

# SENATE BILL 793

P4

EMERGENCY BILL

5lr2907

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By: **Senator Middleton**

Introduced and read first time: February 19, 2015

Assigned to: Rules

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## A BILL ENTITLED

1 AN ACT concerning

2 **State Personnel – Automatic Step Increases – Standard Pay Plan**

3 FOR the purpose of requiring that regulations adopted by the Secretary of Budget and  
4 Management provide for automatic increases from minimum to maximum steps in a  
5 certain pay grade of certain pay rates in the Standard Pay Plan for certain employees  
6 under certain circumstances; making this Act an emergency measure; and generally  
7 relating to automatic step increases in the Standard Pay Plan.

8 BY repealing and reenacting, without amendments,

9 Article – State Personnel and Pensions

10 Section 8–104

11 Annotated Code of Maryland

12 (2009 Replacement Volume and 2014 Supplement)

13 BY repealing and reenacting, with amendments,

14 Article – State Personnel and Pensions

15 Section 8–106

16 Annotated Code of Maryland

17 (2009 Replacement Volume and 2014 Supplement)

18 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

19 That the Laws of Maryland read as follows:

20 **Article – State Personnel and Pensions**

21 8–104.

22 (a) (1) Pay rates in the Standard Pay Plan may be set by:

23 (i) a series of pay grades and steps within each grade;

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (ii) fixed rates; or

2 (iii) minimum and maximum amounts.

3 (2) Pay rates in the Executive Pay Plan may be set by:

4 (i) a series of executive pay grades and steps within each grade;

5 (ii) fixed rates; or

6 (iii) minimum and maximum amounts.

7 (b) In setting or amending a pay rate, the Secretary shall consider:

8 (1) the prevailing pay rates for comparable services in private and public  
9 employment;

10 (2) experience;

11 (3) living costs;

12 (4) benefits; and

13 (5) the financial condition and policies of this State.

14 (c) A pay rate in either pay plan is subject to any limitations included in the State  
15 budget.

16 8–106.

17 (a) This section applies only to the Standard Pay Plan.

18 (b) The regulations adopted under this subtitle shall provide for **AUTOMATIC**  
19 **increases, from minimum to maximum STEPS IN A PAY GRADE, of the pay rates set by the**  
20 **Standard Pay Plan FOR AN EMPLOYEE WHO IS RATED “OUTSTANDING” OR**  
21 **“SATISFACTORY” ON THE EMPLOYEE’S MIDYEAR OR FINAL PERFORMANCE**  
22 **APPRAISAL FORMS.**

23 SECTION 2. AND BE IT FURTHER ENACTED, That this Act is an emergency  
24 measure, is necessary for the immediate preservation of the public health or safety, has  
25 been passed by a yea and nay vote supported by three–fifths of all the members elected to  
26 each of the two Houses of the General Assembly, and shall take effect from the date it is  
27 enacted.