

SB0464/397271/1

BY: Finance Committee

AMENDMENTS TO SENATE BILL 464
(First Reading File Bill)

AMENDMENT NO. 1

On page 1, in line 2, strike “Pay Rates” and substitute “Report”; and strike beginning with “providing” in line 3 down through “changes” in line 11 and substitute “requiring the Department of Budget and Management, in consultation with the Maryland Department of Transportation, to submit to certain committees of the General Assembly on or before a certain date a report outlining a certain plan and identifying certain information”; and strike in their entirety lines 13 through 27, inclusive.

AMENDMENT NO. 2

On page 2, strike in their entirety lines 1 through 32, inclusive, and substitute:

“SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That, on or before January 1, 2020, the Department of Budget and Management, in consultation with the Maryland Department of Transportation, shall submit to the Senate Budget and Taxation Committee and the House Appropriations Committee, in accordance with § 2-1246 of the State Government Article, a report that:

(1) outlines a plan to:

(i) phase out the practice of hiring a newly appointed employee at a higher pay rate than an incumbent employee who is in the same unit and in the same classification, unless the higher pay rate of the new employee is based solely on:

1. a higher level of qualification or experience relevant to the position; or

2. an employee transfer; and

(Over)

(ii) adjust the pay rate of each incumbent employee in a unit who is in the same classification as, and has a pay rate lower than, a newly appointed employee to be equal to the pay rate of the newly appointed employee, unless the higher pay rate of the new employee is based solely on:

1. a higher level of qualification or experience relevant to the position; or

2. an employee transfer; and

(2) identifies:

(i) the units and number of incumbent employees affected by the plan;

(ii) a timeline for implementing the plan; and

(iii) the estimated cost associated with implementing the plan.”.