENT TO A POSITION IN THE STATE PERSONNEL MANAGEMENT SYSTEM; ~~AND~~

(2) ~~IF APPLICABLE~~, THE EMPLOYEE'S APPOINTMENT TO A POSITION IN THE SKILLED OR PROFESSIONAL SERVICE FOLLOWING A COMPETITIVE PROMOTION; AND

(3) EXCEPT AS PROVIDED IN SUBSECTION (B) OF THIS SECTION, THE EMPLOYEE'S APPOINTMENT TO A POSITION IN THE SKILLED OR PROFESSIONAL SERVICE FOLLOWING A REINSTATEMENT.

(B) AN EMPLOYEE IS NOT REQUIRED TO SERVE A PROBATIONARY PERIOD IF THE EMPLOYEE IS REINSTATED WITHIN 1 YEAR AFTER THE EMPLOYEE'S SEPARATION FROM STATE SERVICE TO A CLASSIFICATION IN WHICH THE EMPLOYEE HAD PREVIOUSLY COMPLETED A PROBATIONARY PERIOD.

~~(B)~~ (C) TO SUCCESSFULLY COMPLETE A PROBATIONARY PERIOD, AN EMPLOYEE IS REQUIRED TO DEMONSTRATE PROFICIENCY IN THE ASSIGNED DUTIES AND RESPONSIBILITIES OF THE POSITION TO WHICH THE EMPLOYEE IS APPOINTED.

7-403.

(A) SUBJECT TO SUBSECTION (B) OF THIS SECTION AND AT THE SOLE DISCRETION OF THE EMPLOYEE'S APPOINTING AUTHORITY, AN EMPLOYEE'S PROBATIONARY PERIOD MAY BE EXTENDED UP TO AN ONE-ADDITIONAL 6 MONTHS MONTH PERIOD IF:

(1) THE APPOINTING AUTHORITY DECIDES THAT ADDITIONAL TIME IS NECESSARY TO ALLOW THE EMPLOYEE TO DEMONSTRATE PROFICIENCY IN THE PERFORMANCE OF THE EMPLOYEE'S ASSIGNED DUTIES AND RESPONSIBILITIES;

(2) IN THE APPOINTING AUTHORITY'S JUDGMENT, THE PERIOD OF THE EMPLOYEE'S ABSENCE ON APPROVED LEAVE IS SUFFICIENT TO PREVENT THE