

**Department of Legislative Services**  
Maryland General Assembly  
2014 Session

**FISCAL AND POLICY NOTE**

House Bill 9  
Economic Matters

(Delegate Norman)

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**Harford County - Alcoholic Beverages - Liquor Control Board - Employment Policies**

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This bill authorizes the Harford County Liquor Control Board to alter an employee's position, duties, title, or compensation at any time, with or without notice, and with or without cause. The board must employ, rather than appoint, a general manager. The bill eliminates the provision that the general manager must hold office during good behavior and must be discharged only for cause involving dishonesty, incompetency, or immoral conduct after there has been an opportunity for a hearing. The right of the board or an employee to terminate at-will employment cannot be limited by any document, statement, or something implied from any course of conduct. Only the board may modify its at-will employment policy or enter into an agreement contrary to its at-will employment policy, but any modification or agreement must be in writing and signed by the employee and each member of the board.

The bill takes effect July 1, 2014.

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**Fiscal Summary**

**State Effect:** None.

**Local Effect:** None. Altering the board's employment policies does not materially impact Harford County's operations or finances.

**Small Business Effect:** None.

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## Analysis

**Current Law:** The Harford County Liquor Control Board must appoint a general manager to act as the board's secretary-treasurer and to be the chief business administrative officer of the board under its control and supervision. A board member may not be the general manager while being a member of the board. The general manager must hold office during good behavior and must be discharged only for cause involving dishonesty, incompetency, or immoral conduct after there has been an opportunity for a hearing.

**Background:** The Harford County Liquor Control Board consists of five board members. The board employs a general manager to oversee daily functions, an administrative assistant, and a chief inspector who is responsible for the enforcement and inspection of licensed establishments and supervises any part-time inspectors.

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### Additional Information

**Prior Introductions:** None.

**Cross File:** None.

**Information Source(s):** Harford County, Department of Legislative Services

**Fiscal Note History:** First Reader - January 9, 2014  
mlm/lgc

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