

Department of Legislative Services
Maryland General Assembly

FISCAL NOTE
Revised

Senate Bill 83 (Chairman, Budget and Taxation Committee)
(Departmental - Public Television)

Budget and Taxation

Maryland Public Broadcasting Commission - Personnel Matters

This departmental bill grants the Maryland Public Broadcasting Commission independent salary setting authority for most commission employees. The commission must appoint a president to serve as chief executive officer. The compensation of Executive Session, Management Service, and Special Appointment employees will be determined by the commission, upon the recommendation of the president and in accordance with the State pay plan when possible. Under current law commission employees are in the State Personnel Management System and are subject to the salary authority of the Department of Budget and Management.

The President of the Maryland Public Broadcasting Commission must submit any non-routine changes to the commission's salary plan that involves increases or decreases in salary ranges to the Secretary of Budget and Management. The Secretary of Budget and Management must review the proposed changes and determine whether the changes would have an adverse effect on comparable State jobs.

Fiscal Summary

State Effect: Indeterminate effect on State expenditures. Revenues would not be directly affected.

Local Effect: None.

Small Business Effect: The Maryland Public Broadcasting Commission has determined that this bill has minimal or no impact on small businesses (attached). Legislative Services concurs with this assessment. (The attached assessment does not reflect any amendments to the bill.)

Fiscal Analysis

Background: During the 1996 Interim, the Chairman of the Maryland Public Broadcasting Commission submitted a request to the General Assembly to remove seven positions from the executive pay plan. The commission stated that removing these positions would enhance Maryland Public Television’s opportunities to compete for employment of individuals from the private and nonprofit sectors. Ultimately, only the president and four senior vice-presidents’ positions were transferred to the flat rate pay plan. In addition, the fiscal 1998 budget bill recommended that the commission submit legislation to restructure their personnel and salary plan. The Maryland Public Broadcasting Commission has introduced or supported legislation at the 1993, 1994, and 1995 sessions that either allowed the commission to set salaries for certain employees or to establish an independent personnel system; however, none of these bills was enacted into law.

State Effect: The Maryland Public Broadcasting Commission’s proposed fiscal 1999 budget totals \$29.7 million, of which \$8.2 million (28%) are general funds, \$21 million (70%) are special funds, and \$0.5 million (2%) are federal funds. The commission has 155 authorized positions and 23 contractual positions. Salaries, wages, and fringe benefits account for one-third of the commission’s budget. Approximately 150 of the commission’s 155 full-time employees would be affected by this bill. Because the commission’s stated intent for introducing this legislation is to improve recruitment and retention efforts, it is assumed that salaries for affected employees would increase. The commission advises that it expects to implement “pay for performance” and incentive compensation. Any expenditure increase cannot be reliably estimated at this time. **Exhibit 1** list the positions at the Maryland Public Broadcasting Commission that are affected by the bill.

Exhibit 1 Commission Employees Affected By Legislation

Position	State Pay Plan/ Grade	# of Employees	Salary Range
President/CEO	Flat Rate Pay	1	\$121,300
Senior Vice President	Flat Rate Pay	4	\$86,300 - \$98,800
Executive V	Executive Pay Plan (ES-5)	2	\$66,935 - \$82,029
Assistant Attorney General VII	21	1	\$47,751 - \$62,320
Administrator V	20	2	\$44,307 - \$57,798
Administrator IV	19	4	\$41,118 - \$53,611

Personnel Administrator I	17	1	\$35,436 - \$46,145
Public Broadcasting Specialist I	6	1	\$17,126 - \$21,650
Public Broadcasting Specialist II	7	3	\$18,110 - \$22,973
Public Broadcasting Specialist III	8	4	\$19,161 - \$24,421
Public Broadcasting Specialist IV	9	5	\$20,403 - \$26,076
Public Broadcasting Specialist V	10	8	\$21,774 - \$27,906
Public Broadcasting Supervisor I	11	7	\$23,279 - \$29,917
Public Broadcasting Supervisor II	12	23	\$24,899 - \$32,123
Public Broadcasting Supervisor III	13	23	\$26,657 - \$33,504
Public Broadcasting Supervisor IV	14	16	\$28,547 - \$37,075
Data Proc Prog Anal Spec II	14	1	\$28,547 - \$37,075
Public Broadcasting Supervisor V	15	12	\$30,632 - \$39,831
Public Broadcasting Supervisor VI	16	25	\$32,906 - \$42,821
Public Broadcasting Administrator I	17	2	\$35,436 - \$46,145
Data Proc Senior Prog Anal Spec	17	1	\$35,436 - \$46,145
Public Broadcasting Administrator II	18	4	\$38,166 - \$49,734
Total Affected Positions*		150	

* Five full-time positions (four office secretaries and one police officer) are not affected by this bill.

Information Source(s): Maryland Public Broadcasting Commission, Department of Legislative Services

Fiscal Note History: First Reader - February 2, 1998
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