

**Department of Legislative Services**  
Maryland General Assembly  
2002 Session

**FISCAL NOTE**

House Bill 904 (Delegate Rosenberg)  
Appropriations

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**Maryland Public Broadcasting Commission - Special Appointments Employees**

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This bill changes secretarial, stenographic, clerical, and custodial positions within the Maryland Public Broadcasting Commission (MPBC) into special appointment positions. Secretarial, stenographic, clerical, and custodial positions that are held on September 30, 2002 remain skilled service positions until the position becomes vacant or the employee holding the position elects to become a special appointment employee.

The bill is effective July 1, 2002.

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**Fiscal Summary**

**State Effect:** Potential minimal increase in MPBC expenditures due to possible salary increases offset by increased employer flexibility in employment practices. Any salary increases could be met with the existing resources of MPBC.

**Local Effect:** None.

**Small Business Effect:** None.

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**Analysis**

**Current Law:** The secretarial, stenographic, clerical, and custodial employees of MPBC are in the skilled service classification of the State Personnel Management System (SPMS). All other MPBC employees are in the executive service, management service, or are special appointments in SPMS, classifications for which MPBC fixes the salaries. Skilled service employees may only be terminated for cause and receive certain other

personnel protections, while executive service, management service, and special appointment employees are terminable at will.

The President of MPBC must submit any changes in the MPBC salary schedule to the Secretary of Budget and Management at least 45 days before the effective date of the change.

**Background:** According to MPBC, when the General Assembly approved independent salary authority for MPBC in 1998 (Chapter 579), the bill inadvertently failed to provide independent authority over the salaries of secretarial, stenographic, clerical, and custodial staff. These employees, therefore, are ineligible to receive the same performance-related increases that are available to other employees. MPBC advises that this imbalance leads to questions about fairness and equity.

**State Expenditures:** There are presently three Maryland Public Television employees in positions that could be affected by this change in salary authority. One of the employees is classified at Grade 9 and two of the employees are classified at Grade 11 in SPMS. MPBC advises that moving employees out of the State system would have only a minimal impact on their salaries. The net fiscal impact can be absorbed within the existing resources of MPBC. The additional salary costs may be offset by future savings from greater flexibility in hiring and firing these employees.

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### **Additional Information**

**Prior Introductions:** None.

**Cross File:** SB 94 (Chairman, Finance Committee) (Departmental – Public Television) – Finance.

**Information Source(s):** Maryland Public Broadcasting Commission, Department of Budget and Management, Department of Legislative Services

**Fiscal Note History:** First Reader - February 14, 2002  
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