Chapter 680

(Senate Bill 580)

AN ACT concerning

State Personnel – Leap ~~Day Pay Act~~ Year – Personal Leave

FOR the purpose of ~~requiring the Secretary of Budget and Management to amend the Standard Pay Plan during a leap year to increase certain pay rates for certain classes of State employees to account for a certain day;~~ providing a certain number of days, not to exceed a certain number of hours, of personal leave to State employees during each calendar year that is a leap year; and generally relating to ~~the Standard Pay Plan pay rates for classes of~~ personal leave during leap years for State employees.

BY repealing and reenacting, with amendments,
Article – State Personnel and Pensions
Section ~~8–105~~ 9–401
Annotated Code of Maryland
(2015 Replacement Volume and 2016 Supplement)

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

Article – State Personnel and Pensions

~~8–105.~~

~~(a) This section applies only to the Standard Pay Plan.~~

~~(b) [With] **SUBJECT TO SUBSECTION (D) OF THIS SECTION, WITH** the approval of the Governor, the Secretary may amend the Standard Pay Plan to increase pay rates for specific classes to:~~

~~(1) recruit or retain competent personnel; or~~

~~(2) ensure that pay rates adequately compensate for the effort, knowledge, responsibility, skills, and working conditions of employees in the class.~~

~~(c) If an amendment affects a position in the Executive Branch that is listed in the budget bill in accordance with § 7–109 of the State Finance and Procurement Article, the amendment is contingent on the approval of the Board of Public Works.~~

~~(d) **IN A LEAP YEAR, TO ENSURE THAT NO EMPLOYEE'S PAY RATE IS REDUCED, THE SECRETARY SHALL AMEND THE STANDARD PAY PLAN TO INCREASE**~~

~~**PAY RATES FOR ALL CLASSES TO ACCOUNT FOR THE ADDITIONAL DAY IN THE LEAP YEAR.**~~

~~**(E)** An amendment to the Standard Pay Plan may not take effect unless sufficient money is available in the budget to cover the resulting pay rates.~~

~~**[**(c)**] (F)** (1) Subject to § 2–1246 of the State Government Article, the Secretary shall report all amendments to the Standard Pay Plan to the General Assembly on or before the 15th day of the next regular legislative session.~~

~~(2) If the General Assembly rejects an amendment, the appropriate reduction in pay rates takes effect as of the next fiscal year.~~

9–401.

(a) (1) Except as provided in **[**paragraph**] PARAGRAPHS** (2) **AND (3)** of this subsection, or otherwise provided by law, each employee in the State Personnel Management System, except a temporary employee, is entitled to 6 days, not to exceed 48 hours, of personal leave with pay at the beginning of the first full pay period of the calendar year.

(2) For the calendar year in which an employee begins employment, the employee is entitled only to the following personal leave with pay:

(i) 6 days, not to exceed 48 hours, if employment begins on or after January 1 and on or before the last day in February;

(ii) 5 days, not to exceed 40 hours, if employment begins on or after March 1 and on or before April 30;

(iii) 4 days, not to exceed 32 hours, if employment begins on or after May 1 and on or before June 30; or

(iv) 3 days, not to exceed 24 hours, if employment begins on or after July 1.

(3) FOR EACH CALENDAR YEAR THAT IS A LEAP YEAR, EACH EMPLOYEE IN THE STATE PERSONNEL MANAGEMENT SYSTEM, EXCEPT A TEMPORARY EMPLOYEE, IS ENTITLED TO 7 DAYS, NOT TO EXCEED 56 HOURS, OF PERSONAL LEAVE WITH PAY AT THE BEGINNING OF THE FIRST FULL PAY PERIOD OF THE CALENDAR YEAR.

(b) Personal leave may be used for any purpose.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 2017.

Approved by the Governor, May 25, 2017.