
By: **Chairman, Finance Committee (Departmental - Budget and Management)**

Introduced and read first time: January 13, 2000

Assigned to: Finance

A BILL ENTITLED

1 AN ACT concerning

2 **State Employees - Performance Based Pay Increases**

3 FOR the purpose of requiring that certain pay increases for State employees in the
4 Standard Pay Plan may be granted only if employees meet certain performance
5 requirements; and generally relating to pay increases for State employees in the
6 Standard Pay Plan.

7 BY repealing and reenacting, with amendments,
8 Article - State Personnel and Pensions
9 Section 8-107
10 Annotated Code of Maryland
11 (1997 Replacement Volume and 1999 Supplement)

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

14 **Article - State Personnel and Pensions**

15 8-107.

16 (a) This section applies only to employees whose positions are in the Standard
17 Pay Plan.

18 (b) An employee in the Standard Pay Plan shall be denied a pay increase in
19 any year if:

20 (1) an appointing authority has imposed the denial as a disciplinary
21 action under Title 11, Subtitle 1 of this article; or

22 (2) the appointing authority denies the increase because of:

23 (i) an extension of an employee's period of probation under § 7-403
24 of this article;

25 (ii) lack of productivity; or

1 (iii) excessive, unexcused absenteeism.

2 (c) An employee may [not be denied a pay increase for reasons of performance
3 that adversely affects the value of the employee to this State unless substantial
4 reasons of performance were cited on the employee's midyear or final performance
5 appraisal forms.] BE GRANTED A PAY INCREASE ONLY WHEN THE EMPLOYEE
6 RECEIVES A MIDYEAR OR END-OF-CYCLE PERFORMANCE EVALUATION RATING OF:

7 (1) OUTSTANDING;

8 (2) EXCEEDS STANDARDS; OR

9 (3) MEETS STANDARDS.

10 (D) THE PERFORMANCE EVALUATION USED TO DETERMINE WHETHER AN
11 EMPLOYEE MAY BE GRANTED A PAY INCREASE SHALL BE THE EVALUATION
12 IMMEDIATELY PRECEDING THE EFFECTIVE DATE OF THE EMPLOYEE'S PAY
13 INCREASE.

14 [(d)] (E) An employee who is denied a pay increase under this section may
15 appeal the denial under the appeal procedures for disciplinary actions in Title 11 of
16 this article.

17 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
18 July 1, 2000.