By: Delegates Marriott, Anderson, Benson, Burns, Cane, Carter, D. Davis, Gaines, Haynes, Kirk, Love, Moe, Oaks, Paige, Patterson, Taylor, and V. Turner

Introduced and read first time: January 24, 2005 Assigned to: Appropriations

A BILL ENTITLED

1 AN ACT concerning

2

Employment - Pay Rates - Maryland Self-Sufficiency Standard

3 FOR the purpose of requiring the Secretary of Business and Economic Development

- 4 to consider a certain self-sufficiency standard when setting or amending a pay
- 5 rate; requiring that a State employee whose pay rate is less than the Maryland
- 6 self-sufficiency standard receive a certain pay increase; requiring the
- 7 Department of Business and Economic Development to develop the Maryland
- 8 self-sufficiency standard on or before a certain date; requiring the Department
- 9 to distribute the standard to units of State government; requiring units of State
- 10 government to use the standard for a certain purpose; and generally relating to
- 11 the self-sufficiency standard.

12 BY repealing and reenacting, with amendments,

- 13 Article State Personnel and Pensions
- 14 Section 8-104(b)
- 15 Annotated Code of Maryland
- 16 (2004 Replacement Volume)

17 BY adding to

- 18 Article Labor and Employment
- 19 Section 3-413.1
- 20 Annotated Code of Maryland
- 21 (1999 Replacement Volume and 2004 Supplement)

22 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF

23 MARYLAND, That the Laws of Maryland read as follows:

24

Article - State Personnel and Pensions

- 25 8-104.
- 26 (b) (1) In setting or amending a pay rate, the Secretary shall consider:

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| 1 2 public em | [(1)] ployment; | (I) | the prevailing pay rates for comparable services in private and |
|--|--------------------|------------------|---|
| 3 | [(2)] | (II) | experience; |
| 4 | [(3)] | (III) | living costs; |
| 5 | [(4)] | (IV) | benefits; [and |
| 6 | (5)] | (V) | the financial condition and policies of this State; AND |
| 7 8 UNDER | § 3-413.1 (| (VI) OF THE I | THE MARYLAND SELF-SUFFICIENCY STANDARD DETERMINED LABOR AND EMPLOYMENT ARTICLE. |
| 9 | (2) | AN EN | MPLOYEE WHOSE PAY RATE IS LESS THAN THE MARYLAND |
| 10 SELF-SUFFICIENCY STANDARD DETERMINED UNDER § 3-413.1 OF THE LABOR AND | | | |
| 11 EMPLO | YMENT A | RTICLE | SHALL RECEIVE AN INCREASE IN THE EMPLOYEE'S PAY RATE |
| 12 AT A PE | RCENTA | GE THA | T IS AT LEAST TWICE THE PERCENTAGE INCREASE FOR |

13 EMPLOYEES WHOSE PAY RATE IS AT LEAST EQUAL TO THE MARYLAND

14 SELF-SUFFICIENCY STANDARD.

15

Article - Labor and Employment

16 3-413.1.

17 (A) IN THIS SECTION, "MARYLAND SELF-SUFFICIENCY STANDARD" MEANS A
18 CALCULATION OF THE INCOME AN EMPLOYED ADULT REQUIRES TO MEET THE
19 INDIVIDUAL'S NEEDS, INCLUDING:

20 (1) HOUSING;

21 (2) FOOD;

22 (3) DEPENDENT CARE;

23 (4) TRANSPORTATION; AND

24 (5) MEDICAL COSTS.

25 (B) (1) THE DEPARTMENT OF BUSINESS AND ECONOMIC DEVELOPMENT
26 SHALL DEVELOP THE MARYLAND SELF-SUFFICIENCY STANDARD ON OR BEFORE
27 JANUARY 1, 2006.

(2) THE MARYLAND SELF-SUFFICIENCY STANDARD SHALL BE USED TO
29 DETERMINE EMPLOYED ADULTS WHO ARE "AT-RISK WORKERS" AND
30 "UNDER-EMPLOYED WORKERS".

31 (C) (1) ON OR BEFORE MARCH 1, 2006, THE DEPARTMENT OF BUSINESS AND
32 ECONOMIC DEVELOPMENT SHALL DISTRIBUTE THE SELF-SUFFICIENCY STANDARD
33 TO UNITS OF STATE GOVERNMENT THAT COUNSEL INDIVIDUALS SEEKING:

2

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- 1 (I) EDUCATION;
- 2 (II) TRAINING; OR

3 (III) EMPLOYMENT.

6

4 (2) UNITS OF STATE GOVERNMENT SHALL USE THE SELF-SUFFICIENCY 5 STANDARD TO ASSIST AN INDIVIDUAL IN:

(I) ESTABLISHING PERSONAL FINANCIAL GOALS; AND

7 (II) ESTIMATING THE AMOUNT OF INCOME NEEDED TO SUPPORT 8 THE INDIVIDUAL'S FAMILY.

9 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect 10 July 1, 2005.