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January 27, 2020

Hon. Kay Young
Karen.Young@house.state.md.us
416 House Office Building
6 Bladen St
Annapolis, MD 21401

RE: HB0123
Labor and Employment – Wage History and Wage Range
Hearing Date: February 4, 2020 at 1:00 p.m.
Position: Oppose

Dear Del. Young and Committee Members:

This letter is submitted on behalf of the Maryland Legislative Action Committee (“MD-LAC”) of the Community Associations Institute (“CAI”). CAI represents individuals and professionals who reside in or work with condominiums, homeowners’ associations and cooperatives throughout the State of Maryland.

While this Committee generally does not take a position on employment matters, we feel that HB0123 strikes a chord in that we have a wide variety of employment positions within our management companies, our larger communities and with our vendors. We feel strongly that the wage/salary offered to a new hire is based very little on what we pay current employees and far more on applicant job skills, education & training and, in many cases, the property or portfolio to which the employee would be assigned. Our Community Managers are often paid based on portfolio revenue, types and sizes of properties (condo vs HOA, large vs many small properties in a management portfolio). Our support staff, accounting and customer service, come with little or no training, some with degrees, CPAs, specialized expertise in AP or AR, knowledge of e-banking and industry software. Customer service, an entry level position staff can be right out of high school or have Disney level training. People come with

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no experience; people come with 25+ years of experience. Some of our communities hire managers, assistant managers, support staff and maintenance staff with equally broad qualities. Our vendors hire laborers, salespeople, accounting & executive staff and technicians (plumbers, electricians, masons, accountants, engineers). We see little that this bill would do other than to cause an entry-level employee to either reject the thought of being hired as the lowest paid in the position or to take the job feeling disgruntled from the start. On the surface, the bill seems to be a back-door attempt to ensure equal pay for equal work. While that concept seems reasonable, we contend there is no equal work in our industry and people are not equally qualified for the task and thus, knowing the wage/salary range of other in the position is irrelevant and serves no good purpose. For these reasons, we oppose HB0123.

We are available to answer any questions the Committee Members may have. Please do not hesitate to contact Lisa Harris Jones, CAI MD-LAC lobbyist, at 410-366-1500 or by email at lisa.jones@mdlobbyist.com; or Steve Randol, CAI MD-LAC Chair, by email at srandol@pineyorchard.com or Chris Majerle, PCAM at 240-387-4742 or by email at cmajerle@AccessMMI.com.

Sincerely,

Steven Randol

Chair, CAI MD-LAC

Chris Majerle

Chris Majerle, PCAM

cc:

CAI is a national organization dedicated to fostering vibrant, competent, harmonious community associations for more than thirty years. Its members include community association volunteer leaders, professional managers, community management firms, and other professionals and companies that provide products and services to common interest associations. As part of its mission, CAI advocates for legislative and regulatory policies that support responsible governance and effective management. As part of this purpose state Legislative Action Committees represent CAI members before state legislatures and agencies on issues such as governance, assessments collection, insurance and construction defects.

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