

**COUNTY COUNCIL OF CECIL COUNTY, MARYLAND
LEGISLATIVE SESSION DAY 2018-09**

RESOLUTION NO. 22- 2018

Title of Resolution: Amendment - Personnel Policies and Procedures Manuel

Synopsis: A Resolution to repeal the existing Cecil County, Maryland Personnel Policies and Procedures Manual , and to enact a new Personnel Policies and Procedures Manuel, pursuant to Cecil County Code Chapter A384, §§ A384-1 (Adoption of Personnel Policies and Procedures Manual) and A384-2 (Change or Repeal of Provisions; No Express or implied Contract of Employment).

Introduced by: Council President on behalf of County Executive

Introduced and ordered posted on: May 1, 2018

Public hearing scheduled on: June 5, 2018 at: 7:00 p.m.

Consideration scheduled on: June 19, 2018

PUBLIC HEARING

Notice of time and place of public hearing and title of Resolution having been posted by _____ at the County Administration Building, 200 Chesapeake Blvd., Elkton and having been published according to the Charter on _____, a public hearing was held on _____, and concluded on _____.

By: _____
Council Manager

Explanation: CAPITALS INDICATE MATTER ADDED TO EXISTING ORDINANCE.
~~Strike through~~ indicate language deleted from existing document.
Underlining indicates added to document by amendment.
~~Double Strike through~~ indicates language stricken from document by amendment.

1 **WHEREAS**, pursuant to Cecil County Code Chapter A384, § A384-1 (Adoption of Personnel
2 Policies and Procedures Manual) [Amended 11-13-2012 by Ord. No. 2012-12], the County Council
3 adopted those provisions contained in the current revision of the Cecil County, Maryland, Personnel
4 Policies and Procedures Manual as the personnel policies and procedures that apply to Cecil County
5 employees, when relevant; and

6 **WHEREAS**, pursuant to Cecil County Code Chapter A384, § A384-2 (Change or Repeal of
7 Provisions; No Express or Implied Contract of Employment), the County Council reserves the right to
8 change or repeal any or all of the provisions of said Cecil County, Maryland, Personnel Policies and
9 Procedures Manual at any time; and

10 **WHEREAS**, the County Executive has determined that it is in the best interest of Cecil County to
11 repeal the existing Cecil County, Maryland Personnel Policies and Procedures Manual, and to replace the
12 repealed regulations by enacting a new Personnel Policies and Procedures Manual, in order to comply
13 with changes in applicable laws, to respond to certain changes to employee benefits and expectations
14 for employment, and to further the County Executive’s commitment to the citizens of Cecil County by
15 instilling the following values as guiding principles for all interactions with each other and with County
16 citizens: teamwork, flexibility, accountability, mutual respect, excellence, and open and effective
17 communication; and

18 **WHEREAS**, the new Cecil County, Maryland Personnel Policies and Procedures Manual presented
19 for adoption by the County Council is attached as Appendix 1 hereto and incorporated by reference as
20 more fully set forth herein.

21 **NOW, THEREFORE, BE IT ENACTED THAT THE COUNTY COUNCIL OF CECIL COUNTY, MARYLAND,**
22 finds that the proposed amendment to the Cecil County, Maryland Personnel Policies and Procedures
23 Manual is in the best interest of Cecil County, Maryland.

24 **AND IT IS FURTHER ENACTED BY THE COUNTY COUNCIL OF CECIL COUNTY, MARYLAND,** that the
25 existing Cecil County, Maryland Personnel Policies and Procedures Manual is hereby repealed.

26 **AND IT IS FURTHER ENACTED BY THE COUNTY COUNCIL OF CECIL COUNTY, MARYLAND,** that the
27 Cecil County, Maryland Personnel Policies and Procedures Manual as appended hereto and incorporated
28 by reference herein, as Appendix 1, is hereby adopted.

29 **AND BE IT FURTHER ENACTED** that this Act shall take effect on July 1, 2018.

INTRODUCED: May 1, 2018

ADOPTED: _____

President of the Council

ATTEST:

Council Manager