

**COUNTY COUNCIL OF CECIL COUNTY, MARYLAND
LEGISLATIVE SESSION DAY 2020-11
RESOLUTION NO. 33-2020**

Title of Resolution: Amendment – Personnel Policies and Procedures Manual

Synopsis: A Resolution to repeal the existing Cecil County, Maryland Personnel Policies and Procedures Manual, and to enact a new Personnel Policies and Procedures Manual 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 the County Executive

Introduced and ordered posted on: June 9, 2020

Public Hearing scheduled on: July 7, 2020 at 7:00 p.m.

Scheduled for consideration on: July 21, 2020

By: _____
Council Manager

PUBLIC HEARING

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

By: _____
Council Manager

EXPLANATION:

CAPITALS INDICATE LANGUAGE ADDED TO EXISTING RESOLUTION

~~Strike through~~ indicates language deleted from existing Resolution

Underlining indicates language added to Resolution by Amendment

~~Double Strike Through~~ indicates language stricken out of Resolution by Amendment.

1 **WHEREAS**, pursuant to Cecil County Code Chapter A384, § A384-1 (Adoption of Personnel Policies
2 and Procedures Manual) [Amended 11-13-2012 by Ord. No. 2012-12 and 06-19-2018 by
3 Resolution No. 22-2018], the County Council adopted those provisions contained in the current revision of
4 the Cecil County, Maryland, Personnel Policies and Procedures Manual as the personnel policies and
5 procedures that apply to Cecil County 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12 repealed regulations by enacting a new Personnel Policies and Procedures Manual, in order to comply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 for
14 employment, to provide for the health, safety and welfare of County employees and County citizens, and
15 to further the County Executive’s commitment to providing the citizens of Cecil County by instilling the
16 following values as guiding principles for all interactions with each other and with County citizens:
17 Teamwork, flexibility, accountability, mutual respect, excellence, and open & effective communication;
18 and

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

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

25 **AND IT IS FURTHER RESOLVED THAT THE COUNTY COUNCIL OF CECIL COUNTY, MARYLAND**
26 hereby repeals the existing Cecil County, Maryland Personnel Policies and Procedures Manual.

27 **AND IT IS FURTHER RESOLVED THAT THE COUNTY COUNCIL OF CECIL COUNTY, MARYLAND**
28 hereby adopts the Cecil County, Maryland Personnel Policies and Procedures Manual as appended hereto
29 and incorporated by reference herein.

30 **AND, BE IT FURTHER RESOLVED BY THE COUNTY COUNCIL OF CECIL COUNTY, MARYLAND,** that
31 this Resolution shall take effect on the date of its passage.

INTRODUCED: June 9, 2020

ADOPTED: _____

ATTEST:

President of the Council

Council Manager