

(3) The Deputy Secretaries have the duties provided by law or delegated by the Secretary.

(c) The Secretary shall designate a Deputy Secretary to be the acting secretary when the Secretary is absent from the State or otherwise unavailable.

(d) (1) The Secretary may employ a staff and retain consultants in accordance with the State budget.

(2) Except as provided in paragraph (4) of this subsection or otherwise by law, the Secretary shall appoint and remove all staff in accordance with the provisions of the State Personnel and Pensions Article.

(3) The appointment or removal of staff of any unit in the Department is subject to the approval of the Secretary. As to any unit in the Department, the Secretary may delegate this authority to the head of that unit.

(4) All personnel in the Department specified in this paragraph shall be in the executive service or management service of the State Personnel Management System and shall be appointed by and serve at the pleasure of the Secretary:

(i) Any assistant secretary;

(ii) Any director of an institution;

(iii) The superintendent of the youth centers; and

(iv) The managing director, deputy director, and director of detention at the Baltimore City Juvenile Justice Center.

(5) All personnel in the Department who are subject to the provisions of paragraph (4) of this subsection shall be prohibited from other employment while employed by the Department, unless express permission is granted by the Secretary. Express permission from the Secretary may not be unreasonably withheld. If the Secretary grants permission to engage in other employment, the employee shall disclose to the Secretary the source and amount of all income earned from that other employment.

(6) All teachers WHO DO NOT HOLD A CERTIFICATE UNDER TITLE 6, SUBTITLE 1 OF THE EDUCATION ARTICLE, principals, directors of education, and supervisors of vocational education who are employed by institutions managed by the Department are in the management service or are special appointments in the State Personnel Management System.

(7) The Department shall:

(i) Adopt a code of conduct for personnel of the Department; and

(ii) Require private agencies under contract with the Department to adopt a code of conduct for private agency staff that is in substantial compliance with the code of conduct for personnel of the Department.