
By: Delegate C. Davis

Introduced and read first time: January 26, 1996

Assigned to: Appropriations

A BILL ENTITLED

1 AN ACT concerning

2 **State Personnel - Longevity Pay**

3 FOR the purpose of establishing longevity pay for certain long-term State employees and
4 requiring certain automatic increases in salary to be paid to employees completing
5 certain years of State service; requiring that longevity pay increases be denied under
6 certain circumstances; establishing a right to appeal a denial of a longevity pay
7 increase to the Secretary of Personnel; requiring the Governor to include certain
8 appropriations in certain State budgets; providing that the implementation of
9 longevity pay in Fiscal Year 1997 is contingent on the availability of certain funds;
10 providing for the application of this Act; and generally relating to longevity pay and
11 funding for that pay.

12 BY adding to

13 Article - State Personnel and Pensions
14 Section 6-110
15 Annotated Code of Maryland
16 (1994 Volume and 1995 Supplement)

17 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
18 MARYLAND, That the Laws of Maryland read as follows:

19 **Article - State Personnel and Pensions**

20 6-110.

21 (A) (1) EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS SUBSECTION AND
22 SUBSECTION (C) OF THIS SECTION, AND NOTWITHSTANDING ANY OTHER LAW TO
23 THE CONTRARY, EACH EMPLOYEE OF ANY UNIT IN THE EXECUTIVE, JUDICIAL, AND
24 LEGISLATIVE BRANCHES OF STATE GOVERNMENT, INCLUDING ANY UNIT WITH AN
25 INDEPENDENT PERSONNEL SYSTEM, SHALL BE ENTITLED TO THE LONGEVITY PAY
26 DESCRIBED IN SUBSECTION (B) OF THIS SECTION.

27 (2) THIS SECTION DOES NOT APPLY TO CONTRACTUAL OR TEMPORARY
28 EMPLOYEES.

29 (B) EACH PAY PLAN ESTABLISHED BY ANY UNIT OF STATE GOVERNMENT
30 SHALL INCLUDE LONGEVITY PAY INCREASES OF 2% THAT ARE PAYABLE TO EACH

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1 EMPLOYEE SUBJECT TO THIS SECTION WHEN THE EMPLOYEE COMPLETES 21, 25, AND
2 30 YEARS OF STATE SERVICE.

3 (C) (1) A LONGEVITY PAY INCREASE SHALL BE DENIED IN ANY YEAR IF
4 THE APPOINTING AUTHORITY RECOMMENDS THE DENIAL BECAUSE OF A
5 SUBSTANTIAL REASON THAT ADVERSELY AFFECTS THE VALUE OF THE EMPLOYEE
6 TO THIS STATE, INCLUDING THE EMPLOYEE'S INEFFICIENCY OR UNUSUAL OR
7 EXCESSIVE ABSENTEEISM.

8 (2) AN EMPLOYEE WHO IS DENIED A LONGEVITY PAY INCREASE MAY
9 APPEAL THE DENIAL TO THE SECRETARY.

10 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall be construed
11 only prospectively and may not be applied or interpreted to have a retroactive effect.

12 SECTION 3. AND BE IT FURTHER ENACTED, That the implementation of §
13 6-110 of the State Personnel and Pensions Article, as added by Section 1 of this Act, for
14 Fiscal Year 1997, is contingent on the availability of funds as provided by the Governor in
15 the State budget for Fiscal Year 1997 through a supplement to the Budget Bill, as
16 authorized under Article III, § 52(5) of the Maryland Constitution.

17 SECTION 4. AND BE IT FURTHER ENACTED, That the Governor shall include
18 in the State budget for Fiscal Year 1998 and each year thereafter an appropriation to
19 fund the longevity pay increases established under this Act.

20 SECTION 5. AND BE IT FURTHER ENACTED, That this Act shall take effect
21 July 1, 1996.