

AND OTHER MERIT AWARDS, SUBJECT TO THE BUDGET AND FISCAL POLICIES OF MONTGOMERY COUNTY AND THE MONTGOMERY COUNTY MERIT SYSTEM LAW AND PERSONNEL REGULATIONS;

~~14.~~ 15. INTRODUCE NEW OR IMPROVED TECHNOLOGY, RESEARCH, DEVELOPMENT, AND SERVICES;

~~15.~~ 16. CONTROL AND REGULATE THE USE OF MACHINERY, EQUIPMENT, AND OTHER PROPERTY AND FACILITIES OF THE SHERIFF'S OFFICE;

~~16.~~ 17. MAINTAIN INTERNAL SECURITY STANDARDS;

~~17.~~ 18. CREATE, ALTER, COMBINE, CONTRACT OUT, OR ABOLISH ANY OPERATION, UNIT, OR OTHER DIVISION OR SERVICE, EXCEPT THAT:

A. CONTRACTING OUT WORK THAT WILL DISPLACE EMPLOYEES MAY NOT BE UNDERTAKEN BY THE EMPLOYER UNLESS 90 DAYS PRIOR TO SIGNING THE CONTRACT, OR ON ANOTHER DATE OF NOTICE AS AGREED TO BY THE PARTIES, WRITTEN NOTICE HAS BEEN GIVEN TO THE CERTIFIED REPRESENTATIVE; AND

B. ANY DISPLACEMENT OF BARGAINING UNIT MEMBERS SHALL BE CONDUCTED IN A MANNER THAT IS CONSISTENT WITH THE COUNTY COLLECTIVE BARGAINING LAW;

~~18.~~ 19. SUSPEND, DISCHARGE, OR OTHERWISE DISCIPLINE:

A. SWORN EMPLOYEES FOR CAUSE UNDER THE MARYLAND LAW ENFORCEMENT OFFICERS' BILL OF RIGHTS; AND

B. CIVILIAN EMPLOYEES, SUBJECT TO THE MONTGOMERY COUNTY MERIT SYSTEM LAW AND COLLECTIVE BARGAINING AGREEMENT WHERE APPLICABLE, PROVIDED THAT, SUBJECT TO § 404 OF THE MONTGOMERY COUNTY CHARTER, ANY ACTION TO SUSPEND, DISCHARGE, OR OTHERWISE DISCIPLINE A CIVILIAN EMPLOYEE MAY BE SUBJECT TO THE GRIEVANCE PROCEDURE SET FORTH IN THE COLLECTIVE BARGAINING AGREEMENT; AND

~~19.~~ 20. ISSUE AND ENFORCE RULES, POLICIES, AND REGULATIONS NECESSARY TO CARRY OUT THE FUNCTIONS OF THIS SUBPARAGRAPH AND ALL OTHER MANAGERIAL FUNCTIONS THAT ARE NOT INCONSISTENT WITH LAW OR THE TERMS OF THE COLLECTIVE BARGAINING AGREEMENT.

(VI) THE RIGHTS AND RESPONSIBILITY OF THE SHERIFF UNDER SUBPARAGRAPH (III) OF THIS PARAGRAPH SHALL BE CONSIDERED TO BE A PART OF EACH COLLECTIVE BARGAINING AGREEMENT REACHED BY THE SHERIFF AND AN EMPLOYEE ORGANIZATION.

[(iii)] (VII) Each assistant sheriff and deputy sheriff whose duty assignment requires the use of a motor vehicle shall be reimbursed in such amounts as shall be set forth in the budget for expenses for traveling, transportation, or use of motor vehicles, or may, in the alternative, be allowed the use of a publicly owned motor vehicle [for use on duty].