

- (1) ONE POINT FOR EACH MONTH OF STATE EMPLOYMENT;
- (2) ONE POINT FOR EACH MONTH OF EMPLOYMENT IN THE PRINCIPAL UNIT IN WHICH THE LAYOFF WILL OCCUR; AND
- (3) ONE POINT FOR EACH MONTH OF EMPLOYMENT IN THE CLASS JOB SERIES IN WHICH THE LAYOFF WILL OCCUR.

(B) AN EMPLOYEE'S SENIORITY POINTS ARE THE TOTAL OF THE POINTS DETERMINED UNDER SUBSECTION (A) OF THIS SECTION.

[9-504.] 11-206.

(a) [The regulations adopted by the Secretary under this subtitle shall include an order of layoffs determined by seniority points, including credit for:

- (1) total State service;
- (2) service within the principal department or other independent unit in which the layoff will occur; and
- (3) service in the class and its job series, as defined by the Secretary, in which the layoff will occur.] EXCEPT AS PROVIDED IN SUBSECTIONS (B) AND (C) OF THIS SECTION:

(1) EMPLOYEES IN A CLASS ARE TO BE LAID OFF BASED ON SENIORITY POINTS; AND

(2) THE EMPLOYEE IN THE CLASS WITH LESS SENIORITY POINTS SHALL BE LAID OFF BEFORE OTHERS IN THE CLASS WITH HIGHER SENIORITY POINTS.

(b) [The regulations shall provide that if] IF two or more employees in the same class have an equal number of seniority points, the employee with less [total State service] POINTS FOR TOTAL STATE EMPLOYMENT shall be laid off first.

(c) [The regulations shall provide that if] IF two or more employees in the same class have an equal number of seniority points and the same [total State service] NUMBER OF POINTS FOR TOTAL STATE EMPLOYMENT, the appointing authority shall:

- (1) determine which employee to retain by making a written evaluation of the skills, knowledge, or abilities of each employee; and
- (2) submit the evaluation to the Secretary.

[9-505.] 11-207.

(a) [The regulations adopted by the Secretary under this subtitle shall provide that an] AN employee being laid off may displace another employee who has the least seniority points: [of any employee]

- (1) in the same class or job series as the employee being laid off; or
- (2) in any other class in which the laid-off employee previously held satisfactory [permanent] NONPROBATIONARY status WITHIN THE ~~42~~ 36 MONTHS IMMEDIATELY PRIOR TO THE EFFECTIVE DATE OF THE LAYOFF.