

**Department of Legislative Services**

Maryland General Assembly

2004 Session

**FISCAL AND POLICY NOTE**

Senate Bill 827

(Senator Jimeno)

Finance

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**Task Force to Study Pay Parity for Department of Juvenile Services Employees**

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This bill creates a six-member Task Force to Study Pay Parity for Department of Juvenile Services (DJS) Employees to: (1) study pay parity for direct care DJS employees as compared to surrounding jurisdictions, particularly youth supervisors and juvenile counselors; (2) examine the salaries paid to comparable employees in Virginia, the District of Columbia, Pennsylvania, and Ohio; (3) examine the effect that salaries have on turnover and quality of work for DJS employees; and (4) recommend appropriate changes to the salaries of direct care DJS employees.

The Department of Budget and Management (DBM) must provide staffing for the task force. The task force must report its findings and recommendations to the Governor and the General Assembly by October 1, 2005. The bill terminates October 31, 2005.

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**Fiscal Summary**

**State Effect:** None. Any expense reimbursements for task force members and staffing costs are assumed to be minimal and can be absorbed with existing resources.

**Local Effect:** None.

**Small Business Effect:** None.

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**Analysis**

**Current Law:** None applicable.

**Background:** DJS' fiscal 2005 budget allowance calls for 2,060 permanent and contractual employees, including 1,385 direct care staff that serve as counselors, teacher's aides, supervisors, and social workers. The imposition of statewide position caps and cost containment reduced the DJS workforce by 8% from fiscal 2002. The employee vacancy rate rose from 3.2% in fiscal 1999 to 28% in fiscal 2002. Approximately 30% of all new direct care hires left within one year in 2003. Currently, 14% of direct care positions are not filled.

The fiscal 2005 budget earmarks \$3.2 million for a review and reclassification of DJS positions that will result in overall one-grade salary increases for employees who qualify for reclassification.

**State Effect:** DBM advises it will need another analyst to provide staffing for the task force at a cost of \$47,701. DLS advises that the staffing can be done with existing resources.

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### **Additional Information**

**Prior Introductions:** None.

**Cross File:** HB 1353 (Delegates Cadden and Sophocleus) – Appropriations.

**Information Source(s):** Department of Budget and Management, Department of Legislative Services

**Fiscal Note History:** First Reader - March 12, 2004  
mll/mdr

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