P4 7lr2363 CF HB 614

By: Senators Klausmeier, Astle, Currie, DeGrange, Manno, Mathias, and Young Introduced and read first time: January 30, 2017

Assigned to: Finance

A BILL ENTITLED

1 AN ACT CONCERNING	1	AN	ACT	concerning
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State Personne	l – Employees	s in the Same	Classification -	- Pav	Rates
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- 3 FOR the purpose of providing that when an appointing authority of a unit in the State 4 Personnel Management System appoints an employee to a position in the skilled 5 service or the professional service, the Secretary of Budget and Management shall 6 require that a certain adjustment be made in the pay rate of certain incumbent 7 employees in the unit; requiring the Secretary of Transportation to prepare and 8 recommend a standard pay plan for the human resources management system that 9 conforms with certain provisions of this Act; making stylistic changes; and generally 10 relating to pay rates of State employees in the same classification.
- 11 BY repealing and reenacting, without amendments,
- 12 Article State Personnel and Pensions
- 13 Section 8–106(a)
- 14 Annotated Code of Maryland
- 15 (2015 Replacement Volume and 2016 Supplement)
- 16 BY adding to
- 17 Article State Personnel and Pensions
- 18 Section 8–106(c)
- 19 Annotated Code of Maryland
- 20 (2015 Replacement Volume and 2016 Supplement)
- 21 BY repealing and reenacting, with amendments,
- 22 Article Transportation
- 23 Section 2-103.4(g)
- 24 Annotated Code of Maryland
- 25 (2015 Replacement Volume and 2016 Supplement)
- 26 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
- 27 That the Laws of Maryland read as follows:



Article - State Personnel and Pensions

2 8–106.

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- 3 (a) This section applies only to the Standard Pay Plan.
- 4 (C) SUBJECT TO § 8-107 OF THIS SUBTITLE, WHEN AN APPOINTING
 5 AUTHORITY OF A UNIT IN THE STATE PERSONNEL MANAGEMENT SYSTEM APPOINTS
 6 AN EMPLOYEE TO A POSITION IN THE SKILLED SERVICE OR THE PROFESSIONAL
 7 SERVICE, THE SECRETARY SHALL REQUIRE THAT THE PAY RATE OF EACH
 8 INCUMBENT EMPLOYEE IN THE UNIT WHO IS IN THE SAME CLASSIFICATION AS, AND
 9 HAS A PAY RATE LOWER THAN, THE NEWLY APPOINTED EMPLOYEE BE ADJUSTED TO
 10 EQUAL THE PAY RATE OF THE NEWLY APPOINTED EMPLOYEE.

Article - Transportation

12 2–103.4.

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- 13 (g) (1) In establishing a pay plan for the Department's human resources 14 management system, the Secretary shall use the standard salary schedule adopted by the 15 Secretary of Budget and Management pursuant to the budget.
- 16 **(2)** The Secretary shall prepare and recommend a standard pay plan for all classes of positions in the human resources management system that conforms to the provisions of §§ 8–101, 8–102, 8–104, 8–105, **8–106(C)**, and 8–109 of the State Personnel and Pensions Article that govern the standard pay plan of the State.
- 20 (3) The Secretary shall have the same authority to implement a standard pay plan as is delegated to the Secretary of Budget and Management.
- 22 **(4)** Employees in the Department may not be paid salaries in excess of those paid to employees in substantially the same classifications in other State agencies.
- SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 2017.