

Department of Legislative Services
Maryland General Assembly
2017 Session

FISCAL AND POLICY NOTE
First Reader

House Bill 776

(Delegate Hettleman, *et al.*)

Appropriations

State Personnel - Department of State Police - Forensic Scientist Salaries

This bill establishes that, notwithstanding any other law, the salary of a person in the Forensic Sciences Division in the Maryland Department of State Police (DSP) with four years of experience as a Forensic Scientist III (#000254) with the department, or its equivalent, may not be less than the salary established for grade 21, step 13 in the Standard Pay Plan established by the Secretary of Budget and Management.

The bill takes effect July 1, 2017.

Fiscal Summary

State Effect: General fund expenditures increase by at least \$302,100 beginning in FY 2018 to increase the salary of specified forensic scientists to a grade 21, step 13. These costs do not take into account any wage adjustments for forensic scientists at higher pay grades. To the extent that the salaries of higher level employees are increased, DSP estimates expenditures increase by an additional \$94,500, not including fringe benefits, in FY 2018. Out-year expenditures reflect salary increases. State revenues are not affected.

(in dollars)	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Revenues	\$0	\$0	\$0	\$0	\$0
GF Expenditure	302,100	311,200	320,500	330,100	340,000
Net Effect	(\$302,100)	(\$311,200)	(\$320,500)	(\$330,100)	(\$340,000)

Note: () = decrease; GF = general funds; FF = federal funds; SF = special funds; - = indeterminate increase; (-) = indeterminate decrease

Local Effect: None.

Small Business Effect: None.

Analysis

Current Law: Within the State Personnel Management System (SPMS), there are two pay plans: the Standard Pay Plan and the Executive Pay Plan. The purpose of the pay plans is to provide employees in positions that involve comparable effort, knowledge, responsibilities, skills, and working conditions with comparable pay according to the relative value of services performed. The Standard Pay Plan includes all positions in SPMS and all other positions for which the Secretary of Budget and Management has authority to administer pay.

Pay rates in the Standard Pay Plan may be set by a series of pay grades and steps within each grade, fixed rates, or minimum and maximum amounts. When setting or amending a pay rate, the Secretary of Budget and Management must consider the prevailing pay rates for comparable services in private and public employment, experience, living costs, benefits, and the financial condition and policies of the State. A pay rate is subject to any limitations included in the State budget.

The Secretary of Budget and Management may increase pay rates for a specific class under the Standard Pay Plan, with the approval of the Governor, in order to recruit or retain competent personnel or to ensure that pay rates adequately compensate for the effort, knowledge, responsibility, skills, and working conditions of employees in that class. If an amendment to the Standard Pay Plan affects a position in the Executive Branch that is listed in the budget bill, the amendment is contingent on the approval of the Board of Public Works. 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.

State Expenditures: DSP advises that 14 employees at Forensic Scientist III within the department are below grade 21, step 13 and have at least four years of experience. Increasing these employees' salaries to grade 21, step 13 increases general fund expenditures by \$302,112 in fiscal 2018 and \$340,030 in fiscal 2022, as shown in **Exhibit 1**. Additionally, other higher level forensic scientists may be affected since they earn less than grade 21, step 13. DSP advises that six senior employees are at steps below step 13, so these employees likely need a salary adjustment to ensure that the employees they manage or supervise do not earn more than they do. DSP estimates expenditures increase by an additional \$94,500, not including fringe benefits, to provide these employees an equivalent increase in salary.

Exhibit 1
Additional Costs for Salaries of Forensic Scientist III
Fiscal 2018-2022

<u>Salaries</u>	<u>FY 2018</u>	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>
Under the Bill	\$1,758,077	\$1,810,819	\$1,865,144	\$1,921,098	\$1,978,731
Under Current Law	1,455,965	1,499,644	1,544,633	1,590,972	1,638,701
Additional Costs	\$302,112	\$311,175	\$320,511	\$330,126	\$340,030

Note: Any corresponding increase for more senior employees is not accounted for above; costs increase by an additional \$94,500 (exclusive of fringe benefits) in fiscal 2018 to provide them an equivalent pay increase.

Source: Department of Legislative Services

Additional Information

Prior Introductions: None.

Cross File: SB 757 (Senator Guzzone, *et al.*) - Finance.

Information Source(s): Department of Budget and Management; Department of State Police; Department of Legislative Services

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fn/mcr

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